

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, October 11, 2021

- A. Call to Order and announce location of Open Meetings Act Poster
 - 1. Verification of Receipt of Notice, which was published in the Harlan County Journal
 - 2. Roll of Board Members - Excuse absent board members
 - 3. Approval of Consent Agenda
 - a. Minutes from Previous Meetings
 - b. General Financial Report
 - c. Activity Financial Report
 - 4. Review monthly bills submitted
- B. Request to address the Board
- C. Action Items - Discuss, consider, and take all necessary action
 - 1. to begin the process of negotiating with the Alma Teacher Association for the 2022-23 school year.
 - 2. review and decide if we want to offer a Temporary Early Retirement Incentive Plan (TERIP) to eligible teachers.
 - 3. review and decide if we want to proceed with the HVAC project using ESSER II and/or ESSER III funds.
- D. Principal's Report
 - 1. Fall Conferences
- E. Superintendent's Report: Enrollment Numbers (Football), COVID update, RPAC Tax Information Sheet, School Board Convention Registration, Projects Updates, Superintendent's Evaluation, ESU #11 presents KSB Hot Topics, Wednesday, February 9th,
- F. Next Regular Meeting
- G. Adjourn

THE BOARD OF EDUCATION OF THE ALMA SCHOOL DISTRICT NO. 2 WILL
DISCUSS, CONSIDER, OR TAKE ACTION ON ALL ISSUES MENTIONED IN THIS
AGENDA.

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION OF ALMA PUBLIC SCHOOLS

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, September 13, 2021, at 7:00 PM in the Library at Alma Public Schools. The roll was called and the following Board members were present or absent: **Absent:** Brett Hammond (working out of town), **Present:** Allen Brugh, Randy Heckenlively, Kate Hopkins, Nick Simonson, Samantha Stuhmer.

Notice of the meeting was given in advance by publication and/or posted in accordance with the Board approved method for giving notice of meetings. Notice of this meeting and hearing were given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Kate Hopkins and seconded by Samantha Stuhmer to approve the consent agenda items; with a correction to the August 2021 Regular Board Meeting minutes at the estimated enrollment figures (estimated enrollment was 360, not 390) and to approve the Financial Reports, as presented. After discussion and on roll call vote the Board voted as follows: Passed. Brett Hammond: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea

A motion was made by Nick Simonson and seconded by Kate Hopkins to approve the receipts, expenditures, and payment of claims from the General Fund for \$570,882.68, Lunch Fund for \$12,336.86, and Activity Fund for \$12,354.58. After discussion and on roll call vote the Board voted as follows: Passed. Brett Hammond: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea

A motion was made by Nick Simonson and seconded by Randy Heckenlively to approve the 2021-2022 Budget Resolution, as presented. After discussion and on roll call vote the Board voted as follows: Passed. Brett Hammond: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea

A motion was made by Nick Simonson and seconded by Samantha Stuhmer to approve the 2021-2022 Tax Request Resolution, as presented. The Tax Request for the General Fund is set at \$3,237,206.00 (levy \$0.915 or .915cents); The Tax Request for the Special Building Fund is set at \$300,724.00 (levy \$0.085 or .085cents); The Tax Request for the Qualified Capital Purpose Undertaking Fund is set at \$88,448.00 (levy \$0.025 or .025cents). The 2021-2022 total Tax Request for all funds for the Harlan County School District #42-0002-00, Alma Public Schools should be, and is hereby set at \$3,626,378.00 (levy \$1.025). After discussion and on roll call vote the Board voted as follows: Passed. Brett Hammond: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea

A motion was made by Nick Simonson and seconded by Kate Hopkins to recognize the ATA (Alma Teacher's Association) as the exclusive bargaining agent for the non-supervisory certified staff for 2022-2023 school year. After discussion and on roll call vote the Board voted as follows: Passed.

Brett Hammond: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea

After a lengthy discussion regarding a request for use of the gym for a Christmas recital on December 5 or 12, 2021, and June 3 and 4, 2022, for recitals; it was determined the gyms and staff are too busy during the school term to allow usage. If a request for usage in June 2022 is presented nearer to that time this will again be reviewed and discussed.

Several requests for use of the gyms for youth (elementary) volleyball and athletic field for youth (elementary) football have been received. Volleyball games would be played on Saturday or Sunday afternoons. Football games would be played on Sunday afternoons. Liability coverage for outside groups using the facilities was discussed. Usage for these youth athletic groups was approved. A motion was made by Randy Heckenlively and seconded by Samantha Stuhmer to approve usage of the facilities on Saturday and Sundays for elementary volleyball and football. Brett Hammond: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea

Transportation needs were discussed and proposals for purchase and/or leasing buses were reviewed. No action was taken.

The spending of ESSER funds was discussed and timelines reviewed.

A motion was made by Nick Simonson and seconded by Kate Hopkins to approve the Holdrege Daily Citizen, Valley Voice, Kearney Hub, and the Harlan County Journal as legal newspapers for the publication of notices for Alma Public Schools. After discussion and on roll call vote the Board voted as follows: Brett Hammond: Absent, Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea

Principal Brandyberry reminded us that Parent/Teacher Conferences are scheduled for September 23, 2021, from 2:30-7:30, with school being dismissed at 1:00. Elementary teachers will assign times for parents to meet with them and parents of Secondary students will come to the gym/multi-purpose room between 2:30-7:30 to meet with each of their student's teachers. Current enrollment figures are: 193 in elementary, 52 in junior high, and 107 in high school, for a total of 352.

Superintendent Davis outlined our current COVID protocol (which is constantly being reviewed and updated); stated that School Board Convention Registration has not yet been opened; there is a Labor Relations Conference scheduled for October 12 and 13, 2021; and presented the FEMA Sub-grant Application that has been approved.

The next Regular Meeting of the Alma Board of Education will be held Monday, October 11, 2021.

President Brugh adjourned the meeting at 8:23 PM.

DATED Monday, September 13, 2021

HARLAN COUNTY SCHOOL DISTRICT #2, a/k/a ALMA PUBLIC SCHOOLS

Allen Brugh, President (signature)

Dianna Melton, Secretary (signature)

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
09/01/2021 General			\$166,737.72
09/01/2021 Money Market			\$418,932.90
09/01/2021 Transaction			\$5,327.74
Franklin County Treasurer	\$8.10		
Furnas County Treasurer	\$13,956.94		
Harlan County Treasurer	\$573,676.98		
Dept of Treas Misc Pmt	\$9,343.00		
BCBS self-pay (2)	\$2,631.95		
City of Alma - liquor licenses	\$600.00		
Sept 2021 State Aid	\$145,537.00		
interest earned - Transaction Acct	\$0.36		
interest earned - MMA	\$53.36		
interest earned - Gen Fund	\$22.87		
TOTAL RECEIPTS	\$745,830.56		\$1,336,828.92
cks cleared in September		\$623,654.64	\$713,174.28
outstanding checks		\$3,021.96	\$710,152.32
<u>Certificates of Deposit</u>			\$423,463.70
Balance 09/30/2021			\$1,133,616.02
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<u>Bldg/Sinking Fund</u>			
Balance 09/01/2021			\$260,119.79
Franklin County Treasurer	\$0.66		
Furnas County Treasurer	\$1,128.20		
Harlan County Treasurer	\$45,425.63		
interest earned	\$24.19		
Total Receipts	\$46,578.68		
loan payment auto-deduct		\$1,743.45	
Balance 09/30/2021			\$304,955.02
<hr/>			
<u>QCPU Fund</u>			
Balance 09/01/2021			\$176,627.32
Franklin County Treasurer	\$0.22		
Furnas County Treasurer	\$381.90		
Harlan County Treasurer	\$15,142.09		
interest earned	\$23.23		
Total Receipts	\$15,547.44		
Balance 09/30/2021			\$192,174.76
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<u>Depreciation Fund</u>			
Balance 09/01/2021			\$139,688.80
interest earned	\$11.48		
Balance 09/30/2021			\$139,700.28

<u>Lunch Fund</u>			
Balance 09/01/2021			\$58,665.37
Total Receipts	\$629.11		
cks cleared in September		\$20,160.06	
outstanding checks		\$0.00	
Balance 09/30/2021			\$39,134.42

<u>Activity Fund</u>			
Balance 09/01/2021			\$174,508.01
Receipts	\$59,040.75		
cks cleared in September		\$17,625.09	\$215,923.67
outstanding checks/deposits		\$4,931.44	
Balance 09/30/2021			\$210,992.23

Regular; Beginning Month 09/2021; Processing Month 09/2021; Account Type 7; Fund Number 05

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Fund Balance					
05 704 0100	ART	2,980.98	0.00	250.00	3,230.98
05 704 0101	elementary students fund balance	248.40	0.00	0.00	248.40
05 704 0110	COMPUTERS	20,409.01	0.00	775.00	21,184.01
05 704 0111	COMPUTER SALES	0.00	0.00	40,030.25	40,030.25
05 704 0113	eSports Club	20.02	40.00	40.00	20.02
05 704 0120	MISCELLANEOUS	27.79	0.00	16.74	44.53
05 704 0130	MUSIC SUPPLIES	0.00	433.80	71.25	(362.55)
05 704 0131	ELEMENTARY CHOIR	1,997.93	2,161.36	135.00	(28.43)
05 704 0133	DISTRICT MUSIC	1,116.41	0.00	0.00	1,116.41
05 704 0134	BAND PROJECTS	0.00	0.00	120.00	120.00
05 704 0135	CASH BOXES	(500.00)	1,500.00	0.00	(2,000.00)
05 704 0140	COURTESY FUND	3,192.22	0.00	490.00	3,682.22
05 704 0141	WOW	670.17	0.00	0.00	670.17
05 704 0142	CIRCLE OF FRIENDS	628.43	0.00	0.00	628.43
05 704 0143	CHRISTMAS DONATION	0.00	0.00	226.01	226.01
05 704 0144	RESOURCE	928.02	0.00	0.00	928.02
05 704 0145	LUEDKE MEMORIAL	2,841.73	0.00	0.00	2,841.73
05 704 0160	INDUSTRIAL ARTS	1,478.37	0.00	0.00	1,478.37
05 704 0161	FFA SCHOLARSHIP	14,342.43	0.00	0.00	14,342.43
05 704 0165	FUTURE FARMS OF AMERICA	39,528.47	5,015.86	3,405.00	37,917.61
05 704 0170	STUDENT COUNCIL	6,325.34	2,246.34	4,294.31	8,373.31
05 704 0180	FACULTY-STAFF	421.88	0.00	0.00	421.88
05 704 0190	DISTANCE LEARNING COURSES	18.00	0.00	0.00	18.00
05 704 0218	CLASS OF 2018	243.89	0.00	0.00	243.89
05 704 0219	CLASS OF 2019	119.35	0.00	0.00	119.35
05 704 0221	CLASS OF 2021	1,014.95	0.00	0.00	1,014.95
05 704 0222	CLASS OF 2022	1,600.89	0.00	0.00	1,600.89
05 704 0223	CLASS OF 2023	3,187.31	100.00	525.34	3,612.65
05 704 0224	CLASS OF 2024	3,106.63	0.00	464.26	3,570.89
05 704 0240	PLATE FUND	251.19	0.00	0.00	251.19
05 704 0250	ANNUAL/YEARBOOK	3,970.97	0.00	502.25	4,473.22
05 704 0251	PICTURES	6,003.07	0.00	0.00	6,003.07
05 704 0260	HOME EC/CONS ED	1,991.14	0.00	0.00	1,991.14
05 704 0265	COOKIE SALES	2,674.38	0.00	0.00	2,674.38
05 704 0270	BOOK/SOFTWARE ORDERS	6,436.23	0.00	0.00	6,436.23
05 704 0271	GENERAL MILLS BOX TOPS	5,020.71	0.00	0.00	5,020.71
05 704 0280	FIELD TRIPS	25.16	0.00	163.17	188.33
05 704 0300	ATHLETICS	6,232.74	6,204.36	5,603.00	5,631.38
05 704 0301	FOOTBALL	1,319.88	22.12	0.00	1,297.76
05 704 0302	VOLLEYBALL	5,041.57	632.29	0.00	4,409.28
05 704 0303	BOYS BASKETBALL	527.13	0.00	441.00	968.13
05 704 0304	GIRLS BASKETBALL	3,673.71	0.00	0.00	3,673.71
05 704 0305	CROSS COUNTRY	(78.52)	22.10	171.17	70.55
05 704 0306	TRACK	974.82	0.00	0.00	974.82
05 704 0307	WRESTLING	341.38	0.00	0.00	341.38
05 704 0400	CHEERLEADERS	4,372.32	939.12	20.00	3,453.20
05 704 0500	NAT'L HONOR SOCIETY	475.80	0.00	0.00	475.80
05 704 0550	MILK MACHINE	2,027.75	424.20	1,197.00	2,800.55
05 704 0600	QUIZ BOWL	1,334.32	0.00	0.00	1,334.32
05 704 0940	SCHOOL CLIMATE COMMITTEE	323.60	0.00	0.00	323.60
05 704 0950	SCHOLARSHIP FUND	1,211.50	0.00	0.00	1,211.50
05 704 0970	WEIGHT ROOM	7,148.58	0.00	0.00	7,148.58

Regular; Beginning Month 09/2021; Processing Month 09/2021; Account Type 7; Fund Number 05

Fund: 05 ACTIVITY FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 0971	DEPOSITS WEIGHT ROOM USE	752.75	0.00	100.00	852.75
05 704 0980	MATH/SCIENCE CLUB	15.00	0.00	0.00	15.00
05 704 0991	DRAMA	3,491.23	0.00	0.00	3,491.23
Total:	Fund Balance	171,507.03	19,741.55	59,040.75	210,806.23
Total:	05	171,507.03	19,741.55	59,040.75	210,806.23

10/11/2021 11:30 AM

Posted; Batch Description Sep 2021 Activity Fund; Processing Month 09/2021

User ID: DEM

Checking Account ID: 5

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
18640	09/01/2021	X			GONE	GONE LOGO	768.00
18641	09/01/2021	X			LEXINGTON	LEXINGTON PUBLIC SCHOOL	130.00
18642	09/02/2021	X			LIED	LIED CENTER FOR PERFORMING ARTS	585.00
18643	09/02/2021	X			CWD	CASH-WA DISTRIBUTING	174.20
18644	09/02/2021	X			NSESA	Nebraska Schools eSports Assn	40.00
18645	09/03/2021	X			HARVEST	HARVEST OF HARMONY	125.00
18646	09/03/2021	X			MINDEN	MINDEN CHAMBER OF COMMERCE	60.00
18647	09/07/2021	X			FRANKLIN	FRANKLIN PUBLIC SCHOOL	80.00
18648	09/07/2021	X			MINNICK	SAMANTHA MINNICK	150.00
18649	09/07/2021	X			WINSCOT	TRACI WINSCOT	150.00
18651	09/09/2021	X			ROHDELANC	Lance Rohde	110.00
18652	09/09/2021	X			TETLEGREG	GREG TETLEY	110.00
18653	09/09/2021	X			PALSER	Justin Palser	110.00
18654	09/09/2021	X			MYERS	Dustin Myers	110.00
18655	09/09/2021	X			DOWNEY	Ted Downey	110.00
18656	09/13/2021	X			MILLEMIKE	Mike Miller	120.00
18657	09/13/2021	X			BORDENM	MIKE BORDEN	120.00
18658	09/13/2021	X			BALLOU	BRAD BALLOU	120.00
18659	09/13/2021	X			HITCHCOCK	HITCHCOCK COUNTY PUBIC SCHOOLS	90.00
18660	09/14/2021				MRNRD	MIDDLE REPUBLICAN NATURAL RESOURCES DISTRICT	40.00
18661	09/14/2021	X			ARAPAHOE	ARAPAHOE PUBLIC SCHOOL	100.00
18662	09/14/2021	X			WENGERCOR	WENGER CORPORATION	1,576.36
18663	09/14/2021	X			UNK	UNIVERSITY OF NE @ KEARNEY	200.00
18664	09/15/2021	X			YANDAS	YANDAS MUSIC	223.80
18665	09/15/2021	X			AWARDS	AWARDS UNLIMITED	1,994.74
18666	09/15/2021	X			WAYNE	WAYNE STATE COLLEGE	250.00
18667	09/15/2021	X			CHS	C H S / AGRI SERVICE CENTER	36.80
18668	09/15/2021	X			ESU11	EDUCATIONAL SERVICE UNIT #11	88.46
18669	09/15/2021	X			USB	US BANK	2,246.00
18670	09/21/2021	X			BALCOM	DIANE BALCOM	120.00
18671	09/21/2021				CALKIJENN	Jennifer Calkins	120.00
18672	09/22/2021				RPAC	RPAC	587.50
18673	09/23/2021	X			BALCOM	DIANE BALCOM	120.00
18674	09/24/2021				MINNICK	SAMANTHA MINNICK	120.00
18675	09/23/2021	X			WOODPAUL	Paul Wood	110.00
18676	09/23/2021	X			POSTPROM	ALMA POST PROM	113.00
18677	09/23/2021				LOUPJASO	Jason Loup	110.00
18678	09/24/2021	X			SUGHROUE	Kent Sughroue	110.00
18680	09/24/2021	X			MCPHERSON	Charles McPherson	110.00
18681	09/24/2021	X			ESCH	Darren Esch	110.00
18682	09/24/2021				GEORGIAS	Georgia Martin Mroczek	150.00
18683	09/24/2021				MAINPIZZA	MAIN STREET PIZZA	285.85
18684	09/24/2021				MCCOOKCOM	MCCOOK COMMUNITY COLLEGE	110.00
18685	09/24/2021				DJAMERICA	Tony Dillehay	100.00
18686	09/24/2021	X			CHAMPION	CHAMPION TEAMWEAR	24.00
18687	09/24/2021	X			WILD	WILD ROOTS GREENHOUSE & MARKET LLC	993.75
18688	09/24/2021				BAREFOOT	C & G SPORTING GOODS	2,088.40
18689	09/24/2021	X			EWELL	EWELL EDUCATIONAL SERVICES	175.00
18690	09/24/2021	X			FSB	FIRST STATE BANK	1,000.00
18691	09/24/2021	X			FSB	FIRST STATE BANK	200.00
18692	09/24/2021				FRITMEAT	FRITZ'S MEAT	850.69
18694	09/27/2021	X			MCCASLIN	McCaslin Carter	80.00
18695	09/27/2021				ROHDELANC	Lance Rohde	80.00
18696	09/27/2021	X			ELSEN	Brock Elsen	80.00
18697	09/27/2021	X			FSB	FIRST STATE BANK	500.00
18698	09/27/2021				YANTISS	KATHY YANTISS	25.00
18699	09/27/2021				NASB	NE ASSN OF SCHOOL BOARDS	205.00
18700	09/27/2021				NEFFA	NEBRASKA FFA ASSN.	25.00

