



***Meeting of the Board of School Trustees
Tuesday, January 5, 2016***

Executive Session, 6:30 PM

Edmund "Ed" F. Schneider Administrative Center - Superintendent's Office

- I. In accordance with IC 5-14-1.5-6.1(b), the Board will meet in executive session to:
 - a. Discuss collective bargaining – IC 5-14-1.5-6.1(b)2(A)
 - b. Discuss pending litigation – IC 5-14-1.5-6.1(b)2(B)
 - c. Receive information about prospective employees – IC 5-14-1.5-6.1(b)5
 - d. Discuss job performance evaluation of individual employees – IC 5-14-1.5-6.1(b)9

Regular Session, 7:30 PM

Edmund "Ed" F. Schneider Administrative Center - Board Room

- I. Call to Order
- II. Roll Call
- III. Pledge of Allegiance
- IV. Organization of Board
 1. **Elect President**
 2. **Elect Vice-President**
 3. **Elect Secretary**
 4. **Appoint Pamela Seipel as Treasurer**
 5. **Appoint Sally Welsh as Deputy Treasurer**
 6. **Designate Day, Time, & Location for Regular Meetings** 7
 7. **Designate that Study Sessions will be Conducted as Special Meetings, as Necessary**
 8. **Declare Existing Bylaws & Policies to be in Effect**
 9. **Authorize President of the Board of School Trustees to Appoint Individual Board Members to Committees or Organizations as Necessary**
 - a. **Appointment to the Harrison County Alternative Education Center Board of Directors** 8
recommendation is the privilege of the Board
 10. **Appoint Lewis & Kappes, P.C. and Burgher & Burgher as Legal Counsel for 2016**
 11. **Appoint a Board Member to Serve as Legislative Liaison to the Indiana School Board Association**
 12. **Declare Reimbursement Criteria** 9
- V. South Harrison Community School Corporation Board of Finance Public Hearing
 1. **Declare that the South Harrison Community School Corporation Board of Finance will be comprised of all board members.**
 2. **Confirm that the elected Board President and Board Secretary will also serve as Board of Finance President & Secretary.**

3. Review Report of Investments.	10
4. Designate First Harrison Bank & First Savings Bank as Depositories for Corporation Funds.	
5. Grant Administration permission to adjust appropriations within accounts as necessary.	
VI. Approval of Amended Agenda	
VII. Student Council Presentations	
VIII. Special Presentations	
1. Five-Star IMPACT Analysis Report	13
2. Hire Technology Advanced Manufacturing Curriculum Presenter: Wes Wood from Conexus	
3. Fuel Up To Play 60 Grants Presenter: Mary Smith, Food Service Coordinator	47
4. SkillsUSA Presenter: Morgan Lincoln, Corydon Central High School Student	
IX. Public Address to the Board <i>Limited to approximately fifteen (15) minutes as administered by President of the Board.</i>	
X. Consent Agenda	
1. Board of School Trustee Minutes <i>recommendation to approve as submitted</i>	48
2. Approval of Claim Docket <i>recommendation to approve as submitted</i>	56
3. Personnel	
a. Corporation	
1) Brenda Uhl - Corporation Bus Driver <i>recommendation to approve transfer from part-time bus route #58 driver to full-time bus route #55 driver</i>	163
2) Deborah Williams - Corporation Bus Driver <i>recommendation to approve transfer from part-time bus route #2 driver to part-time bus route #58 driver with permission to post vacated part-time bus route #2 driver position</i>	164
3) Salary Schedule for Lead Systems Technician - Effective February 1, 2016 <i>recommendation to approve revisions to salary schedule for Lead Systems Technician as submitted</i>	166
b. Harrison County Exceptional Learners Cooperative	
1) Tracy Carrillo - Homebound Instructor <i>recommendation to approve as submitted</i>	167
c. Corydon Central High School	
1) Jennifer L. Withers - Half Time Licensed Practical Nurse (LPN) <i>recommendation to approve transfer from full time secretary to part time LPN and permission to post vacated full time secretary position.</i>	169
2) Allison Faith - Teacher <i>recommendation to approve leave of absence and permission to post temporary teacher position</i>	172
3) Scott Ulrich - Band Flags Coach <i>recommendation to pay Scott Ulrich for the 2015-2016 Band Flags position and permission to post vacated position for the 2016-2017 school year.</i>	174
4) Deborah Rosenbarger - Custodian <i>recommendation to accept resignation and permission to post vacated position</i>	175
d. Corydon Central Junior High School	
1) Joseph Oakes - 1/3 Junior High Academic Coach <i>recommendation to approve employment</i>	177
2) Karen York - 1/3 Junior High Academic Coach	178

	<i>recommendation to approve employment</i>	
e.	Corydon Intermediate School	
f.	Corydon Elementary School	
	1) Mary Allison Walker - Teacher	179
	<i>recommendation to approve employment</i>	
	2) Betty Stem - Special Education Instructional Assistant	186
	<i>recommendation to approve an additional 5 hours a week in addition to her 3.5 hour Title 1 position not to exceed 22.5 hours per week</i>	
	3) Theresa Reed - Special Education Instructional Assistant	187
	<i>recommendation to approve an additional 7.5 hours a week in addition to her 3.5 hour Title 1 position not to exceed 25 hours per week</i>	
g.	Heth-Washington Elementary School	
h.	New Middletown Elementary School	
	1) Preschool Instructional Assistant	
	<i>recommendation for permission to post</i>	
i.	South Central Elementary School	
	1) Shelby Royalty - Preschool Teacher	188
	<i>recommendation to approve employment contingent upon proper licensure</i>	
	2) Diana Heinze - Licensed Practical Nurse (LPN)	192
	<i>recommendation to accept resignation and permission to post vacated position</i>	
j.	South Central Junior/Senior High School	
	1) Dave Isaacs - Assistant Marching Band Coach	194
	<i>recommendation to approve employment for the 2015-2016 school year</i>	
	2) Gerald Timberlake - Teacher	
	<i>recommendation to increase teacher contract by 2/7 for total of 97 days for the remainder of the 2015-2016 school year for provision of remedial services</i>	
	3) Stephanie Bratcher - Teacher	
	<i>recommendation to increase teacher contract for provision of remedial services by 1/7 for 95 days during the 2015-2016 school year with additional authority granted to the Superintendent to extend up to 5 days as full contract days for purposes of intensive math professional development throughout the 2015-2016 school year</i>	
	4) Casey Hogan - Junior High Track Coach Boys'	198
	<i>recommendation to accept resignation and permission to post vacated position for the 2015-2016 school year</i>	
4.	Operational Matters	
a.	Corporation	
	1) Agreement for Services - AdTec - Category Two Services - \$1,660.00	201
	<i>recommendation to approve Agreement for Category Two Services for Funding Year 2016 as submitted</i>	
	2) School Calendar 2016-2017	202
	<i>recommendation to approve school calendar for the 2016-2017 school year</i>	
	3) After School Learning Programs 2015-2016	203
	<i>recommendation to approve as submitted</i>	
	4) Kevin Barrow - Extension to Bus Route #14	205
	<i>recommendation to approve extension</i>	
	5) Opal Carver - Extension to Bus Route #27	206
	<i>recommendation to approve extension</i>	
	6) Waste Transportation, Disposal and Recycling Agreement and Permission to Dispose Chemicals per Listing - US Ecology	207

recommendation to approve agreement and disposal of chemicals as submitted

b. Harrison County Exceptional Learners Cooperative

c. Corydon Central High School

- 1) **Fuel Up to Play 60 Grant - \$2,500** 232
recommendation to accept grant as submitted

d. Corydon Central Junior High School

- 1) **Fuel Up to Play 60 Grant - \$3,200** 237
recommendation to accept grant as submitted

e. Corydon Elementary School

- 1) **Resolution of Appreciation** 240
recommendation to approve as submitted

- 2) **Fuel Up to Play 60 Grant - \$3,200** 241
recommendation to accept grant as submitted

f. Corydon Intermediate School

- 1) **Fuel Up to Play 60 Grant - \$4,000** 244
recommendation to accept grant as submitted

g. Heth-Washington Elementary School

- 1) **Fuel Up to Play 60 Grant - \$3,600** 247
recommendation to accept grant as submitted

h. New Middletown Elementary School

- 1) **Fuel Up to Play 60 Grant - \$3,600** 250
recommendation to accept grant as submitted

i. South Central Elementary School

- 1) **Fuel Up to Play 60 Grant - \$3,600** 253
recommendation to accept grant as submitted

j. South Central Junior/Senior High School

- 1) **Fuel Up to Play 60 Grant - \$4,000** 256
recommendation to accept grant as submitted

5. Field Trips

a. Corydon Central High School

- 1) **Fieldtrip - Band - Southridge High School, Huntingburg, IN - Saturday, February 6, 2016** 259
recommendation to approve as submitted

b. Corydon Central Junior High School

c. Corydon Elementary School

d. Corydon Intermediate School

e. Heth-Washington Elementary School

f. New Middletown Elementary School

g. South Central Elementary School

h. South Central Junior/Senior High School

- 1) **Overnight Fieldtrip - 6th Grade - Cincinnati, OH - Wednesday, May 18, 2016 through Friday, May 20, 2016** 260
recommendation to approve as submitted

6. Other

XI. Unfinished Business

1. Motions as the Result of Executive Session

XII. New Business

1. First Reading of Policy 0100, Bylaws, Definitions	262
2. First Reading of Policy 1411, Administration, Required Reports and Protection of Whistleblowers	268
3. First Reading of Policy 1422, Administration, Nondiscrimination and Equal Employment Opportunity	270
4. First Reading of Policy 1521, Administration, Personal Background Checks and Mandatory Reporting of Convictions and Arrests	286
5. First Reading of Policy 1543, Administration, Non-Renewal of Administrative Contracts	289
6. First Reading of Policy 1662, Administration, Anti-Harassment	291
7. First Reading of Policy 2221, Program, Mandatory Curriculum	317
8. First Reading of Policy 2260, Program, Nondiscrimination and Access to Equal Educational Opportunity	321
9. First Reading of Policy 2411, Program, Guidance and Counseling	338
10. First Reading of Policy 2510, Program, Adoption of Curricular Materials	341
11. First Reading of Policy 2700, Program, Annual Performance Report	345
12. First Reading of Policy 3120.06, Professional Staff, Selecting Student Teachers/Administrative Interns	351
13. First Reading of Policy 3121, Professional Staff, Personal Background Checks and Mandatory Reporting of Convictions and Arrests	353
14. First Reading of Policy 3122, Professional Staff, Nondiscrimination and Equal Employment Opportunity	356
15. First Reading of Policy 3124, Professional Staff, Employment Contracts with Professional Employees	371
16. First Reading of Policy 3140, Professional Staff, Resignation	373
17. First Reading of Policy 3141, Professional Staff, Suspension of Teachers	374
18. First Reading of Policy 3142, Professional Staff, Cancellation of a Teaching Contract	375
19. First Reading of Policy 3211, Professional Staff, Required Reports and Protection of Whistleblowers	376
20. First Reading of Policy 3220, Professional Staff, Staff Evaluation	378
21. First Reading of Policy 3362, Professional Staff, Anti-Harassment	382
22. First Reading of Policy 4121, Support Staff, Personal Background Checks and Mandatory Reporting of Convictions and Arrests	407
23. First Reading of Policy 4122, Support Staff, Nondiscrimination and Equal Employment Opportunity	409
24. First Reading of Policy 4211, Support Staff, Required Reports and Protection of Whistleblowers	424
25. First Reading of Policy 4362, Support Staff, Anti-Harassment	426
26. First Reading of Policy 5111, Students, Determination of Legal Settlement and Eligibility for Enrollment of Students Without Legal Settlement in the Corporation	450
27. First Reading of Policy 5112, Students, Entrance Requirements	457
28. First Reading of Policy 5130, Students, Withdrawal from School	459
29. First Reading of Policy 5200, Students, Attendance	461
30. First Reading of Policy 5320, Students, Immunization	467
31. First Reading of Policy 5460, Students, Graduation Requirements	469
32. First Reading of Policy 5517, Students, Anti-Harassment	472
33. First Reading of Policy 5530, Students, Drug Prevention	497
34. First Reading of Policy 6152, Finances, Student Fees and Charges	501
35. First Reading of Policy 6520, Finances, Payroll Deductions	504
36. First Reading of Policy 7300, Property, Disposition of Real Property	507
37. First Reading of Policy 7310, Property, Disposition of Surplus Property	511

38. First Reading of Policy 7510.01, Property, Use of Corporation Physical Fitness Facilities	514
39. First Reading of Policy 8121, Operations, Personal Background Check - Contracted Services	521
40. First Reading of Policy 8330, Operations, Student Records	523
41. First Reading of Policy 8400, Operations, School Safety	537
42. First Reading of Policy 8420, Operations, Emergency Preparedness Plans and Drills	542
43. First Reading of Policy 8455, Operations, Coach Training	545
44. First Reading of Policy 8470, Operations, Registered Sex or Violent Offenders	547
45. First Reading of Policy 8500, Operations, Food Services	550
46. First Reading of Policy 8600, Operations, Transportation	554
47. First Reading of Policy 9160, Relations, Public Attendance at School Events	557
XIII. Superintendent's Communications and Reports	
1. GOP Accountability	561
2. Louisville Regional Labor Market Report	562
XIV. Board Members' Communication, Reports and Questions	
1. Policy Overview Reference Material	583
XV. Upcoming Events	
XVI. Adjournment	



Edmund "Ed" F. Schneider Administrative Center
315 South Harrison Drive, Corydon, IN 47112

Meetings of the Board of School Trustees * For Consideration January 5, 2016

Date	Executive	Regular	Location
Tuesday, February 2, 2016	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room
Tuesday, March 1, 2016	6:30 p.m.	7:30 p.m.	Heth-Washington Elementary School 2450 Heth-Washington Road SW Central, IN 47110 Conference Room/Cafeteria
Tuesday, April 5, 2016	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room
Tuesday, May 3, 2016	6:30 p.m.	7:30 p.m.	Corydon Central Junior High School 377 Country Club Road SE Corydon, IN 47112 Room 145/Auditorium
Tuesday, June 7, 2016	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room
Tuesday, July 5, 2016	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room
Tuesday, August 2, 2016	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room
Tuesday, September 6, 2016 2017 Budget Public Hearing	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room
Tuesday, October 4, 2016 2017 Budget Adoption	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room
Tuesday, November 1, 2016	6:30 p.m.	7:30 p.m.	South Central Elementary School 6595 East Highway 11 SE Elizabeth, IN 47117 Media Center/Auditorium
Tuesday, December 6, 2016	6:30 p.m.	7:30 p.m.	Corydon Elementary School 100 High School Road Corydon, IN 47112 Conference Room/Cafeteria
Tuesday, January 3, 2017 Organizational Meeting	6:30 p.m.	7:30 p.m.	Edmund "Ed" F. Schneider Administrative Center 315 South Harrison Drive Corydon, IN 47112 Superintendent's Office/Board Room

Memorandum

To: South Harrison School Board
From: Shelly Abel, Director, Harrison County Alternative Education Center
Date: 12/10/2015
Re: Appointment to Harrison County Alternative Education Center Board of Directors

The term of the South Harrison School Board's appointment to the Harrison County Alternative Education Center Board of Directors expires December 31st, 2015. This is a biannual appointment. Please let me know your choice to serve on our Board of Directors for the next two years. You can reach me by phone at 812-734-1326, by fax at 812-738-7456, or by email at sabel@harrisonaltschool.org.

Thank you.



Reimbursement Criteria

The purpose of this memorandum is to provide criteria for reimbursement of expenses effective January 2016.

- Appropriate documentation must be submitted to and approved by the Superintendent's office prior to the incurrence of expenditure. This documentation may be in the form of registration or conference request forms.
- Documented mileage will be paid at the applicable IRS rate as of the date incurred.
- No reimbursement will be made for meals if meals are provided within the cost of registration or hotel room rates.
- For day trips, reimbursement of up to \$17.50 will be provided for a mid-day meal.
- For overnight trips, the following reimbursement criteria apply:
 - First day of overnight trip: reimbursement not to exceed \$17.50 for a mid-day meal and \$25.00 for an evening meal.
 - Middle days of overnight travel: reimbursement not to exceed \$7.50 for morning meal, \$17.50 for mid-day meal and \$25.00 for evening meal.
 - Last day of overnight trip: reimbursement not to exceed \$7.50 for morning meal and \$17.50 for mid-day meal, unless otherwise approved.
- Other reasonable expenses such as parking will be considered for reimbursement if appropriate documentation is provided.



FIRST SAVINGS

B A N K

January 5, 2016

Dear Pam

Here are the balances for 2015 for the following accounts:

Beginning Balance January 1 2015	Ending balance December 31 2015
21001464 -\$ 451,153.65	\$451,830.85
1022229 - \$ 452,855.52	\$606,762.81
91022229 - \$ 1,339,006.56	\$1,342,357.92

Sincerely

Jan Ferguson
Deposit Operations
First Savings Bank



220 Federal Drive
P.O. Box 130
Corydon, Indiana 47112
Phone: (812) 738-2198
Fax: (812) 738-2202

To whom it may concern,

The following accounts have listed the beginning and ending balances to the 2015 business year for South Harrison Community School Corp.

Account number	Beginning January 2015	Ending December 2015
• 1147382	6,410.00	6,460.00
• 1147390	402,207.00	513,289.00
• 1147404	2,228,532.00	2,856,491.00
• 1147412	0.00	0.00
• 1147420	0.00	0.00
• 1228765	13,002.00	9,814.00
• 1411360804	5,061,556.00	6,126,957.00

Gianna Leupp

Customer Service
220 Federal Drive
Corydon, IN 47112



IMPACT Analysis Report

Integration Mastery and Proficiency
Across the Curriculum with Technology

Prepared for **South Harrison Community Schools**

KESHIA SEITZ
Associate Director of eLearning
(812) 618-5166
kseitz@five-startech.com

The contents of this document are confidential and are intended exclusively for the prospective customer of Five-Star Technology Solutions designated above and its employees. Distribution or sharing of this information with persons or entities for which it is not intended is prohibited, in any form, without the express written consent of Five-Star Technology Solutions.



CONTENTS OF THE REPORT

[Purpose of the Report](#)

[Measurement Methods](#)

[I-Levels](#)

Findings from Surveys, Observations, and Focus Group Interviews

[Based on ISTE●T Standards for Teachers](#)

[Based on Bloom's Cognitive Levels](#)

[Based on SAMR Model](#)

[Readiness Indicators](#)

[Recommended Strategies](#)

[Reflecting on the Report](#)

[Acknowledgements](#)

[Five-Star TIS Philosophy](#)

[References](#)

[Appendix](#)

The contents of this document are confidential and are intended exclusively for the prospective customer of Five-Star Technology Solutions designated above and its employees. Distribution or sharing of this information with persons or entities for which it is not intended is prohibited, in any form, without the express written consent of Five-Star Technology Solutions.



Purpose of the Report

The leaders of South Harrison Community Schools plan to boldly transform the learning environment of their district by providing a high-access digital environment for all students. The purpose of the Integration Mastery and Proficiencies Across the Curriculum with Technology (IMPACT) Analysis Report is to assist their leadership team in creating a strategic plan. Using this report, leaders will develop specific goals and metrics, ensure sustainability, establish norms and culture, build leadership capacity, shift the pedagogical culture, and transform learning.



Measurement Methods

Purpose:

In order to determine a base level, we triangulated the data from the survey, classroom observations, and the focus group interviews to discover findings by ISTE●T Standard for Teachers and inform the creation of your Professional Learning Plan. ISTE●T Standard Five contains data from the survey and focus group only. This standard involves professional learning growth and is not observable during a one-day classroom observation.

SURVEY

Teachers and administrators received a link to the ISTE standards survey while we were onsite. All South Harrison Community Schools teachers were asked to complete a survey. We received a survey response from 51 teachers in your district.

CLASSROOM OBSERVATIONS

The Classroom Observations took place on November 6, 9, 12, 13, and 17, 2015. We visited a total of 102 classrooms in the district.

The purpose of the classroom observation is to identify patterns of innovation and instructional style in the classrooms that will help determine professional learning experiences that may be most beneficial. Our observation tool is also designed to gather further evidence beyond the survey on some of the ISTE●T Standards that are observable.

The observed areas of learning are identified as important in creating an effective and innovative academic environment. It is not possible to observe every criteria in every classroom during the observation; the data in this report represents patterns and examples that were identified during short “snapshots” of classroom activity.

The observations do not measure individual teacher effectiveness. Direct teaching is needed and can be an effective form of instruction, especially when combined with effectively curated curriculum. However, if direct teaching is the predominate teacher activity in a majority of cited observations, changing the culture to utilize pedagogies that emphasize collaboration should be considered.

Finally, our indication of learning criteria as “none observed” during this visit is **not a statement that it does not exist within the class or school culture.** These criteria and observed evidences are listed to serve as a guide in helping the leadership team identify areas of strengths and weaknesses.

INTERVIEWS

We conducted 24 different focus groups that included students, teachers, and administrators. Each group was asked questions related to ISTE●T Standards in order to gain further insight into current levels.



Integration Levels (I-Levels)

Purpose:

The data from the survey and observation tool are displayed using a technology integration rubric called the I-Levels. The purpose of the I-Levels is to create a method for displaying data and current level of integration for school stakeholders in a way that is clear, visual, and comparable to other districts. There are four levels of integration.

THERE ARE FOUR LEVELS OF INTEGRATION (I-LEVELS)

- **Investigating**
At the investigating level, teachers are exploring and researching educational technology tools and strategies. They may be testing them in small student groups or for their own personal use.
- **Implementing**
At the implementing level, teachers are using tools and strategies from research or trainings within their weekly lessons. Technology is still an isolated or separate tool in their classroom.
- **Infusing**
At the infusing level, the integration is purposeful and confident. Teachers are seamlessly blending technology and non-technology instructional strategies and curriculum to design, develop, and evaluate assignments and assessments that are customized and authentic.
- **Innovating**
At the innovating level, teachers are demonstrating creativity and designing their own mix of tools and strategies to model best practice instruction for student learning. They are exhibiting leadership capacity and ethical/legal use of digital information. These teachers are recognized as lifelong learners and mentors/leaders in educational technology communities.

The I-Level is determined by taking the mean of the observed level from each area of the classroom observation and the value from the survey. The survey value is determined by taking the mean from every survey question within that standard. The values from the classroom observation tool are from 1.0 to 4.0 (Investigating to Innovating) and the values from the survey are 0.0 to 4.0 (Never to Daily).