Check Register by Checking Account

Checking Account ID: 5

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
18701	09/28/2021	X			BALCOM	DIANE BALCOM	100.00
18702	09/28/2021				CALKIJENN	Jennifer Calkins	100.00
18703	09/28/2021				SAATHOFF	CHERYL SAATHOFF	160.00
18704	09/28/2021				KRING	Jayne Kring	160.00
18705	09/28/2021	X			FSB	FIRST STATE BANK	500.00
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 19,741.55
Checking Account Total:		5			Void Total:	0.00	Total without Voids: 19,741.55
			Grand Total:		Void Total:	0.00	Total without Voids: 19,741.55

General Fund

Ck #	Check Date	Entity Name	Description	Check Amount
100827	10/11/2021	FIRST STATE BANK - ACH	monthly ACH fee	35.00
235664	10/12/2021	DELUXE BUSINESS SYSTEMS	2500 General Fd cks	786.57
31393	10/11/2021	ALMA SCHOOL LUNCH FUND	Friday morning mtgs	22.20
31394	10/11/2021	B.H. HESEMANN SHOP	bracket for TV	352.57
31395	10/11/2021	C H S / AGRI SERVICE CENTER	monthly fuel chgs	4,301.04
31396	10/11/2021	CEV MULTIMEDIA, Ltd.	annual license renewal	850.00
31397	10/11/2021	CITY OF ALMA	water, sewer, gas, trash	2,082.59
31398	10/11/2021	CUMMINS INC.	Bluebird fuel sensor, turbo	9,352.01
31399	10/11/2021	DANA F COLE & CO.	mo fee - cafeteria plan	65.00
31400	10/11/2021	EAKES OFFICE PRODUCTS	Doc Mgt	315.00
31401	10/11/2021	ECOLAB PEST ELIM DIVISION	pest control	84.26
31402	10/11/2021	EDUCATIONAL SERVICE UNIT #11	Title 1, e-rate, Diq Coll	822.20
31403	10/11/2021	EDUCATIONAL SERVICE UNIT 10	Deaf Ed, SP Ed Super School	363.77
31404	10/11/2021	ENVIRONMENTAL AIR TECHNOLOGY	10"x100' (x4) sleeve roll	503.53
31405	10/11/2021	GOPHER SPORT	K-12 PE	676.26
31406	10/11/2021	HARLAN COUNTY JOURNAL	mtgs and publications	221.78
31407	10/11/2021	HIRERIGHT GIS Intermediate Corp., Inc.	DOT bus driver	31.40
31408	10/11/2021	HOGELANDS MARKET	Sept charges	166.34
31409	10/11/2021	HOLDREGE ELECTRIC	outlet in press box	285.36
31410	10/11/2021	HOLDREGE SOFT WATER SERVICE	40 - 40# bags salt	380.00
31411	10/11/2021	HOLIDAY INN - KEARNEY	Jon, Randy accommodations	259.90
31412	10/11/2021	HOLMES PLBG & HTG SUPPLY CO	bracket and riser	45.73
31413	10/11/2021	The Home Depot Pro	custodial supplies	2,588.67
31414	10/11/2021	HOMETOWN LEASING	copier lease	2,473.04
31415	10/11/2021	KEARNEY TOWING & REPAIR CENTER, IN	18 IC #579262 Alma to Krny	510.00
31416	10/11/2021	LOU'S SPORTING GOODS	pennants on a rope 120'	162.77
31417	10/11/2021	MADISON NATIONAL LIFE	prepaid retiree life	11.60
31418	10/11/2021	MATHESON TRI-GAS, INC.	welding gases	70.83
31419	10/11/2021	MENARDS STORE #3200	measuring wheel	57.99
31420	10/11/2021	NE ASSN OF SCHOOL BOARDS	2021 membership mtg	245.00
31421	10/11/2021	NE COUNCIL OF SCHOOL ADMIN	2021 school law update	280.00
31422	10/11/2021	NEBRASKA PUBLIC POWER DISTRICT	electricity	5,924.89
31423	10/11/2021	NEBRASKA/CENTRAL EQUIPMENT, INC.	7" amber light Collins	234.35
31424	10/11/2021	RASMUSSEN MECHANICAL SERVICES	replace pumps, seals, water cut-offs	5,117.00
31425	10/11/2021	S & W AUTO PARTS, INC	windshield wash, antifreeze, blue def	91.88
31426	10/11/2021	SCHOLASTIC INC	Sp Ed reading - elem	147.00
31427	10/11/2021	STUDIES WEEKLY	4th Gr Social Studies	273.70
31428	10/11/2021	SUNBELT RENTALS	60' manlift delivery+pickup	2,195.28
31429	10/11/2021	TRUSTWORTHY HARDWARE	misc maintenance supplies	39.12
31430	10/11/2021	U.S.CELLULAR	Bruce's cell phone	81.81
31431	10/11/2021	US BANK	current charges	1,051.81
31432	10/11/2021	US Foods, Inc.	dishwasher detergent FCS	107.35
31433	10/11/2021	WHITE'S AUTO GLASS	cut clear lami glass - Collins	173.00

sub-total 43,839.60
424,228.01
 Total 468,067.61

payroll

Lunch Fund

Ck #	Check Date	Vc Entity Name	Description	Check Amount
2020	10/11/2021	aramark	laundry service	181.98
2021	10/11/2021	BERNARD FOOD INDUSTRIES, INC	food	760.66
2022	10/11/2021	CASH-WA DISTRIBUTING	food	1,878.71
2023	10/11/2021	DFA Dairy Brands Corporate, LLC	milk products	1,879.67
2024	10/11/2021	HOGELANDS MARKET	food	1,192.93
2025	10/11/2021	MAIN STREET VARIETY	hair nets	7.11
2026	10/11/2021	SYSCO LINCOLN	food	3,705.68
2027	10/11/2021	US Foods, Inc.	food	2,803.85

sub-total 12,410.59
9,296.18
 Total 21,706.77

payroll

Negotiations Timeline

September 1 - Teacher association requests recognition as exclusive bargaining agent.

October 1 - Board must respond to request

November 1 - Negotiations must begin

February 8 - If there is no agreement, parties submit to resolution officer

March 25 or (within 25 days after state aid certification) - Negotiations, fact finding, and mediation must end.

September 15 - CIR must issue its decision.

**ALMA PUBLIC SCHOOL
TOTAL PACKAGE COST - 2022-2023 SCHOOL YEAR
CURRENT STAFF - 4 x 4.5**

\$1050/\$3500 Dual Choice
5% Discount

Ins. Inc. 0.00%
BASE \$36,050

FAMILY/S-D	\$23,018.64	EMP/CHILD/S-D	\$15,224.16
EMP/SP/S-D	\$17,233.44	SINGLE/S-D	\$8,392.08
FAM/F-DEN	\$23,663.64	EMP/SP/F-DEN	\$17,622.96

RATES	9.87%	7.65%	0.68%	\$31.20	0.440%
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NAME	FTE	LANE	STEP	SALARY INDEX	Index before extended contrac	EX DUTY	SALARY	EX DUTY SAL.	TOTAL SALARY	RETIRE	SOC. SEC	INSURANCE	WORKMAN	Life Insurance	DISAB	TOTAL PACKAGE	
MICHAEL BELL	1	MA+18	STEP 4	1.4350		3.00%	\$51,731.75	\$1,081.50	\$52,813.25	\$5,212.67	\$4,040.21	\$23,018.64	\$359.13	\$31.20	\$232.38	\$85,707.48	
BRITNEY BISKUP \$	1	MA+18	STEP 18	2.1039	1.9950	12.00%	\$75,845.60	\$4,326.00	\$80,171.60	\$7,912.94	\$6,133.13	\$23,018.64	\$545.17	\$31.20	\$352.76	\$118,165.42	
KATRINA BLANK*	1	MA	STEP 9	1.5450		0.00%	\$55,697.25	\$0.00	\$55,697.25	\$5,497.32	\$4,260.84	\$23,018.64	\$378.74	\$31.20	\$245.07	\$89,129.06	
MIKE BRUMMER	1	MA	STEP 14	1.7450		10.00%	\$62,907.25	\$3,605.00	\$66,512.25	\$6,564.76	\$5,088.19	\$17,233.44	\$452.28	\$31.20	\$292.65	\$96,174.77	
JENNA CHRISTENSEN*	1	MA	STEP 7	1.4650		0.00%	\$52,813.25	\$0.00	\$52,813.25	\$5,212.67	\$4,040.21	\$23,018.64	\$359.13	\$31.20	\$232.38	\$85,707.48	
NORA CHRISTENSEN	1	BA+36	STEP 12	1.6200		0.50%	\$58,401.00	\$180.25	\$58,581.25	\$5,781.97	\$4,481.47	\$23,018.64	\$398.35	\$31.20	\$257.76	\$92,550.64	
JULIE DIETZ	1	MA	STEP 14	1.7450		1.00%	\$62,907.25	\$360.50	\$63,267.75	\$6,244.53	\$4,839.98	\$23,018.64	\$430.22	\$31.20	\$278.38	\$98,110.70	
MARGI EHRKE	1	BA+18	STEP 9	1.4100		0.00%	\$50,830.50	\$0.00	\$50,830.50	\$5,016.97	\$3,888.53	\$23,018.64	\$345.65	\$31.20	\$223.65	\$83,355.15	
BEN ELLIS	1	MA+18	STEP 18	1.9950		19.00%	\$71,919.75	\$6,849.50	\$78,769.25	\$7,774.52	\$6,025.85	\$11,831.82	\$535.63	\$31.20	\$346.58	\$105,314.86	
JESUS FELIX	1	BA+27	STEP 11	1.5350		0.00%	\$55,336.75	\$0.00	\$55,336.75	\$5,461.74	\$4,233.26	\$23,018.64	\$376.29	\$31.20	\$243.48	\$88,701.36	
MICHAEL FORD	1	MA+18	STEP 18	1.9950		0.00%	\$71,919.75	\$0.00	\$71,919.75	\$7,098.48	\$5,501.86	\$23,018.64	\$489.05	\$31.20	\$316.45	\$108,375.43	
ISAAC FRECKS	1	MA	STEP 14	1.7450		38.50%	\$62,907.25	\$13,879.25	\$76,786.50	\$7,578.83	\$5,874.17	\$8,392.08	\$522.15	\$31.20	\$337.86	\$99,522.78	
MICHELLE FRITZ	1	MA	STEP 11	1.6250		7.00%	\$58,581.25	\$2,523.50	\$61,104.75	\$6,031.04	\$4,674.51	\$23,018.64	\$415.51	\$31.20	\$268.86	\$95,544.52	
JENNI GUTHRIE	1	MA+18	STEP 10	1.6750		0.00%	\$60,383.75	\$0.00	\$60,383.75	\$5,959.88	\$4,619.36	\$23,018.64	\$410.61	\$31.20	\$265.69	\$94,689.12	
MATTHEW HAGEMAN	1	BA	STEP 3	1.0800		15.20%	\$38,934.00	\$5,479.60	\$44,413.60	\$4,383.62	\$3,397.64	\$17,233.44	\$302.01	\$31.20	\$195.42	\$69,956.94	
ASHLEY HAYS*	1	MA	STEP 6	1.4250		0.00%	\$51,371.25	\$0.00	\$51,371.25	\$5,070.34	\$3,929.90	\$17,233.44	\$349.32	\$31.20	\$226.03	\$78,211.49	
JESSICA HOWSDEN	1	MA+18	STEP 18	1.9950		15.00%	\$71,919.75	\$5,407.50	\$77,327.25	\$7,632.20	\$5,915.53	\$23,018.64	\$525.83	\$31.20	\$340.24	\$114,790.89	
TYRELL HOWSDEN	1	BA+18	STEP 4	1.2100		9.00%	\$43,620.50	\$3,244.50	\$46,865.00	\$4,625.58	\$3,585.17	\$0.00	\$318.68	\$31.20	\$206.21	\$55,631.84	
BRENDAN JOHNSEN	1	BA+18	STEP 6	1.2900		45.60%	\$46,504.50	\$16,438.80	\$62,943.30	\$6,212.50	\$4,815.16	\$8,392.08	\$428.01	\$31.20	\$276.95	\$83,099.21	
LAURIE KERMMADE	1	MA+18	STEP 18	1.9950		11.50%	\$71,919.75	\$4,145.75	\$76,065.50	\$7,507.66	\$5,819.01	\$23,018.64	\$517.25	\$31.20	\$334.69	\$113,293.95	
BARB LONG	1	BA+36	STEP 12	1.6200		0.00%	\$58,401.00	\$0.00	\$58,401.00	\$5,764.18	\$4,467.68	\$0.00	\$397.13	\$31.20	\$256.96	\$69,318.15	
ANNETTE LOWE*	1	MA+18	STEP 16	1.9150		0.00%	\$69,035.75	\$0.00	\$69,035.75	\$6,813.83	\$5,281.23	\$17,233.44	\$469.44	\$31.20	\$303.76	\$99,168.65	
ALIESHA LUKE	1	BA	STEP 2	1.0400		0.50%	\$37,492.00	\$180.25	\$37,672.25	\$3,718.25	\$2,881.93	\$23,018.64	\$256.17	\$31.20	\$165.76	\$67,744.20	
CHRIS MAHALEK	1	MA+9	STEP 16	1.8700		9.00%	\$67,413.50	\$3,244.50	\$70,658.00	\$6,973.94	\$5,405.34	\$23,018.64	\$480.47	\$31.20	\$310.90	\$106,878.49	
KAREN OLSON	1	BA+36	STEP 12	1.6200		0.50%	\$58,401.00	\$180.25	\$58,581.25	\$5,781.97	\$4,481.47	\$17,233.44	\$398.35	\$31.20	\$257.76	\$86,765.44	
AMANDA PFEIL	1	MA+18	STEP 18	1.9950		0.50%	\$71,919.75	\$180.25	\$72,100.00	\$7,116.27	\$5,515.65	\$23,018.64	\$490.28	\$31.20	\$317.24	\$108,589.28	
MARY JO RADIL	1	BA+36	STEP 12	1.6200		0.50%	\$58,401.00	\$180.25	\$58,581.25	\$5,781.97	\$4,481.47	\$17,233.44	\$398.35	\$31.20	\$257.76	\$86,765.44	
DALE RITTER	1	BA+36	STEP 12	1.6200		20.00%	\$58,401.00	\$7,210.00	\$65,611.00	\$6,475.81	\$5,019.24	\$11,831.82	\$446.15	\$31.20	\$288.69	\$89,703.91	
KIM RITTER	1	MA	STEP 14	1.7450		3.00%	\$62,907.25	\$1,081.50	\$63,988.75	\$6,315.69	\$4,895.14	\$11,831.82	\$435.12	\$31.20	\$281.55	\$87,779.27	
BEN ROBISON	1	MA+9	STEP 12	1.7500		9.00%	\$63,087.50	\$3,244.50	\$66,332.00	\$6,546.97	\$5,074.40	\$23,018.64	\$451.06	\$31.20	\$291.86	\$101,746.12	
REDONNA RUSSELL	1	BA	STEP 6	1.2000		2.00%	\$43,260.00	\$721.00	\$43,981.00	\$4,340.92	\$3,364.55	\$23,018.64	\$299.07	\$31.20	\$193.52	\$75,228.90	
DAWN SCHEMPER	1	BA+27	STEP 11	1.5350		12.00%	\$55,336.75	\$4,326.00	\$59,662.75	\$5,888.71	\$4,564.20	\$23,018.64	\$405.71	\$31.20	\$262.52	\$93,833.73	
MARY SCHLUNTZ	1	MA+18	STEP 17	1.9550		1.00%	\$70,477.75	\$360.50	\$70,838.25	\$6,991.74	\$5,419.13	\$17,233.44	\$481.70	\$31.20	\$311.69	\$101,307.14	
ALEX SCHONEMAN*	1	BA+27	STEP 6	1.3550		29.60%	\$48,847.75	\$10,670.80	\$59,518.55	\$5,874.48	\$4,553.17	\$17,233.44	\$404.73	\$31.20	\$261.88	\$87,877.45	
JODIE SCHULLER	1	MA+9	STEP 16	1.8700		28.20%	\$67,413.50	\$10,166.10	\$77,579.60	\$7,657.11	\$5,934.84	\$23,018.64	\$527.54	\$31.20	\$341.35	\$115,090.28	
AMANDA SIEBELS	1	MA	STEP 14	1.7450	\$2.10	14.00%	\$62,907.25	\$5,047.00	\$67,954.25	\$6,707.08	\$5,198.50	\$15,224.16	\$462.09	\$31.20	\$299.00	\$95,876.28	
COURTNEY STOTTLER	1	MA+18	STEP 9	1.6350		11.50%	\$58,941.75	\$4,145.75	\$63,087.50	\$6,226.74	\$4,826.19	\$0.00	\$429.00	\$31.20	\$277.59	\$74,878.21	
MARTHA WOLFE	1	MA+18	STEP 17	1.9550		9.50%	\$70,477.75	\$3,424.75	\$73,902.50	\$7,294.18	\$5,653.54	\$23,018.64	\$502.54	\$31.20	\$325.17	\$110,727.77	
**Extra Hours				TOTALS	62.6789		338.10%	\$2,259,574.35	\$121,885.05	\$2,381,459.40	\$235,050.04	\$182,181.64	\$688,762.74	\$16,193.92	\$1,185.60	\$10,478.42	\$3,515,311.77