Findings Based on ISTE●T Standards

Purpose:

The International Society for Technology in Education ([ISTE](#)) is a non-profit organization whose mission is to assist teachers and education leaders in creating powerful connections among all learners. The ISTE Standards are the most respected technology integration standards in education today. Through partnerships with over 100,000 educators all over the world, ISTE has created definitive standards for learners, teachers, leaders, and coaches.

According to their [website](#), the benefits of using the ISTE standards include:

- Improving higher-order thinking skills, such as problem solving, critical thinking and creativity
- Preparing students for their future in a competitive global job market
- Designing student-centered, project-based, and online learning environments
- Guiding systemic change in our schools to create digital places of learning
- Inspiring digital age professional models for working, collaborating and decision making



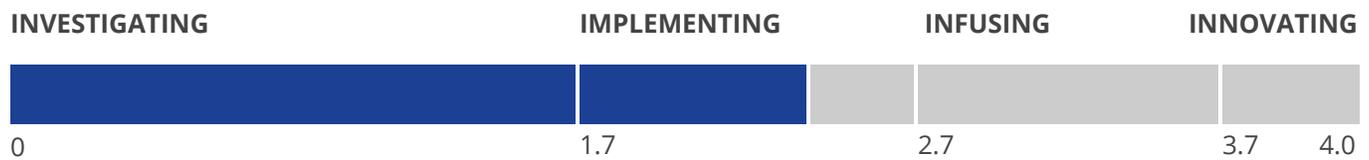
ISTE●T Standard One

Facilitate and Inspire Student Learning and Creativity

Teachers use their knowledge of subject matter, teaching and learning, and technology to facilitate experiences that advance student learning, creativity, and innovation in both face-to-face and virtual environments.

	Survey		Classroom Observation	
Teacher/Learner Interaction	41% of teachers report that their students have the chance to learn through discussion or Socratic Seminar on a daily basis.	3	In 61% of the classrooms, the teacher was facilitating a group discussion or leading a Socratic Seminar.	3
Student Learning			Students were working on worksheets or their textbooks in 42% of the classrooms.	1
			Students were taking a test or watching a movie in 13% of the classrooms.	3
Collaboration	82% of teachers said that students have opportunities to collaborate with peers more than once a week.	3	There were students working together in a group in 29% of the classrooms.	2
Creativity and Innovation	43% of teachers said that their students have the opportunity to use creativity to demonstrate their learning daily or multiple times a week.	2	We observed students working on projects or presentations in 26% of the observed classrooms.	2

ISTE●T Standard One I-Level Stage: **IMPLEMENTING**



Survey Average: 2.67 • Classroom Observation Average: 2.20 • Combined Average: 2.43



ISTE●T Standard One Focus Group Data

The **administrators** expressed that they want to see teachers using technology to enhance learning. Repeatedly, administrators noted the importance of modeling the expectations for teachers by using technology in professional development sessions and in staff meetings. Administrators expressed a desire to see teachers using technology to create authentic learning experiences for kids. Specifically, they reported wanting to see teachers make connections between the content that they are teaching and the skills needed in the real world outside of the four walls of their classrooms.

“We simply cannot forget what it is like to be in the classroom. Let’s look for ways to jump out there and lead and support our teachers. We cannot be afraid of failure and we must make sure our teachers know that we want them to try new things....even if it doesn’t work the first time (or third time).” - An Administrator

The **teachers** are currently using technology for student products such as presentations, test preparation, and research. There are a number of websites being utilized (Kahoot, MobyMax, Symbaloo, Padlet, YouTube, Popplet, Thinglink, etc.) in pockets throughout the buildings. Teachers expressed frustration that they felt as though they were limited in what they could do with the technology available to them due to time constraints of having to “teach to the test”. When asked how they use technology to allow students to demonstrate skills such as creativity and critical thinking, most teachers said they don’t have time to use the technology this way - although they would like to. Teachers also mentioned that they would love time to be able to collaborate with others who teach the same subject/grade level that they teach. They feel that this would allow them to integrate technology more effectively.

When asked about learning opportunities using technology, **students at all levels** mentioned that although they use technology regularly, they are rarely allowed to collaborate with each other on projects, games, or other learning activities using technology. Students report that technology usage is an individual activity. In a few instances, students mentioned special classes or activities that allowed them to use Google Docs to complete lab reports or other forms, but noted that these opportunities were few and far between. Students also expressed frustration with wireless connectivity issues. Students primarily identified the following programs as being used frequently in their classrooms: Google Classroom, Google Docs, MobyMax, Razzkids, Pearson, and Google Slides.



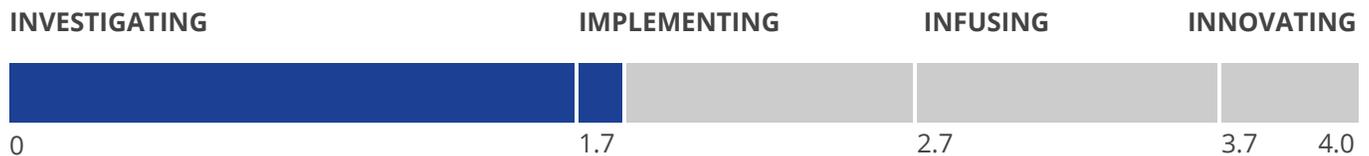
ISTE●T Standard Two

Design and Develop Digital Age Learning Experiences

Design, develop, and evaluate authentic learning experiences and assessments incorporating contemporary tools and resources to maximize content learning in context and to develop the knowledge, skills, and attitudes identified in the Student Standards.

	Survey		Classroom Observation	
Student Devices	78% of teachers said their students get to use devices in their classroom for learning more than once a week.	3	There was evidence of the majority of students using devices in 31% of the classrooms.	1
Google Apps for Education	55% of teachers report that their students use this program once a month or less.	2	We observed the use of this program in 17% of the classrooms.	1
Learning Management System	73% of teachers report that their students never have the opportunity to use a learning management system.	1	There was evidence of student-use of a learning management system in 13% of the classrooms.	1
Differentiated Learning	29% of teachers report that their students never use software to differentiate learning.	2	We observed evidence of this in 53% of classrooms.	2
Data-Based Decisions	86% use data at least once a week from formative and summative assessments to customize learning.	3	This was observed in 28% of classrooms.	2

ISTE●T Standard Two I-Level Stage: **IMPLEMENTING**



Survey Average: 2.20 • Classroom Observation Average: 1.40 • Combined Average: 1.80



ISTE●T Standard Two Focus Group Data

Administrators shared several ways that teachers are using technology effectively in their classrooms. Some of the most commonly cited digital tools were: Plickers, Google Docs, Remind101, Class Dojo, Padlet, etc. Administrators expressed a desire to work on being more creative with how technology tools are presented to teachers. Administrators noted that they would like to learn more about what effective technology integration looks like in environments that are not yet 1:1 and expressed concerns that devices are not being utilized to their fullest extent because of two main reasons: (1) issues with wireless access and (2) lack of training on the pedagogical side of technology integration.

Teachers praised the immediate feedback, individual levels, and content practice that happens with several applications like MobyMax, Spelling City, and iXL. Teachers also noted that they have access to a wealth of data and information, and they would like training on how to use this data to drive instruction. Specifically, teachers requested more time and training to learn how to use Pivot to make meaningful instructional decisions in their classrooms.

During a student focus group, **students** shared that their teachers are “always” communicating with them about their grades and progress in class. Students mentioned a variety of ways that teachers help students track their own progress, including: Parent Connect, Graded Papers, Report Cards, Emails to parents, and Class Dojo. Students who were using Google Classroom mentioned that they love that they can access their class materials from anywhere, anytime. In general, students felt like they understood what was expected of them and they felt like their teachers did a good job using technology in their classes.



ISTE●T Standard Three Focus Group Data

Administrators report that they are consistently observing technology use in the classroom. Students are viewed as “really enjoying it and staying engaged more.” Overwhelmingly, Administrators expressed appreciation for the leadership of Dr. Eastridge and his team to provide students and teachers with such access to technology. Administrators have noticed a shift in teachers’ attitudes and perspectives about technology integration. While teachers used to view technology as a way to change the way they teach, administrators are really trying to emphasize the fact that technology is used to enhance and build upon the amazing things that are already being used and taught in classrooms across the district.

“Google Classroom has already been a game changer for us with regards to teacher-student interaction.” - An Administrator

Teachers are using various forms of technology to communicate with students and parents. Phone calls are still frequently used for parent communication. Other applications like Remind, teacher websites, Class Dojo, and email were identified as communication tools. Teachers noted a dependency on several instructional technology tools in the classroom, including: projectors, document cameras, Promethean Boards, and internet connectivity (they see these things as essential tools needed for teaching effectively).

Students echoed the communication tools reported by teachers. Secondary students identified texting as a primary communication method that they use personally.

“Some teachers go the extra mile to help us. One of my teachers texts us when we are missing something. She makes the difference. It is incredible how my attitude changes when I know she cares about how I am doing in her class.”

-A Student



ISTE●T Standard Four Focus Group Data

Administrators all commented that this is an area that their school needs to focus on in more detail. All administrators voiced their support for increased instruction related to digital citizenship because they recognize how critical these concepts and skills are for teaching students how to live and participate in today's digital society.

Teachers shared that (for the most part) they did not feel equipped to teach digital citizenship to their students. They expressed a desire to learn more about how to find resources to teach these skills and ideas for how to integrate these concepts seamlessly (and naturally) into the content already taught in class. Teachers admitted that when digital citizenship is seen as something "extra", they are less likely to teach it because they already have enough standards and skills to teach. Overall, teachers suggested that increased communication with students through teachable moments is an easy way to start to introduce the topic of digital citizenship in their classrooms.

In focus groups, **students** said that their teachers frequently gave direct instruction about copyright and plagiarism, but little to no instruction on other digital citizenship topics such as internet safety, digital communication, digital law, or digital literacy. When asked how they were instructed to do conduct research, students most commonly reported that they were told to "Google it" without any further instruction about search terms, filters, checking the validity of resources, or fair use. Students at the elementary level did mention that ABCYa! offered optional games and learning activities on these topics.

"We really need to start this at the lower levels...it is like swimming. You have to teach the basics, bit by bit. We know kids don't wait until their freshman gym class to learn how to swim. We need to meet them with the skills they need, when they need it. If we are going to provide the tool, we need to teach the skills." - An Administrator



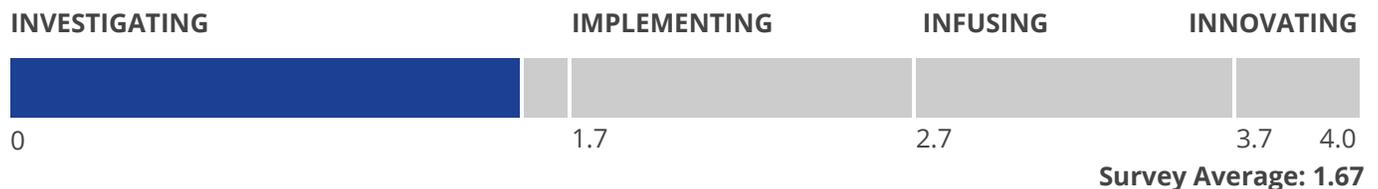
ISTE●T Standard Five

Standard Five: Engage in Professional Growth and Leadership

Teachers continuously improve their professional practice, model lifelong learning, and exhibit leadership in their school and professional community by promoting and demonstrating the effective use of digital tools and resources.

	Survey		Classroom Observation	
Professional Learning Community	29% of teachers report they discuss teaching methods and student learning with other professionals outside the district in a virtual environment more than once a month.	1		
	22% of teachers read current research on educational technology more than once a month.	1		
Efficacy of Integration	43% of teachers report they know what effective technology integration looks like.	2		
Leadership	61% of teachers agree that they have the ability to help colleagues with technology skills.	2		
	39% promote this ability.	2		
	47% report that they contribute to the overall effectiveness of technology integration in their school.	2		

ISTE●T Standard Five I-Level Stage: **INVESTIGATING**





ISTE●T Standard Five Focus Group Questions

Administrators feel as though their teachers really appreciate the technology professional development that has been offered to them. However, administrators would really like to see more technology professional development that is directly tied to curriculum and instruction. In other words, they would like to see sessions in which teachers have the opportunity to apply what they have learned and create a lesson that they can immediately take back and use in their classroom. Also, administrators would like to see more differentiated instruction for professional development sessions and would like to see a video library of some kind created to help teachers get access to professional development when it is convenient for them.

Teachers insisted that they need more time for collaboration and brainstorming. In one focus group, the teachers expressed an idea of having each teacher paired up with another teacher in the district to act as technology buddies. They suggested that these “buddies” touch base once a month and share ideas of what they are doing in their classrooms. Overall, teachers feel that they need more built-in time to just talk and observe what other professionals are doing with the technology in their classrooms. Another popular request from teachers was time to actually apply what was learned. Teachers asked for less “show me how to do it” and more “tell me what this can do and then support me as I try it myself”.



Overall Vision

When it comes to vision for technology integration, **administrators** noted engagement, creativity, real-world application, and personalized learning are desirable. They picture classrooms that are more focused on the individual students' learning process.

Administrators currently feel the corporation message is positive and attempts have been made to give teachers ownership of the process. Overall, administrators feel that the message is clear: Technology should be used, when appropriate, to enhance instruction.

The **teachers** expressed a desire for more clear guidelines and expectations for use. Tech-savvy teachers seemed to want the expectations to be higher in terms of moving beyond being concerned with mere usage to effectively and meaningfully integrating technology into instruction. All teachers interviewed noted that they were very fortunate to work for a district with this level of access to technology and resources. That being said, almost all teachers interviewed felt as though they could use technology more and expressed confusion about processes and procedures. Teachers would like to see clearly defined processes for applying for classroom grants, for purchasing apps and programs that aren't free, for getting timely tech help, and for requesting help (technical and PD).

Students shared that technology is a part of almost every single thing that they do both at school and at home. Many students stated that they wished that their teachers would be more flexible and allow for more student choice in terms of the digital tools used to complete homework assignments (for example, choice between Powerpoint, Prezi, or Slides). Students also commented that personal technology devices are most often used to administer tests.



Other Concerns

It is important to note that this IMPACT Analysis Report is focused on instruction and it isn't designed to be an audit of existing technology and infrastructure. However, there was information shared during the focus groups that (while not supported with data from this support) we feel needs to be discussed or investigated since it will ultimately affect instruction.

- Administrators, Teachers, and Students at multiple campuses expressed frustration with not knowing the wifi password for the guest network. All stakeholders mentioned that they would like to see this network opened up so that students without internet access could get access in the parking lot and/or so teachers could use cell phones more regularly in the classroom.
- Although many wifi problems have already been resolved, we observed a morale issue related to the reliability of wireless access. Teachers are still reluctant to make lesson plans that include extensive technology use for fear that the wireless will not be working. This is something worth noting, but we also understand that this morale will improve over time as teachers learn to trust the network again.
- Teachers are reluctant to put in help tickets. This issue was brought up at every site we visited. Here are some actual quotes from focus groups:
 - “He (name omitted) gets mad when you email or ask for help. Honestly, it isn't worth it to ask. I'll just do without it.”
 - “It takes way too long before problems are resolved. If the focus is on teaching with technology, then it should work and/or be repaired in a timely manner. I'd say having to go weeks or months without a Promethean Board is not timely.”
 - “I'm not going to put forth my full effort until they do. I'm not going to waste my money and time creating things to then not be able to use them for an entire semester while I wait for my problems to be fixed.”
 - “He responds like I am an idiot. I shouldn't feel that way. I am a professional. Do I really want to put a ticket in? It is more trouble than it is worth. A lot of people won't put a ticket in....too much backlash.”



Dominant Cognitive Level

(Bloom's)

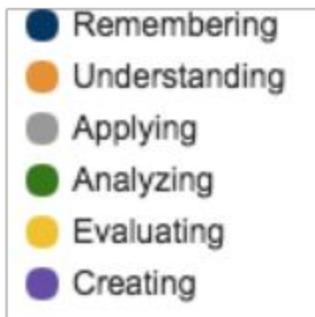
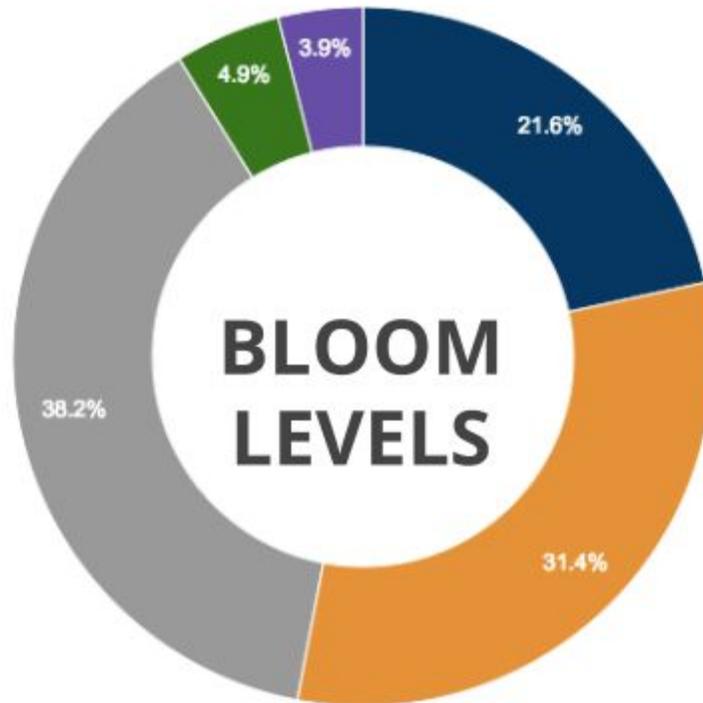
Bloom's Taxonomy was developed during the 1950's by Benjamin Bloom as a means to categorize and encourage higher-order thinking skills. The taxonomy is intended to mirror the steps in the thinking process from remembering information to having the ability to put it back together in new and interesting ways. During the 1990's the taxonomy was revised by one of Dr. Bloom's students, Lorin Anderson, who changed the steps to emphasize creation as a higher-thinking skill and changed noun level descriptors to verbs. In 2007, Andrew Churches published a digital taxonomy map in order to demonstrate how Bloom's can be applied to instructional technology. Evidence of these levels being taught within a low-access classrooms are a good indicator that current instruction can more easily be adapted to higher-thinking skills using instructional technology.

Bloom's Level	Evidence
Remembering	22% of classrooms had evidence of this from lecture, worksheets, and book work.
Understanding	31% of classrooms had evidence of this from higher-level questions or frequent checks of understanding.
Applying	38% of classrooms had evidence of students applying their knowledge in a new situation.
Analyzing	5% of classrooms had evidence of students analyzing new information.
Evaluating	0% of classrooms had evidence of student judgement based on criteria.
Creating	4% had evidence of active student creation to demonstrate learning.



Bloom's Levels

Of those that were actively using technology, the chart below illustrates the percentage breakdown in each of the Bloom's levels.



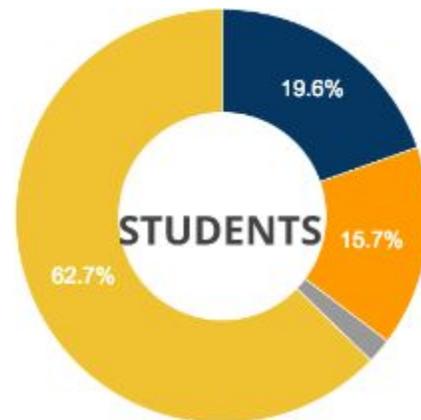
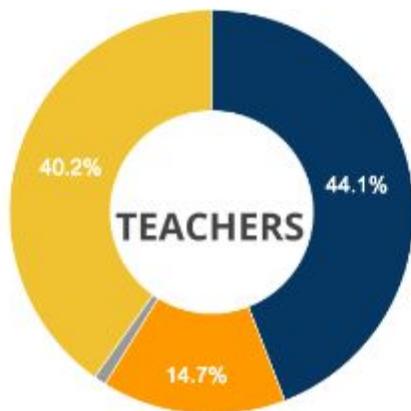


SAMR Model

The **SAMR** (**S**ubstitution, **A**ugmentation, **M**odification, **R**edefinition) method was developed by Dr. Ruben Puentedura in order to show how instructional technology can impact classroom instruction. It also offers a progression for adopting technology effectively into the classroom.

SAMR Level	Teachers	Students
Substitution	44%	20%
Augmentation	15%	16%
Modification	1%	2%
Redefinition	0%	0%

SAMR - Teacher & Student Levels



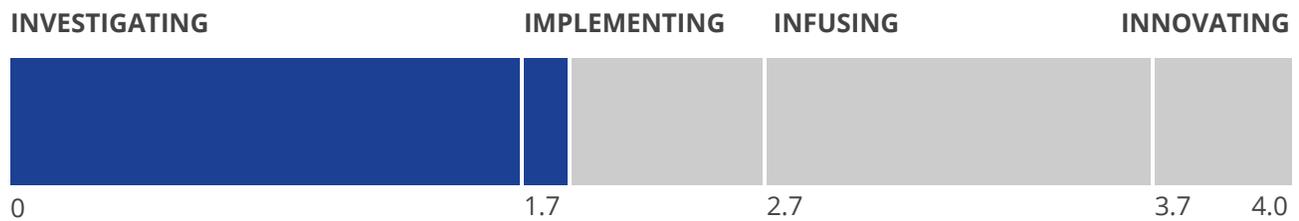
- Substitution
- Augmentation
- Modification
- Redefinition
- Not Observed



INTEGRATION LEVELS (I-LEVELS) SUMMARY

An overall district integration level score was determined by aggregating individual standard scores. Based on survey and classroom observation data, the South Harrison Community Schools is found to be at the **INVESTIGATING** level for this initial baseline assessment.

District I-Level Stage: IMPLEMENTING



Standard One I-Level Score:	2.43	Stage: IMPLEMENTING
Standard Two I-Level Score:	1.80	Stage: IMPLEMENTING
Standard Three I-Level Score:	2.33	Stage: IMPLEMENTING
Standard Four I-Level Score:	1.00	Stage: INVESTIGATING
Standard Five I-Level Score:	1.67	Stage: INVESTIGATING
Overall Average:	1.85	Stage: IMPLEMENTING



Readiness Indicators

There are thirteen indicators that we have identified as items that must be in place for a strong foundation for building a successful 1:1 digital learning environment. We believe each of these indicators must be regularly reevaluated as the project progresses. An item marked as “complete” does not indicate continued work is no longer needed; it simply means adequate attention has been given at this point and time. The following is our analysis of South Harrison Community Schools’ progress towards meeting each indicator at this time:

- **Vision for implementation is clearly defined by the leadership team**
 - △ in progress but inconsistent across levels
- **Vision for implementation is understood by targeted teachers**
 - △ in progress but inconsistent across levels
- **Strategic plan for rollout is in place**
 - △ in progress but conversations are taking place
- **Infrastructure is satisfactory**
 - △ Recent wifi problems and other network issues have been a challenge; continue to monitor and troubleshoot problems until wifi is steady and reliable
- **Plan for supporting and repairing devices**
 - △ established but needs to consider to be re-evaluated based on teacher focus group data
- **Teacher expectations for classroom use of technology have been defined**
 - ✓ complete (Although communication of these expectations needs to be ongoing)
- **Coaching support plan is in place**
 - ✓ complete (Five-Star integration services and Marty and Sue)
- **Policies and procedures have been updated (RUP)**
 - ✓ complete
- **Communication plan for all stakeholders is in place**
 - △ in progress but procedures need to be clearly defined and outlined for teachers
- **Device has been selected**
 - ✓ complete
- **Device is available for teacher use/exploration**
 - ✓ complete
- **Learning management system (LMS) is in use among targeted teachers**
 - ✓ complete
- **Google apps for education (GAPE) is in use among all targeted teachers**
 - △ incomplete but in progress, small pockets of use (especially need work at the elementary levels)



Recommended Strategies

ISTE ● T Standard 1: Student Learning and Creativity

It is a strength for South Harrison Community Schools that the leaders have a passion for increasing student access to technology for increased engagement and learning. We can not stress enough the importance of strong leadership during any shift within a school district (See Appendix C). The leadership shared a desire for students to be creating and collaborating more in their work - to strengthen the skills they will need for their future. It is clear that the administration does not just want technology to be used for the sake of using technology; they want to see it impact student learning and creativity.

However, there is still some work to be done in communicating this vision to all stakeholders. Many that are not currently included in the 1:1 grade levels struggled to articulate the vision for technology integration in the district beyond student engagement and were unaware of implementation planning details. If a school doesn't tell their story clearly and accurately, then someone else will.

- **South Harrison Community Schools should consider creating a clear and specific strategic vision with an expanded communication plan to be used by all stakeholders. We realize that SHCS is still working on developing these details with regards to the upcoming 1:2 iPad rollout at the Elementary Levels. As these plans are developed, it is important that all procedures, plans, and expectations are clearly and consistently communicated to all stakeholders.**

South Harrison Community Schools has pockets of meaningful technology integration that has begun emerging in classrooms throughout the district. However, it will require an increase in professional development opportunities to allow teachers to make this transition effectively.

- **South Harrison Community Schools should consider having teachers participate in Five-Star Academy online courses to increase teacher awareness and implementation of methods that can increase student-directed learning (Five-Star Network).**
- **South Harrison Community Schools should consider increasing the capacity of the staff through onsite trainings, courses, and professional development that emphasize a hands-on and self-directed approach in finding resources and ideas that are openly available online.**

ISTE ● T Standard 2: Digital Age Experience and Assessment

Using a Learning Management System is a first step in creating a blended classroom. In the district, 73% of teachers report that their students never have the opportunity to use a learning management system. During our observation, there was evidence of student-use of a learning management system in 13% of the classrooms. Google Apps for Education (GAFE) are also powerful tools for collaboration and learning. In the district, 55% of teachers report that their students use GAFE once a month or less.

- **South Harrison Community Schools should consider providing training to teachers at all levels on the use of Google Apps.**
- **South Harrison Community Schools administrators should continue to regularly model the use of Google Apps by organizing important building-level documents in folders shared in Google Drive.**



- **South Harrison Community Schools should consider surveying their staff to determine the current level of LMS use, and offer contextualized professional learning opportunities.**

While 86% of teachers report that they use data once a week to inform instruction, only 28% of classrooms had visible evidence of data-based decision-making during our observations with the majority at the elementary level. This isn't something easily observed, and we know that teachers are reviewing student data based on our surveys and interviews with teachers and administrators. However:

- **South Harrison Community Schools should consider providing time and training for teachers to become more comfortable and efficient at analyzing data to further individualize instruction (Pivot).**
- **South Harrison Community Schools should consider providing time and training for teachers to collaborate and create shared curriculum maps with formative assessments for data analysis (Pivot).**

ISTE●T Standard 3: Model Digital Age Work and Learning

The current implementation of technology is happening to some degree in all observed classrooms. In the district, 80% of teachers report that they use instructional technology multiple times a week. During our visit, 74% of the classrooms had teachers actively using available technology for instruction. **While there is room for improvement, it is worth noting that this is much higher than is typically seen in districts at the same point in the implementation process. The teachers have a desire to use technology, and this is a major asset for the district moving forward.** Although a varying amount of technology use is natural and somewhat to be expected, it will become increasingly important to elevate and celebrate the **meaningful** use of technology where it is occurring. This not only reinforces and recognizes the successes, but it helps create a clearer picture for other teachers looking for technology integration ideas.

It is also notable that 43% of teachers report they know what effective technology integration looks like and 61% of teachers report that they possess the ability to help others develop technology skills.

- **South Harrison Community Schools should consider adopting and implementing Google Drive as a platform for staff to easily upload and share videos of model examples of how technology is being used in their classroom to positively impact student learning. Another possible solution is to create a "Tech Hub" or other central location for sharing of information.**

A variety of application options for a district video library are available. We are recommending that Google Drive serve as this platform for the district's video library because of the the ease of uploading and sharing videos, the built-in sharing security, the unlimited storage capacity, its flexibility with multiple devices and platforms (videos can be accessed on any device including smartphones), and its cost (free).

The benefits of adopting a platform and method for sharing teacher and student-created videos include the following:

1. It will provide tangible examples of experiences that advance student learning, creativity, and innovation for teachers that are struggling with what to do.
2. It will provide a resource where training tutorials can be housed providing step-by-step instructions on how to use various technology tools.
3. It will empower both teachers and students making notable progress by showcasing their best practices, lessons, and student activities and work.



4. It will provide students more blended-learning opportunities, allowing learning to more easily occur from outside the walls of the classroom.
5. It will provide parents with resources to help their students and provide them with clear examples of the value-add of digital learning.

We also believe teachers would benefit from having greater clarity on the expectations on using technology and the desired skills necessary to be successful.

- **South Harrison Community Schools should consider providing a Technology Skills List for teacher reflection and growth. Teachers must understand the desired skills that the technology leadership committee wants all teachers to possess. These targeted skills could be used for self-reflection, diagnostic surveying, or conversations during the evaluation process.**

ISTE●T Standard 4: Promote and Model Digital Citizenship and Responsibility

Although there were a few clear references to how digital citizenship is taught to students, our findings revealed further work is needed in this area. This standard was also the weakest area self-reported by teachers during the survey. In the district, 45% of teachers report that they never talk with students about copyright, intellectual property, and correct documentation or sources.

- **South Harrison Community Schools should revisit their current scope and sequence of desired technology skills and knowledge for students in grades K-12. A specific roadmap should better define when desired skills, such as keyboarding, mouse skills, etc. - along with digital citizenship topics - such as digital footprint, cyberbullying, and Internet safety are introduced and expected to be mastered.**
- **South Harrison Community Schools should consider developing a district-wide plan with clear steps or measures to proactively teach technology responsible-use to students. Examples include: better defining the teacher's role in addressing this topic, inviting guest speakers to create awareness for students, and engaging student council to promote positive online behavior.**

ISTE●T Standard 5: Engage in Professional Growth and Leadership

It is a strength for South Harrison Community Schools that most teachers and leaders have a passion for increasing student access to technology for increased engagement and learning. However, in order to further penetrate and impact the daily practices of teachers, we must continue to brainstorm fresh, alternative approaches to how professional development is approached and provide teachers with contextual examples of how the tools can be used with their curriculum. We should examine a more connected, personalized approach to training to yield the greatest impact.

- **South Harrison Community Schools should consider creating and adopting a detailed and goal-oriented professional learning plan. This plan should include opportunities for growth at all levels using a variety of methods for content delivery.**
- **South Harrison Community Schools should consider creating teacher and student leadership teams to create a basic-level troubleshooting support layer. These teams should also model and**



showcase new instructional technology tools and strategies during collaboration time and through video documentation.

We also want teachers more actively connecting and learning from each other using social media and online forums. Currently, only 29% of teachers report they discuss teaching methods and student learning with other professionals outside the district in a virtual environment more than once a month.

- **South Harrison Community Schools should consider initiating an active online discussion forum for teachers to post questions, share successes, and acknowledge challenges with other teachers. For example, this might occur within a Google+ Community, LMS, or via a Twitter hashtag.**



Reflecting on the Report

In the spirit of quality instructional practice, your own reflection on these observations and recommendations will provide powerful conversations to move your school improvement work forward. This report should serve as catalyst for discussion both for the past experiences and future direction for digital learning at your school.

We recommend that you share this report with all stakeholders. It may be productive to allow time for discussing what you find most compelling and what your next steps may be as a result. You may decide to share the report in its entirety, or you may share just the recommendations. The most important idea is that teachers, parents, and principals have an opportunity to review and provide their own reflections on the strengths, challenges and next steps. Staff meetings, parent information meetings, newsletters, grade-level team meetings, and PLC meetings provide structures where the report could be shared and discussed. By sharing it with the staff, you provide those who chose not to participate an opportunity to learn and respond to these ideas.

To support your analysis of this report, we have provided some questions for your consideration:

- What do you see as your strengths reflected in this report? What strengths would you add?
- What do you see as challenges for your school as reflected in the report? To what extent do you agree? Why? What would you add?
- Which recommendations do you find most useful? Why?
- Which recommendations do you find most challenging? Why?
- Given this information, what actions might you suggest your school and teams take?
- What might you do, individually, as a result of this report?



Acknowledgements

Thank you to **South Harrison Community Schools** for inviting us to be part of your instructional improvement work. You were gracious in welcoming us into your school to learn from your practices. We know how extremely busy and valuable your time is, and we are thankful for those who took time to share their thoughts and perceptions. Thank you! Your honest and thoughtful comments and reflections were thought-provoking.

The professionalism depicted by all teachers is an excellent model for educators across Indiana. Your students were also profoundly insightful; they seemed excited to talk about their experiences and the possibilities for their schools. A big thanks to them as well.

Thanks to the **administrative team** for inviting us to examine the instructional practices in your district; we appreciate the time spent setting up and organizing our visit. Your combined energy and vision for moving your district forward will serve the corporation well as they make this shift. It is only through clear and decisive leadership that a transition of this magnitude can hope to be successful (Buckingham, 2006 & Appendix C).



Five-Star TIS Philosophy

A digital divide exists in this country among all educators.

Gu, Zhu, & Guo, 2013; Margaryan, Littlejohn, & Vojt, 2011; Prensky, 2001

We are in the middle of an epidemic of high-access/low-use learning environments.

Wood, Mueller, Willoughby, Specht, & Deyoung, 2005

Teaching educators is different than teaching students.

- Transformational Learning Theory states that adults learn by viewing all new information through a lens created by their personal and professional experiences.
Dirkz, 1998
- Much training doesn't meet the needs of adults, and, therefore, isn't relevant.
Sawchuck, 2010
- Professional learning experiences for teachers must be high-quality, and relevant to the problems they face.
Gaible & Burns, 2005

There is a powerful relationship between educator beliefs, practices, and student learning.

- Teachers need to understand WHY they need to change their methods.
Clarke & Hollingsworth, 2002
- Professional learning experiences must be decontextualized and contextualized.
Nuthall & Alton-Lee, 1993
- We must measure the impact professional learning has on student achievement
Opfer & Pedder, 2011

Integrating technology is a process and not a "light switch."

- Substitution
- Modification
- Augmentation
- Redefinition
Bloemsma, 2013

We must measure all professional learning experiences.

- Participant Reaction
- Participant Learning
- Organization Support and Change
- Participant Use of Knowledge and Skills
- Student Learning Outcomes
Guskey, 2002



References

- Bloemsmas, M. S. (2013). *Student engagement, 21st century skills, and how the iPad is*. (Order No. 3566043, University of California, Irvine). *ProQuest Dissertations and Theses*, , 170. Retrieved from <http://search.proquest.com/docview/1415894557?accountid=8483>.
- Buckingham, M. (2006). Great leading. *Leadership Excellence*, 23(6), 8.
- Clarke, D., & Hollingsworth, H. (2002). Elaborating a model of teacher professional growth. *Teaching and Teacher Education*, 18, 947-967.
- Dirkx, J. (1998). Transformative learning theory in the practice of adult education: An overview. *PAACE Journal of Lifelong Learning* (7), 1-14.
- Gaible, E. & Burns, M. (2005). Using technology to train teachers: Appropriate uses of ICT for teacher professional development in developing countries. Retrieved from <http://www.infodev.org/en/Publication.13.html>.
- Gu, X., Zhu, Y. & Guo, X. (2013). Meeting the “digital natives”: Understanding the acceptance of technology in classrooms. *Educational Technology & Society*, 16(1), 392-402.
- Guskey, T.R. (2002). Does it make a difference? Evaluating professional development. *Educational Leadership*, 45-51.
- Lawless, K.A. & Pellegrino, J.W. (2007). Professional development in integrating technology into teaching and learning. *Review of Educational Research*, 77(4), 575-614.
- Margaryan, A., Littlejohn, A., & Vojt, G. (2011). Are digital natives a myth or reality? University students' use of digital technologies. *Computers & Education*, 56(2), 429-440.
- Nuthall, G. & Alton-Lee, A. (1993). Predicting learning from student experience of teaching: A theory of student knowledge construction in classrooms. *American Educational Research Journal*, 30(4), 799-840.
- Opfer, V.D & Pedder, D. (2011). Conceptualizing teacher professional learning. *Review of Educational Research*, 81(3), 376-407.
- Prensky, M. (2001). Digital natives, digital immigrants. Retrieved from <http://www.nnstoy.org/download/technology/Digital%20Natives%20-%20Digital%20Immigrants.pdf>
- Sawchuck, S., 2010. Professional development for teachers at crossroads [online]. Available from: <http://www.edweek.org/go/pdreport>.
- Wood, E., Mueller, J., Willoughby, T., Specht, J. & Deyoung, T. (2005). Teacher’s perceptions: Barriers and supports to using technology in the classroom. *Education, Communication & Information*, 5(2), 183-206.



Appendix A

Coached teachers . . .

- Practice more frequently and developed greater skill
- Use new strategies more appropriately
- Exhibited greater long term retention of knowledge and skill
- More likely to explain the new strategies to their students
- Greater cognition about purpose and use to think with new strategy

Student Achievement Through Staff Development, Bruce Joyce & Beverly Showers ASCD 2002

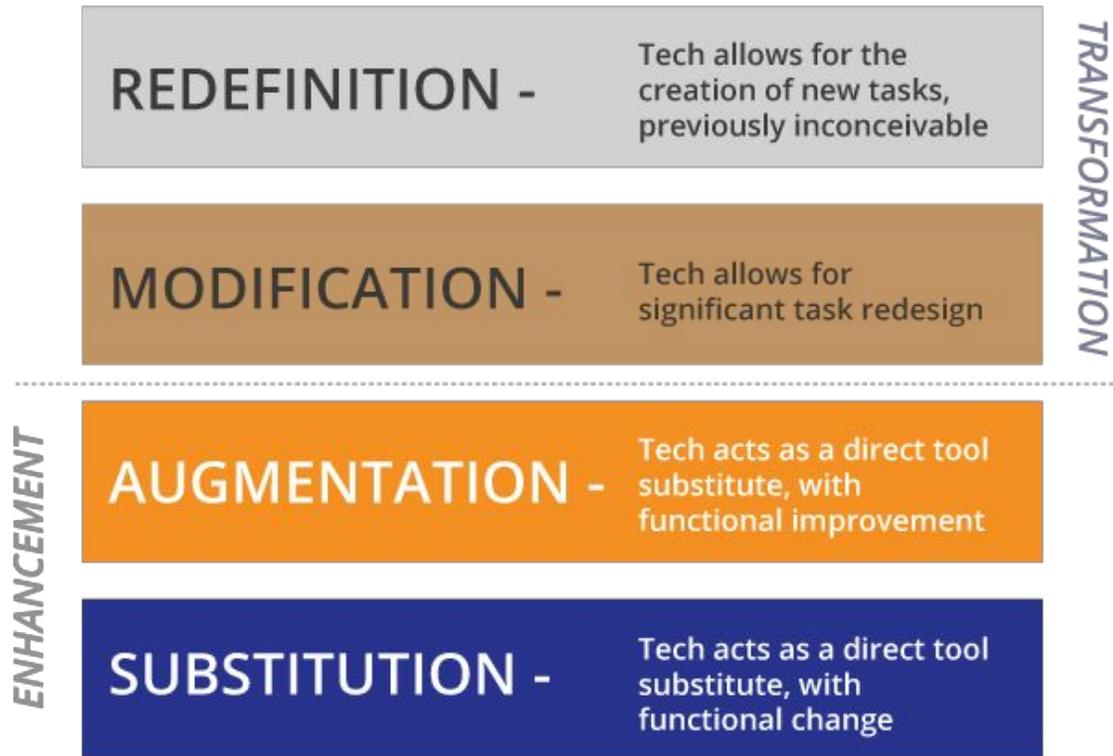
Type of Training	Knowledge	Skills	Transfer
Theory	10%	5%	0%
Demonstration	30%	20%	0%
Practice	60%	60%	5%
Coaching	95%	95%	95%



Appendix B

Taken from SAMR Model.

http://www.hippasus.com/rrpweblog/archives/2011/10/28/SAMR_TPCK_In_Action.pdf





Appendix C

Taken from Findings reported by Project Red.

Finding 4: The principal's ability to lead change is critical. Change must be modeled and championed at the principal level.

The impact of a good principal has been widely documented. Good principals also contribute to distributive leadership, in which team members surrounding the principal play an important role. As shown in earlier studies, strong district leadership is also essential for successful schools. All levels of leadership are important, individually and collectively, including school boards, superintendents, and assistant superintendents for curriculum, instruction, technology, finance, and operations. Project RED analysis shows that within the school the principal is one of the most important variables across the 11 education success measures, suggesting that change leadership training for principals involved in large-scale technology implementations is of paramount importance.

<http://www.projectred.org/about/research-overview/findings.html>

**South Harrison Community School Corporation
 Dairy and Nutrition Council of Indiana, Inc.
 Fuel Up to Play 60 Grant Summary**

	Healthy Eating (Equipment and Supplies)	Physical Activity (Equipment and Supplies)	Total
Corydon Elementary School	\$ 1,600	\$ 1,600	\$ 3,200
Corydon Intermediate School	\$ 2,000	\$ 2,000	\$ 4,000
Corydon Central Junior High School	\$ 1,600	\$ 1,600	\$ 3,200
Corydon Central High School	\$ 1,250	\$ 1,250	\$ 2,500
Heth-Washington Elementary School	\$ 1,800	\$ 1,800	\$ 3,600
New Middletown Elementary School	\$ 1,800	\$ 1,800	\$ 3,600
South Central Elementary School	\$ 1,800	\$ 1,800	\$ 3,600
South Central Junior/Senior High School	\$ 2,000	\$ 2,000	\$ 4,000
Total	\$ 13,850	\$ 13,850	\$ 27,700

**The Board of School Trustees
South Harrison Community School Corporation**

Minutes of Executive Session

An Executive Session of the Board of School Trustees of South Harrison Community School Corporation was held Tuesday, December 1, 2015, beginning at 6:30 PM in the Media Center of the Corydon Intermediate School. The meeting adjourned at approximately 7:20 PM as the board members toured the school and viewed classroom demonstrations. All persons present were invited to join the tour which concluded at approximately 7:45 PM.

I. Roll Call

The following members and school personnel were in attendance:

- Mary Mathes, President
- Karen Lopp, Vice-President
- Larry Hauswald, Secretary
- Shelly Romero, Member
- Diana Sailor, Member
- Barbara Smith, Member
- Mindy Wibbels, Member

- Mark A. Eastridge, Ph.D., Superintendent
- Carolyn Wallace, Director of Business Operations

II. In accordance with IC 5-14-1.5-6.1(b), the Board met in executive session to discuss:

- a. Collective bargaining – IN Code 5-14-1.5-6.1(b)2(A)
- b. Pending litigation – IN Code 5-14-1.5-6.1(b)2(B)
- c. Receive information about prospective employees – IN Code 5-14-1.5-6.1(b)5
- d. Job performance evaluations of individual employees –
IN Code 5-14-1.5-6.1(b)(9)

No other matters were discussed. No motions were made and no action was taken.

_____	_____
_____	_____
_____	_____

**The Board of School Trustees
South Harrison Community School Corporation**

Minutes of Regular Session

A Regular session of the Board of Trustees of South Harrison Community School Corporation was held Tuesday, December 1, 2015, beginning at 7:45 PM in the Corydon Intermediate School Multi-Purpose Room.

I. Call to Order

II. Roll Call

The following members and school personnel were in attendance:

Mary Mathes, President
Karen Lopp, Vice-President
Larry Hauswald, Secretary
Shelly Romero, Member
Diana Sailor, Member
Barbara Smith, Member
Mindy Wibbels, Member

Mark A. Eastridge, Ph.D., Superintendent
Carolyn Wallace, Director of Business Operations

III. Pledge of Allegiance

IV. Amended Agenda

Amendments as follows were presented by Dr. Mark Eastridge for the Board's consideration:

- Consent agenda item #3.f.4 – Corydon Elementary School – Jacqueline Gibson – Teacher - acceptance of resignation for retirement purposes and permission to post vacated position
- Consent agenda item #3.i.2 – South Central Elementary School – Brittney Spindler – Teacher – acceptance of resignation and permission to post vacated position
- Consent agenda item #3.k.2 – Multiple Schools – Lead System Technology – permission to create and post position

A motion was made by Mrs. Smith to approve the amended agenda as submitted. The motion was seconded by Mr. Hauswald and carried with a vote of 7-0.