Non-Teacher Certificated Negotiated Salaries

MELISSA SIMONSON		BA	STEP 6	1.2000			\$43,260.00	\$0.00	\$43,260.00	\$4,269.76	\$3,309.39	\$15,224.16	\$294.17	\$31.20	\$190.34	\$66,579.02
LYNSE SCHMIDT \$		MA+18	STEP 18	2.1039	1.9950	14.500%	\$75,845.60	\$5,227.25	\$81,072.85	\$8,001.89	\$6,202.07	\$23,018.64	\$551.30	\$31.20	\$356.72	\$119,234.66
Totals				65.9828	6.0939		\$75,845.60	\$127,112.30	\$2,462,532.24	\$243,051.93	\$188,383.72	\$711,781.38	\$16,745.22	\$1,216.80	\$10,835.14	\$3,634,546.43

\$ Extra 2 week contract

**ALMA PUBLIC SCHOOL
2022-2023 STAFF - 4 X 4.5**

NAME	LANE	STEP	INDEX	Movement or Frozen
MICHAEL BELL	1 MA+18	STEP 4	1.4350	M
BRITTNEY BISKUP \$	1 MA+18	STEP 18	2.1039	F
KATRINA BLANK*	1 MA	STEP 9	1.5450	M
MIKE BRUMMER	1 MA	STEP 14	1.7450	F
JENNA CHRISTENSEN*	1 MA	STEP 7	1.4650	M
NORA CHRISTENSEN	1 BA+36	STEP 12	1.6200	F
JULIE DIETZ	1 MA	STEP 14	1.7450	M
MARGI EHRKE	1 BA+18	STEP 9	1.4100	F
BEN ELLIS	1 MA+18	STEP 18	1.9950	F
JESUS FELIX	1 BA+27	STEP 11	1.5350	F
MICHAEL FORD	1 MA+18	STEP 18	1.9950	F
ISAAC FRECKS	1 MA	STEP 14	1.7450	F
MICHELLE FRITZ	1 MA	STEP 11	1.6250	M
JENNI GUTHRIE	1 MA+18	STEP 10	1.6750	M
MATTHEW HAGEMAN	1 BA	STEP 3	1.0800	M
ASHLEY HAYS*	1 MA	STEP 6	1.4250	M
JESSICA HOWSDEN	1 MA+18	STEP 18	1.9950	F
TYRELL HOWSDEN	1 BA+18	STEP 4	1.2100	M
BRENDAN JOHNSEN	1 BA+18	STEP 6	1.2900	M
LAURIE KERMMOADE	1 MA+18	STEP 18	1.9950	F
BARB LONG	1 BA+36	STEP 12	1.6200	F
ANNETTE LOWE*	1 MA+18	STEP 16	1.9150	M
ALIESHA LUKE	1 BA	STEP 2	1.0400	M
CHRIS MAHALEK	1 MA+9	STEP 16	1.8700	F
KAREN OLSON	1 BA+36	STEP 12	1.6200	F
AMANDA PFEIL	1 MA+18	STEP 18	1.9950	F
MARY JO RADIL	1 BA+36	STEP 12	1.6200	F
DALE RITTER	1 BA+36	STEP 12	1.6200	F
KIM RITTER	1 MA	STEP 14	1.7450	F
BEN ROBISON	1 MA+9	STEP 12	1.7500	M
REDONNA RUSSELL	1 BA	STEP 6	1.2000	F
DAWN SCHEMPER	1 BA+27	STEP 11	1.5350	F
MARY SCHLUNTZ	1 MA+18	STEP 17	1.9550	M
ALEX SCHONEMAN*	1 BA+27	STEP 6	1.3550	M
JODIE SCHULLER	1 MA+9	STEP 16	1.8700	M
AMANDA SIEBELS	1 MA	STEP 14	1.7450	F
COURTNEY STOTTLER	1 MA+18	STEP 9	1.6350	M
MARTHA WOLFE	1 MA+18	STEP 17	1.9550	M
62.6789				
\$ EXTENDED CONTRACT / * EXTRA HOURS				
MELISSA SIMONSON	BA	STEP 6	1.2000	F
LYNSE SCHMIDT \$	MA+18	STEP 18	2.1039	M
65.9828				

**ALMA PUBLIC SCHOOL
TOTAL PACKAGE COST - 2020-2021 SCHOOL YEAR
CURRENT STAFF - 4 x 4.75**

\$1050/\$3500 Dual Choice
5% Discount

Ins. Inc. 0.00%
BASE \$34,900

FAMILY/S-D	\$22,345.68	EMP/CHILD/S-D	\$14,782.68
EMP/SP/S-D	\$16,732.32	SINGLE/S-D	\$8,153.40
FAM/F-DEN	\$22,990.68	EMP/SP/F-DEN	\$17,377.32

RATES	9.87%	7.65%	0.68%	\$31.20	0.440%
				per mo/Emp	

NAME	FTE	LANE	STEP	SALARY INDEX	Index before extended contrac	EX DUTY	SALARY	EX DUTY SAL.	TOTAL SALARY	RETIRE	SOC. SEC	INSURANCE	WORKMAN	Life Insurance	DISAB	TOTAL PACKAGE	
MICHAEL BELL*	1	MA+18	STEP 3	1.3950		3.00%	\$48,685.50	\$1,047.00	\$49,732.50	\$4,908.60	\$3,804.54	\$22,345.68	\$338.18	\$31.20	\$218.82	\$81,379.52	
BRITNEY BISKUP \$	1	MA+18	STEP 18	2.1039	1.9950	12.00%	\$73,426.11	\$4,188.00	\$77,614.11	\$7,660.51	\$5,937.48	\$22,345.68	\$527.78	\$31.20	\$341.50	\$114,458.26	
KATRINA BLANK*	1	BA+27	STEP 8	1.4150		0.00%	\$49,383.50	\$0.00	\$49,383.50	\$4,874.15	\$3,777.84	\$22,345.68	\$335.81	\$31.20	\$217.29	\$80,965.46	
MIKE BRUMMER	1	MA	STEP 14	1.7450		10.00%	\$60,900.50	\$3,490.00	\$64,390.50	\$6,355.34	\$4,925.87	\$16,732.32	\$437.86	\$31.20	\$283.32	\$93,156.41	
JENNA CHRISTENSEN*	1	BA+9	STEP 6	1.2450		0.00%	\$43,450.50	\$0.00	\$43,450.50	\$4,288.56	\$3,323.96	\$22,345.68	\$295.46	\$31.20	\$191.18	\$73,926.55	
NORA CHRISTENSEN	1	BA+36	STEP 12	1.6200		0.50%	\$56,538.00	\$174.50	\$56,712.50	\$5,597.52	\$4,338.51	\$22,345.68	\$385.65	\$31.20	\$249.54	\$89,660.59	
JULIE DIETZ*	1	MA	STEP 13	1.7050		1.00%	\$59,504.50	\$349.00	\$59,853.50	\$5,907.54	\$4,578.79	\$22,345.68	\$407.00	\$31.20	\$263.36	\$93,387.07	
MARGI EHRKE	1	BA+18	STEP 9	1.4100		0.00%	\$49,209.00	\$0.00	\$49,209.00	\$4,856.93	\$3,764.49	\$22,345.68	\$334.62	\$31.20	\$216.52	\$80,758.44	
BEN ELLIS	1	MA+18	STEP 18	1.9950		19.00%	\$69,625.50	\$6,631.00	\$76,256.50	\$7,526.52	\$5,833.62	\$11,495.34	\$518.54	\$31.20	\$335.53	\$101,997.25	
JESUS FELIX	1	BA+27	STEP 11	1.5350		0.00%	\$53,571.50	\$0.00	\$53,571.50	\$5,287.51	\$4,098.22	\$22,345.68	\$364.29	\$31.20	\$235.71	\$85,934.11	
MICHAEL FORD	1	MA+18	STEP 17	1.9550		0.00%	\$68,229.50	\$0.00	\$68,229.50	\$6,734.25	\$5,219.56	\$22,345.68	\$463.96	\$31.20	\$300.21	\$103,324.36	
ISAAC FRECKS	1	MA	STEP 14	1.7450		38.50%	\$60,900.50	\$13,436.50	\$74,337.00	\$7,337.06	\$5,686.78	\$8,153.40	\$505.49	\$31.20	\$327.08	\$96,378.02	
MICHELLE FRITZ	1	MA	STEP 10	1.5800		7.00%	\$55,142.00	\$2,443.00	\$57,585.00	\$5,683.64	\$4,405.25	\$22,345.68	\$391.58	\$31.20	\$253.37	\$90,695.72	
JENNI GUTHRIE	1	MA+18	STEP 9	1.6350		0.00%	\$57,061.50	\$0.00	\$57,061.50	\$5,631.97	\$4,365.20	\$22,345.68	\$388.02	\$31.20	\$251.07	\$90,074.64	
MATTHEW HAGEMAN	1	BA	STEP 2	1.0400		14.40%	\$36,296.00	\$5,025.60	\$41,321.60	\$4,078.44	\$3,161.10	\$16,732.32	\$280.99	\$31.20	\$181.82	\$65,787.47	
ASHLEY HAYS*	1	BA+9	STEP 5	1.2050		0.00%	\$42,054.50	\$0.00	\$42,054.50	\$4,150.78	\$3,217.17	\$16,732.32	\$285.97	\$31.20	\$185.04	\$66,656.98	
JESSICA HOWSDEN	1	MA+18	STEP 18	1.9950		15.00%	\$69,625.50	\$5,235.00	\$74,860.50	\$7,388.73	\$5,726.83	\$22,345.68	\$509.05	\$31.20	\$329.39	\$111,191.38	
TYRELL HOWSDEN*	1	BA+18	STEP 3	1.1700		9.00%	\$40,833.00	\$3,141.00	\$43,974.00	\$4,340.23	\$3,364.01	\$0.00	\$299.02	\$31.20	\$193.49	\$52,201.95	
BRENDAN JOHNSEN*	1	BA+18	STEP 5	1.2500		44.40%	\$43,625.00	\$15,495.60	\$59,120.60	\$5,835.20	\$4,522.73	\$8,153.40	\$402.02	\$31.20	\$260.13	\$78,325.28	
LAURIE KERMMOADE	1	MA+18	STEP 18	1.9950		11.50%	\$69,625.50	\$4,013.50	\$73,639.00	\$7,268.17	\$5,633.38	\$22,345.68	\$500.75	\$31.20	\$324.01	\$109,742.19	
BARB LONG	1	BA+36	STEP 12	1.6200		0.00%	\$56,538.00	\$0.00	\$56,538.00	\$5,580.30	\$4,325.16	\$0.00	\$384.46	\$31.20	\$248.77	\$67,107.88	
ANNETTE LOWE*	1	MA+9	STEP 15	1.8300		0.00%	\$63,867.00	\$0.00	\$63,867.00	\$6,303.67	\$4,885.83	\$16,732.32	\$434.30	\$31.20	\$281.01	\$92,535.33	
ALIESHA LUKE	1	BA	STEP 1	1.0000		0.50%	\$34,900.00	\$174.50	\$35,074.50	\$3,461.85	\$2,683.20	\$22,345.68	\$238.51	\$31.20	\$154.33	\$63,989.27	
CHRIS MAHALEK	1	MA+9	STEP 16	1.8700		9.00%	\$65,263.00	\$3,141.00	\$68,404.00	\$6,751.47	\$5,232.91	\$22,345.68	\$465.15	\$31.20	\$300.98	\$103,531.39	
KAREN OLSON	1	BA+36	STEP 12	1.6200		0.50%	\$56,538.00	\$174.50	\$56,712.50	\$5,597.52	\$4,338.51	\$16,732.32	\$385.65	\$31.20	\$249.54	\$84,047.23	
AMANDA PFEIL	1	MA+18	STEP 18	1.9950		0.50%	\$69,625.50	\$174.50	\$69,800.00	\$6,889.26	\$5,339.70	\$22,345.68	\$474.64	\$31.20	\$307.12	\$105,187.60	
MARY JO RADIL	1	BA+36	STEP 12	1.6200		0.50%	\$56,538.00	\$174.50	\$56,712.50	\$5,597.52	\$4,338.51	\$16,732.32	\$385.65	\$31.20	\$249.54	\$84,047.23	
DALE RITTER	1	BA+36	STEP 12	1.6200		20.00%	\$56,538.00	\$6,980.00	\$63,518.00	\$6,269.23	\$4,859.13	\$11,495.34	\$431.92	\$31.20	\$279.48	\$86,884.30	
KIM RITTER	1	MA	STEP 14	1.7450		3.00%	\$60,900.50	\$1,047.00	\$61,947.50	\$6,114.22	\$4,738.98	\$11,495.34	\$421.24	\$31.20	\$272.57	\$85,021.05	
BEN ROBISON*	1	MA+9	STEP 12	1.7100		9.00%	\$59,679.00	\$3,141.00	\$62,820.00	\$6,200.33	\$4,805.73	\$22,345.68	\$427.18	\$31.20	\$276.41	\$96,906.53	
REDONNA RUSSELL	1	BA	STEP 6	1.2000		2.00%	\$41,880.00	\$698.00	\$42,578.00	\$4,202.45	\$3,257.22	\$22,345.68	\$289.53	\$31.20	\$187.34	\$72,891.42	
DAWN SCHEMPER	1	BA+27	STEP 11	1.5350		12.00%	\$53,571.50	\$4,188.00	\$57,759.50	\$5,700.86	\$4,418.60	\$22,345.68	\$392.76	\$31.20	\$254.14	\$90,902.75	
MARY SCHLUNTZ	1	MA+18	STEP 16	1.9150		1.00%	\$66,833.50	\$349.00	\$67,182.50	\$6,630.91	\$5,139.46	\$16,732.32	\$456.84	\$31.20	\$295.60	\$96,468.84	
ALEX SCHONEMAN*	1	BA+18	STEP 5	1.2500		28.80%	\$43,625.00	\$10,051.20	\$53,676.20	\$5,297.84	\$4,106.23	\$16,732.32	\$365.00	\$31.20	\$236.18	\$80,444.96	
JODIE SCHULLER	1	MA+9	STEP 15	1.8300		27.80%	\$63,867.00	\$9,702.20	\$73,569.20	\$7,261.28	\$5,628.04	\$22,345.68	\$500.27	\$31.20	\$323.70	\$109,659.38	
AMANDA SIEBELS*	1	MA	STEP 13	1.7050		14.00%	\$59,504.50	\$4,886.00	\$64,390.50	\$6,355.34	\$4,925.87	\$14,782.68	\$437.86	\$31.20	\$283.32	\$91,206.77	
COURTNEY STOTTLER	1	MA+18	STEP 8	1.5950		11.50%	\$55,665.50	\$4,013.50	\$59,679.00	\$5,890.32	\$4,565.44	\$0.00	\$405.82	\$31.20	\$262.59	\$70,834.37	
MARTHA WOLFE	1	MA+9	STEP 16	1.8700		9.50%	\$65,263.00	\$3,315.50	\$68,578.50	\$6,768.70	\$5,246.26	\$22,345.68	\$466.33	\$31.20	\$301.75	\$103,738.41	
**Extra Hours				TOTALS	61.2689		334.90%	\$2,138,284.61	\$116,880.10	\$2,255,164.71	\$222,584.76	\$172,520.10	\$668,693.34	\$15,335.12	\$1,185.60	\$9,922.72	\$3,345,406.35

Non-Teacher Certificated Negotiated Salaries

MELISSA SIMONSON		BA	STEP 6	1.2000				\$41,880.00	\$0.00	\$41,880.00	\$4,133.56	\$3,203.82	\$14,782.68	\$284.78	\$31.20	\$184.27	\$64,500.31
LYNSE SCHMIDT \$		MA+18	STEP 18	2.1039	1.9950	14.500%		\$73,426.11	\$5,060.50	\$78,486.61	\$7,746.63	\$6,004.23	\$22,345.68	\$533.71	\$31.20	\$345.34	\$115,493.39
Totals				64.5728		3.9900		\$73,426.11	\$121,940.60	\$2,333,651.32	\$230,331.39	\$178,524.33	\$691,039.02	\$15,868.83	\$1,216.80	#####	\$3,460,899.75

**ALMA PUBLIC SCHOOL
2020-2021 STAFF - 4 X 4.75**

NAME		LANE	STEP	INDEX	Movement or Frozen
BRITTNEY BISKUP \$	1	MA+18	STEP 18	2.1225	F
KATRINA BLANK	1	BA+18	STEP 7	1.3350	M
MIKE BRUMMER	1	MA	STEP 14	1.7575	F
JENNA CHRISTENSEN	1	BA	STEP 5	1.1600	M
NORA CHRISTENSEN	1	BA+36	STEP 12	1.6300	F
JULIE DIETZ*	1	BA+36	STEP 12	1.6300	F
MARGI EHRKE	1	BA+18	STEP 9	1.4150	F
BEN ELLIS	1	MA+18	STEP 18	2.0125	F
JESUS FELIX	1	BA+27	STEP 11	1.5425	F
ISAAC FRECKS	1	MA	STEP 14	1.7575	F
MICHELLE FRITZ	1	MA	STEP 9	1.5575	M
JENNI GUTHRIE*	1	MA+18	STEP 8	1.6125	M
SHENNON HELMS	1	BA+27	STEP 11	1.5425	F
JESSICA HOWSDEN	1	MA+18	STEP 17	1.9725	M
TYRELL HOWSDEN*	1	BA+9	STEP 2	1.0875	M
BRENDAN JOHNSEN*	1	BA+9	STEP 4	1.1675	M
LAURIE KERMMOADE	1	MA+18	STEP 18	2.0125	F
BARB LONG	1	BA+36	STEP 12	1.6300	F
ANNETTE LOWE	1	MA+9	STEP 15	1.8450	M
SALLY LUKAS*	1	BA+18	STEP 9	1.4150	F
CHRIS MAHALEK	1	MA+9	STEP 16	1.8850	F
ASHLEY NELSON	1	BA	STEP 4	1.1200	M
KAREN OLSON	1	BA+36	STEP 12	1.6300	F
AMANDA PFEIL	1	MA+18	STEP 17	1.9725	M
MARY JO RADIL	1	BA+36	STEP 12	1.6300	F
DALE RITTER	1	BA+36	STEP 12	1.6300	F
KIM RITTER	1	MA	STEP 13	1.7175	M
BEN ROBISON	1	MA	STEP 11	1.6375	M
REDONNA RUSSELL	1	BA	STEP 6	1.2000	F
DAWN SCHEMPER	1	BA+27	STEP 11	1.5425	F
MARY SCHLUNTZ	1	MA+18	STEP 15	1.8925	M
ALEX SCHONEMAN*	1	BA+9	STEP 4	1.1675	M
JODIE SCHULLER	1	MA+9	STEP 14	1.8050	M
AMANDA SIEBELS	1	BA+36	STEP 12	1.6300	F
COURTNEY STOTTLER	1	MA+18	STEP 7	1.5725	M
MARTHA WOLFE	1	MA+9	STEP 16	1.8850	F
				58.1225	
\$ EXTENDED CONTRACT/ *EXTRA HOURS					
LYNSE SCHMIDT \$		MA+18	STEP 17	2.0803	M
				60.2028	

**ALMA PUBLIC SCHOOL
TOTAL PACKAGE COST - 2022-2023
SCHOOL YEAR
CURRENT STAFF - 4 X 4.5**

\$1050/\$3500 Dual Choice
5% Discount

Ins. Inc. 0.00%
BASE \$36,050

FAMILY/S-D	\$23,018.64	EMP/CHLD/S-D	\$15,224.16	RATES	9.87%	7.65%	0.68%	\$31.20	0.440%
EMP/SP/S-D	\$17,233.44	SINGLE/S-D	\$8,392.08						
FAM/F-DEN	\$23,663.64	EMP/SP/F-DEN	\$17,622.96						

NAME	FTE	LANE	STEP	SALARY INDEX	Index before kended contra	EX DUTY	SALARY	EX DUTY SAL.	TOTAL SALARY	RETIRE	SOC. SEC	INSURANCE	WORKMAN	per mo/Emp		TOTAL PACKAGE
														Life Insurance	DISAB	
MICHAEL BELL	1	MA+18	STEP 4	1.4350		3.00%	\$51,731.75	\$1,081.50	\$52,813.25	\$5,212.67	\$4,040.21	\$23,018.64	\$359.13	\$31.20	\$232.38	\$85,707.48
BRITTNEY BISKUP \$	1	MA+18	STEP 18	2.1039	1.9950	12.00%	\$75,845.60	\$4,326.00	\$80,171.60	\$7,912.94	\$6,133.13	\$23,018.64	\$545.17	\$31.20	\$352.76	\$118,165.42
KATRINA BLANK*	1	MA	STEP 9	1.5450		0.00%	\$55,697.25	\$0.00	\$55,697.25	\$5,497.32	\$4,260.84	\$23,018.64	\$378.74	\$31.20	\$245.07	\$89,129.06
MIKE BRUMMER	1	MA	STEP 14	1.7450		10.00%	\$62,907.25	\$3,605.00	\$66,512.25	\$6,564.76	\$5,088.19	\$17,233.44	\$452.28	\$31.20	\$292.65	\$96,174.77
JENNA CHRISTENSEN*	1	MA	STEP 7	1.4650		0.00%	\$52,813.25	\$0.00	\$52,813.25	\$5,212.67	\$4,040.21	\$23,018.64	\$359.13	\$31.20	\$232.38	\$85,707.48
NORA CHRISTENSEN	1	BA+36	STEP 12	1.6200		0.50%	\$58,401.00	\$180.25	\$58,581.25	\$5,781.97	\$4,481.47	\$23,018.64	\$398.35	\$31.20	\$257.76	\$92,550.64
JULIE DIETZ	1	MA	STEP 14	1.7450		1.00%	\$62,907.25	\$360.50	\$63,267.75	\$6,244.53	\$4,839.98	\$23,018.64	\$430.22	\$31.20	\$278.38	\$98,110.70
MARGI EHRKE	1	BA+18	STEP 9	1.4100		0.00%	\$50,830.50	\$0.00	\$50,830.50	\$5,016.97	\$3,888.53	\$23,018.64	\$345.65	\$31.20	\$223.65	\$83,355.15
BEN ELLIS	1	MA+18	STEP 18	1.9950		19.00%	\$71,919.75	\$6,849.50	\$78,769.25	\$7,774.52	\$6,025.85	\$11,831.82	\$535.63	\$31.20	\$346.58	\$105,314.86
JESUS FELIX	1	BA+27	STEP 11	1.5350		0.00%	\$55,336.75	\$0.00	\$55,336.75	\$5,461.74	\$4,233.26	\$23,018.64	\$376.29	\$31.20	\$243.48	\$88,701.36
MICHAEL FORD	1	MA+18	STEP 18	1.9950		0.00%	\$71,919.75	\$0.00	\$71,919.75	\$7,098.48	\$5,501.86	\$23,018.64	\$489.05	\$31.20	\$316.45	\$108,375.43
ISAAC FRECKS	1	MA	STEP 14	1.7450		38.50%	\$62,907.25	\$13,879.25	\$76,786.50	\$7,578.83	\$5,874.17	\$8,392.08	\$522.15	\$31.20	\$337.86	\$99,522.78
MICHELLE FRITZ	1	MA	STEP 11	1.6250		7.00%	\$58,581.25	\$2,523.50	\$61,104.75	\$6,031.04	\$4,674.51	\$23,018.64	\$415.51	\$31.20	\$268.86	\$95,544.52
JENNI GUTHRIE	1	MA+18	STEP 10	1.6750		0.00%	\$60,383.75	\$0.00	\$60,383.75	\$5,959.88	\$4,619.36	\$23,018.64	\$410.61	\$31.20	\$265.69	\$94,689.12
MATTHEW HAGEMAN	1	BA	STEP 3	1.0800		14.40%	\$38,934.00	\$5,191.20	\$44,125.20	\$4,355.16	\$3,375.58	\$17,233.44	\$300.05	\$31.20	\$194.15	\$69,614.78
ASHLEY HAYS*	1	MA	STEP 6	1.4250		0.00%	\$51,371.25	\$0.00	\$51,371.25	\$5,070.34	\$3,929.90	\$17,233.44	\$349.32	\$31.20	\$226.03	\$78,211.49
JESSICA HOWSDEN	1	MA+18	STEP 18	1.9950		15.00%	\$71,919.75	\$5,407.50	\$77,327.25	\$7,632.20	\$5,915.53	\$23,018.64	\$525.83	\$31.20	\$340.24	\$114,790.89
TYRELL HOWSDEN	1	BA+18	STEP 4	1.2100		9.00%	\$43,620.50	\$3,244.50	\$46,865.00	\$4,625.58	\$3,585.17	\$0.00	\$318.68	\$31.20	\$206.21	\$55,631.84
BRENDAN JOHNSEN	1	MA+18	STEP 6	1.2900		44.40%	\$46,504.50	\$16,006.20	\$62,510.70	\$6,169.81	\$4,782.07	\$8,392.08	\$425.07	\$31.20	\$275.05	\$82,585.97
LAURIE KERMMOADE	1	MA+18	STEP 18	1.9950		11.50%	\$71,919.75	\$4,145.75	\$76,065.50	\$7,507.66	\$5,819.01	\$23,018.64	\$517.25	\$31.20	\$334.69	\$113,293.95
BARB LONG	1	BA+36	STEP 12	1.6200		0.00%	\$58,401.00	\$0.00	\$58,401.00	\$5,764.18	\$4,467.68	\$0.00	\$397.13	\$31.20	\$256.96	\$69,318.15
ANNETTE LOWE*	1	MA+18	STEP 16	1.9150		0.00%	\$69,035.75	\$0.00	\$69,035.75	\$6,813.83	\$5,281.23	\$17,233.44	\$469.44	\$31.20	\$303.76	\$99,168.65
ALIESHA LUKE	1	BA	STEP 2	1.0400		0.50%	\$37,492.00	\$180.25	\$37,672.25	\$3,718.25	\$2,881.93	\$23,018.64	\$256.17	\$31.20	\$165.76	\$67,744.20
CHRIS MAHALEK	1	MA+9	STEP 16	1.8700		9.00%	\$67,413.50	\$3,244.50	\$70,658.00	\$6,973.94	\$5,405.34	\$23,018.64	\$480.47	\$31.20	\$310.90	\$106,878.49
KAREN OLSON	1	BA+36	STEP 12	1.6200		0.50%	\$58,401.00	\$180.25	\$58,581.25	\$5,781.97	\$4,481.47	\$17,233.44	\$398.35	\$31.20	\$257.76	\$86,765.44
AMANDA PFEIL	1	MA+18	STEP 18	1.9950		0.50%	\$71,919.75	\$180.25	\$72,100.00	\$7,116.27	\$5,515.65	\$23,018.64	\$490.28	\$31.20	\$317.24	\$108,589.28
MARY JO RADIL	1	BA+36	STEP 12	1.6200		0.50%	\$58,401.00	\$180.25	\$58,581.25	\$5,781.97	\$4,481.47	\$17,233.44	\$398.35	\$31.20	\$257.76	\$86,765.44
DALE RITTER	1	BA+36	STEP 12	1.6200		20.00%	\$58,401.00	\$7,210.00	\$65,611.00	\$6,475.81	\$5,019.24	\$11,831.82	\$446.15	\$31.20	\$288.69	\$89,703.91
KIM RITTER	1	MA	STEP 14	1.7450		3.00%	\$62,907.25	\$1,081.50	\$63,988.75	\$6,315.69	\$4,895.14	\$11,831.82	\$435.12	\$31.20	\$281.55	\$87,779.27
BEN ROBISON	1	MA+9	STEP 12	1.7500		9.00%	\$63,087.50	\$3,244.50	\$66,332.00	\$6,546.97	\$5,074.40	\$23,018.64	\$451.06	\$31.20	\$291.86	\$101,746.12
REDONNA RUSSELL	1	BA	STEP 6	1.2000		2.00%	\$43,260.00	\$721.00	\$43,981.00	\$4,340.92	\$3,364.55	\$23,018.64	\$299.07	\$31.20	\$193.52	\$75,228.90
DAWN SCHEMPER	1	BA+27	STEP 11	1.5350		12.00%	\$55,336.75	\$4,326.00	\$59,662.75	\$5,888.71	\$4,564.20	\$23,018.64	\$405.71	\$31.20	\$262.52	\$93,833.73
MARY SCHLUNTZ	1	MA+18	STEP 17	1.9550		1.00%	\$70,477.75	\$360.50	\$70,838.25	\$6,991.74	\$5,419.13	\$17,233.44	\$481.70	\$31.20	\$311.69	\$101,307.14
ALEX SCHONEMAN*	1	BA+27	STEP 6	1.3550		28.80%	\$48,847.75	\$10,382.40	\$59,230.15	\$5,846.02	\$4,531.11	\$17,233.44	\$402.77	\$31.20	\$260.61	\$87,535.29
JODIE SCHULLER	1	MA+9	STEP 16	1.8700		27.80%	\$67,413.50	\$10,021.90	\$77,435.40	\$7,642.87	\$5,923.81	\$23,018.64	\$526.56	\$31.20	\$340.72	\$114,919.20
AMANDA SIEBELS	1	MA	STEP 14	1.7450		14.00%	\$62,907.25	\$5,047.00	\$67,954.25	\$6,707.08	\$5,198.50	\$15,224.16	\$462.09	\$31.20	\$299.00	\$95,876.28
COURTNEY STOTTLER	1	MA+18	STEP 9	1.6350		11.50%	\$58,941.75	\$4,145.75	\$63,087.50	\$6,226.74	\$4,826.19	\$0.00	\$429.00	\$31.20	\$277.59	\$74,878.21
MARTHA WOLFE	1	MA+18	STEP 17	1.9550		9.50%	\$70,477.75	\$3,424.75	\$73,902.50	\$7,294.18	\$5,653.54	\$23,018.64	\$502.54	\$31.20	\$325.17	\$110,727.77

Extra Hours **TOTALS 62.6789 334.90% \$2,259,574.35 \$120,731.45 \$2,380,305.80 \$234,936.18 \$182,093.39 \$688,762.74 \$16,186.08 \$1,185.60 \$10,473.35 \$3,513,943.14

Non-Teacher Certificated Negotiated Salaries

MELISSA SIMONSON	BA	STEP 6	1.2000				\$43,260.00	\$0.00	\$43,260.00	\$4,269.76	\$3,309.39	\$15,224.16	\$294.17	\$31.20	\$190.34	\$66,579.02
LYNSE SCHMIDT \$	MA+18	STEP 18	2.1039	1.9950	14.500%		\$75,845.60	\$5,227.25	\$81,072.85	\$8,001.89	\$6,202.07	\$23,018.64	\$551.30	\$31.20	\$356.72	\$119,234.66
Totals			65.9828	3.9900			\$2,378,679.94	\$125,958.70	\$2,504,638.64	\$247,207.83	\$191,604.86	\$727,005.54	\$17,031.54	\$1,248.00	\$11,020.41	\$3,699,756.82