V. Student Council Presentations

VI. Special Presentations

1. Skills USA – Presenter unable to attend meeting, will present at a future meeting.
2. Corydon Intermediate School – Students and staff
3. College & Career Readiness – Jennie Capelle, Director for College and Career Readiness and SHCSC Guidance/Teaching Staff

VII. Public Address to the Board

VIII. Consent Agenda

1. Board of School Trustee Minutes – November 3, 2015, Regular and Special Sessions
recommendation approval of minutes as submitted
2. Approval of Claim Docket –
recommendation to approve claim docket as submitted

A motion was made by Mrs. Lopp to approve the minutes and claim docket as submitted. The motion was seconded by Mrs. Wibbels and carried with a vote of 7-0.

3. Personnel
 - a. Corporation
 - 1) Dr. Mark A. Eastridge – Superintendent
recommendation to approve Superintendent’s Contract as presented

A motion was made by Mr. Hauswald to approve recommendation as presented. The motion was seconded by Mrs. Lopp and carried with a vote of 4-3 with opposing votes by Shelly Romero, Diana Sailor, and Mindy Wibbels.

- b. Harrison County Exceptional Learners Cooperative
- c. Corydon Central High School
 - 1) Jeanne Turley – Cafeteria Helper
recommendation to approve employment
 - 2) Debra Walker – Cafeteria Helper
recommendation to approve employment
 - 3) Alex Zimmerman – Assistant Track Coach Men’s
recommendation to approve employment for 2015-2016 school year
 - 4) Kyle Jones – Volunteer Academic Bowl Coach
recommendation to approve as volunteer for 2015-2016 school year
 - 5) Erik Elzy – Volunteer Assistant Baseball Coach Boys’
recommendation to approve as volunteer for 2015-2016 school year
 - 6) Michael Emmert – Volunteer Assistant Baseball Coach Boys’
recommendation to approve as volunteer for 2015-2016 school year
 - 7) Gary Ripperdan – Volunteer Assistant Baseball Coach Boys’
recommendation to approve as volunteer for 2015-2016 school year
 - 8) Steve Sipes – Volunteer Assistant Baseball Coach Boys’
recommendation to approve as volunteer for 2015-2016 school year
 - 9) Michael Wiseman – Volunteer Golf Coach Boys’

recommendation to approve as volunteer for 2015-2016 school year

10) Kevin Oskin – Volunteer Assistant Softball Coach
recommendation to approve as volunteer for 2015-2016 school year

11) Elaine Weaver – Volunteer Assistant Softball Coach
recommendation to approve as volunteer for 2015-2016 school year

12) Hyla Conrad – Volunteer Assistant Track Coach Women’s
recommendation to approve as volunteer for 2015-2016 school year

d. Corydon Central Junior High School

1) Linda Fogle – LPN/Nurse
recommendation to accept resignation from ½ position and permission to post vacated ½ position creating a job share position. Special note: job sharing/half-time positions will be forfeited and revert back to full-time position upon separation of employment of either employee.

2) Scott Lafferty – ½ Junior High Tennis Coach Boys’
recommendation to accept resignation and permission to pay Regan Gusler and Michael Uhl for remainder of 2015-2016 season

3) Cheryl Bennett – Junior High Academic Coach
recommendation to accept resignation of 2/3 Academic Coach position and permission to post vacated 2/3 position

4) Michael Emmert – Volunteer Junior High Assistant Basketball Coach
recommendation to approve as volunteer for 2015-2016 school year

e. Corydon Intermediate School

f. Corydon Elementary School

1) Terri Bass – Dishwasher
recommendation to approve employment

2) Pamela Carmichael – Special Education Instructional Assistant
recommendation to approve employment part time 26.5 hours per week

3) Gloria East – Special Education Instructional Assistant
recommendation to approve additional 6 hours a week in addition to her 3.5 hour Title 1 position not to exceed 23.5 hours per week

4) Jacqueline Gibson – Teacher
recommendation to accept resignation for retirement purposes and permission to post vacated position

g. Heth-Washington Elementary School

h. New Middletown Elementary School

- i. South Central Elementary School
 - 1) Trena Raneigh Kincaid – Elementary After School Choir Director
recommendation to approve employment
 - 2) Brittney Spindler – Teacher
recommendation to accept resignation and permission to post vacated position
- j. South Central Junior/Senior High School
 - 1) Jennifer Robson – Special Education Instructional Assistant
recommendation to approve employment
 - 2) Deanna Woertz – Cafeteria Helper
recommendation to approve employment
 - 3) Joanne Weaver – Varsity Track Coach Women’s
recommendation to approve employment
 - 4) Assistant Marching Band
recommendation to approve job posting for 2015-2016 winter percussion season
 - 5) Joanne Weaver – Assistant Track Coach Boys’
recommendation to accept resignation and permission to post vacated position for 2015-2016 school year
 - 6) Dave Isaacs – Volunteer Assistant Marching Band
recommendation to approve as volunteer for 2015-2016 school year
 - 7) Christopher Schmelz – Volunteer Assistant Elementary 5th & 6th Grade Basketball Coach Boys’
recommendation to approve as volunteer for 2015-2016 school year
 - 8) Brittany Ort – Volunteer Assistant Basketball Coach Girls’
recommendation to approve as volunteer for 2015-2016 school year
- k. Multiple Schools
 - l. Corydon Intermediate School/Corydon Elementary School
 - 1) Jennifer E. Withers – Cook
recommendation to approve transfer from CES Instructional Assistant position to CIS Cook position and permission to post vacated CES Instructional Assistant position
 - 2) Lead System Technology
recommendation to approve creation and posting position

A motion was made by Mrs. Lopp to approve consent agenda items #3.b through #3.k.2 as submitted. The motion was seconded by Mrs. Wibbels and carried with a vote of 7-0.

4. Operational Matters

a. Corporation

- 1) After School Learning Programs Additional Teachers for the 2015-2016 School Year

recommendation to approve recommendation as submitted

A motion was made by Mrs. Smith to approve recommendation as submitted. The motion was seconded by Mrs. Wibbels and carried with a vote of 7-0.

- 2) Grant Agreement– Harrison County Community Foundation – 2015-2016 Dual Credit (revised) - \$74,675

recommendation to approve grant agreement as submitted

A motion was made by Mrs. Lopp to approve recommendation as submitted. The motion was seconded by Mrs. Wibbels and carried with a vote of 7-0.

- 3) Grant Agreement – Indiana Department of Homeland Security – FY16 Secured School Safety Grant - \$50,000 matching

recommendation to grant administration permission to execute grant agreements as submitted

A motion was made by Ms. Romero to approve recommendation as submitted. The motion was seconded by Mrs. Sailor and carried with a vote of 7-0.

- 4) Komputrol Disaster Recovery Agreement – 2016 - \$450

recommendation to approve agreement as submitted

A motion was made by Mrs. Smith to approve recommendation as submitted. The motion was seconded by Mrs. Wibbels and carried with a vote of 7-0.

- 5) Disposal of Surplus Equipment

recommendation to declare items as surplus equipment and grant administration the authority to determine best method of disposal

A motion was made by Ms. Romero to approve recommendation as submitted. The motion was seconded by Mrs. Wibbels and carried with a vote of 7-0.

- b. Harrison County Exceptional Learners Cooperative

- c. Corydon Central High School

- d. Corydon Central Junior High School

- 1) Donation – Thad Holton - \$1,700.00 – Athletic Department

recommendation to accept donation as presented

A motion was made by Mr. Hauswald to approve recommendation as submitted. The motion was seconded by Mrs. Sailor and carried with a vote of 7-0.

- e. Corydon Elementary School

- f. Corydon Intermediate School
- g. Heth-Washington Elementary School
 - 1) Agreement – Inter-State Studio – School Pictures 2016-2017
recommendation to approve as submitted

A motion was made by Mrs. Sailor to approve recommendation. The motion was seconded by Mrs. Wibbels and carried with a vote of 7-0.

- h. New Middletown Elementary School
 - i. South Central Elementary School
 - j. South Central Junior/Senior High School
5. Field Trips
- a. Corydon Central High School
 - 1) Winter 2016 Drum Line & Guard
 - a. Saturday, February 13, 2016 – Floyd Central High School, Floyds Knobs, IN
 - b. Saturday, February 20, 2016 North Harrison High School, Ramsey, IN
 - c. Saturday, March 5, 2016 – Bryan Station High School – Lexington, KY
 - d. Saturday & Sunday, March 19-20, 2016 – John Hardin High School Elizabethtown, KY
 - e. Saturday, March 26, 2016 – TriState Marching Arts Championships – Ryle High School – Florence, KY

recommendation to approve field trips as submitted
 - b. Corydon Central Junior High School
 - c. Corydon Elementary School
 - d. Corydon Intermediate School
 - e. Heth-Washington Elementary School
 - 1) Sixth Grade – Cincinnati, OH – Wednesday, May 4, 2016 through Friday, May 6, 2016
recommendation to approve field trip as submitted
 - f. New Middletown Elementary School
 - g. South Central Elementary School
 - h. South Central Junior/Senior High School
 - 1) Sixth Grade – Cincinnati, OH – Wednesday, May 18, 2016 through Friday, May 20, 2016
recommendation to approve field trip as submitted

A motion was made by Mrs. Sailor to approve field trip requests as submitted. The motion was seconded by Mrs. Lopp and carried with a vote of 7-0.

IX. Unfinished Business

- 1. Motions as the Result of Executive Session

X. New Business

XI. Superintendent’s Communications and Reports

- 1. Beautification Award Winner
- 2. News Article on ISTEP

XII. Board Members’ Communication, Reports and Questions

- Mrs. Sailor notes that the facility changes to CIS were remarkable and commented about the need for financial support from sponsors for programs like the Project Lead the Way.
- Mrs. Lopp expressed appreciation to Mrs. Joseph for hosting the meeting and noted that everyone is going a great job.
- Mrs. Smith commented she was very impressed with the CIS presentation by students and with everything that is going on throughout the corporation and believes that ISTEP is not reflective of student learning.
- Mr. Hauswald echoed everyone’s comments.
- Mrs. Wibbels commented she is very excited about the College & Career Readiness and Project Lead the Way programs.
- Ms. Mathes commented that she believes that South Harrison is very fortunate to have quality educators throughout the corporation.

XIII. Upcoming Events

- 1. Thursday, December 3, 2015 – Renaming of Gary K. Haub Gymnasiu.

XIV. Adjournment

A motion was made by Mrs. Lopp to adjourn the meeting at 9:00 p.m. The motion was seconded by Ms. Wibbels and carried with a vote of 7-0.



ALLOWANCE OF CLAIMS & VOUCHERS

For Consideration – January 5, 2016

I hereby certify that each of the listed vouchers and the invoices, or bills attached hereto, are true and correct and I have audited same in accordance with IC 5-11-10-1.6.

Summary of Claims & Vouchers	
Description	Claim/Voucher/Reference
Gross Payrolls	December 4,18, 2015
Distribution of Net Payroll/Deductions	248,249, 79341-79350
Internal Revenue Service	1140-1141
State of Indiana & Kentucky	2122-2124
Health Claims	3024-3025
Retirement	4184-4187
Claims	4397-4591

Date

Pamela L. Seipel, Treasurer

We have examined the vouchers listed on the foregoing accounts payable voucher registers, consisting of 106 pages, and except for vouchers not allowed as shown on the register such vouchers are hereby allowed in the total amount of \$5,209,349.49. Dated this 5th day of January 2016.

Mary J. Mathes, President

Diana Sailor, Board Member

Karen Lopp, Vice-President

Barbara Smith, Board Member

Larry Hauswald, Secretary

Melinda Wibbels, Board Member

Shelly Romero, Board Member

South Harrison Community School Corp.
 Claims Summary
 Date of Board Meeting -January 5, 2016

Date	Check Numbers		Voucher Numbers		0100 - Gen	0200- Debt	0250 RET	0350 - CPF	0410 - Trans	0420 - Bus	0620 - Ret	0800 - Lun	0900 - Book	901 - Laptop	1100 - Hlth	1303 10-11	1305 - Coop	1850 - Need	1900-Alt Ed	1930 - E INT	
	From	To	From	To																	
Gross Payroll																					
12/4/2015	N/A	N/A	N/A	N/A	\$ 498,565.73			\$ 12,048.00	\$ 68,607.76		\$ 307.70	\$ 22,713.74						\$ 8,072.45	\$ -		
12/18/2015	N/A	N/A	N/A	N/A	\$ 510,161.55			\$ 11,104.86	\$ 72,724.19		\$ 307.70	\$ 29,184.85						\$ 8,454.66	\$ -		
Net Payroll/Deduction Distribution by ACH																					
12/4/2015	248			248																	
12/18/2015	249			249																	
12/4/2015	79341	79345	79341	79345																	
12/18/2015	79346	79350	79346	79350																	
Internal Revenue Service																					
12/4/2015	1140		1140		\$ 35,897.68			\$ 900.15	\$ 1,273.66		\$ 14.99	\$ 1,633.80						\$ 599.11	\$ -		
12/18/2015	1141		1141		\$ 36,828.57			\$ 828.00	\$ 1,520.60		\$ 14.99	\$ 2,128.80						\$ 628.35	\$ -		
State of Indiana																					
12/17/2015	2122		2122																		
12/17/2015	2123		2123																		
State of Kentucky																					
12/17/2015	2124		2124		\$ 26.29																
Anthem Payment of Claims																					
12/3/2015	3024		3024																		
12/14/2015	3025		3025																	\$ 186,686.96	
																					\$ 173,360.67
Indiana Public Retirement Funds																					
12/4/2015	4184	4185	4184	4185	\$ 46,009.94			\$ 1,496.55	\$ 1,088.80			\$ 2,072.35								\$ 4,530.86	
12/18/2015	4186	4187	4186	4187	\$ 46,588.61			\$ 1,362.64	\$ 1,373.69			\$ 2,718.54								\$ 4,920.47	
Prepaid Claims																					
11/25/2015	55776	55776	4397	4397	\$ -			\$ -	\$ -			\$ 18,341.57								\$ -	
12/1/2015	55777	55783	4398	4404	\$ 12,675.18			\$ -	\$ -			\$ 81.46	\$ -							\$ -	
12/2/2015	55784	55925																		\$ -	
12/4/2015	55926	55944	N/A	N/A																	
12/4/2015	55945	55960	4405	4420	\$ 15,022.08			\$ 15,036.13	\$ -			\$ 26,119.15								\$ 17.96	
12/7/2015	55961	55961	4421	4421	\$ 5,450.67			\$ 61.95	\$ 138.46			\$ 214.64								\$ 588.70	
12/8/2015	55962	55965	4422	4425	\$ 12,337.35			\$ 875.09	\$ 352.06			\$ 560.25								\$ 1,377.22	
12/9/2015	55966	55967	4426	4427	\$ 8,178.17			\$ 141.02	\$ 213.60			\$ 345.61								\$ -	
12/10/2015	55968	55983	4428	4443	\$ 21,236.76	\$ 2,321,881.25	\$ 479,118.50	\$ 3,053.64				\$ 788.52								\$ -	
12/15/2015	55984	55991	4444	4451	\$ 27,341.00			\$ 728.13				\$ 80.26								\$ 9,003.41	
12/18/2015	55992	56010	N/A	N/A								\$ 34,794.07								\$ 254.40	
Outstanding Claims																					
1/5/2016	TBD		4452	4591	\$ 81,738.53			\$ 46,179.41	\$ 17,960.58		\$ 4,607.45	\$ -			\$ -		\$ 5,960.67		\$ -	\$ -	
Grand Total Claims					\$1,358,058.11	\$2,321,881.25	\$ 479,118.50	\$ 93,815.57	\$ 165,253.40	\$ -	\$ 645.38	\$ 145,516.28	\$ -	\$ -	\$ 360,047.63	\$ -	\$ 36,019.23	\$ -	\$ -	\$ 9,257.81	

General Note: All payroll-related reports (gross compensation, FICA/Medicare, retirement) by individual are available for inspection upon request.

South Harrison Community School Corp.
 Claims Summary
 Date of Board Meeting -January 5, 2016

Date	Check Numbers		Voucher Numbers		Fund Distribution																
	From	To	From	To	2100 Misc	2300 - Misc	2901 - Rbt	2902 - HCF	2903 - DC	2904 - Pre	3108 - WHS	3109 WHAS	3270 - Safe	3300 A Dairy	3410 - CES	4101 - TI I	4106 - TI I	4116 - TI I	5202 - FY14	5203 - FY 15	
Gross Payroll																					
12/4/2015	N/A	N/A	N/A	N/A			\$ 8,141.38	\$ 65.00	\$ -	\$ 6,608.15						\$ 15,751.91	\$ -	\$ -	\$ -	\$ -	
12/18/2015	N/A	N/A	N/A	N/A			\$ 9,612.38	\$ -	\$ -	\$ 7,103.64						\$ 17,507.44	\$ -	\$ -	\$ -	\$ -	
Net Payroll/Deduction Distribution by ACH																					
12/4/2015	248		248																		
12/18/2015	249		249																		
12/4/2015	79341	79345	79341	79345																	
12/18/2015	79346	79350	79346	79350																	
Internal Revenue Service																					
12/4/2015	1140		1140				\$ 581.72	\$ 4.97	\$ -	\$ 494.55						\$ 1,137.36					
12/18/2015	1141		1141				\$ 694.61			\$ 532.44						\$ 1,263.80					
State of Indiana																					
12/17/2015	2122		2122																		
12/17/2015	2123		2123																		
State of Kentucky																					
12/17/2015	2124		2124																		
Anthem Payment of Claims																					
12/3/2015	3024		3024																		
12/14/2015	3025		3025																		
Indiana Public Retirement Funds																					
12/4/2015	4184	4185	4184	4185			\$ 750.91	\$ -	\$ -	\$ 650.90						\$ 698.82					
12/18/2015	4186	4187	4186	4187			\$ 887.95			\$ 676.89						\$ 702.53	\$ -	\$ -			
Prepaid Claims																					
11/25/2015	55776	55776	4397	4397	\$ -		\$ 142.64			\$ -			\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
12/1/2015	55777	55783	4398	4404			\$ 339.41			\$ -				\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
12/2/2015	55784	55925																			
12/4/2015	55926	55944	N/A	N/A																	
12/4/2015	55945	55960	4405	4420			\$ 1,559.11	\$ 144.70													
12/7/2015	55961	55961	4421	4421			\$ 43.73	\$ -		\$ 39.22					\$ 99.69	\$ -				\$ 31.86	
12/8/2015	55962	55965	4422	4425			\$ 141.38	\$ -		\$ 135.64					\$ 250.67			\$ -		\$ -	
12/9/2015	55966	55967	4426	4427			\$ 97.65	\$ -		\$ 96.42					\$ 150.98					\$ -	
12/10/2015	55968	55983	4428	4443			\$ 1,234.10													\$ -	
12/15/2015	55984	55991	4444	4451																\$ 5,172.00	
12/18/2015	55992	56010	N/A	N/A																	
Outstanding Claims																					
1/5/2016	TBD		4452	4591	\$ 451.51		\$ 11,832.16	\$ 360.00	\$ -	\$ -	\$ -	\$ -	\$ 1,750.99	\$ 2,275.75	\$ 79.85	\$ 518.22			\$ -	\$ -	\$ 43,378.92
Grand Total Claims																					
					\$ 451.51	\$ -	\$ 36,059.13	\$ 574.67	\$ -	\$ 16,337.85	\$ -	\$ -	\$ 1,750.99	\$ 2,275.75	\$ 79.85	\$ 38,081.42	\$ -	\$ -	\$ -	\$ -	\$ 48,582.78

South Harrison Community School Corp.
 Claims Summary
 Date of Board Meeting -January 5, 2016

Date	Check Numbers		Voucher Numbers		5204 - FY16	5251 - Tech	5409 - FY	6202 PLTW	5403 - Pre	6610 - Rel	6841 - TI II	6846 - TI II	6950 CES	6952 - Coll	8410 - Lun	9000 - Ctrg	9250 - Life	9600 - Ret	9700 - Reim	9900 - Crim	
	From	To	From	To																	
Gross Payroll																					
12/4/2015	N/A	N/A	N/A	N/A	\$ 35,957.24		\$ 1,860.38		\$ -		\$ 1,429.19	\$ -									
12/18/2015	N/A	N/A	N/A	N/A	\$ 38,643.76		\$ 1,860.38		\$ -		\$ 1,429.19	\$ -					\$ 1,456.41			#	
Net Payroll/Deduction Distribution by ACH																					
12/4/2015	248			248													\$ 505,960.04			#	
12/18/2015	249			249													\$ 526,013.29			#	
12/4/2015	79341	79345	79341	79345													\$ 1,170.74			#	
12/18/2015	79346	79350	79346	79350													\$ 2,803.27			#	
Internal Revenue Service																					
12/4/2015	1140		1140		\$ 2,611.27		\$ 139.97		\$ -		\$ 102.76						\$ 104,404.90	\$ -		#	
12/18/2015	1141		1141		\$ 2,816.83		\$ 139.97		\$ -		\$ 102.76	\$ -					\$ 109,911.12	\$ 111.22		#	
State of Indiana																					
12/17/2015	2122		2122														\$ 39,923.67			#	
12/17/2015	2123		2123														\$ 12,598.00			#	
State of Kentucky																					
12/17/2015	2124		2124														\$ 651.95				
Anthem Payment of Claims																					
12/3/2015	3024		3024																		
12/14/2015	3025		3025																		
Indiana Public Retirement Funds																					
12/4/2015	4184	4185	4184	4185						\$ 150.07											
12/18/2015	4186	4187	4186	4187						\$ 150.07	\$ -										
Prepaid Claims																					
11/25/2015	55776	55776	4397	4397		\$ -				\$ -	\$ -							\$ -			
12/1/2015	55777	55783	4398	4404		\$ 527.45				\$ -	\$ -			\$ 137.26				\$ -			
12/2/2015	55784	55925																			
12/4/2015	55926	55944	N/A	N/A														\$ 43,133.94			
12/4/2015	55945	55960	4405	4420	\$ -													\$ -			
12/7/2015	55961	55961	4421	4421						\$ 10.77	\$ -							\$ -	\$ 968.95		
12/8/2015	55962	55965	4422	4425						\$ 36.53	\$ -							\$ -	\$ 1,015.09		
12/9/2015	55966	55967	4426	4427						\$ 25.76								\$ -	\$ 221.35		
12/10/2015	55968	55983	4428	4443						\$ 1,450.00								\$ -			
12/15/2015	55984	55991	4444	4451														\$ -			
12/18/2015	55992	56010	N/A	N/A														\$ 42,603.26		#	
Outstanding Claims																					
1/5/2016	TBD		4452	4591	\$ 201.25		\$ -				\$ -		\$ -	\$ -	\$ 40.75				\$ 852.80	\$ 142.00	
Grand Total Claims					\$ 80,230.35	\$ 527.45	\$ 4,000.70	\$ -	\$ -	\$ -	\$ 4,887.10	\$ -	\$ -	\$ 137.26	\$ 40.75	\$ 1,389,174.18	\$ 1,567.63	\$ 2,205.39	\$ 852.80	\$ 142.00	

Less Payroll Clearing
 Plus: Nov State W/H
 Less: Dec State W/H
 Claims for Approval

General Note: All payroll-related reports (gross compensation, FICA/Medicare, retirement) by individual are available for inspection upon request.