							SALARY	RETIRE	SOC. SEC	INSURANCE	WORKMAN	Insurance	DISAB	PACKAGE
JON DAVIS	1						\$156,122.00	\$15,409.24	\$11,943.33	\$23,663.64	\$1,061.63	\$31.20	\$686.94	\$208,917.98
STEPHANIE BRANDYBERRY	1						\$101,804.00	\$10,048.05	\$7,788.01	\$23,663.64	\$692.27	\$31.20	\$447.94	\$144,475.11

\$257,926.00 \$25,457.30 \$19,731.34 \$47,327.28 \$1,753.90 \$62.40 \$1,134.87 \$353,393.09

**ALMA PUBLIC SCHOOL
TOTAL PACKAGE COST - 2020-2021 SCHOOL YEAR
CURRENT STAFF - 4 x 4.5**

\$1050/\$3500 Dual Choice
5% Discount

Ins. Inc. 0.00%
BASE \$34,900

FAMILY/S-D	\$22,345.68	EMP/CHLD/S-D	\$14,782.68
EMP/SP/S-D	\$16,732.32	SINGLE/S-D	\$8,153.40
FAM/F-DEN	\$22,990.68	EMP/SP/F-DEN	\$17,377.32

RATES	9.8778%	7.65%	0.00%	\$34.80	0.440%
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NAME	FTE	LANE	STEP	SALARY INDEX	Index before ext. Contract		EX DUTY	SALARY	EX DUTY SAL.	TOTAL SALARY	RETIRE	SOC. SEC	INSURANCE	WORKMAN	per mo/Emp		TOTAL PACKAGE	
															Life Insurance	DISAB		
MICHAEL BELL*	1	MA+18	STEP 3	1.3950			3.00%	\$48,685.50	\$1,047.00	\$49,732.50	\$4,912.48	\$3,804.54	\$22,345.68	\$0.00	\$34.80	\$218.82	\$81,048.82	
BRITNEY BISKUP \$	1	MA+18	STEP 18	2.1039	1.9950		12.00%	\$73,426.11	\$4,188.00	\$77,614.11	\$7,666.57	\$5,937.48	\$22,345.68	\$0.00	\$34.80	\$341.50	\$113,940.14	
KATRINA BLANK*	1	BA+27	STEP 8	1.4150			0.00%	\$49,383.50	\$0.00	\$49,383.50	\$4,878.00	\$3,777.84	\$22,345.68	\$0.00	\$34.80	\$217.29	\$80,637.11	
MIKE BRUMMER	1	MA	STEP 14	1.7450			10.00%	\$60,900.50	\$3,490.00	\$64,390.50	\$6,360.36	\$4,925.87	\$16,732.32	\$0.00	\$34.80	\$283.32	\$92,727.18	
JENNA CHRISTENSEN*	1	BA+9	STEP 6	1.2450			0.00%	\$43,450.50	\$0.00	\$43,450.50	\$4,291.95	\$3,323.96	\$22,345.68	\$0.00	\$34.80	\$191.18	\$73,638.08	
NORA CHRISTENSEN	1	BA+36	STEP 12	1.6200			0.50%	\$56,538.00	\$174.50	\$56,712.50	\$5,601.95	\$4,338.51	\$22,345.68	\$0.00	\$34.80	\$249.54	\$89,282.97	
JULIE DIETZ*	1	MA	STEP 13	1.7050			1.00%	\$59,504.50	\$349.00	\$59,853.50	\$5,912.21	\$4,578.79	\$22,345.68	\$0.00	\$34.80	\$263.36	\$92,988.34	
MARGI EHRKE	1	BA+18	STEP 9	1.4100			0.00%	\$49,209.00	\$0.00	\$49,209.00	\$4,860.77	\$3,764.49	\$22,345.68	\$0.00	\$34.80	\$216.52	\$80,431.25	
BEN ELLIS	1	MA+18	STEP 18	1.9950			19.00%	\$69,625.50	\$6,631.00	\$76,256.50	\$7,532.46	\$5,833.62	\$11,495.34	\$0.00	\$34.80	\$335.53	\$101,488.26	
JESUS FELIX	1	BA+27	STEP 11	1.5350			0.00%	\$53,571.50	\$0.00	\$53,571.50	\$5,291.69	\$4,098.22	\$22,345.68	\$0.00	\$34.80	\$235.71	\$85,577.60	
MICHAEL FORD	1	MA+18	STEP 17	1.9550			0.00%	\$68,229.50	\$0.00	\$68,229.50	\$6,739.57	\$5,219.56	\$22,345.68	\$0.00	\$34.80	\$300.21	\$102,869.32	
ISAAC FRECKS	1	MA	STEP 14	1.7450			38.50%	\$60,900.50	\$13,436.50	\$74,337.00	\$7,342.86	\$5,686.78	\$8,153.40	\$0.00	\$34.80	\$327.08	\$95,881.92	
MICHELLE FRITZ	1	MA	STEP 10	1.5800			7.00%	\$55,142.00	\$2,443.00	\$57,585.00	\$5,688.13	\$4,405.25	\$22,345.68	\$0.00	\$34.80	\$253.37	\$90,312.24	
JENNI GUTHRIE	1	MA+18	STEP 9	1.6350			0.00%	\$57,061.50	\$0.00	\$57,061.50	\$5,636.42	\$4,365.20	\$22,345.68	\$0.00	\$31.20	\$251.07	\$89,691.08	
MATTHEW HAGEMAN	1	BA	STEP 2	1.0400			14.40%	\$36,296.00	\$5,025.60	\$41,321.60	\$4,081.67	\$3,161.10	\$16,732.32	\$0.00	\$31.20	\$181.82	\$65,509.70	
ASHLEY HAYS*	1	BA+9	STEP 5	1.2050			0.00%	\$42,054.50	\$0.00	\$42,054.50	\$4,154.06	\$3,217.17	\$16,732.32	\$0.00	\$34.80	\$185.04	\$66,377.89	
JESSICA HOWSDEN	1	MA+18	STEP 18	1.9950			15.00%	\$69,625.50	\$5,235.00	\$74,860.50	\$7,394.57	\$5,726.83	\$22,345.68	\$0.00	\$34.80	\$329.39	\$110,691.76	
TYRELL HOWSDEN*	1	BA+18	STEP 3	1.1700			9.00%	\$40,833.00	\$3,141.00	\$43,974.00	\$4,343.66	\$3,364.01	\$0.00	\$0.00	\$34.80	\$193.49	\$51,909.96	
BRENDAN JOHNSEN*	1	BA+18	STEP 5	1.2500			44.40%	\$43,625.00	\$15,495.60	\$59,120.60	\$5,839.81	\$4,522.73	\$8,153.40	\$0.00	\$34.80	\$260.13	\$77,931.47	
LAURIE KERMMOADE	1	MA+18	STEP 18	1.9950			11.50%	\$69,625.50	\$4,013.50	\$73,639.00	\$7,273.91	\$5,633.38	\$22,345.68	\$0.00	\$34.80	\$324.01	\$109,250.79	
BARB LONG	1	BA+36	STEP 12	1.6200			0.00%	\$56,538.00	\$0.00	\$56,538.00	\$5,584.71	\$4,325.16	\$0.00	\$0.00	\$34.80	\$248.77	\$66,731.43	
ANNETTE LOWE*	1	MA+9	STEP 15	1.8300			0.00%	\$63,867.00	\$0.00	\$63,867.00	\$6,308.65	\$4,885.83	\$16,732.32	\$0.00	\$34.80	\$281.01	\$92,109.61	
ALIESHA LUKE	1	BA	STEP 1	1.0000			0.50%	\$34,900.00	\$174.50	\$35,074.50	\$3,464.59	\$2,683.20	\$22,345.68	\$0.00	\$34.80	\$154.33	\$63,757.10	
CHRIS MAHALEK	1	MA+9	STEP 16	1.8700			9.00%	\$65,263.00	\$3,141.00	\$68,404.00	\$6,756.81	\$5,232.91	\$22,345.68	\$0.00	\$34.80	\$300.98	\$103,075.17	
KAREN OLSON	1	BA+36	STEP 12	1.6200			0.50%	\$56,538.00	\$174.50	\$56,712.50	\$5,601.95	\$4,338.51	\$16,732.32	\$0.00	\$34.80	\$249.54	\$83,669.61	
AMANDA PFEIL	1	MA+18	STEP 18	1.9950			0.50%	\$69,625.50	\$174.50	\$69,800.00	\$6,894.70	\$5,339.70	\$22,345.68	\$0.00	\$34.80	\$307.12	\$104,722.00	
MARY JO RADIL	1	BA+36	STEP 12	1.6200			0.50%	\$56,538.00	\$174.50	\$56,712.50	\$5,601.95	\$4,338.51	\$16,732.32	\$0.00	\$34.80	\$249.54	\$83,669.61	
DALE RITTER	1	BA+36	STEP 12	1.6200			20.00%	\$56,538.00	\$6,980.00	\$63,518.00	\$6,274.18	\$4,859.13	\$11,495.34	\$0.00	\$34.80	\$279.48	\$86,460.93	
KIM RITTER	1	MA	STEP 14	1.7450			3.00%	\$60,900.50	\$1,047.00	\$61,947.50	\$6,119.05	\$4,738.98	\$11,495.34	\$0.00	\$34.80	\$272.57	\$84,608.24	
BEN ROBISON*	1	MA+9	STEP 12	1.7100			9.00%	\$59,679.00	\$3,141.00	\$62,820.00	\$6,205.23	\$4,805.73	\$22,345.68	\$0.00	\$34.80	\$276.41	\$96,487.85	
REDONNA RUSSELL	1	BA	STEP 6	1.2000			2.00%	\$41,880.00	\$698.00	\$42,578.00	\$4,205.77	\$3,257.22	\$22,345.68	\$0.00	\$34.80	\$187.34	\$72,608.81	
DAWN SCHEMPER	1	BA+27	STEP 11	1.5350			12.00%	\$53,571.50	\$4,188.00	\$57,759.50	\$5,705.37	\$4,418.60	\$22,345.68	\$0.00	\$34.80	\$254.14	\$90,518.09	
MARY SCHLUNTZ	1	MA+18	STEP 16	1.9150			1.00%	\$66,833.50	\$349.00	\$67,182.50	\$6,636.15	\$5,139.46	\$16,732.32	\$0.00	\$34.80	\$295.60	\$96,020.84	
ALEX SCHONEMAN*	1	BA+18	STEP 5	1.2500			28.80%	\$43,625.00	\$10,051.20	\$53,676.20	\$5,302.03	\$4,106.23	\$16,732.32	\$0.00	\$34.80	\$236.18	\$80,087.75	
JODIE SCHULLER	1	MA+9	STEP 15	1.8300			27.80%	\$63,867.00	\$9,702.20	\$73,569.20	\$7,267.02	\$5,628.04	\$22,345.68	\$0.00	\$34.80	\$323.70	\$109,168.45	
AMANDA SIEBELS*	1	MA	STEP 13	1.7050			14.00%	\$59,504.50	\$4,886.00	\$64,390.50	\$6,360.36	\$4,925.87	\$14,782.68	\$0.00	\$34.80	\$283.32	\$90,777.54	
COURTNEY STOTTLER	1	MA+18	STEP 8	1.5950			11.50%	\$55,665.50	\$4,013.50	\$59,679.00	\$5,894.97	\$4,565.44	\$0.00	\$0.00	\$34.80	\$262.59	\$70,436.80	
MARTHA WOLFE	1	MA+9	STEP 16	1.8700			9.50%	\$65,263.00	\$3,315.50	\$68,578.50	\$6,774.05	\$5,246.26	\$22,345.68	\$0.00	\$34.80	\$301.75	\$103,281.03	
**Extra Hours				TOTALS	61.2689			334.90%	\$2,138,284.61	\$116,880.10	\$2,255,164.71	\$222,760.66	\$172,520.10	\$668,693.34	\$0.00	\$1,315.20	\$9,922.72	\$3,330,376.73

Non-Teacher Certificated Negotiated Salaries

MELISSA SIMONSON		BA	STEP 6	1.2000				\$41,880.00	\$0.00	\$41,880.00	\$4,136.82	\$3,203.82	\$14,782.68	\$0.00	\$34.80	\$184.27	\$64,222.39
LYNSE SCHMIDT \$		MA+18	STEP 18	2.1039	1.9950		14.500%	\$73,426.11	\$5,060.50	\$78,486.61	\$7,752.75	\$6,004.23	\$22,345.68	\$0.00	\$34.80	\$345.34	\$114,969.41
Totals				64.5728		3.9900		\$73,426.11	\$121,940.60	\$2,333,651.32	\$230,513.41	\$178,524.33	\$691,039.02	\$0.00	\$1,350.00	#####	\$3,445,346.14

**ALMA PUBLIC SCHOOL
SALARY and EXTRA-DUTY COST - 2020-2021 SCHOOL
CURRENT STAFF - 4 x 4.5**

		CURRENT														
		BASE \$34,900			% Increase	2.16%	2.40%	2.52%	2.64%	2.76%	2.88%	3.01%	3.13%	3.25%	3.37%	3.49%
NAME	FTE	LANE	STEP	SALARY INDEX	EX DUTY	\$34,900.00 BASE	\$34,950.00 BASE	\$35,000.00 BASE	\$35,050.00 BASE	\$35,100.00 BASE	\$35,150.00 BASE	\$35,200.00 BASE	\$35,250.00 BASE	\$35,600.00 BASE	\$35,650.00 BASE	\$35,700.00 BASE
MICHAEL BELL*	1	MA+18	STEP 3	1.3950		3.00%	\$48,685.50	\$1,047.00	\$49,732.50	\$1,372.62	\$1,432.30	\$0.00	\$1,556.63	\$0.03	\$1,675.99	\$55,770.06
BRITTNEY BISKUP \$	1	MA+18	STEP 18	2.1039	1.9950	12.00%	\$73,426.11	\$4,188.00	\$77,614.11	\$2,142.15	\$2,235.29	\$0.00	\$2,429.32	\$0.03	\$2,615.60	\$87,036.50
KATRINA BLANK*	1	BA+27	STEP 8	1.4150		0.00%	\$49,383.50	\$0.00	\$49,383.50	\$1,362.98	\$1,422.24	\$0.00	\$1,545.70	\$0.03	\$1,664.22	\$55,378.69
MIKE BRUMMER	1	MA	STEP 14	1.7450		10.00%	\$60,900.50	\$3,490.00	\$64,390.50	\$1,777.18	\$1,854.45	\$0.02	\$2,015.42	\$0.03	\$2,169.96	\$72,207.56
JENNA CHRISTENSEN*	1	BA+9	STEP 6	1.2450		0.00%	\$43,450.50	\$0.00	\$43,450.50	\$1,199.23	\$1,251.37	\$0.00	\$1,360.00	\$0.03	\$1,464.28	\$48,725.42
NORA CHRISTENSEN	1	BA+36	STEP 12	1.6200		0.50%	\$56,538.00	\$174.50	\$56,712.50	\$1,565.27	\$1,633.32	\$0.00	\$1,775.10	\$0.03	\$1,911.21	\$63,597.43
JULIE DIETZ*	1	MA	STEP 13	1.7050		1.00%	\$59,504.50	\$349.00	\$59,853.50	\$1,651.96	\$1,723.78	\$0.00	\$1,873.41	\$0.03	\$2,017.06	\$67,119.75
MARGI EHRKE	1	BA+18	STEP 9	1.4100		0.00%	\$49,209.00	\$0.00	\$49,209.00	\$1,358.17	\$1,417.22	\$0.00	\$1,540.24	\$0.03	\$1,658.34	\$55,183.01
BEN ELLIS	1	MA+18	STEP 18	1.9950		19.00%	\$69,625.50	\$6,631.00	\$76,256.50	\$2,104.68	\$2,196.19	\$0.00	\$2,386.83	\$0.03	\$2,569.84	\$85,514.07
JESUS FELIX	1	BA+27	STEP 11	1.5350		0.00%	\$53,571.50	\$0.00	\$53,571.50	\$1,478.57	\$1,542.86	\$0.00	\$1,676.79	\$0.03	\$1,805.36	\$60,075.11
MICHAEL FORD	1	MA+18	STEP 17	1.9550		0.00%	\$68,229.50	\$0.00	\$68,229.50	\$1,883.13	\$1,965.01	\$0.00	\$2,135.58	\$0.03	\$2,299.33	\$76,512.59
ISAAC FRECKS	1	MA	STEP 14	1.7450		38.50%	\$60,900.50	\$13,436.50	\$74,337.00	\$2,051.70	\$2,140.91	\$0.03	\$2,326.75	\$0.03	\$2,505.16	\$83,361.57
MICHELLE FRITZ	1	MA	STEP 10	1.5800		7.00%	\$55,142.00	\$2,443.00	\$57,585.00	\$1,589.35	\$1,658.45	\$0.00	\$1,802.41	\$0.03	\$1,940.61	\$64,575.85
JENNI GUTHRIE	1	MA+18	STEP 9	1.6350		0.00%	\$57,061.50	\$0.00	\$57,061.50	\$1,574.90	\$1,643.37	\$0.00	\$1,786.02	\$31.20	\$1,922.97	\$64,019.97
MATTHEW HAGEMAN	1	BA	STEP 2	1.0400		14.40%	\$36,296.00	\$5,025.60	\$41,321.60	\$1,140.48	\$1,190.06	\$0.02	\$1,293.37	\$31.20	\$1,392.54	\$46,369.26
ASHLEY HAYS*	1	BA+9	STEP 5	1.2050		0.00%	\$42,054.50	\$0.00	\$42,054.50	\$1,160.70	\$1,211.17	\$0.02	\$1,316.31	\$0.03	\$1,417.24	\$47,159.97
JESSICA HOWSDEN	1	MA+18	STEP 18	1.9950		15.00%	\$69,625.50	\$5,235.00	\$74,860.50	\$2,066.15	\$2,155.98	\$0.00	\$2,343.13	\$0.03	\$2,522.80	\$83,948.60
TYRELL HOWSDEN*	1	BA+18	STEP 3	1.1700		9.00%	\$40,833.00	\$3,141.00	\$43,974.00	\$1,213.68	\$1,266.45	\$0.00	\$1,376.39	\$0.03	\$1,481.92	\$49,312.48
BRENDAN JOHNSEN*	1	BA+18	STEP 5	1.2500		44.40%	\$43,625.00	\$15,495.60	\$59,120.60	\$1,631.73	\$1,702.67	\$0.03	\$1,850.47	\$0.03	\$1,992.36	\$66,297.90
LAURIE KERMMOADE	1	MA+18	STEP 18	1.9950		11.50%	\$69,625.50	\$4,013.50	\$73,639.00	\$2,032.44	\$2,120.80	\$0.00	\$2,304.90	\$0.03	\$2,481.63	\$82,578.81
BARB LONG	1	BA+36	STEP 12	1.6200		0.00%	\$56,538.00	\$0.00	\$56,538.00	\$1,560.45	\$1,628.29	\$0.00	\$1,769.64	\$0.03	\$1,905.33	\$63,401.75
ANNETTE LOWE*	1	MA+9	STEP 15	1.8300		0.00%	\$63,867.00	\$0.00	\$63,867.00	\$1,762.73	\$1,839.37	\$0.02	\$1,999.04	\$0.03	\$2,152.32	\$71,620.51
ALIESHA LUKE	1	BA	STEP 1	1.0000		0.50%	\$34,900.00	\$174.50	\$35,074.50	\$968.06	\$1,010.15	\$0.00	\$1,097.83	\$0.03	\$1,182.01	\$39,332.58
CHRIS MAHALEK	1	MA+9	STEP 16	1.8700		9.00%	\$65,263.00	\$3,141.00	\$68,404.00	\$1,887.95	\$1,970.04	\$0.00	\$2,141.05	\$0.03	\$2,305.21	\$76,708.28
KAREN OLSON	1	BA+36	STEP 12	1.6200		0.50%	\$56,538.00	\$174.50	\$56,712.50	\$1,565.27	\$1,633.32	\$0.02	\$1,775.10	\$0.03	\$1,911.21	\$63,597.45
AMANDA PFEIL	1	MA+18	STEP 18	1.9950		0.50%	\$69,625.50	\$174.50	\$69,800.00	\$1,926.48	\$2,010.24	\$0.00	\$2,184.74	\$0.03	\$2,352.26	\$78,273.75
MARY JO RADIL	1	BA+36	STEP 12	1.6200		0.50%	\$56,538.00	\$174.50	\$56,712.50	\$1,565.27	\$1,633.32	\$0.02	\$1,775.10	\$0.03	\$1,911.21	\$63,597.45
DALE RITTER	1	BA+36	STEP 12	1.6200		20.00%	\$56,538.00	\$6,980.00	\$63,518.00	\$1,753.10	\$1,829.32	\$0.00	\$1,988.11	\$0.03	\$2,140.56	\$71,229.12
KIM RITTER	1	MA	STEP 14	1.7450		3.00%	\$60,900.50	\$1,047.00	\$61,947.50	\$1,709.75	\$1,784.09	\$0.00	\$1,938.96	\$0.03	\$2,087.63	\$69,467.96
BEN ROBISON*	1	MA+9	STEP 12	1.7100		9.00%	\$59,679.00	\$3,141.00	\$62,820.00	\$1,733.83	\$1,809.22	\$0.00	\$1,966.27	\$0.03	\$2,117.03	\$70,446.38
REDONNA RUSSELL	1	BA	STEP 6	1.2000		2.00%	\$41,880.00	\$698.00	\$42,578.00	\$1,175.15	\$1,226.25	\$0.00	\$1,332.69	\$0.03	\$1,434.88	\$47,747.00
DAWN SCHEMPER	1	BA+27	STEP 11	1.5350		12.00%	\$53,571.50	\$4,188.00	\$57,759.50	\$1,594.16	\$1,663.47	\$0.00	\$1,807.87	\$0.03	\$1,946.50	\$64,771.54
MARY SCHLUNTZ	1	MA+18	STEP 16	1.9150		1.00%	\$66,833.50	\$349.00	\$67,182.50	\$1,854.24	\$1,934.86	\$0.02	\$2,102.81	\$0.03	\$2,264.05	\$75,338.51
ALEX SCHONEMAN*	1	BA+18	STEP 5	1.2500		28.80%	\$43,625.00	\$10,051.20	\$53,676.20	\$1,481.46	\$1,545.87	\$0.02	\$1,680.07	\$0.03	\$1,808.89	\$60,192.54
JODIE SCHULLER	1	MA+9	STEP 15	1.8300		27.80%	\$63,867.00	\$9,702.20	\$73,569.20	\$2,030.51	\$2,118.79	\$0.00	\$2,302.72	\$0.03	\$2,479.28	\$82,500.53
AMANDA SIEBELS*	1	MA	STEP 13	1.7050		14.00%	\$59,504.50	\$4,886.00	\$64,390.50	\$1,777.18	\$1,854.45	\$0.00	\$2,015.42	\$0.03	\$2,169.96	\$72,207.54
COURTNEY STOTTLER	1	MA+18	STEP 8	1.5950		11.50%	\$55,665.50	\$4,013.50	\$59,679.00	\$1,647.14	\$1,718.76	\$0.00	\$1,867.95	\$0.03	\$2,011.18	\$66,924.06
MARTHA WOLFE	1	MA+9	STEP 16	1.8700		9.50%	\$65,263.00	\$3,315.50	\$68,578.50	\$1,892.77	\$1,975.06	\$0.00	\$2,146.51	\$0.03	\$2,311.10	\$76,903.96
**Extra Hours																
TOTALS	61.2689					334.90%	\$2,138,284.61	\$116,880.10	\$2,255,164.71	\$62,242.55	\$64,948.74	\$0.22	\$70,586.66	\$63.57	\$75,999.05	\$2,529,005.50

Non-Teacher Certificated Negotiated Salaries

MELISSA SIMONSON		BA	STEP 6	1.2000			\$41,880.00	\$0.00	\$41,880.00	\$1,155.89	\$1,206.14	\$0.00	\$1,310.84	\$0.03	\$1,411.36	\$46,964.26
LYNSE SCHMIDT \$		MA+18	STEP 18	2.1039	1.9950	14.500%	\$73,426.11	\$5,060.50	\$78,486.61	\$2,166.23	\$2,260.41	\$0.00	\$2,456.63	\$0.03	\$2,645.00	\$88,014.92
Totals				64.5728	3.9900		\$73,426.11	\$121,940.60	\$2,333,651.32	\$64,408.78	\$67,209.16	\$0.22	\$73,043.29	\$63.60	\$78,644.05	\$2,617,020.42

**ALMA PUBLIC SCHOOL
TOTAL PACKAGE COST - 2019-2020 SCHOOL YEAR
CURRENT STAFF - 4 x 4.5**

\$1050/\$3500 Dual Choice
5% Discount

Ins. Inc. 0.00%
BASE \$34,900

FAMILY/S-D	\$20,905.80	EMP/CHILD/S-D	\$13,835.52
EMP/SP/S-D	\$15,658.20	SINGLE/S-D	\$7,638.24
FAM/F-DEN	\$21,538.20	EMP/SP/F-DEN	\$16,290.60

RATES	9.87%	7.65%	0.68%	\$31.20	0.440%
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NAME	FTE	LANE	STEP	SALARY INDEX	Extra Days extended contract	EX DUTY	SALARY	EX DUTY SAL.	TOTAL SALARY	RETIRE	SOC. SEC	INSURANCE	WORKMAN	Life Insurance	DISAB	TOTAL PACKAGE
1/2 time = 91 1/2 days																
JENNI GUTHRIE	0.5	MA	STEP 7	0.7325		0.00%	\$25,564.25	\$0.00	\$25,564.25	\$2,523.19	\$1,955.67	\$10,452.90	\$173.84	\$31.20	\$112.48	\$40,813.53
1/2 time + 11 1/2 days																
JENNI GUTHRIE	0.5	MA	STEP 7	0.7325	11.50		\$25,564.25	\$3,212.99	\$28,777.24	\$2,840.31	\$2,308.33	\$11,766.66	\$195.69	\$31.20	\$126.62	\$46,046.05
1/2 time + 16 1/2 days																
JENNI GUTHRIE	0.5	MA	STEP 7	0.7325	16.50		\$25,564.25	\$4,609.95	\$30,174.20	\$2,978.19	\$2,308.33	\$12,337.86	\$205.18	\$31.20	\$132.77	\$48,167.73
Full Time Costs																
JENNI GUTHRIE	1.0	MA	STEP 7	1.4650		0.00%	\$51,128.50	\$0.00	\$51,128.50	\$5,046.38	\$3,911.33	\$20,905.80	\$347.67	\$31.20	\$224.97	\$81,595.85
																\$99,000.00
ESU Cost Est. 2018-19 - 6 days														\$56,982.50	\$113,965.00	
Cost per day																\$542.69
ESU Cost Est. 2019-20 - 7 days														\$64,456.56	\$128,913.12	
Cost per day																\$526.18
ESU Cost Est. 2019-20: 3 days																\$55,260.87
Jenni's Est. cost 2019-20: 3 days																\$46,046.05
																\$101,306.92
Cost per day																\$482.41
EST. Cost Savings 2019-20:																\$27,606.20

Non-Teacher Certificated Negotiated Salaries

\$ Extra contract per day 279.3907
\$ Extra insurance per day 114.24
393.631

FT Index 1.465
Days 11.5
16.5

PROJECTED SALARY COSTS 2022-2023
Proposed Movement by 2021-22 Staff 4x4.5

		\$1050/\$3500 Deductible										
		2021-22	2022-23									
Insurance Inc.												
BASE SALARY		\$36,050	\$36,050	\$36,500	\$36,750	\$37,000	\$37,250	\$38,500	\$37,750	\$38,000	\$38,250	
Last Year	61.2689											
ACADEMIC	62.6789	\$2,208,743.85	\$2,259,574.35	\$2,287,779.85	\$2,303,449.58	\$2,319,119.30	\$2,334,789.03	\$2,413,137.65	\$2,366,128.48	\$2,381,798.20	\$2,397,467.93	
Last Year	334.90%											
ACTIVITY	338.10%	\$120,731.45	\$121,885.05	\$123,406.50	\$124,251.75	\$125,097.00	\$125,942.25	\$130,168.50	\$127,632.75	\$128,478.00	\$129,323.25	
TOTAL INCOME		\$2,329,475.30	\$2,381,459.40	\$2,411,186.35	\$2,427,701.33	\$2,444,216.30	\$2,460,731.28	\$2,543,306.15	\$2,493,761.23	\$2,510,276.20	\$2,526,791.18	
INSURANCE-% INC.	5.00%	\$688,762.74	\$723,200.88	\$723,200.88	\$723,200.88	\$723,200.88	\$723,200.88	\$723,200.88	\$723,200.88	\$723,200.88	\$723,200.88	
Last year	7.65%											
SOC. SEC.	7.65%	\$178,204.86	\$182,181.64	\$184,455.76	\$185,719.15	\$186,982.55	\$188,245.94	\$194,562.92	\$190,772.73	\$192,036.13	\$193,299.52	
Last Year	9.8778%											
Retirement	9.8778%	\$230,100.91	\$235,235.80	\$238,172.17	\$239,803.48	\$241,434.80	\$243,066.11	\$251,222.69	\$246,328.75	\$247,960.06	\$249,591.38	
Last Year - WM	0.68%											
Workman	0.68%	\$15,840.43	\$16,193.92	\$16,396.07	\$16,508.37	\$16,620.67	\$16,732.97	\$17,294.48	\$16,957.58	\$17,069.88	\$17,182.18	
LTD	0.44%	\$10,249.69	\$10,478.42	\$10,609.22	\$10,681.89	\$10,754.55	\$10,827.22	\$11,190.55	\$10,972.55	\$11,045.22	\$11,117.88	
Last Year	\$34.80											
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
TOTAL COST		\$3,453,886.73	\$3,550,002.86	\$3,585,273.24	\$3,604,867.89	\$3,624,462.54	\$3,644,057.20	\$3,742,030.47	\$3,683,246.51	\$3,702,841.16	\$3,722,435.82	
DOLLAR INCREASE			\$96,116.13	\$131,386.51	\$150,981.16	\$170,575.82	\$190,170.47	\$288,143.74	\$229,359.78	\$248,954.43	\$268,549.09	
% INCREASE			2.78%	3.80%	4.37%	4.94%	5.51%	8.34%	6.64%	7.21%	7.78%	

PROJECTED SALARY COSTS 2020-2021 Proposed Movement BY 19-20 Staff 4x4.75

\$1050/\$3500 Deductible		\$1050/\$3500 Deductible											
6.71% Insurance Inc.		2019-20	2020-21										
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700		
Last Year	56.5439												
ACADEMIC	58.1225	\$1,973,382.11	\$2,028,475.25	\$2,034,287.50	\$2,040,099.75	\$2,045,912.00	\$2,051,724.25	\$2,057,536.50	#####	#####	#####		
Last Year	309.50%												
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10		
TOTAL INCOME		\$2,081,397.61	\$2,137,467.95	\$2,143,592.50	\$2,149,717.05	\$2,155,841.60	\$2,161,966.15	\$2,168,090.70	#####	#####	#####		
INSURANCE-% INC	6.71%	\$551,267.27	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86		
Last year	7.65%												
SOC. SEC.	7.65%	\$159,226.92	\$163,516.30	\$163,984.83	\$164,453.35	\$164,921.88	\$165,390.41	\$165,858.94	\$166,327.47	\$166,795.99	\$167,264.52		
Last Year	9.8778%												
Retirement	9.8778%	\$205,596.29	\$211,134.81	\$211,739.78	\$212,344.75	\$212,949.72	\$213,554.69	\$214,159.66	\$214,764.63	\$215,369.60	\$215,974.58		
Last Year - WM	0.68%												
Workman	0.68%	\$14,153.50	\$14,534.78	\$14,576.43	\$14,618.08	\$14,659.72	\$14,701.37	\$14,743.02	\$14,784.66	\$14,826.31	\$14,867.96		
LTD	0.44%	\$9,158.15	\$9,404.86	\$9,431.81	\$9,458.76	\$9,485.70	\$9,512.65	\$9,539.60	\$9,566.55	\$9,593.50	\$9,620.44		
Last Year	\$34.80												
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80		
TOTAL COST		\$3,022,052.54	\$3,129,963.36	\$3,137,230.00	\$3,144,496.65	\$3,151,763.29	\$3,159,029.93	\$3,166,296.58	#####	#####	#####		
DOLLAR INCREASE			\$107,910.81	\$115,177.46	\$122,444.10	\$129,710.75	\$136,977.39	\$144,244.03	\$151,510.68	\$158,777.32	\$166,043.97		
% INCREASE			3.57%	3.81%	4.05%	4.29%	4.53%	4.77%	5.01%	5.25%	5.49%		
\$ INCREASE 4 X 4.5			\$75,877.52										
4 X 4.5 SCHEDULE % INCREASE			2.51%	2.75%	2.99%	3.22%	3.46%	3.70%	3.94%	4.17%	4.41%		
			\$32,033.39										