South Harrison Community School Corp.
 Claims Summary
 Date of Board Meeting -January 5, 2016

Date	Check Numbers		Voucher Numbers		Total
	From	To	From	To	
Gross Payroll					
12/4/2015	N/A	N/A	N/A	N/A	\$ 680,128.63
12/18/2015	N/A	N/A	N/A	N/A	\$ 709,551.01
					\$ -
Net Payroll/Deduction Distribution by ACH					
12/4/2015	248		248		\$ 505,960.04
12/18/2015	249		249		\$ 526,013.29
					\$ -
12/4/2015	79341	79345	79341	79345	\$ 1,170.74
12/18/2015	79346	79350	79346	79350	\$ 2,803.27
					\$ -
Internal Revenue Service					
12/4/2015	1140		1140		\$ 149,796.89
12/18/2015	1141		1141		\$ 157,522.06
					\$ -
State of Indiana					
12/17/2015	2122		2122		\$ 39,923.67
12/17/2015	2123		2123		\$ 12,598.00
					\$ -
State of Kentucky					
12/17/2015	2124		2124		\$ 678.24
					\$ -
Anthem Payment of Claims					
12/3/2015	3024		3024		\$ 186,686.96
12/14/2015	3025		3025		\$ 173,360.67
					\$ -
					\$ -
					\$ -
					\$ -
Indiana Public Retirement Funds					
12/4/2015	4184	4185	4184	4185	\$ 57,449.20
12/18/2015	4186	4187	4186	4187	\$ 59,381.39
					\$ -
Prepaid Claims					
11/25/2015	55776	55776	4397	4397	\$ 18,484.21
12/1/2015	55777	55783	4398	4404	\$ 13,760.76
12/2/2015	55784	55925			\$ -
12/4/2015	55926	55944	N/A	N/A	\$ 43,133.94
12/4/2015	55945	55960	4405	4420	\$ 57,930.99
12/7/2015	55961	55961	4421	4421	\$ 7,616.78
12/8/2015	55962	55965	4422	4425	\$ 17,081.28
12/9/2015	55966	55967	4426	4427	\$ 10,259.08
12/10/2015	55968	55983	4428	4443	\$ 2,842,229.92
12/15/2015	55984	55991	4444	4451	\$ 63,117.60
12/18/2015	55992	56010	N/A	N/A	\$ 42,603.26
					\$ -
Outstanding Claims					
1/5/2016	TBD		4452	4591	\$ 218,330.84
Grand Total Claims					
					\$ 6,597,572.72
					\$ (1,389,174.18)
					\$ 53,173.62
					\$ (52,222.67)
					\$ 5,209,349.49

General Note: All payroll-related reports (gross compensation, FICA/Medicare, retirement) by individual are available for inspection upon request.

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/02/15
3:00:34

PAYROLL CLAIM LISTING

PR054
PAGE 1

PERIOD ENDING 11/28/15

CHECK DATE 12/04/15

FEDERAL	OASDI	MEDICARE	STATE	LOCAL	VOL DED	ANNUITIES
59,012.91	36,788.38	8,603.61	19,430.25	6,028.76	43,609.93	11,146.06
RETIREMENT	CORP PAID RETIREMENT					
	17,179.44					

- - - G R O S S B R E A K D O W N B Y F U N D - - - - -

FUND	
0100 GENERAL FUND	498,565.73
0350 CAPITAL PROJECTS FUND	12,048.00
0410 TRANSPORTATION FUND	68,607.76
0620 RETIREMENT/SEVERANCE BOND FUND	307.70
0800 SCHOOL LUNCH FUND	22,713.74
1305 HCELC JT SERVICES 2012-13	8,072.45
2901 RIVERBOAT EDUCATION FUND	8,141.38
2902 HARR CO COMM FOUNDATION GRANTS	65.00
2904 HCCF GRANT#2014JS-4893 PRESCHL	6,608.15
4101 TITLE I #3190 2015-16	15,751.91
5204 PART B 611 FY16 SPEC EDUCATION	35,957.24
5409 PART B 619 FY16 PRESCHOOL	1,860.38
6841 TITLE II PART A 2014-16	1,429.19
TOTAL	680,128.63

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/02/15
3:50:27

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 91

PERIOD END 11/28/15 CHECK DATE 12/04/15

ALL LOCATIONS

	COUNT	MALE	FEMALE	GROSS PAY	FICA CODE	OASDI GROSS	MEDICARE GROSS	OASDI WITHHELD	MEDICARE WITHHELD	OASDI AND MEDICARE W/H	SECTION 125
NON CERT	312	78	234	236,315.35	1	175,048.93	175,048.93	10,853.10	2,538.14	13,391.24	10,353.23
CERTIFIED	224	47	177	443,813.28	2	418,309.90	418,309.90	25,935.28	6,065.47	32,000.75	25,503.38
TOTAL	536	125	411	680,128.63	3						
					TOTAL	593,358.83	593,358.83	36,788.38	8,603.61	45,391.99	

GROSS - FICA 0 50,913.19

SICK	120.50	SUBSTITUTE DAYS	.00	FEDERAL TAX	59,012.91
PERSO	21.00	DOCKED DAYS	.00	FEDERAL & FICA	104,404.90
EMERG	.00	DAYS WORKED	.00	STATE TAX	19,430.25
S BUS	70.50			LOCAL TAX	6,028.76
JURY	2.00	CONTRACTS PAID	0	RETIREMENT	
FUNER	12.00	CONTRACTS OVER	0	CORP RETIREMENT	17,179.44
PAID	.00	SOC SEC MAX CNT	0	ANNUITY	11,146.06
HOLID	90.00			SECTION 125	35,856.61
UNPAI	35.50	TOTAL EARNINGS	680,128.63	FLAT AMT CRP PD DED	
VACAT	23.50	HOURS/DAYS	10,986.01	DEDUCTIONS	7,753.32
				ADVANCED EIC	
				NET PAY	495,508.73
				AUTO DEPOSITS	494,337.99
				DIR. DEDUCTIONS	11,622.05

***** RETIREMENT *****

CODE	GROSS AMOUNT	AMOUNT W/H
1	141,855.56	4,255.79
2	108,231.22	3,246.98
5	810.32	24.31
9	321,746.27	9,652.36

***** CORP PAID RETIREMENT *****

CODE	GROSS AMOUNT	AMOUNT W/H
1	141,855.56	4,255.79
2	108,231.22	3,246.98
5	810.32	24.31
9	321,746.27	9,652.36

***** DEDUCTIONS *****

CODE	DESCRIPTION	AMOUNT W/H
8	UNITED WAY	25.00
15	TEACHER CU	20.00
16	TEACHER CU	921.00
18	LTD SYMETR	.60
29	GARN HCSC	65.67
50	AM FU 403B	2,445.14
51	VALIC 403B	1,566.00
52	PLICO 403B	250.00
55	GR AM 403B	450.00
56	LI NA 403B	1,022.50
57	GR AM 457	29.55
58	AM FI 403B	4,505.00
59	GR AM 457	102.79
63	AX EQ 403B	50.00
64	METLI 403B	145.00
65	PU IN 403B	135.00
66	AN AS 403B	30.00
67	AM FI 403B	115.00
72	AM FU 403B	232.78
108	VISION/125	212.08
109	VISION/125	100.46
110	VISION/125	20.72
111	VISION/125	61.11
112	VISION/125	47.42
113	VISION/125	13.92
114	VISION	2.84

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/02/15
3:50:27

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 92

PERIOD END 11/28/15 CHECK DATE 12/04/15

ALL LOCATIONS

***** RETIREMENT *****			***** CORP PAID RETIREMENT *****			***** DEDUCTIONS *****		
CODE	GROSS AMOUNT	AMOUNT W/H	CODE	GROSS AMOUNT	AMOUNT W/H	CODE	DESCRIPTION	AMOUNT W/H
						115	VISION	5.68
						117	VISION	9.17
						118	VISION	8.73
						119	VISION	3.66
						120	DENTAL/125	552.00
						121	DENTAL/125	589.74
						122	DENTAL/125	1,803.10
						123	DENTAL/125	112.85
						124	DENTAL/125	337.82
						125	DENTAL/125	395.16
						126	DENTAL	29.44
						127	DENTAL	13.34
						128	DENTAL	24.70
						129	DENTAL	29.43
						130	DENTAL	19.56
						131	DENTAL	98.79
						132	GROUP LIFE	6.63
						134	DEP LI AUL	2.85
						135	VO LI AMFI	980.89
						136	CANCER 125	3,038.70
						139	LTC/CTC AF	153.20
						142	LONG TERM	40.90
						143	CNCR/ACCD	105.19
						160	VOL TRF	263.36
						161	VOL PERF	123.14
						162	STD/LTD AF	1,362.09
						164	VOL LIFE	657.73
						166	TAX-EX TRF	67.30
						168	ACCIDE 125	710.55
						169	HSA	5,425.07
						170	HSA	1,166.13
						172	GROUP LIFE	1.87
						175	VO LI AMFI	210.16
						176	CANCER 125	1,149.38
						179	LTC/CRC AF	129.35
						181	VOL PERF	333.13
						182	STD/LTD AF	371.01
						183	CANCR/ACCD	19.47
						184	VOL LIFE	199.44
						188	ACCIDT/125	266.54
						260	HDP/125 S	4,009.50
						261	HDP SINGLE	157.22
						262	HDP/125 F	7,960.80
						263	HDP FAMILY	530.72
						264	HDP/125 S	1,275.35
						265	HDP SINGLE	106.68
						266	HDP/125 F	747.82
						270	HDP/125 S	429.68
						271	HDP SINGLE	10.48
						272	HDP/125 F	3,971.76
						273	HDP FAMILY	101.84

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/02/15
3:50:27

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 93

PERIOD END 11/28/15 CHECK DATE 12/04/15

ALL LOCATIONS

***** RETIREMENT *****
CODE GROSS AMOUNT AMOUNT W/H

***** CORP PAID RETIREMENT *****
CODE GROSS AMOUNT AMOUNT W/H

***** DEDUCTIONS *****
CODE DESCRIPTION AMOUNT W/H
274 HDP/125 S 343.35
275 HDP SINGLE 30.74
276 HDP/125 F 1,115.60
277 HDP FAMILY 577.62
TOTAL 54,755.99

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/02/15
3:50:27

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 94

PERIOD END 11/28/15

CHECK DATE 12/04/15

TAX LIABILITY FOR THIS PAY PERIOD:

FEDERAL TAXES

EMPLOYEES FEDERAL TAX WITHHELD	59,012.91
EMPLOYEES OASDI WITHHELD	36,788.38
EMPLOYEES MEDICARE WITHHELD	8,603.61
EMPLOYERS OASDI CONTRIBUTION	36,788.38
EMPLOYERS MEDICARE CONTRIBUTION	8,603.61
ADVANCED EARNED INCOME CREDIT	.00
<u>TOTAL LIABILITY</u>	<u>149,796.89</u>

STATE TAXES

STATE TAX WITHHELD	19,430.25
LOCAL TAX WITHHELD	6,028.76
<u>TOTAL LIABILITY</u>	<u>25,459.01</u>

ALL TAX LIABILITY 175,255.90

STATE TAX BREAKDOWN

INDIANA

STATE TAX WITHHELD	19,110.70
LOCAL TAX WITHHELD	5,995.62
<u>TOTAL LIABILITY</u>	<u>25,106.32</u>
GROSS	672,923.05
TAXABLE GROSS	626,497.36

KENTUCKY

STATE TAX WITHHELD	319.55
LOCAL TAX WITHHELD	33.14
<u>TOTAL LIABILITY</u>	<u>352.69</u>
GROSS	7,205.58
TAXABLE GROSS	6,628.60

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/03/15
2:50:12

P O S T D I R E C T D E P O S I T D E D U C T I O N S T O B A N K

PR115C/PAM
PAGE 1

BANK	CHECK #	CHECK DATE	DIR DEDUCTION AMOUNT	DIR DEPOSIT AMOUNT	TOTAL AMOUNT
04	248	12/04/15	11,622.05	494,337.99	505,960.04

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/03/15
2:50:11

C H E C K S N E W T O T H E C H E C K F I L E

PR115/PAM
PAGE 1

BANK	CHECK #	CHECK DATE	EMP #		AMOUNT
04	79341	12/04/15	9270.15	MELISSA A VANCLEVE	746.98
04	79342	12/04/15	9291.00	REBECCA L BURK	110.18
04	79343	12/04/15	9292.00	JESSICA R MILLINER	110.42
04	79344	12/04/15	9294.00	JACQUELINE R SATORI	97.24
04	79345	12/04/15	9283.00	MELISSA K WELLS	105.92
TOTAL: 5					1,170.74

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/23/15
9:03:34

F I C A G R O S S R E P O R T - F U N D - E M P L O Y E R

PR053R/PAM
PAGE 1

PERIOD END 11/28/15

CHECK DATE 12/04/15

FUND	FICA CODE			OASDI GROSS	OASDI MATCH	MEDICARE GROSS	MEDICARE MATCH
	1 TOTAL	EMPLOYEE COUNT	353	107,044.54	6,636.75	107,044.54	1,552.13
	2 TOTAL	EMPLOYEE COUNT	311	362,205.83	22,456.83	362,205.83	5,251.97
0100	GENERAL FUND	TOTAL	664	469,250.37	29,093.58	469,250.37	6,804.10
	1 TOTAL	EMPLOYEE COUNT	51	10,257.79	635.99	10,257.79	148.74
	2 TOTAL	EMPLOYEE COUNT	3	1,508.76	93.55	1,508.76	21.87
0350	CAPITAL PROJECTS FUND	TOTAL	54	11,766.55	729.54	11,766.55	170.61
	1 TOTAL	EMPLOYEE COUNT	74	16,589.20	1,028.55	16,589.20	240.52
	2 TOTAL	EMPLOYEE COUNT	1	60.00	3.72	60.00	.87
0410	TRANSPORTATION FUND	TOTAL	75	16,649.20	1,032.27	16,649.20	241.39
	2 TOTAL	EMPLOYEE COUNT	2	195.92	12.15	195.92	2.84
0620	RETIREMENT/SEVERANCE BOND FUND	TOTAL	2	195.92	12.15	195.92	2.84
	1 TOTAL	EMPLOYEE COUNT	94	21,357.02	1,324.15	21,357.02	309.65
0800	SCHOOL LUNCH FUND	TOTAL	94	21,357.02	1,324.15	21,357.02	309.65
	1 TOTAL	EMPLOYEE COUNT	8	4,505.35	279.33	4,505.35	65.33
	2 TOTAL	EMPLOYEE COUNT	1	3,326.11	206.22	3,326.11	48.23
1305	HCELC JT SERVICES 2012-13	TOTAL	9	7,831.46	485.55	7,831.46	113.56
	1 TOTAL	EMPLOYEE COUNT	1	.60	.04	.60	.01
	2 TOTAL	EMPLOYEE COUNT	25	7,604.33	471.45	7,604.33	110.22
2901	RIVERBOAT EDUCATION FUND	TOTAL	26	7,604.93	471.49	7,604.93	110.23
	1 TOTAL	EMPLOYEE COUNT	1	65.00	4.03	65.00	.94
2902	HARR CO COMM FOUNDATION GRANTS	TOTAL	1	65.00	4.03	65.00	.94
	1 TOTAL	EMPLOYEE COUNT	5	1,071.78	66.45	1,071.78	15.54
	2 TOTAL	EMPLOYEE COUNT	4	5,392.99	334.36	5,392.99	78.20
2904	HCCF GRANT#2014JS-4893 PRESCHL	TOTAL	9	6,464.77	400.81	6,464.77	93.74
	1 TOTAL	EMPLOYEE COUNT	52	5,315.58	329.58	5,315.58	77.09
	2 TOTAL	EMPLOYEE COUNT	15	9,551.34	592.19	9,551.34	138.50
4101	TITLE I #3190 2015-16	TOTAL	67	14,866.92	921.77	14,866.92	215.59
	1 TOTAL	EMPLOYEE COUNT	35	8,842.07	548.23	8,842.07	128.19
	2 TOTAL	EMPLOYEE COUNT	14	25,291.76	1,568.09	25,291.76	366.76
5204	PART B 611 FY16 SPEC EDUCATION	TOTAL	49	34,133.83	2,116.32	34,133.83	494.95
	2 TOTAL	EMPLOYEE COUNT	1	1,829.64	113.44	1,829.64	26.53
5409	PART B 619 FY16 PRESCHOOL	TOTAL	1	1,829.64	113.44	1,829.64	26.53
	2 TOTAL	EMPLOYEE COUNT	1	1,343.22	83.28	1,343.22	19.48
6841	TITLE II PART A 2014-16	TOTAL	1	1,343.22	83.28	1,343.22	19.48
	GRAND TOTAL	EMPLOYEE COUNT	1052	593,358.83	36,788.38	593,358.83	8,603.61

**** GRAND TOTALS ****

FICA CODE	OASDI GROSS	OASDI MATCH	MEDICARE GROSS	MEDICARE MATCH
1	175,048.93	10,853.10	175,048.93	2,538.14
2	418,309.90	25,935.28	418,309.90	6,065.47
	593,358.83	36,788.38	593,358.83	8,603.61

12/03/15
3:28:40C H E C K S N E W T O T H E C H E C K F I L EBD327/PAM
PAGE 1

BANK	CHECK #	CHECK DATE	VENDOR #	VENDOR NAME	AMOUNT
4	1140	12/04/15	3550	ELECTRONIC TRANSFER-FED/FICA	149,796.89
4	55926	12/04/15	2332	AFADVANTAGE CARE	40.90
4	55927	12/04/15	38	AMERICAN FIDELITY ASSURANCE CO	4,620.00
4	55928	12/04/15	43	AMERICAN FIDELITY ASSURANCE CO	8,496.53
4	55929	12/04/15	2021	ANNUITY ASSOCIATES, INC/TPA	30.00
4	55930	12/04/15	764	ANNUITY PREMIUM RESERVE ACCT	250.00
4	55931	12/04/15	623	AXA EQUITABLE EQUI-VEST	50.00
4	55932	12/04/15	470	DELTA DENTAL	4,005.93
4	55933	12/04/15	1090	GREAT AMERICAN FINANCIAL RES	450.00
4	55934	12/04/15	2288	GREAT AMERICAN PLAN ADMIN	132.34
4	55935	12/04/15	1101	HARRISON SUPERIOR COURT	65.67
4	55936	12/04/15	1672	LINCOLN NATIONAL LIFE INS CO	1,022.50
4	55937	12/04/15	3322	MET LIFE C/O FASCORE, LLC	145.00
4	55938	12/04/15	2289	PUTNAM INVESTMENTS	135.00
4	55939	12/04/15	2761	SOUTH HARRISON COMM SCH CORP	21,369.16
4	55940	12/04/15	5785	SYMETRA LIFE INSURANCE CO	11.95
4	55941	12/04/15	563	TEACHERS' CREDIT UNION	941.00
4	55942	12/04/15	2159	TEXAS LIFE INSURANCE COMPANY	857.17
4	55943	12/04/15	3010	THE UNITED WAY	25.00
4	55944	12/04/15	3153	VISION SERVICE PLAN-IN	485.79
				TOTAL	192,930.83

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/23/15
8:51:42

P A Y R O L L C L A I M L I S T I N G

PR054
PAGE 1

PERIOD ENDING 12/12/15 CHECK DATE 12/18/15

FEDERAL	OASDI	MEDICARE	STATE	LOCAL	VOL DED	ANNUITIES
62,300.18	38,586.69	9,024.25	20,439.49	6,324.17	44,557.18	11,149.43
RETIREMENT	CORP PAID RETIREMENT					
	17,611.49					

- - - G R O S S B R E A K D O W N B Y F U N D - - - - -

FUND

0100 GENERAL FUND	510,161.55
0350 CAPITAL PROJECTS FUND	11,104.86
0410 TRANSPORTATION FUND	72,724.19
0620 RETIREMENT/SEVERANCE BOND FUND	307.70
0800 SCHOOL LUNCH FUND	29,184.85
1305 HCELC JT SERVICES 2012-13	8,454.66
2901 RIVERBOAT EDUCATION FUND	9,612.38
2904 HCCF GRANT#2014JS-4893 PRESCHL	7,103.64
4101 TITLE I #3190 2015-16	17,507.44
5204 PART B 611 FY16 SPEC EDUCATION	38,643.76
5409 PART B 619 FY16 PRESCHOOL	1,860.38
6841 TITLE II PART A 2014-16	1,429.19
9250 FRINGE BENEFIT/LIFE	1,456.41
TOTAL	709,551.01

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/23/15
8:52:08

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 90

PERIOD END 12/12/15 CHECK DATE 12/18/15

ALL LOCATIONS

	COUNT	MALE	FEMALE	GROSS PAY	FICA CODE	OASDI GROSS	MEDICARE GROSS	OASDI WITHHELD	MEDICARE WITHHELD	OASDI AND MEDICARE W/H	SECTION 125
NON CERT	305	76	229	258,992.94	1	196,995.35	196,995.35	12,213.70	2,856.38	15,070.08	10,196.01
CERTIFIED	226	48	178	450,558.07	2	425,369.43	425,369.43	26,372.99	6,167.87	32,540.86	25,188.64
TOTAL	531	124	407	709,551.01	3						
					TOTAL	622,364.78	622,364.78	38,586.69	9,024.25	47,610.94	