PROJECTED SALARY COSTS 2020-2021
Proposed Movement by 2019-20 Staff 4x4.5

\$1050/\$3500 Deductible		\$1050/\$3500 Deductible									
6.71% Insurance Inc.		2019-20	2020-21								
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700
Last Year	56.5439										
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	#####	#####	#####
Last Year	0.00%										
ACTIVITY	0.00%	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL INCOME		\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	#####	#####	#####
INSURANCE-% INC	6.71%	\$551,267.27	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86
Last year	7.65%										
SOC. SEC.	7.65%	\$150,963.73	\$153,112.96	\$153,551.68	\$153,990.40	\$154,429.12	\$154,867.84	\$155,306.56	\$155,745.28	\$156,183.99	\$156,622.71
Last Year	9.8778%										
Retirement	9.8778%	\$194,926.74	\$197,701.86	\$198,268.34	\$198,834.82	\$199,401.30	\$199,967.78	\$200,534.26	\$201,100.74	\$201,667.22	\$202,233.70
Last Year - WM	0.68%										
Workman	0.68%	\$13,419.00	\$13,610.04	\$13,649.04	\$13,688.04	\$13,727.03	\$13,766.03	\$13,805.03	\$13,844.02	\$13,883.02	\$13,922.02
LTD	0.44%	\$8,682.88	\$8,806.50	\$8,831.73	\$8,856.96	\$8,882.20	\$8,907.43	\$8,932.66	\$8,957.90	\$8,983.13	\$9,008.37
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
TOTAL COST		\$2,893,894.53	\$2,968,612.63	\$2,975,416.95	\$2,982,221.27	\$2,989,025.59	\$2,995,829.91	\$3,002,634.23	#####	#####	#####
DOLLAR INCREASE			\$74,718.10	\$81,522.42	\$88,326.74	\$95,131.06	\$101,935.38	\$108,739.70	\$115,544.02	\$122,348.34	\$129,152.66
% INCREASE			2.58%	2.82%	3.05%	3.29%	3.52%	3.76%	3.99%	4.23%	4.46%
%Increase Without E/D											

PROJECTED SALARY/BENEFITS COSTS 2020-2021
Proposed Movement by 2019-20 Staff 4x4.5

\$1050/\$3500 Deductible		\$1200/\$3500 Deductible											
6.71% Insurance Inc.		2019-20		2020-21									
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700		
Last Year	56.5439%												
ACADEMIC	57.3489%	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73		
Last Year	309.50%												
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10		
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83		
INSURANCE-% INC.	0.00%	\$551,267.27	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16		
Last year	7.65%												
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78		
Last Year	9.8778%												
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57		
Last Year - WM	0.68%												
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16		
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93		
Last Year	\$34.80												
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80		
TOTAL COST		\$3,022,052.54	\$3,088,063.37	\$3,095,238.22	\$3,102,413.08	\$3,109,587.94	\$3,116,762.80	\$3,123,937.66	\$3,131,112.51	\$3,138,287.37	\$3,145,462.23		
DOLLAR INCREASE			\$66,010.82	\$73,185.68	\$80,360.54	\$87,535.40	\$94,710.25	\$101,885.11	\$109,059.97	\$116,234.83	\$123,409.69		
% INCREASE			2.18%	2.42%	2.66%	2.90%	3.13%	3.37%	3.61%	3.85%	4.08%		

PROJECTED SALARY/BENEFITS COSTS 2020-2021
Proposed Movement by 2019-20 Staff 4x4.5

\$1050/\$3500 Deductible		\$1200/\$3500 Deductible											
6.71% Insurance Inc.		2019-20		2020-21									
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700		
Last Year	56.5439												
ACADEMIC	58.1225	\$1,973,382.11	\$2,028,475.25	\$2,034,287.50	\$2,040,099.75	\$2,045,912.00	\$2,051,724.25	\$2,057,536.50	\$2,063,348.75	\$2,069,161.00	\$2,074,973.25		
Last Year	309.50%												
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10		
TOTAL INCOME		\$2,081,397.61	\$2,137,467.95	\$2,143,592.50	\$2,149,717.05	\$2,155,841.60	\$2,161,966.15	\$2,168,090.70	\$2,174,215.25	\$2,180,339.80	\$2,186,464.35		
INSURANCE-% INC.	0.00%	\$551,267.27	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16		
Last year	7.65%												
SOC. SEC.	7.65%	\$159,226.92	\$163,516.30	\$163,984.83	\$164,453.35	\$164,921.88	\$165,390.41	\$165,858.94	\$166,327.47	\$166,795.99	\$167,264.52		
Last Year	9.8778%												
Retirement	9.8778%	\$205,596.29	\$211,134.81	\$211,739.78	\$212,344.75	\$212,949.72	\$213,554.69	\$214,159.66	\$214,764.63	\$215,369.60	\$215,974.58		
Last Year - WM	0.68%												
Workman	0.68%	\$14,153.50	\$14,534.78	\$14,576.43	\$14,618.08	\$14,659.72	\$14,701.37	\$14,743.02	\$14,784.66	\$14,826.31	\$14,867.96		
LTD	0.44%	\$9,158.15	\$9,404.86	\$9,431.81	\$9,458.76	\$9,485.70	\$9,512.65	\$9,539.60	\$9,566.55	\$9,593.50	\$9,620.44		
Last Year	\$34.80												
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80		
TOTAL COST		\$3,022,052.54	\$3,120,096.66	\$3,127,363.30	\$3,134,629.95	\$3,141,896.59	\$3,149,163.23	\$3,156,429.88	\$3,163,696.52	\$3,170,963.17	\$3,178,229.81		
DOLLAR INCREASE			\$98,044.11	\$105,310.76	\$112,577.40	\$119,844.05	\$127,110.69	\$134,377.33	\$141,643.98	\$148,910.62	\$156,177.27		
% INCREASE			3.24%	3.48%	3.73%	3.97%	4.21%	4.45%	4.69%	4.93%	5.17%		
\$ INCREASE 4 X 4.5			\$75,877.52										
4 X 4.5 SCHEDULE % INCREASE			2.51%	2.75%	2.99%	3.22%	3.46%	3.70%	3.94%	4.17%	4.41%		
			\$22,166.59										

PROJECTED SALARY COSTS 2020-2021
Proposed Movement by 2019-20 Staff 4x4.5

\$1050/\$3500 Deductible		\$1450/\$3500 Deductible									
6.71% Insurance Inc.		2019-20	2020-21								
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700
Last Year	56.5439										
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73
Last Year	309.50%										
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83
INSURANCE-% INC.	0.00%	\$551,267.27	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40
Last year	7.65%										
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78
Last Year	9.8778%										
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57
Last Year - WM	0.68%										
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
TOTAL COST		\$3,022,052.54	\$3,078,355.61	\$3,085,530.46	\$3,092,705.32	\$3,099,880.18	\$3,107,055.04	\$3,114,229.90	\$3,121,404.75	\$3,128,579.61	\$3,135,754.47
DOLLAR INCREASE			\$56,303.06	\$63,477.92	\$70,652.78	\$77,827.64	\$85,002.49	\$92,177.35	\$99,352.21	\$106,527.07	\$113,701.93
% INCREASE			1.86%	2.10%	2.34%	2.58%	2.81%	3.05%	3.29%	3.52%	3.76%

Salary Cost Comparison Information Insurance Deductible 2020-2021

		\$1050/\$3500 Deductible										
		2019-20	2020-21									
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700	
Last Year	56.5439											
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73	
Last Year	309.50%											
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10	
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83	
INSURANCE-% INC.	6.71%	\$551,267.27	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	\$592,651.86	
Last year	7.65%											
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78	
Last Year	9.8778%											
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57	
Last Year - WM	0.68%											
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16	
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93	
Last Year	\$34.80											
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
TOTAL COST		\$3,022,052.54	\$3,097,930.07	\$3,105,104.92	\$3,112,279.78	\$3,119,454.64	\$3,126,629.50	\$3,133,804.36	\$3,140,979.21	\$3,148,154.07	\$3,155,328.93	
DOLLAR INCREASE			\$75,877.52	\$83,052.38	\$90,227.24	\$97,402.10	\$104,576.95	\$111,751.81	\$118,926.67	\$126,101.53	\$133,276.39	
% INCREASE			2.51%	2.75%	2.99%	3.22%	3.46%	3.70%	3.94%	4.17%	4.41%	

		\$1050/\$3500										
		2019-20	2020-21									
BASE SALARY		\$34,900	\$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700	
Last Year	56.5439											
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73	
Last Year	309.50%											
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10	
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83	
INSURANCE-% INC.	0.00%	\$551,267.27	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	\$582,785.16	
Last year	7.65%											
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78	
Last Year	9.8778%											
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57	
Last Year - WM	0.68%											
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16	
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93	
Last Year	\$34.80											
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	
TOTAL COST		\$3,022,052.54	\$3,088,063.37	\$3,095,238.22	\$3,102,413.08	\$3,109,587.94	\$3,116,762.80	\$3,123,937.66	\$3,131,112.51	\$3,138,287.37	\$3,145,462.23	
DOLLAR INCREASE			\$66,010.82	\$73,185.68	\$80,360.54	\$87,535.40	\$94,710.25	\$101,885.11	\$109,059.97	\$116,234.83	\$123,409.69	
% INCREASE			2.18%	2.42%	2.66%	2.90%	3.13%	3.37%	3.61%	3.85%	4.08%	

**Salary Cost Comparison Information
Insurance Deductible
2020-2021**

10/8/2021

\$1450/\$3500 Deductible											
		\$1050/\$3500	\$1450/\$3500 Deductible								
BASE SALARY		2019-20 \$34,900	2020-21 \$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700
Last Year	56.5439										
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73
Last Year	309.50%										
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83
INSURANCE-% INC.	0.00%	\$551,267.27	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40	\$573,077.40
Last year	7.65%										
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78
Last Year	9.8778%										
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57
Last Year - WM	0.68%										
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
TOTAL COST		\$3,022,052.54	\$3,078,355.61	\$3,085,530.46	\$3,092,705.32	\$3,099,880.18	\$3,107,055.04	\$3,114,229.90	\$3,121,404.75	\$3,128,579.61	\$3,135,754.47
DOLLAR INCREASE			\$56,303.06	\$63,477.92	\$70,652.78	\$77,827.64	\$85,002.49	\$92,177.35	\$99,352.21	\$106,527.07	\$113,701.93
% INCREASE			1.86%	2.10%	2.34%	2.58%	2.81%	3.05%	3.29%	3.52%	3.76%

\$1900/\$3500 Deductible											
		\$1050/\$3500	\$1900/\$3500 Deductible								
BASE SALARY		2019-20 \$34,900	2020-21 \$34,900	\$35,000	\$35,100	\$35,200	\$35,300	\$35,400	\$35,500	\$35,600	\$35,700
Last Year	56.5439										
ACADEMIC	57.3489	\$1,973,382.11	\$2,001,476.61	\$2,007,211.50	\$2,012,946.39	\$2,018,681.28	\$2,024,416.17	\$2,030,151.06	\$2,035,885.95	\$2,041,620.84	\$2,047,355.73
Last Year	309.50%										
ACTIVITY	312.30%	\$108,015.50	\$108,992.70	\$109,305.00	\$109,617.30	\$109,929.60	\$110,241.90	\$110,554.20	\$110,866.50	\$111,178.80	\$111,491.10
TOTAL INCOME		\$2,081,397.61	\$2,110,469.31	\$2,116,516.50	\$2,122,563.69	\$2,128,610.88	\$2,134,658.07	\$2,140,705.26	\$2,146,752.45	\$2,152,799.64	\$2,158,846.83
INSURANCE-% INC.	0.00%	\$551,267.27	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40	\$549,503.40
Last year	7.65%										
SOC. SEC.	7.65%	\$159,226.92	\$161,450.90	\$161,913.51	\$162,376.12	\$162,838.73	\$163,301.34	\$163,763.95	\$164,226.56	\$164,689.17	\$165,151.78
Last Year	9.8778%										
Retirement	9.8778%	\$205,596.29	\$208,467.94	\$209,065.27	\$209,662.60	\$210,259.93	\$210,857.25	\$211,454.58	\$212,051.91	\$212,649.24	\$213,246.57
Last Year - WM	0.68%										
Workman	0.68%	\$14,153.50	\$14,351.19	\$14,392.31	\$14,433.43	\$14,474.55	\$14,515.67	\$14,556.80	\$14,597.92	\$14,639.04	\$14,680.16
LTD	0.44%	\$9,158.15	\$9,286.06	\$9,312.67	\$9,339.28	\$9,365.89	\$9,392.50	\$9,419.10	\$9,445.71	\$9,472.32	\$9,498.93
Last Year	\$34.80										
Life Insurance	\$34.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80	\$1,252.80
TOTAL COST		\$3,022,052.54	\$3,054,781.61	\$3,061,956.46	\$3,069,131.32	\$3,076,306.18	\$3,083,481.04	\$3,090,655.90	\$3,097,830.75	\$3,105,005.61	\$3,112,180.47
DOLLAR INCREASE			\$32,729.06	\$39,903.92	\$47,078.78	\$54,253.64	\$61,428.49	\$68,603.35	\$75,778.21	\$82,953.07	\$90,127.93
% INCREASE			1.08%	1.32%	1.56%	1.80%	2.03%	2.27%	2.51%	2.74%	2.98%



Fall Conferences 2021-22

Elementary: Overall - 95%

Kindergarten:
Siebels - 96%

First:
Christensen - 94%
Olson - 100%

Second:
Hays - 100%
Radil - 100%

Third:
Blank - 100%
Luke - 100%

Fourth:
Ellis - 100%
Lowe - 93%

Fifth:
Ford - 81%
Russell - 87%

Sixth:
Hageman - 87%
Christensen - 93%

Secondary: Overall - 65%

Seventh - 59%

Eighth - 64%

Ninth - 62%

Tenth - 52%

Eleventh - 78%

Twelfth - 72%

Schools	Category	2021-2022	2020-2021
Alma updated 09-14-21	General	\$0.915000	\$0.915000
	Bond	\$0.000000	\$0.000000
	Special Building	\$0.085000	\$0.074999
	QCPUF	\$0.025000	\$0.025000
	Total Levy	\$1.025000	\$1.014999
	Total Tax Asking	\$3,626,378.00	\$3,483,179.00
	Difference	\$143,199.00	-\$144,353.00
<u>% Increase/Decrease</u>	State Aid	\$1,455,372.00	\$1,415,261.00
2.83%	Difference	\$40,111.00	\$277,804.00
<u>% Increase/Decrease</u>	Total Valuation	\$353,792,969.00	\$343,170,925.00
3.10%	Difference	\$10,622,044.00	-\$2,308,605.00

Schools	Category	2021-2022	2020-2021
Maywood updated 09-14-21	General	\$0.864861	\$0.873878
	Bond	\$0.000000	\$0.000000
	Special Building	\$0.000000	\$0.000000
	QCPUF	\$0.000000	\$0.000000
	Total Levy	\$0.864861	\$0.873878
	Total Tax Asking	\$2,971,869.00	\$2,967,981.00
	Difference	\$3,888.00	\$2,967,981.00
<u>% Increase/Decrease</u>	State Aid	\$333,467.00	\$191,890.00
73.78%	Difference	\$141,577.00	\$191,890.00
<u>% Increase/Decrease</u>	Total Valuation	\$343,623,701.00	\$339,633,189.00
1.17%	Difference	\$3,990,512.00	\$339,633,189.00

Schools	Category	2021-2022	2020-2021
Arapahoe updated 9-14-21	General	\$0.754158	\$0.881003
	Bond	\$0.179410	\$0.122945
	Special Building	\$0.000000	\$0.000000
	QCPUF	\$0.000000	\$0.000000
	Total Levy	\$0.933568	\$1.003948
	Total Tax Asking	\$4,368,408.00	\$4,536,587.00
	Difference	-\$168,179.00	\$4,536,587.00
<u>% Increase/Decrease</u>	State Aid	\$116,710.00	\$191,158.00
-38.95%	Difference	-\$74,448.00	#VALUE!
<u>% Increase</u>	Total Valuation	\$467,926,262.00	\$451,875,050.00
3.55%	Difference	\$16,051,212.00	#VALUE!