GROSS - FICA 0 51,801.58

SICK	155.00	SUBSTITUTE DAYS	.00	FEDERAL TAX	62,300.18
PERSO	45.00	DOCKED DAYS	.00	FEDERAL & FICA	109,911.12
EMERG	.00	DAYS WORKED	.00	STATE TAX	20,439.49
S BUS	31.50			LOCAL TAX	6,324.17
JURY	1.00	CONTRACTS PAID	0	RETIREMENT	
FUNER	22.00	CONTRACTS OVER	0	CORP RETIREMENT	17,611.49
PAID	.00	SOC SEC MAX CNT	0	ANNUITY	11,149.43
HOLID	.00			SECTION 125	35,384.65
UNPAI	49.50	TOTAL EARNINGS	709,551.01	FLAT AMT CRP PD DED	
VACAT	14.50	HOURS/DAYS	13,550.91	DEDUCTIONS	9,172.53
				ADVANCED EIC	
				NET PAY	517,169.62
				AUTO DEPOSITS	514,366.35
				DIR. DEDUCTIONS	11,646.94

***** RETIREMENT *****

CODE	GROSS AMOUNT	AMOUNT W/H
------	--------------	------------

***** CORP PAID RETIREMENT *****

CODE	GROSS AMOUNT	AMOUNT W/H
------	--------------	------------

***** DEDUCTIONS *****

CODE	DESCRIPTION	AMOUNT W/H
------	-------------	------------

1	153,973.30	4,619.30
2	108,370.46	3,251.16
5	1,049.10	31.47
9	323,653.02	9,709.56

8	UNITED WAY	25.00
15	TEACHER CU	20.00
16	TEACHER CU	921.00
18	LTD SYMETR	.60
29	GARN HCSC	11.90
50	AM FU 403B	2,445.14
51	VALIC 403B	1,566.00
52	PLICO 403B	250.00
55	GR AM 403B	450.00
56	LI NA 403B	1,022.50
57	GR AM 457	29.55
58	AM FI 403B	4,505.00
59	GR AM 457	102.79
63	AX EQ 403B	50.00
64	METLI 403B	145.00
65	PU IN 403B	135.00
66	AN AS 403B	30.00
67	AM FI 403B	115.00
72	AM FU 403B	232.78
90	LIFE FRING	1,456.41
108	VISION/125	206.40
109	VISION/125	103.30
110	VISION/125	20.72
111	VISION/125	61.11
112	VISION/125	47.42
113	VISION/125	13.92

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/23/15
8:52:08

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 91

PERIOD END 12/12/15 CHECK DATE 12/18/15

ALL LOCATIONS

***** RETIREMENT *****			***** CORP PAID RETIREMENT *****			***** DEDUCTIONS *****		
CODE	GROSS AMOUNT	AMOUNT W/H	CODE	GROSS AMOUNT	AMOUNT W/H	CODE	DESCRIPTION	AMOUNT W/H
						114	VISION	2.84
						115	VISION	5.68
						117	VISION	9.17
						118	VISION	8.73
						119	VISION	3.66
						120	DENTAL/125	552.00
						121	DENTAL/125	603.08
						122	DENTAL/125	1,753.70
						123	DENTAL/125	112.85
						124	DENTAL/125	337.82
						125	DENTAL/125	395.16
						126	DENTAL	29.44
						127	DENTAL	13.34
						128	DENTAL	24.70
						129	DENTAL	29.43
						130	DENTAL	19.56
						131	DENTAL	98.79
						132	GROUP LIFE	1.68
						134	DEP LI AUL	2.85
						135	VO LI AMFI	980.89
						136	CANCER 125	3,038.70
						139	LTC/CTC AF	153.20
						142	LONG TERM	40.90
						143	CNCR/ACCD	105.19
						160	VOL TRF	263.36
						161	VOL PERF	175.89
						162	STD/LTD AF	1,362.09
						164	VOL LIFE	657.73
						166	TAX-EX TRF	70.67
						168	ACCIDE 125	710.55
						169	HSA	5,425.07
						170	HSA	1,166.13
						172	GROUP LIFE	1.87
						175	VO LI AMFI	210.16
						176	CANCER 125	1,149.38
						179	LTC/CRC AF	129.35
						181	VOL PERF	301.90
						182	STD/LTD AF	371.01
						183	CANCR/ACCD	19.47
						184	VOL LIFE	199.44
						188	ACCIDT/125	266.54
						260	HDP/125 S	3,852.28
						261	HDP SINGLE	157.22
						262	HDP/125 F	7,695.44
						263	HDP FAMILY	530.72
						264	HDP/125 S	1,275.35
						265	HDP SINGLE	106.68
						266	HDP/125 F	747.82
						270	HDP/125 S	419.20
						271	HDP SINGLE	10.48
						272	HDP/125 F	3,971.76

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/23/15
8:52:08

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 92

PERIOD END 12/12/15

CHECK DATE 12/18/15

ALL LOCATIONS

***** RETIREMENT *****
CODE GROSS AMOUNT AMOUNT W/H

***** CORP PAID RETIREMENT *****
CODE GROSS AMOUNT AMOUNT W/H

***** DEDUCTIONS *****
CODE DESCRIPTION AMOUNT W/H
273 HDP FAMILY 101.84
274 HDP/125 S 343.35
275 HDP SINGLE 30.74
276 HDP/125 F 1,115.60
277 HDP FAMILY 577.62
TOTAL 55,706.61

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/23/15
8:52:08

PAYROLL CHECK REGISTER

PR035/PAM
PAGE 93

PERIOD END 12/12/15

CHECK DATE 12/18/15

TAX LIABILITY FOR THIS PAY PERIOD:

FEDERAL TAXES

EMPLOYEES FEDERAL TAX WITHHELD	62,300.18
EMPLOYEES OASDI WITHHELD	38,586.69
EMPLOYEES MEDICARE WITHHELD	9,024.25
EMPLOYERS OASDI CONTRIBUTION	38,586.69
EMPLOYERS MEDICARE CONTRIBUTION	9,024.25
ADVANCED EARNED INCOME CREDIT	.00
TOTAL LIABILITY	<u>157,522.06</u>

STATE TAXES

STATE TAX WITHHELD	20,439.49
LOCAL TAX WITHHELD	<u>6,324.17</u>
TOTAL LIABILITY	26,763.66

ALL TAX LIABILITY 184,285.72

STATE TAX BREAKDOWN

INDIANA

STATE TAX WITHHELD	20,111.52
LOCAL TAX WITHHELD	<u>6,290.26</u>
TOTAL LIABILITY	26,401.78
GROSS	702,190.81
TAXABLE GROSS	656,233.71

KENTUCKY

STATE TAX WITHHELD	327.97
LOCAL TAX WITHHELD	<u>33.91</u>
TOTAL LIABILITY	361.88
GROSS	7,360.20
TAXABLE GROSS	6,783.22

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/17/15
12:50:30

P O S T D I R E C T D E P O S I T D E D U C T I O N S T O B A N K

PR115C/PAM
PAGE 1

BANK	CHECK #	CHECK DATE	DIR DEDUCTION AMOUNT	DIR DEPOSIT AMOUNT	TOTAL AMOUNT
04	249	12/18/15	11,646.94	514,366.35	526,013.29

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/17/15
12:50:29

C H E C K S N E W T O T H E C H E C K F I L E

PR115/PAM
PAGE 1

BANK	CHECK #	CHECK DATE	EMP #		AMOUNT
04	79346	12/18/15	9270.15	MELISSA A VANCLEVE	826.97
04	79347	12/18/15	9295.00	PAMELA D CARMICHAEL	433.86
04	79348	12/18/15	9215.00	DWAYNE L PARTIN	780.22
04	79349	12/18/15	9283.00	MELISSA K WELLS	336.10
04	79350	12/18/15	9296.00	HARVEY D BASHAM	426.12
TOTAL:					5 2,803.27

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

12/23/15
9:03:06

F I C A G R O S S R E P O R T - F U N D - E M P L O Y E R

PRO53R/PAM
PAGE 1

PERIOD END 12/12/15

CHECK DATE 12/18/15

FUND CODE	FICA			OASDI GROSS	OASDI MATCH	MEDICARE GROSS	MEDICARE MATCH	
	1 TOTAL		EMPLOYEE COUNT	231	115,145.40	7,138.99	115,145.40	1,669.55
	2 TOTAL		EMPLOYEE COUNT	321	366,272.25	22,708.95	366,272.25	5,311.08
0100	GENERAL FUND	TOTAL	EMPLOYEE COUNT	552	481,417.65	29,847.94	481,417.65	6,980.63
	1 TOTAL		EMPLOYEE COUNT	42	9,314.65	577.52	9,314.65	135.07
	2 TOTAL		EMPLOYEE COUNT	3	1,508.76	93.54	1,508.76	21.87
0350	CAPITAL PROJECTS FUND	TOTAL	EMPLOYEE COUNT	45	10,823.41	671.06	10,823.41	156.94
	1 TOTAL		EMPLOYEE COUNT	52	19,757.24	1,224.94	19,757.24	286.48
	2 TOTAL		EMPLOYEE COUNT	2	120.00	7.44	120.00	1.74
0410	TRANSPORTATION FUND	TOTAL	EMPLOYEE COUNT	54	19,877.24	1,232.38	19,877.24	288.22
	2 TOTAL		EMPLOYEE COUNT	2	195.92	12.15	195.92	2.84
0620	RETIREMENT/SEVERANCE BOND FUND	TOTAL	EMPLOYEE COUNT	2	195.92	12.15	195.92	2.84
	1 TOTAL		EMPLOYEE COUNT	69	27,828.05	1,725.33	27,828.05	403.47
0800	SCHOOL LUNCH FUND	TOTAL	EMPLOYEE COUNT	69	27,828.05	1,725.33	27,828.05	403.47
	1 TOTAL		EMPLOYEE COUNT	4	4,887.56	303.03	4,887.56	70.87
	2 TOTAL		EMPLOYEE COUNT	1	3,326.11	206.22	3,326.11	48.23
1305	HCELC JT SERVICES 2012-13	TOTAL	EMPLOYEE COUNT	5	8,213.67	509.25	8,213.67	119.10
	1 TOTAL		EMPLOYEE COUNT	1	24.48	1.52	24.48	.36
	2 TOTAL		EMPLOYEE COUNT	36	9,054.33	561.41	9,054.33	131.32
2901	RIVERBOAT EDUCATION FUND	TOTAL	EMPLOYEE COUNT	37	9,078.81	562.93	9,078.81	131.68
	1 TOTAL		EMPLOYEE COUNT	4	1,567.27	97.17	1,567.27	22.71
	2 TOTAL		EMPLOYEE COUNT	4	5,392.99	334.36	5,392.99	78.20
2904	HCCF GRANT#2014JS-4893 PRESCHL	TOTAL	EMPLOYEE COUNT	8	6,960.26	431.53	6,960.26	100.91
	1 TOTAL		EMPLOYEE COUNT	32	6,942.11	430.41	6,942.11	100.68
	2 TOTAL		EMPLOYEE COUNT	8	9,578.04	593.84	9,578.04	138.87
4101	TITLE I #3190 2015-16	TOTAL	EMPLOYEE COUNT	40	16,520.15	1,024.25	16,520.15	239.55
	1 TOTAL		EMPLOYEE COUNT	17	11,528.59	714.79	11,528.59	167.19
	2 TOTAL		EMPLOYEE COUNT	14	25,291.76	1,568.09	25,291.76	366.76
5204	PART B 611 FY16 SPEC EDUCATION	TOTAL	EMPLOYEE COUNT	31	36,820.35	2,282.88	36,820.35	533.95
	2 TOTAL		EMPLOYEE COUNT	1	1,829.64	113.44	1,829.64	26.53
5409	PART B 619 FY16 PRESCHOOL	TOTAL	EMPLOYEE COUNT	1	1,829.64	113.44	1,829.64	26.53
	2 TOTAL		EMPLOYEE COUNT	1	1,343.22	83.28	1,343.22	19.48
6841	TITLE II PART A 2014-16	TOTAL	EMPLOYEE COUNT	1	1,343.22	83.28	1,343.22	19.48
	2 TOTAL		EMPLOYEE COUNT	213	1,456.41	90.27	1,456.41	20.95
9250	FRINGE BENEFIT/LIFE	TOTAL	EMPLOYEE COUNT	213	1,456.41	90.27	1,456.41	20.95
	GRAND TOTAL		EMPLOYEE COUNT	1058	622,364.78	38,586.69	622,364.78	9,024.25

**** GRAND TOTALS ****

FICA CODE	OASDI GROSS	OASDI MATCH	MEDICARE GROSS	MEDICARE MATCH
1	196,995.35	12,213.70	196,995.35	2,856.38
2	425,369.43	26,372.99	425,369.43	6,167.87
	622,364.78	38,586.69	622,364.78	9,024.25

12/17/15
2:04:00C H E C K S N E W T O T H E C H E C K F I L EBD327/PAM
PAGE 1

BANK	CHECK #	CHECK DATE	VENDOR #	VENDOR NAME	AMOUNT
4	1141	12/18/15	3550	ELECTRONIC TRANSFER-FED/FICA	157,522.06
4	55992	12/18/15	2332	AFADVANTAGE CARE	40.90
4	55993	12/18/15	38	AMERICAN FIDELITY ASSURANCE CO	4,620.00
4	55994	12/18/15	43	AMERICAN FIDELITY ASSURANCE CO	8,496.53
4	55995	12/18/15	2021	ANNUITY ASSOCIATES, INC/TPA	30.00
4	55996	12/18/15	764	ANNUITY PREMIUM RESERVE ACCT	250.00
4	55997	12/18/15	623	AXA EQUITABLE EQUI-VEST	50.00
4	55998	12/18/15	470	DELTA DENTAL	3,969.87
4	55999	12/18/15	1090	GREAT AMERICAN FINANCIAL RES	450.00
4	56000	12/18/15	2288	GREAT AMERICAN PLAN ADMIN	132.34
4	56001	12/18/15	1101	HARRISON SUPERIOR COURT	11.90
4	56002	12/18/15	1672	LINCOLN NATIONAL LIFE INS CO	1,022.50
4	56003	12/18/15	3322	MET LIFE C/O FASCORE, LLC	145.00
4	56004	12/18/15	2289	PUTNAM INVESTMENTS	135.00
4	56005	12/18/15	2761	SOUTH HARRISON COMM SCH CORP	20,936.10
4	56006	12/18/15	5785	SYMETRA LIFE INSURANCE CO	7.00
4	56007	12/18/15	563	TEACHERS' CREDIT UNION	941.00
4	56008	12/18/15	2159	TEXAS LIFE INSURANCE COMPANY	857.17
4	56009	12/18/15	3010	THE UNITED WAY	25.00
4	56010	12/18/15	3153	VISION SERVICE PLAN-IN	482.95
				TOTAL	200,125.32

12/17/15
4:10:29

C H E C K S N E W T O T H E C H E C K F I L E

BD327/PAM
PAGE 1

BANK	CHECK #	CHECK DATE	VENDOR #	VENDOR NAME	AMOUNT
4	2122	12/17/15			39,923.67
4	2123	12/17/15			12,598.00
4	2124	12/17/15	1517	KENTUCKY STATE TREASURER	678.24
TOTAL					53,199.91

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/03/15 - 12/03/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT			
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED		
3024	3024	SOUTH HARRISON COMM SCH CORP	12/03/15									
	AFA300266691,	PAYMENT OF CLAIMS	10/29	1100	11025.00	222.00	2649	0000 NME PRESCH GROUP I	1,067.01	1,067.01		
	AFA300267513,	PAYMENT OF CLAIMS	10/29	1100	11025.00	222.00	2667	0000 SCE PRESCH GROUP I	1,067.01	1,067.01		
	AFA300268104,	PAYMENT OF CLAIMS	10/29	1100	11050.00	222.00	2649	0000 NME KDG GROUP INS	1,067.01	1,067.01		
	AFA300268754	PAYMENT OF CLAIMS	10/29	1100	11050.00	222.00	2653	0000 HWE KDG GROUP INS	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	11050.00	222.00	2667	0000 SCE KDG GROUP INS	2,611.33	2,611.33		
		PAYMENT OF CLAIMS	10/29	1100	11100.00	222.00	2643	0000 CCJHS JR HIGH GROU	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	11100.00	222.00	2645	0000 CES ELEM GROUP INS	13,309.17	13,309.17		
		PAYMENT OF CLAIMS	10/29	1100	11100.00	222.00	2649	0000 NME ELEM GROUP INS	2,498.94	2,498.94		
		PAYMENT OF CLAIMS	10/29	1100	11100.00	222.00	2653	0000 HWE ELEM GROUP INS	3,565.94	3,565.94		
		PAYMENT OF CLAIMS	10/29	1100	11100.00	222.00	2663	0000 CIS ELEM GROUP INS	13,056.62	13,056.62		
		PAYMENT OF CLAIMS	10/29	1100	11100.00	222.00	2667	0000 SCE ELEM GROUP INS	7,974.13	7,974.13		
		PAYMENT OF CLAIMS	10/29	1100	11200.00	222.00	2640	0000 CCHS GROUP INSURAN	1,431.93	1,431.93		
		PAYMENT OF CLAIMS	10/29	1100	11200.00	222.00	2643	0000 CCJHS JR HIGH GROU	6,177.27	6,177.27		
		PAYMENT OF CLAIMS	10/29	1100	11200.00	222.00	2670	0000 SCHS JR HIGH GROUP	1,544.32	1,544.32		
		PAYMENT OF CLAIMS	10/29	1100	11300.00	222.00	2640	0000 CCHS HIGH SCHOOL G	12,944.24	12,944.24		
		PAYMENT OF CLAIMS	10/29	1100	11300.00	222.00	2670	0000 SCHS HIGH SCH GROU	4,632.95	4,632.95		
		PAYMENT OF CLAIMS	10/29	1100	11410.00	222.00	2640	0000 CCHS AGRICUL GROUP	1,544.32	1,544.32		
		PAYMENT OF CLAIMS	10/29	1100	11450.00	222.00	2643	0000 CCJHS FACS GROUP I	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	11450.00	222.00	2670	0000 SCHS FACS GROUP IN	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	11630.00	222.00	2640	0000 CCHS GROUP INSURAN	1,544.32	1,544.32		
		PAYMENT OF CLAIMS	10/29	1100	11630.00	222.00	2670	0000 SCHS HS GROUP INS	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	12210.00	222.00	2643	0000 CCJHS MLD MEN DIS	1,544.32	1,544.32		
		PAYMENT OF CLAIMS	10/29	1100	12210.00	222.00	2645	0000 CES MLD MENT DIS G	2,134.01	2,134.01		
		PAYMENT OF CLAIMS	10/29	1100	12210.00	222.00	2653	0000 HWE MLD MENT DIS G	1,544.32	1,544.32		
		PAYMENT OF CLAIMS	10/29	1100	12210.00	222.00	2663	0000 CIS MLD MENT DIS G	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	12210.00	222.00	2667	0000 SCE MLD MENT DIS G	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12210.00	222.00	2670	0000 SCHS MLD MENT DIS	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12220.00	222.00	2619	0000 HCELC MMI GROUP IN	2,611.33	2,611.33		
		PAYMENT OF CLAIMS	10/29	1100	12220.00	222.00	2643	0000 CCJH MOD MENT DIS	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12330.00	222.00	2619	0000 HCELC VISUAL IMP G	954.62	954.62		
		PAYMENT OF CLAIMS	10/29	1100	12410.00	222.00	2640	0000 CCHS EMOT DIS GROU	954.62	954.62		
		PAYMENT OF CLAIMS	10/29	1100	12410.00	222.00	2645	0000 CES EMOT DIS GROUP	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	12410.00	222.00	2653	0000 HWE EMOT DIS GROUP	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12410.00	222.00	2663	0000 CIS EMOT DIS GROUP	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12410.00	222.00	2667	0000 SCE EMOT DIS GROUP	1,544.32	1,544.32		
		PAYMENT OF CLAIMS	10/29	1100	12420.00	222.00	2649	0000 NME EMOT DIS GROUP	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12610.00	222.00	2643	0000 CCJH LEARN DIS GRO	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12610.00	222.00	2649	0000 NME LEARN DIS GROU	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	12610.00	222.00	2663	0000 CIS LEARN DIS GROU	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	12610.00	222.00	2670	0000 SCHS LEARN DIS GRO	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	12810.00	222.00	2619	0000 HCELC SPEC ED PRSC	1,431.93	1,431.93		
		PAYMENT OF CLAIMS	10/29	1100	12810.00	222.00	2667	0000 SCE SPEC ED PRSC G	1,067.01	1,067.01		
		PAYMENT OF CLAIMS	10/29	1100	12900.00	222.00	2619	0000 HCELC OTH SP PRGMS	1,544.32	1,544.32		
		PAYMENT OF CLAIMS	10/29	1100	21220.00	222.00	2645	0000 CES COUNS SER GROU	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	21220.00	222.00	2649	0000 NME COUNS SERV GRO	477.32	477.32		
		PAYMENT OF CLAIMS	10/29	1100	21220.00	222.00	2670	0000 SCHS COUNS SERV GR	1,067.01	1,067.01		

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/03/15 - 12/03/15

CHECK VOUCHER VENDOR NAME	DUE DATE						VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC ACCOUNT TITLE	AMOUNT	ALLOWED
PAYMENT OF CLAIMS	10/29	1100	21340.00	222.00	2619	0000 HCELC NURSE SERV G	1,067.01	1,067.01
PAYMENT OF CLAIMS	10/29	1100	21340.00	222.00	2640	0000 CCHS NURSE SERV GR	477.32	477.32
PAYMENT OF CLAIMS	10/29	1100	21340.00	222.00	2645	0000 CES NURSE SERV GRO	1,067.01	1,067.01
PAYMENT OF CLAIMS	10/29	1100	21520.00	222.00	2645	0000 CES SP PATH SERV G	477.32	477.32
PAYMENT OF CLAIMS	10/29	1100	21810.00	222.00	2619	0000 HCELC SERV AREA GR	3,752.56	3,752.56
PAYMENT OF CLAIMS	10/29	1100	21890.00	222.00	2619	0000 HCELC OTHER SP ED	1,067.01	1,067.01
PAYMENT OF CLAIMS	10/29	1100	22120.00	222.00	2645	0000 CES INST/CURR DEV	477.32	477.32
PAYMENT OF CLAIMS	10/29	1100	22120.00	222.00	2653	0000 HWE INST/CURR GROU	1,067.01	1,067.01
PAYMENT OF CLAIMS	10/29	1100	22220.00	222.00	2640	0000 CCHS LIBRARY GROUP	1,067.01	1,067.01
PAYMENT OF CLAIMS	10/29	1100	22220.00	222.00	2653	0000 HWE LIBRARY GROUP	477.32	477.32
PAYMENT OF CLAIMS	10/29	1100	22310.00	222.00	3190	0000 ADMIN TECH SERV GR	1,431.93	1,431.93
PAYMENT OF CLAIMS	10/29	1100	22900.00	222.00	3190	0000 ADM OTH SUPP SERV	477.32	477.32
PAYMENT OF CLAIMS	10/29	1100	23210.00	222.00	3190	0000 ADM OFF OF SPRINTD	6,156.59	6,156.59
PAYMENT OF CLAIMS	10/29	1100	23230.00	222.00	3190	0000 ADMIN GROUP INSURA	13,807.98	13,807.98
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2640	0000 CCHS OFF OF PRIN G	5,670.10	5,670.10
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2643	0000 CCJH OFF OF PRINC	2,797.93	2,797.93
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2645	0000 CES OFF OF PRINC G	3,275.24	3,275.24
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2649	0000 NME OFF OF PRINC G	2,208.23	2,208.23
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2653	0000 HWE OFF OF PRINC G	1,730.93	1,730.93
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2663	0000 CIS OFF OF PRINC G	1,730.93	1,730.93
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2667	0000 SCE OFF OF PRINC G	1,730.93	1,730.93
PAYMENT OF CLAIMS	10/29	1100	24100.00	222.00	2670	0000 SCHS OFF OF PRINC	3,461.85	3,461.85
PAYMENT OF CLAIMS	10/29	1100	26100.00	222.00	3190	0000 ADM SERV AREA DIR	477.32	477.32
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2640	0000 CCHS MNT/BLDG GROU	2,976.25	2,976.25
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2643	0000 CCJH MTN/BLDG GROU	2,021.63	2,021.63
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2645	0000 CES MNT/BLDG GROUP	2,498.94	2,498.94
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2649	0000 NME MNT/BLDG GROUP	954.62	954.62
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2653	0000 HWE MNT/BLDG GROUP	1,067.01	1,067.01
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2663	0000 CIS MNT/BLDG GROUP	954.62	954.62
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2667	0000 SCE MTN/BLDG GROUP	2,498.94	2,498.94
PAYMENT OF CLAIMS	10/29	1100	26200.00	222.00	2670	0000 SCHS MNT/BLDG GROU	477.32	477.32
PAYMENT OF CLAIMS	10/29	1100	27010.00	222.00	3190	0000 ADM SERV AREA DIR	4,520.57	4,520.57
PAYMENT OF CLAIMS	10/29	1100	31200.00	222.00	2640	0000 CCHS FOOD PREP/DIS	3,088.65	3,088.65
PAYMENT OF CLAIMS	10/29	1100	31200.00	222.00	2645	0000 CES FOOD PREP/DISP	1,544.32	1,544.32
PAYMENT OF CLAIMS	10/29	1100	31200.00	222.00	2663	0000 CIS FOOD PREP/DISP	954.62	954.62
PAYMENT OF CLAIMS	10/29	1100	31200.00	222.00	2670	0000 SCHS FOOD PREP/DIS	1,544.32	1,544.32
ROUNDING ADJ	ROUNDING ADJ	1100	23210.00	222.00	3190	0000 ADM OFF OF SPRINTD	.25-	.25-
						CHECK AMOUNT	186,686.96	
						PRE-WRITTEN TOTAL.....	186,686.96	
						GRAND TOTAL.....	186,686.96	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND	DESCRIPTION	VOUCHER TOTAL
1100	GROUP INSURANCE FUND	186,686.96
	GRAND TOTAL.....	186,686.96

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/14/15 - 12/14/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT	
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
3025	3025 SOUTH HARRISON COMM SCH CORP	12/14/15								
	AFA300269287,	PMT OF CLAIMS 11/25-12/	1100	11025.00	222.00	2649	0000	NME PRESCH GROUP I	990.84	990.84
	AFA300269873,	PMT OF CLAIMS 11/25-12/	1100	11025.00	222.00	2667	0000	SCE PRESCH GROUP I	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	11050.00	222.00	2649	0000	NME KDG GROUP INS	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	11050.00	222.00	2653	0000	HWE KDG GROUP INS	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	11050.00	222.00	2667	0000	SCE KDG GROUP INS	2,424.93	2,424.93
		PMT OF CLAIMS 11/25-12/	1100	11100.00	222.00	2643	0000	CCJHS JR HIGH GROU	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	11100.00	222.00	2645	0000	CES ELEM GROUP INS	12,359.11	12,359.11
		PMT OF CLAIMS 11/25-12/	1100	11100.00	222.00	2649	0000	NME ELEM GROUP INS	2,320.55	2,320.55
		PMT OF CLAIMS 11/25-12/	1100	11100.00	222.00	2653	0000	HWE ELEM GROUP INS	3,311.40	3,311.40
		PMT OF CLAIMS 11/25-12/	1100	11100.00	222.00	2663	0000	CIS ELEM GROUP INS	12,124.61	12,124.61
		PMT OF CLAIMS 11/25-12/	1100	11100.00	222.00	2667	0000	SCE ELEM GROUP INS	7,404.91	7,404.91
		PMT OF CLAIMS 11/25-12/	1100	11200.00	222.00	2640	0000	CCHS GROUP INSURAN	1,329.72	1,329.72
		PMT OF CLAIMS 11/25-12/	1100	11200.00	222.00	2643	0000	CCJHS JR HIGH GROU	5,736.32	5,736.32
		PMT OF CLAIMS 11/25-12/	1100	11200.00	222.00	2670	0000	SCHS JR HIGH GROUP	1,434.08	1,434.08
		PMT OF CLAIMS 11/25-12/	1100	11300.00	222.00	2640	0000	CCHS HIGH SCHOOL G	12,020.24	12,020.24
		PMT OF CLAIMS 11/25-12/	1100	11300.00	222.00	2670	0000	SCHS HIGH SCH GROU	4,302.24	4,302.24
		PMT OF CLAIMS 11/25-12/	1100	11410.00	222.00	2640	0000	CCHS AGRICUL GROUP	1,434.08	1,434.08
		PMT OF CLAIMS 11/25-12/	1100	11450.00	222.00	2643	0000	CCJHS FACS GROUP I	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	11450.00	222.00	2670	0000	SCHS FACS GROUP IN	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	11630.00	222.00	2640	0000	CCHS GROUP INSURAN	1,434.08	1,434.08
		PMT OF CLAIMS 11/25-12/	1100	11630.00	222.00	2670	0000	SCHS HS GROUP INS	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	12210.00	222.00	2643	0000	CCJHS MLD MEN DIS	1,434.08	1,434.08
		PMT OF CLAIMS 11/25-12/	1100	12210.00	222.00	2645	0000	CES MLD MENT DIS G	1,981.69	1,981.69
		PMT OF CLAIMS 11/25-12/	1100	12210.00	222.00	2653	0000	HWE MLD MENT DIS G	1,434.08	1,434.08
		PMT OF CLAIMS 11/25-12/	1100	12210.00	222.00	2663	0000	CIS MLD MENT DIS G	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	12210.00	222.00	2667	0000	SCE MLD MENT DIS G	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12210.00	222.00	2670	0000	SCHS MLD MENT DIS	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12220.00	222.00	2619	0000	HCELC MMI GROUP IN	2,424.93	2,424.93
		PMT OF CLAIMS 11/25-12/	1100	12220.00	222.00	2643	0000	CCJH MOD MENT DIS	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12330.00	222.00	2619	0000	HCELC VISUAL IMP G	886.48	886.48
		PMT OF CLAIMS 11/25-12/	1100	12410.00	222.00	2640	0000	CCHS EMOT DIS GROU	886.48	886.48
		PMT OF CLAIMS 11/25-12/	1100	12410.00	222.00	2645	0000	CES EMOT DIS GROUP	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	12410.00	222.00	2653	0000	HWE EMOT DIS GROUP	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12410.00	222.00	2663	0000	CIS EMOT DIS GROUP	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12410.00	222.00	2667	0000	SCE EMOT DIS GROUP	1,434.08	1,434.08
		PMT OF CLAIMS 11/25-12/	1100	12420.00	222.00	2649	0000	NME EMOT DIS GROUP	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12610.00	222.00	2643	0000	CCJH LEARN DIS GRO	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12610.00	222.00	2649	0000	NME LEARN DIS GROU	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	12610.00	222.00	2663	0000	CIS LEARN DIS GROU	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	12610.00	222.00	2670	0000	SCHS LEARN DIS GRO	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	12810.00	222.00	2619	0000	HCELC SPEC ED PRSC	1,329.72	1,329.72
		PMT OF CLAIMS 11/25-12/	1100	12810.00	222.00	2667	0000	SCE SPEC ED PRSC G	990.84	990.84
		PMT OF CLAIMS 11/25-12/	1100	12900.00	222.00	2619	0000	HCELC OTH SP PRGMS	1,434.08	1,434.08
		PMT OF CLAIMS 11/25-12/	1100	21220.00	222.00	2645	0000	CES COUNS SER GROU	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	21220.00	222.00	2649	0000	NME COUNS SERV GRO	443.24	443.24
		PMT OF CLAIMS 11/25-12/	1100	21220.00	222.00	2670	0000	SCHS COUNS SERV GR	990.84	990.84

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/14/15 - 12/14/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
PMT OF CLAIMS 11/25-12/	1100	21340.00	222.00	2619	0000	HCELC	NURSE SERV G		990.84	990.84
PMT OF CLAIMS 11/25-12/	1100	21340.00	222.00	2640	0000	CCHS	NURSE SERV GR		443.24	443.24
PMT OF CLAIMS 11/25-12/	1100	21340.00	222.00	2645	0000	CES	NURSE SERV GRO		990.84	990.84
PMT OF CLAIMS 11/25-12/	1100	21520.00	222.00	2645	0000	CES	SP PATH SERV G		443.24	443.24
PMT OF CLAIMS 11/25-12/	1100	21810.00	222.00	2619	0000	HCELC	SERV AREA GR		3,484.68	3,484.68
PMT OF CLAIMS 11/25-12/	1100	21890.00	222.00	2619	0000	HCELC	OTHER SP ED		990.84	990.84
PMT OF CLAIMS 11/25-12/	1100	22120.00	222.00	2645	0000	CES	INST/CURR DEV		443.24	443.24
PMT OF CLAIMS 11/25-12/	1100	22120.00	222.00	2653	0000	HWE	INST/CURR GROU		990.84	990.84
PMT OF CLAIMS 11/25-12/	1100	22220.00	222.00	2640	0000	CCHS	LIBRARY GROUP		990.84	990.84
PMT OF CLAIMS 11/25-12/	1100	22220.00	222.00	2653	0000	HWE	LIBRARY GROUP		443.24	443.24
PMT OF CLAIMS 11/25-12/	1100	22310.00	222.00	3190	0000	ADMIN	TECH SERV GR		1,329.72	1,329.72
PMT OF CLAIMS 11/25-12/	1100	22900.00	222.00	3190	0000	ADM	OTH SUPP SERV		443.24	443.24
PMT OF CLAIMS 11/25-12/	1100	23210.00	222.00	3190	0000	ADM	OFF OF SPRINTD		5,717.12	5,717.12
PMT OF CLAIMS 11/25-12/	1100	23230.00	222.00	3190	0000	ADMIN	GROUP INSURA		12,822.31	12,822.31
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2640	0000	CCHS	OFF OF PRIN G		5,265.34	5,265.34
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2643	0000	CCJH	OFF OF PRINC		2,598.21	2,598.21
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2645	0000	CES	OFF OF PRINC G		3,041.45	3,041.45
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2649	0000	NME	OFF OF PRINC G		2,050.61	2,050.61
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2653	0000	HWE	OFF OF PRINC G		1,607.37	1,607.37
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2663	0000	CIS	OFF OF PRINC G		1,607.37	1,607.37
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2667	0000	SCE	OFF OF PRINC G		1,607.37	1,607.37
PMT OF CLAIMS 11/25-12/	1100	24100.00	222.00	2670	0000	SCHS	OFF OF PRINC		3,214.74	3,214.74
PMT OF CLAIMS 11/25-12/	1100	26100.00	222.00	3190	0000	ADM	SERV AREA DIR		443.24	443.24
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2640	0000	CCHS	MNT/BLDG GROU		2,763.79	2,763.79
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2643	0000	CCJH	MTN/BLDG GROU		1,877.32	1,877.32
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2645	0000	CES	MNT/BLDG GROUP		2,320.55	2,320.55
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2649	0000	NME	MNT/BLDG GROUP		886.48	886.48
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2653	0000	HWE	MNT/BLDG GROUP		990.84	990.84
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2663	0000	CIS	MNT/BLDG GROUP		886.48	886.48
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2667	0000	SCE	MTN/BLDG GROUP		2,320.55	2,320.55
PMT OF CLAIMS 11/25-12/	1100	26200.00	222.00	2670	0000	SCHS	MNT/BLDG GROU		443.24	443.24
PMT OF CLAIMS 11/25-12/	1100	27010.00	222.00	3190	0000	ADM	SERV AREA DIR		4,197.88	4,197.88
PMT OF CLAIMS 11/25-12/	1100	31200.00	222.00	2640	0000	CCHS	FOOD PREP/DIS		2,868.16	2,868.16
PMT OF CLAIMS 11/25-12/	1100	31200.00	222.00	2645	0000	CES	FOOD PREP/DISP		1,434.08	1,434.08
PMT OF CLAIMS 11/25-12/	1100	31200.00	222.00	2663	0000	CIS	FOOD PREP/DISP		886.48	886.48
PMT OF CLAIMS 11/25-12/	1100	31200.00	222.00	2670	0000	SCHS	FOOD PREP/DIS		1,434.08	1,434.08
ROUNDING ADJ	1100	23210.00	222.00	3190	0000	ADM	OFF OF SPRINTD		.04-	.04-
CHECK AMOUNT									173,360.67	
PRE-WRITTEN TOTAL.....									173,360.67	
GRAND TOTAL.....									173,360.67	

12/14/15
1:47:01

FUND SUMMARY

PAGE 3
BDA30/SALLY

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND	DESCRIPTION	VOUCHER TOTAL
1100	GROUP INSURANCE FUND	173,360.67
	GRAND TOTAL.....	173,360.67

12/03/15
4:03:48

ACCOUNTS PAYABLE VOUCHER REGISTER

PAGE 1
BDA30/PAM

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER VENDOR NAME	DUE DATE	VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND PROGRAM OBJECT COST LOC ACCOUNT TITLE	AMOUNT ALLOWED
4184 4184 PUBLIC EMPLOYEE RET FUND	12/04/15		
	12/04/2015 PERF	0100 11100.00 214.00 2645 0000 CES PERF	4.23 4.23
	12/04/2015 PERF	0100 11100.00 214.00 2653 0000 HWE PERF	74.72 74.72
	12/04/2015 PERF	0100 11300.00 214.00 2640 0000 CCHS PERF	88.93 88.93
	12/04/2015 PERF	0100 11300.00 214.00 2670 0000 SCHS PERF	98.88 98.88
	12/04/2015 PERF	0100 11630.00 214.00 4410 0000 ALTERNATIVE SCHOOL	102.77 102.77
	12/04/2015 PERF	0100 12210.00 214.00 2643 0000 CJHS MIMH PERF	97.13 97.13
	12/04/2015 PERF	0100 12210.00 214.00 2645 0000 CES MIMH PERF	33.69 33.69
	12/04/2015 PERF	0100 12210.00 214.00 2653 0000 HWE MIMH PERF	89.25 89.25
	12/04/2015 PERF	0100 12210.00 214.00 2663 0000 CIS MIMH PERF	87.33 87.33
	12/04/2015 PERF	0100 12210.00 214.00 2667 0000 SCE MIMH PERF	87.33 87.33
	12/04/2015 PERF	0100 12210.00 214.00 2670 0000 SCHS MIMH PERF	93.87 93.87
	12/04/2015 PERF	0100 12220.00 214.00 2643 0000 CJHS MOMH PERF	175.50 175.50
	12/04/2015 PERF	0100 12220.00 214.00 2645 0000 CES MOMH PERF	64.68 64.68
	12/04/2015 PERF	0100 12220.00 214.00 2663 0000 CIS MOMH PERF	87.31 87.31
	12/04/2015 PERF	0100 12330.00 214.00 2643 0000 CJHS VISUALLY IMPA	3.35 3.35
	12/04/2015 PERF	0100 12410.00 214.00 2640 0000 CCHS EH PERF	88.09 88.09
	12/04/2015 PERF	0100 12410.00 214.00 2645 0000 CES EH PERF	121.95 121.95
	12/04/2015 PERF	0100 12410.00 214.00 2653 0000 HWE EH PERF	87.20 87.20
	12/04/2015 PERF	0100 12410.00 214.00 2663 0000 CIS EH PERF	87.28 87.28
	12/04/2015 PERF	0100 12420.00 214.00 2649 0000 NME OTHER EMOTIONA	87.58 87.58
	12/04/2015 PERF	0100 12610.00 214.00 2640 0000 CCHS LD PERF	87.23 87.23
	12/04/2015 PERF	0100 12610.00 214.00 2649 0000 NME LD PERF	87.14 87.14
	12/04/2015 PERF	0100 12610.00 214.00 2663 0000 CIS LD PERF	87.29 87.29
	12/04/2015 PERF	0100 12610.00 214.00 2667 0000 SCE LD PERF	262.80 262.80
	12/04/2015 PERF	0100 16200.00 214.00 2640 0000 CCHS REMEDIATION P	91.62 91.62
	12/04/2015 PERF	0100 21340.00 214.00 2640 0000 CCHS NURSE PERF	41.49 41.49
	12/04/2015 PERF	0100 21340.00 214.00 2643 0000 CJHS NURSE PERF	41.52 41.52
	12/04/2015 PERF	0100 21340.00 214.00 2645 0000 CES NURSE PERF	67.13 67.13
	12/04/2015 PERF	0100 21340.00 214.00 2649 0000 NME NURSE PERF	66.57 66.57
	12/04/2015 PERF	0100 21340.00 214.00 2653 0000 HWE NURSE PERF	99.86 99.86
	12/04/2015 PERF	0100 21340.00 214.00 2663 0000 CIS NURSE PERF	99.91 99.91
	12/04/2015 PERF	0100 21340.00 214.00 2667 0000 SCE NURSE PERF	69.25 69.25
	12/04/2015 PERF	0100 21340.00 214.00 2670 0000 SCHS NURSE PERF	60.83 60.83
	12/04/2015 PERF	0100 21990.00 214.00 2653 0000 HWE AUTISTIC PERF	89.23 89.23
	12/04/2015 PERF	0100 22220.00 214.00 2640 0000 CCHS SCHOOL LIBRAR	99.38 99.38
	12/04/2015 PERF	0100 22220.00 214.00 2645 0000 CES SCHOOL LIBRARY	94.20 94.20
	12/04/2015 PERF	0100 22220.00 214.00 2653 0000 HWE LIBRARY PERF	87.91 87.91
	12/04/2015 PERF	0100 22220.00 214.00 2663 0000 CIS SCHOOL LIBRARY	88.45 88.45
	12/04/2015 PERF	0100 22220.00 214.00 2667 0000 SCE SCHOOL LIBRARY	6.78 6.78
	12/04/2015 PERF	0100 23210.00 214.00 3190 0000 SUPT ADMIN PERF	1,557.46 1,557.46
	12/04/2015 PERF	0100 24100.00 214.00 2640 0000 CCHS PERF OFFICE	523.72 523.72
	12/04/2015 PERF	0100 24100.00 214.00 2643 0000 CJHS PERF OFFICE	230.63 230.63
	12/04/2015 PERF	0100 24100.00 214.00 2645 0000 CES PERF OFFICE	260.71 260.71
	12/04/2015 PERF	0100 24100.00 214.00 2649 0000 NME PERF OFFICE	109.47 109.47
	12/04/2015 PERF	0100 24100.00 214.00 2653 0000 HWE PERF OFFICE	115.98 115.98
	12/04/2015 PERF	0100 24100.00 214.00 2663 0000 CIS PERF OFFICE	212.89 212.89