Schools	Category	2021-2022	2020-2021
Medicine Valley updated 09/14/21	General	\$0.970000	\$1.000000
	Bond	\$0.000000	\$0.000000
	Special Building	\$0.030000	\$0.000000
	QCPUF	\$0.000000	\$0.000000
	Total Levy	\$1.000000	\$1.000000
	Total Tax Asking	\$2,784,267.00	\$2,737,293.00
	Difference	\$46,974.00	-\$121,141.00
<u>% Increase/Decrease</u>	State Aid	\$938,745.00	\$768,693.00
22.12%	Difference	\$170,052.00	\$255,207.00
<u>% Increase/Decrease</u>	Total Valuation	\$278,426,725.00	\$273,729,182.00
1.72%	Difference	\$4,697,543.00	-\$6,509,510.00

Schools	Category	2021-2022	2020-2021
Bertrand updated 09-20-21	General	\$0.682423	\$0.650980
	Bond	\$0.028892	\$0.027368
	Special Building	\$0.091054	\$0.069917
	QCPUF	\$0.052531	\$0.051735
	Total Levy	\$0.854900	\$0.800000
	Total Tax Asking	\$4,931,565.00	\$4,576,541.00
	Difference	\$355,024.00	\$389,472.00
<u>% Increase/Decrease</u>	State Aid	\$28,377.00	\$30,133.00
-5.83%	Difference	-\$1,756.00	\$5,751.00
<u>% Increase/Decrease</u>	Total Valuation	\$576,858,142.00	\$572,067,098.00
0.84%	Difference	\$4,791,044.00	-\$5,324,261.00

Schools	Category	2021-2022	2020-2021
Paxton updated 09-14-21	General	0.530349	0.533056
	Bond	0.125106	0.125183
	Special Building	0.02096	0.020864
	QCPUF	\$0.000000	\$0.000000
	Total Levy	0.649115	0.679103
	Total Tax Asking	3,128,148.00	3,287,813.00
	Difference	-\$159,665.00	-\$450,601.00
<u>% Increase/Decrease</u>	State Aid	\$633,777.00	\$647,147.00
-2.07%	Difference	-\$13,370.00	\$77,774.00
<u>% Increase/Decrease</u>	Total Valuation	\$481,909,618.00	\$484,141,076.00
-0.46%	Difference	-\$2,231,458.00	\$3,506,290.00

Schools	Category	2021-2022	2020-2021
Cambridge updated	General	\$0.920106	\$0.920106
	Bond	\$0.000000	\$0.000000
	Special Building	\$0.018000	\$0.018280
	QCPUF	\$0.017056	\$0.017120
	Total Levy	\$0.955162	\$0.955506
	Total Tax Asking	\$3,153,909.88	\$3,062,910.09
	Difference	\$90,999.79	\$3,062,910.09
<u>% Increase/Decrease</u>	State Aid	\$1,049,595.00	\$1,097,848.00
-4.40%	Difference	-\$48,253.00	#VALUE!
<u>% Increase/Decrease</u>	Total Valuation	\$330,196,296.00	\$320,495,827.00
3.03%	Difference	\$9,700,469.00	#VALUE!

Schools	Category	2021-2022	2020-2021
Southern Valley updated 09-14-21	General	\$0.789630	\$0.767118
	Bond	\$0.064486	\$0.064038
	Special Building	\$0.019471	\$0.033353
	QCPUF	\$0.019741	\$0.020120
	Total Levy	\$0.893328	\$0.884629
	Total Tax Asking	\$6,858,585.00	\$6,696,969.00
	Difference	\$161,616.00	-\$277,777.00
<u>% Increase/Decrease</u>	State Aid	\$37,752.00	\$36,905.00
2.30%	Difference	\$847.00	-\$1,717.00
<u>% Increase/Decrease</u>	Total Valuation	\$767,524,502.00	\$757,129,708.00
1.37%	Difference	\$10,394,794.00	-\$16,550,694.00

Schools	Category	2021-2022	2020-2021
Dundy County updated 09-14-21	General	\$0.560766	\$0.548385
	Bond	\$0.000000	\$0.000000
	Special Building	\$0.031697	\$0.031776
	QCPUF	\$0.000000	\$0.007944
	Total Levy	\$0.592463	\$0.588105
	Total Tax Asking	\$5,664,024.00	\$5,608,469.00
	Difference	\$55,555.00	\$31,086.00
<u>% Increase/Decrease</u>	State Aid	\$39,149.00	\$37,026.00
5.73%	Difference	\$2,123.00	\$7,243.00
<u>% Increase/Decrease</u>	Total Valuation	\$956,012,280.00	\$953,651,031.00
0.25%	Difference	\$2,361,249.00	-\$47,056,756.00

Schools	Category	2021-2022	2020-2021
Southwest updated 09-15-21	General	\$0.726166	\$0.701407
	Bond	\$0.000000	\$0.024991
	Special Building	\$0.007713	\$0.007729
	QCPUF	\$0.000000	\$0.000000
	Total Levy	\$0.733879	\$0.734127
	Total Tax Asking	\$4,805,613.00	\$4,796,077.00
	Difference	\$9,536.00	\$468,514.00
<u>% Increase/Decrease</u>	State Aid	\$38,329.00	\$28,410.00
34.91%	Difference	\$9,919.00	-\$83,839.00
<u>% Increase/Decrease</u>	Total Valuation	\$654,824,122.00	\$653,303,666.00
0.23%	Difference	\$1,520,456.00	-\$25,440,905.00

Schools	Category	2021-2022	2020-2021
Hayes Center updated 9-14-21	General	\$0.724748	\$0.715634
	Bond	\$0.041414	\$0.057560
	Special Building	\$0.000000	\$0.000000

Schools	Category	2021-2022	2020-2021
Wallace updated 9-15-21	General	\$0.714219	\$0.655100
	Bond	\$0.000000	\$0.012000
	Special Building	\$0.039547	\$0.000000

QCPUF \$0.000000 \$0.000000
 Total Levy \$0.766162 \$0.773194

QCPUF \$0.000000 \$0.000000
 Total Levy \$0.753766 \$0.667100

Total Tax Asking \$2,805,719.0000 \$2,712,121.0000
 Difference \$93,598.0000 \$2,712,121.0000

Total Tax Asking \$3,850,505.00 \$3,354,243.00
 Difference \$496,262.00 \$3,354,243.00

% Increase/Decrease -8.84% State Aid \$8,285.00 \$9,017.00
 Difference -\$732.00 #VALUE!
 % Increase/Decrease 4.41% Total Valuation \$366,204,639.00 \$350,751,850.00
 Difference \$15,452,789.00 #VALUE!

% Increase/Decrease -19.99% State Aid \$250,547.00 \$313,132.00
 Difference \$62,585.00 -\$313,132.00
 % Increase/Decrease 1.61% Total Valuation \$510,835,342.00 \$502,729,638.00
 Difference \$8,105,704.00 \$502,729,638.00

Schools Category 2021-2022 2020-2021
Hitchcock Co. General \$0.921142 \$0.919095
 updated Bond \$0.119491 \$0.116131
 9.14.21 Special Building \$0.000000 \$0.012264
 QCPUF \$0.000000 \$0.000000
 Total Levy \$1.040633 \$1.047490

Schools Category 2021-2022 2020-2021
Wauneta-Palisade General \$0.850000 \$0.920000
 updated Bond \$0.000000 \$0.000000
 9-14-21 Special Building \$0.140000 \$0.110000
 QCPUF \$0.000000 \$0.000000
 Total Levy \$0.990000 \$1.030000

Total Tax Asking \$4,313,618.00 \$4,313,618.00
 Difference \$0.00 \$101,860.00

Total Tax Asking \$3,882,491.28 \$3,884,874.00
 Difference -\$2,382.72 \$99,029.00

% Increase/Decrease #DIV/0! State Aid \$138,071.00 \$0.00
 Difference \$138,071.00 #VALUE!
 % Increase/Decrease 0.52% Total Valuation \$413,957,027 \$411,805,027
 Difference \$2,152,000.00 #VALUE!

% Increase/Decrease 280.11% State Aid \$182,979.00 \$48,139.00
 Difference \$134,840.00 -\$4,812.00
 % Increase/Decrease 3.98% Total Valuation \$392,170,837.00 \$377,172,048.00
 Difference \$14,998,789.00 -\$10,028,105.00

Schools Category 2021-2022 2020-2021
Maxwell General \$0.823972 \$0.850454
 Updated 9-14-21 Bond \$0.166459 \$0.208810
 Special Building \$0.000000 \$0.000000
 QCPUF \$0.000000 \$0.000000
 Total Levy \$0.990431 \$1.059264

Schools Category 2021-2022 2020-2021
Wilcox-Hildreth General \$0.630370 \$0.572251
 updated 9/14/21 Bond \$0.000000 \$0.000000
 Special Building \$0.140000 \$0.139999
 QCPUF \$0.000000 \$0.010084
 Total Levy \$0.770370 \$0.722334

Total Tax Asking \$3,005,051.00 \$3,044,941.00
 Difference -\$39,890.00 \$13,395.00

Total Tax Asking \$5,573,480.00 \$5,208,973.00
 Difference \$364,507.00 \$0.00

% Increase/Decrease -7.10% State Aid \$1,700,000.00 \$1,830,000.00
 Difference -\$130,000.00 #VALUE!
 % Increase/Decrease 5.55% Total Valuation \$303,408,284.00 \$287,457,918.00
 Difference \$15,950,366.00 #VALUE!

% Increase/Decrease 3.82% State Aid \$27,220.00 \$26,219.00
 Difference \$1,001.00 \$26,219.00
 % Increase/Decrease 0.33% Total Valuation \$723,480,267.00 \$721,117,548.00
 Difference \$2,362,719.00 \$721,117,548.00

Schools Category 2021-2022 2020-2021
Elwood General \$0.624167 \$0.630767
 updated Bond \$0.000000 \$0.000000
 9-14-21 Special Building \$0.101176 \$0.097742
 QCPUF \$0.000000 \$0.000000
 Total Levy \$0.725343 \$0.728509

Schools Category 2021-2022 2020-2021
 General \$0.000000 \$0.000000
 Bond \$0.000000 \$0.000000
 Special Building \$0.000000 \$0.000000
 QCPUF \$0.000000 \$0.000000
 Total Levy \$0.000000 \$0.000000

Total Tax Asking \$3,874,205.00 \$3,764,342.00
 Difference \$109,863.00 \$3,764,342.00

Total Tax Asking \$0.00 \$0.00
 Difference \$0.00 \$0.00

% Increase/Decrease 17.65% State Aid \$40,000.00 \$34,000.00
 Difference \$6,000.00 #VALUE!
 % Increase/Decrease 3.37% Total Valuation \$534,120,353.00 \$516,718,366.00
 Difference \$17,401,987.00 #VALUE!

% Increase/Decrease #DIV/0! State Aid \$0.00 \$0.00
 Difference \$0.00 \$0.00
 % Increase/Decrease #DIV/0! Total Valuation \$0.00 \$0.00
 Difference \$0.00 \$0.00

Schools Category 2021-2022 2020-2021
Loomis General \$0.624067 \$0.597713
 updated Bond \$0.045212 \$0.052765
 9-14-21 Special Building \$0.000000 \$0.000000
 QCPUF \$0.000000 \$0.000000
 Total Levy \$0.669279 \$0.650478

Schools Category 2021-2022 2020-2021
Eustis/Farnam General \$0.674407 \$0.668692
 Updated 9/15/2021 Bond \$0.000000 \$0.000000
 Special Building \$0.024703 \$0.015663
 QCPUF \$0.000000 \$0.000000
 Total Levy \$0.699110 \$0.684355

Total Tax Asking \$3,289,601.00 \$3,237,626.00
 Difference 51975

Total Tax Asking \$2,944,444.00 \$2,868,687.00
 Difference \$75,757.00 \$45,454.00

% Increase/Decrease 18.56% State Aid \$629,708.00 \$531,131.00
 Difference \$98,577.00 #VALUE!
 % Increase/Decrease -1.25% Total Valuation \$491,514,689.00 \$497,730,690.00
 Difference -\$6,216,001.00 #VALUE!

% Increase/Decrease -2.81% State Aid \$23,694.00 \$24,378.00
 Difference -\$684.00 \$45,164.00
 % Increase/Decrease 0.47% Total Valuation \$421,170,458.00 \$419,180,975.00
 Difference \$1,989,483.00 -\$14,182,836.00

School	Valuation	State Aide	General Fund Levy	Gen Fund \$	Special Building Lev	Spec Build \$	Bond Levy	Bond \$	CCPUP Levy	CCPUP \$	Total Tax Asking	Total Asst + Aide	All But Bond	Total Levy
Medicine Valley	\$278,426,725.00	\$998,745.00	0.97	\$2,700,739.23	0.03	\$83,528.02	0	\$0.00	0	\$0.00	\$2,784,267.25	\$3,723,012.25	\$3,723,012.25	1
Maxwell	\$303,408,284.00	\$1,700,000.00	0.823972	\$2,499,999.31	0	\$0.00	\$0.166459	\$505,050.40	0	\$0.00	\$3,005,049.70	\$4,705,049.70	\$4,199,999.31	\$0.990431
Maywood	\$343,623,701.00	\$333,467.00	0.864861	\$2,971,867.38	0	\$0.00	0	\$0.00	0	\$0.00	\$2,971,867.38	\$3,305,334.38	\$3,305,334.38	0.864861
Alma	\$353,792,969.00	\$1,455,372.00	0.915	\$3,237,205.67	0.085	\$300,724.02	0.041414	\$151,559.99	0.025	\$98,448.24	\$3,626,377.93	\$5,081,749.93	\$5,081,749.93	1.025
Hayes Center	\$366,204,639.00	\$8,285.00	0.724748	\$2,654,060.80	0.14	\$0.00	0	\$0.00	0	\$0.00	\$2,805,720.79	\$2,814,005.79	\$2,662,345.80	0.766162
Waukena-Palisade	\$392,170,837.00	\$182,979.00	0.85	\$3,333,452.11	0	\$549,039.17	0	\$0.00	0	\$0.00	\$3,892,491.29	\$4,085,470.29	\$4,085,470.29	0.99
Hitchcock Co	\$413,957,027.00	\$138,071.00	0.921142	\$3,813,132.04	0	\$0.00	0.119491	\$494,841.39	0	\$0.00	\$4,307,773.43	\$4,445,844.43	\$3,951,203.04	1.040633
Elstis Farnam	\$421,170,458.00	\$23,694.00	0.674407	\$2,840,403.05	0.024703	\$104,041.74	0	\$0.00	0	\$0.00	\$2,944,444.79	\$2,968,138.79	\$2,968,138.79	0.89911
Arapahoe	\$467,926,262.00	\$116,710.00	0.754158	\$3,528,903.34	0	\$0.00	0.1941	\$908,244.87	0	\$0.00	\$4,437,148.21	\$4,553,866.21	\$3,645,613.34	0.948258
Paxton	\$481,909,618.00	\$633,777.00	0.503049	\$2,424,241.51	0.02096	\$101,008.26	0.125108	\$602,397.85	0	\$0.00	\$3,128,147.62	\$3,761,924.62	\$3,159,026.77	0.649115
Loomis	\$491,514,689.00	\$629,708.00	0.624067	\$3,067,380.97	0	\$0.00	0.045212	\$222,223.62	0	\$0.00	\$3,289,604.60	\$3,919,312.60	\$3,667,086.97	0.669279
Wallace	\$510,835,342.00	\$250,547.00	0.714219	\$3,648,483.07	0.038547	\$202,020.05	0	\$0.00	0	\$0.00	\$3,850,503.12	\$4,101,050.12	\$4,101,050.12	0.753766
Elwood	\$554,120,353.00	\$0.00	0.624167	\$3,333,802.98	0.101176	\$540,401.61	0	\$0.00	0	\$0.00	\$3,874,204.59	\$3,874,204.59	\$3,874,204.59	0.725343
Wilcox-Hildreth	\$723,480,267.00	\$27,220.00	0.63037	\$4,560,602.56	0.14	\$1,012,872.37	0	\$0.00	0	\$0.00	\$5,573,474.93	\$5,600,694.93	\$5,600,694.93	0.77037
Southern Valley	\$767,524,502.00	\$37,752.00	0.78963	\$6,060,603.73	0.019471	\$148,444.70	0.064486	\$494,345.85	0	\$0.00	\$6,856,511.28	\$6,894,263.28	\$6,399,317.43	0.893328
Dundy County	\$956,012,280.00	\$39,149.00	0.560766	\$3,936,612.64	0.031697	\$252,252.41	0	\$0.00	0.052531	\$303,029.35	\$4,931,560.26	\$5,703,168.03	\$5,703,168.03	0.592463
Bertrand	\$576,858,142.00	\$28,377.00	0.682423	\$3,936,612.64	0.091054	\$252,252.41	0.028892	\$166,665.85	0	\$0.00	\$4,931,560.26	\$4,764,994.40	\$4,764,994.40	0.8549
Cambridge	\$330,196,296.00	\$1,049,595.00	\$0.920106	\$3,038,155.93	0.018	\$9435,33328	0	0	0.017056	\$6978,28025	\$3,153,909.54	\$4,203,504.54	\$3,153,909.54	\$0.955162
Southwest	\$654,824,122.00	\$38,329.00	0.726166	\$4,755,110.13	0.007713	\$50,506.58	0.005	\$0.00	0	\$0.00	\$4,805,616.72	\$4,805,616.72	\$4,805,616.72	0.733879
AVERAGE	\$483,250,342.79	\$401,672.47	\$0.75	\$3,566,618.33	\$0.04	\$209,542.18	\$0.05	\$166,666.34	\$0.01	\$31,542.78	\$3,994,352.23	\$4,356,024.71	\$4,150,623.09	\$0.84