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
	12/04/2015	PERF	0100	24100.00	214.00	2667	0000	SCE PERF OFFICE	208.95	208.95
	12/04/2015	PERF	0100	24100.00	214.00	2670	0000	SCHS PERF OFFICE	236.87	236.87
	12/04/2015	PERF	0100	26100.00	214.00	4100	0000	FACILITIES PERF DI	337.62	337.62
	12/04/2015	PERF	0100	26200.00	214.00	2640	0000	CCHS PERF CUSTODIA	1,251.36	1,251.36
	12/04/2015	PERF	0100	26200.00	214.00	2643	0000	CJHS PERF CUSTODIA	715.33	715.33
	12/04/2015	PERF	0100	26200.00	214.00	2645	0000	CES PERF CUSTODIAN	670.59	670.59
	12/04/2015	PERF	0100	26200.00	214.00	2649	0000	NME PERF CUSTODIAN	280.25	280.25
	12/04/2015	PERF	0100	26200.00	214.00	2653	0000	HWE PERF CUSTODIAN	314.69	314.69
	12/04/2015	PERF	0100	26200.00	214.00	2663	0000	CIS PERF CUSTODIAN	472.30	472.30
	12/04/2015	PERF	0100	26200.00	214.00	2667	0000	SCE PERF CUSTODIAN	683.28	683.28
	12/04/2015	PERF	0100	26200.00	214.00	2670	0000	SCHS PERF CUSTODIA	628.20	628.20
	12/04/2015	PERF	0100	26300.00	214.00	4100	0000	FACILITIES PERF MA	1,053.55	1,053.55
	12/04/2015	PERF	0100	33100.00	214.00	2640	0000	CCHS ATHLETIC DIRE	411.61	411.61
	12/04/2015	PERF	0100	33200.00	214.00	2640	0000	CCHS PERF EXTRA CU	4.30	4.30
	12/04/2015	PERF	0100	33200.00	214.00	2649	0000	NME PERF EXTRA CUR	8.55	8.55
	12/04/2015	PERF	0100	33200.00	214.00	2667	0000	SCE PERF EXTRA CUR	5.72	5.72
	12/04/2015	PERF	0100	33400.00	214.00	2667	0000	SCE PERF LAY COACH	39.15	39.15
	12/04/2015	PERF	0100	33400.00	214.00	2670	0000	SCHS PERF LAY COAC	48.81	48.81
	12/04/2015	PERF	0350	22310.00	214.00	2640	4500	CCHS PERF TECH SUP	433.84	433.84
	12/04/2015	PERF	0350	22310.00	214.00	2643	4500	CCJHS PERF TECH SU	138.12	138.12
	12/04/2015	PERF	0350	22310.00	214.00	2645	4500	CES PERF TECH SUPP	200.93	200.93
	12/04/2015	PERF	0350	22310.00	214.00	2649	4500	NME PERF TECH SUPP	62.76	62.76
	12/04/2015	PERF	0350	22310.00	214.00	2653	4500	HWE PERF TECH SUPP	75.31	75.31
	12/04/2015	PERF	0350	22310.00	214.00	2663	4500	CIS PERF TECH SUPP	150.69	150.69
	12/04/2015	PERF	0350	22310.00	214.00	2667	4500	SCE PERF TECH SUPP	150.69	150.69
	12/04/2015	PERF	0350	22310.00	214.00	2670	4500	SCHS PERF TECH SUP	163.51	163.51
	12/04/2015	PERF	0350	25810.00	214.00	3190	4500	ADMIN PERF TECH CO	120.70	120.70
	12/04/2015	PERF	0410	27010.00	214.00	0000	0000	TRANS COORDINATOR	193.54	193.54
	12/04/2015	PERF	0410	27100.00	214.00	0000	0000	TRANS CORP DRIVERS	786.15	786.15
	12/04/2015	PERF	0410	27200.00	214.00	0000	0000	TRANS MONITORING P	102.79	102.79
	12/04/2015	PERF	0800	31200.00	214.00	2640	0000	PERF	599.29	599.29
	12/04/2015	PERF	0800	31200.00	214.00	2645	0000	PERF	311.44	311.44
	12/04/2015	PERF	0800	31200.00	214.00	2649	0000	PERF	108.86	108.86
	12/04/2015	PERF	0800	31200.00	214.00	2653	0000	PERF	110.77	110.77
	12/04/2015	PERF	0800	31200.00	214.00	2663	0000	PERF	242.75	242.75
	12/04/2015	PERF	0800	31200.00	214.00	2667	0000	PERF	327.91	327.91
	12/04/2015	PERF	0800	31200.00	214.00	2670	0000	PERF	219.59	219.59
	12/04/2015	PERF	0800	31200.00	214.00	3190	0000	ADMIN FOOD SERVICE	151.74	151.74
	12/04/2015	PERF	1305	12810.00	214.01	2619	0000	HCELC 2012-13 PRES	94.72	94.72
	12/04/2015	PERF	1305	12810.00	214.02	2619	0000	HCELC 2012-13 PRES	183.28	183.28
	12/04/2015	PERF	1305	12900.00	211.01	2619	0000	HCELC PT B JOB COA	170.98	170.98
	12/04/2015	PERF	1305	12900.00	214.03	2619	0000	HCELC TRANSITION P	135.13	135.13
	12/04/2015	PERF	1305	21340.00	214.00	2619	0000	HCELC 2012-13 LPN'	476.97	476.97
	12/04/2015	PERF	1305	21810.00	214.00	2619	0000	HCELC 2012-13 SECR	668.19	668.19
	12/04/2015	PERF	2901	16200.00	214.00	2670	0000	SCHS REMEDIATION A	.42	.42
	12/04/2015	PERF	2904	11025.00	214.00	2653	0000	HCCF#2014JS-4893 H	69.60	69.60
	12/04/2015	PERF	4101	11100.00	214.00	2645	0000	TITLE I #3190 2015	44.87	44.87
								CHECK AMOUNT	20,167.19	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4185 4185 INDIANA ST TEACHER RET FUND	12/04/15									
	12/04/2015 TRF	0100	11050.00	215.00	2649	0000	NME	FD KDG TRF BEF	73.78	73.78
	12/04/2015 TRF	0100	11050.00	215.00	2667	0000	SCE	FD KDG TRF BEF	51.03	51.03
	12/04/2015 TRF	0100	11050.00	216.00	2645	0000	CES	FD KDG TRF AFT	1,359.98	1,359.98
	12/04/2015 TRF	0100	11050.00	216.00	2653	0000	HWE	FD KDG TRF AFT	195.33	195.33
	12/04/2015 TRF	0100	11050.00	216.00	2667	0000	SCE	FD KDG TRF AFT	190.16	190.16
	12/04/2015 TRF	0100	11100.00	215.00	2645	0000	CES	TRF BEF 7/95	544.12	544.12
	12/04/2015 TRF	0100	11100.00	215.00	2653	0000	HWE	TRF BEF 7/95	75.97	75.97
	12/04/2015 TRF	0100	11100.00	215.00	2663	0000	CIS	TRF BEF 7/95	184.44	184.44
	12/04/2015 TRF	0100	11100.00	215.00	2667	0000	SCE	TRF BEF 7/95	73.77	73.77
	12/04/2015 TRF	0100	11100.00	216.00	2645	0000	CES	TRF AFT 7/95	3,162.08	3,162.08
	12/04/2015 TRF	0100	11100.00	216.00	2649	0000	NME	TRF AFT 7/95	1,285.10	1,285.10
	12/04/2015 TRF	0100	11100.00	216.00	2653	0000	HWE	TRF AFT 7/95	1,041.65	1,041.65
	12/04/2015 TRF	0100	11100.00	216.00	2663	0000	CIS	TRF AFT 7/95	2,813.29	2,813.29
	12/04/2015 TRF	0100	11100.00	216.00	2667	0000	SCE	TRF AFT 7/95	2,085.29	2,085.29
	12/04/2015 TRF	0100	11200.00	215.00	2643	0000	CJHS	TRF BEF 7/95	211.84	211.84
	12/04/2015 TRF	0100	11200.00	215.00	2670	0000	SCHS	TRF BEF 7/95	126.57	126.57
	12/04/2015 TRF	0100	11200.00	216.00	2643	0000	CJHS	TRF AFT 7/95	2,641.17	2,641.17
	12/04/2015 TRF	0100	11200.00	216.00	2670	0000	SCHS	TRF AFT 7/95	240.54	240.54
	12/04/2015 TRF	0100	11300.00	215.00	2640	0000	CCHS	TRF BEF 7/95	635.39	635.39
	12/04/2015 TRF	0100	11300.00	215.00	2670	0000	SCHS	TRF BEF 7/95	57.28	57.28
	12/04/2015 TRF	0100	11300.00	216.00	2640	0000	CCHS	TRF AFT 7/95	3,132.37	3,132.37
	12/04/2015 TRF	0100	11300.00	216.00	2670	0000	SCHS	TRF AFT 7/95	2,328.18	2,328.18
	12/04/2015 TRF	0100	11410.00	216.00	2640	0000	CCHS	AGRICULTURE T	158.48	158.48
	12/04/2015 TRF	0100	11410.00	216.00	2670	0000	SCHS	AGRICULTURE T	90.92	90.92
	12/04/2015 TRF	0100	11450.00	215.00	2643	0000	CJHS	VO HM EC TRF	72.10	72.10
	12/04/2015 TRF	0100	11450.00	216.00	2640	0000	CCHS	VO HM EC TRF	164.23	164.23
	12/04/2015 TRF	0100	11450.00	216.00	2670	0000	SCHS	VO HM EC TRF	247.13	247.13
	12/04/2015 TRF	0100	11630.00	216.00	4410	0000		ALTERNATIVE SCHOOL	200.51	200.51
	12/04/2015 TRF	0100	12210.00	215.00	2643	0000	CJHS	MIMH TRF BEF	109.64	109.64
	12/04/2015 TRF	0100	12210.00	215.00	2663	0000	CIS	MIMH TRF BEF 7	36.24	36.24
	12/04/2015 TRF	0100	12210.00	215.00	2670	0000	SCHS	MIMH TRF BEF	69.13	69.13
	12/04/2015 TRF	0100	12210.00	216.00	2640	0000	CCHS	MIMH TRF AFT	575.29	575.29
	12/04/2015 TRF	0100	12210.00	216.00	2645	0000	CES	MIMH TRF AFT 7	395.36	395.36
	12/04/2015 TRF	0100	12210.00	216.00	2653	0000	HWE	MIMH TRF AFT 7	153.90	153.90
	12/04/2015 TRF	0100	12350.00	215.00	2670	0000	SCHS	HOMEBOUND TRF	4.27	4.27
	12/04/2015 TRF	0100	12350.00	216.00	2663	0000	CIS	HOMEBOUND TRF	34.04	34.04
	12/04/2015 TRF	0100	12410.00	216.00	2640	0000	CCHS	EH TRF AFT 7/	202.29	202.29
	12/04/2015 TRF	0100	12410.00	216.00	2645	0000	CES	EH TRF AFT 7/9	154.35	154.35
	12/04/2015 TRF	0100	12410.00	216.00	2663	0000	CIS	EH TRF AFT 7/9	185.00	185.00
	12/04/2015 TRF	0100	12410.00	216.00	2667	0000	SCE	EH TRF AFT 7/9	299.72	299.72
	12/04/2015 TRF	0100	12410.00	216.00	2670	0000	SCHS	EH TRF AFT 7/	71.51	71.51
	12/04/2015 TRF	0100	12610.00	215.00	2670	0000	SCHS	LD TRF BEF 7/	72.93	72.93
	12/04/2015 TRF	0100	12610.00	216.00	2640	0000	CCHS	LD TRF AFT 7/	164.23	164.23
	12/04/2015 TRF	0100	12610.00	216.00	2643	0000	CJHS	LD TRF AFT 7/	181.55	181.55
	12/04/2015 TRF	0100	12610.00	216.00	2649	0000	NME	LD TRF AFT 7/9	264.27	264.27
	12/04/2015 TRF	0100	12610.00	216.00	2663	0000	CIS	LD TRF AFT 7/9	171.05	171.05

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
	12/04/2015 TRF	0100	21220.00	215.00	2670	0000	SCHS	COUNSELING TR	82.90	82.90
	12/04/2015 TRF	0100	21220.00	216.00	2640	0000	CCHS	COUNSELING TR	430.77	430.77
	12/04/2015 TRF	0100	21220.00	216.00	2643	0000	CJHS	COUNSELING TR	229.63	229.63
	12/04/2015 TRF	0100	21220.00	216.00	2645	0000	CES	COUNSELING TRF	203.63	203.63
	12/04/2015 TRF	0100	21220.00	216.00	2653	0000	HWE	COUNSELING TRF	100.29	100.29
	12/04/2015 TRF	0100	21220.00	216.00	2663	0000	CIS	COUNSELING TRF	100.32	100.32
	12/04/2015 TRF	0100	21520.00	216.00	2645	0000	CES	SPEECH TRF AFT	176.07	176.07
	12/04/2015 TRF	0100	22220.00	216.00	2640	0000	CCHS	LIBRARY CERT	202.28	202.28
	12/04/2015 TRF	0100	22220.00	216.00	2670	0000	SCHS	LIBRARY TRF A	200.50	200.50
	12/04/2015 TRF	0100	23210.00	215.00	3190	0000	SUPT	ADMIN TRF BEF	99.01	99.01
	12/04/2015 TRF	0100	24100.00	215.00	2643	0000	CJHS	TRF BEFORE 7/	96.07	96.07
	12/04/2015 TRF	0100	24100.00	215.00	2670	0000	SCHS	PRINCIPAL TRF	107.55	107.55
	12/04/2015 TRF	0100	24100.00	216.00	2640	0000	CCHS	TRF AFTER 7/9	690.07	690.07
	12/04/2015 TRF	0100	24100.00	216.00	2645	0000	CES	TRF AFTER 7/95	344.55	344.55
	12/04/2015 TRF	0100	24100.00	216.00	2649	0000	NME	TRF AFTER 7/95	295.99	295.99
	12/04/2015 TRF	0100	24100.00	216.00	2653	0000	HWE	TRF AFTER 7/95	302.03	302.03
	12/04/2015 TRF	0100	24100.00	216.00	2663	0000	CIS	TRF AFTER 7/95	326.16	326.16
	12/04/2015 TRF	0100	24100.00	216.00	2667	0000	SCE	TRF AFTER 7/95	326.16	326.16
	12/04/2015 TRF	0100	24100.00	216.00	2670	0000	SCHS	TRF AFTER 7/9	316.84	316.84
	12/04/2015 TRF	0100	24900.00	216.00	2640	0000	CCHS	DIR COLLEGE/C	192.12	192.12
	12/04/2015 TRF	0100	24900.00	216.00	2670	0000	SCHS	DIR COLLEGE/C	103.54	103.54
	12/04/2015 TRF	0100	33100.00	216.00	2670	0000	SCHS	ATHLETIC DIRE	111.51	111.51
	12/04/2015 TRF	0100	33400.00	215.00	2640	0000	CCHS	TRF BEF 7/95	33.55	33.55
	12/04/2015 TRF	0100	33400.00	215.00	2643	0000	CJHS	TRF BEF 7/95	2.55	2.55
	12/04/2015 TRF	0100	33400.00	215.00	2663	0000	CIS	TRF BEF 7/95 A	.71	.71
	12/04/2015 TRF	0100	33400.00	215.00	2670	0000	SCHS	TRF BEF 7/95	9.99	9.99
	12/04/2015 TRF	0100	33400.00	216.00	2640	0000	CCHS	TRF AFTER 7/9	267.30	267.30
	12/04/2015 TRF	0100	33400.00	216.00	2643	0000	CCJHS	TRF AFTER 7/	98.19	98.19
	12/04/2015 TRF	0100	33400.00	216.00	2649	0000	NME	TRF AFTER 7/95	40.40	40.40
	12/04/2015 TRF	0100	33400.00	216.00	2653	0000	HWE	TRF AFTER 7/95	39.65	39.65
	12/04/2015 TRF	0100	33400.00	216.00	2663	0000	CIS	TRF AFTER 7/95	17.84	17.84
	12/04/2015 TRF	0100	33400.00	216.00	2667	0000	SCE	TRF AFTER 7/95	4.78	4.78
	12/04/2015 TRF	0100	33400.00	216.00	2670	0000	SCHS	TRF AFTER 7/9	176.86	176.86
	12/04/2015 TRF	0100	33400.00	216.00	3190	0000	ADMIN	TRF AFTER 7/	21.01	21.01
	12/04/2015 TRF	0410	27100.00	216.00	0000	0000	TRANS	CORP DRIVERS	6.32	6.32
	12/04/2015 TRF	1305	12220.00	215.00	2619	0000	HCELC	2012-13 MOMH	49.90	49.90
	12/04/2015 TRF	1305	12220.00	216.00	2619	0000	HCELC	2012-13 MOMH	416.62	416.62
	12/04/2015 TRF	1305	12220.00	216.01	2619	0000	HCELC	ESS SKILLS (463.22	463.22
	12/04/2015 TRF	1305	12330.00	216.00	2619	0000	HCELC	2012-13 VI T	267.22	267.22
	12/04/2015 TRF	1305	12410.00	216.01	2619	0000	HCELC	EH (NH) TRF	223.04	223.04
	12/04/2015 TRF	1305	12810.00	216.00	2619	0000	HCELC	PRE-SCHOOL 2	195.33	195.33
	12/04/2015 TRF	1305	12810.00	216.01	2619	0000	HCELC	PRESCHOOL (S	178.03	178.03
	12/04/2015 TRF	1305	12810.00	216.02	2619	0000	HCELC	PRESCHOOL (N	190.68	190.68
	12/04/2015 TRF	1305	21420.00	216.00	2619	0000	HCELC	PSYCH CERTIF	113.03	113.03
	12/04/2015 TRF	1305	21810.00	215.00	2619	0000	HCELC	2012-13 DIRE	353.53	353.53
	12/04/2015 TRF	1305	21810.00	216.00	2619	0000	HCELC	2012-13 DIRE	271.23	271.23
	12/04/2015 TRF	1305	21890.00	215.00	2619	0000	HCELC	2012-13 CHIL	79.76	79.76

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
	12/04/2015 TRF	2901	11050.00	215.00	2667	0000	TRF	PRIOR TO 7-1-9	22.75	22.75
	12/04/2015 TRF	2901	11050.00	216.00	2645	0000	TRF	AFTER 7-1-95	160.55	160.55
	12/04/2015 TRF	2901	11100.00	215.00	2663	0000	CIS	AFTER SCHOOL L	2.26	2.26
	12/04/2015 TRF	2901	11100.00	215.00	2667	0000	SCE	AFTER SCHOOL L	3.38	3.38
	12/04/2015 TRF	2901	11100.00	216.00	2649	0000	NME	AFTER SCHOOL L	43.31	43.31
	12/04/2015 TRF	2901	11100.00	216.00	2663	0000	CIS	AFTER SCHOOL L	7.90	7.90
	12/04/2015 TRF	2901	11100.00	216.00	2667	0000	SCE	AFTER SCHOOL L	11.83	11.83
	12/04/2015 TRF	2901	11100.00	216.01	2645	0000	CES	AFTER SCHOOL L	27.58	27.58
	12/04/2015 TRF	2901	11630.00	216.00	4420	0000	TRF	AFTER 7-1-95	252.34	252.34
	12/04/2015 TRF	2901	16200.00	215.00	2640	0000	CCHS	REMEDIATION A	2.25	2.25
	12/04/2015 TRF	2901	16200.00	216.00	2640	0000	CCHS	REMEDIATION T	2.64	2.64
	12/04/2015 TRF	2901	16200.00	216.00	2670	0000	SCHS	REMEDIATION T	18.40	18.40
	12/04/2015 TRF	2901	21220.00	216.00	2649	0000	NM	COUNSELING TRF	97.16	97.16
	12/04/2015 TRF	2901	21220.00	216.00	2667	0000	TRF	AFTER 7-1-95	98.14	98.14
	12/04/2015 TRF	2904	11025.00	216.00	2645	0000	HCCF#2014JS-4893	C	146.54	146.54
	12/04/2015 TRF	2904	11025.00	216.00	2649	0000	HCCF#2014JS-4893	N	143.02	143.02
	12/04/2015 TRF	2904	11025.00	216.00	2653	0000	HCCF#2014JS-4893	H	148.72	148.72
	12/04/2015 TRF	2904	11025.00	216.00	2667	0000	HCCF#2014JS-4893	S	143.02	143.02
	12/04/2015 TRF	4101	11100.00	216.00	2653	0000	TITLE I #3190	2015	185.05	185.05
	12/04/2015 TRF	4101	11100.00	216.00	3190	0000	TITLE I #3190	2015	10.50	10.50
	12/04/2015 TRF	4101	22120.00	215.00	2667	0000	TITLE I #3190	2015	73.45	73.45
	12/04/2015 TRF	4101	22120.00	216.00	2645	0000	TITLE I #3190	2015	303.56	303.56
	12/04/2015 TRF	4101	22900.00	215.00	3190	0000	TITLE I #3190	2015	81.39	81.39
	12/04/2015 TRF	6841	11100.00	216.00	3190	0000	TITLE II PART A	20	150.07	150.07
								CHECK AMOUNT	37,282.01	
								PRE-WRITTEN TOTAL.....	57,449.20	
								GRAND TOTAL.....	57,449.20	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND	DESCRIPTION	VOUCHER TOTAL
100	GENERAL FUND	46,009.94
350	CAPITAL PROJECTS FUND	1,496.55
410	TRANSPORTATION FUND	1,088.80
800	SCHOOL LUNCH FUND	2,072.35
1305	HCELC JT SERVICES 2012-13	4,530.86
2901	RIVERBOAT EDUCATION FUND	750.91
2904	HCCF GRANT#2014JS-4893 PRESCHL	650.90
4101	TITLE I #3190 2015-16	698.82
6841	TITLE II PART A 2014-16	150.07
	GRAND TOTAL.....	57,449.20

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/18/15 - 12/18/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT	
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
4186	4186	PUBLIC EMPLOYEE RET FUND								
		12/18/2015 PERF	0100	11100.00	214.00	2653	0000	HWE PERF	95.59	95.59
		12/18/2015 PERF	0100	11300.00	214.00	2640	0000	CCHS PERF	113.02	113.02
		12/18/2015 PERF	0100	11300.00	214.00	2670	0000	SCHS PERF	123.54	123.54
		12/18/2015 PERF	0100	11630.00	214.00	4410	0000	ALTERNATIVE SCHOOL	139.90	139.90
		12/18/2015 PERF	0100	12210.00	214.00	2643	0000	CJHS MIMH PERF	126.00	126.00
		12/18/2015 PERF	0100	12210.00	214.00	2645	0000	CES MIMH PERF	28.23	28.23
		12/18/2015 PERF	0100	12210.00	214.00	2653	0000	HWE MIMH PERF	117.32	117.32
		12/18/2015 PERF	0100	12210.00	214.00	2663	0000	CIS MIMH PERF	112.10	112.10
		12/18/2015 PERF	0100	12210.00	214.00	2667	0000	SCE MIMH PERF	113.39	113.39
		12/18/2015 PERF	0100	12210.00	214.00	2670	0000	SCHS MIMH PERF	123.40	123.40
		12/18/2015 PERF	0100	12220.00	214.00	2643	0000	CJHS MOMH PERF	112.97	112.97
		12/18/2015 PERF	0100	12220.00	214.00	2645	0000	CES MOMH PERF	136.44	136.44
		12/18/2015 PERF	0100	12220.00	214.00	2663	0000	CIS MOMH PERF	113.84	113.84
		12/18/2015 PERF	0100	12410.00	214.00	2640	0000	CCHS EH PERF	111.66	111.66
		12/18/2015 PERF	0100	12410.00	214.00	2645	0000	CES EH PERF	141.22	141.22
		12/18/2015 PERF	0100	12410.00	214.00	2653	0000	HWE EH PERF	112.97	112.97
		12/18/2015 PERF	0100	12410.00	214.00	2663	0000	CIS EH PERF	112.97	112.97
		12/18/2015 PERF	0100	12420.00	214.00	2649	0000	NME OTHER EMOTIONA	113.40	113.40
		12/18/2015 PERF	0100	12610.00	214.00	2640	0000	CCHS LD PERF	112.96	112.96
		12/18/2015 PERF	0100	12610.00	214.00	2649	0000	NME LD PERF	112.96	112.96
		12/18/2015 PERF	0100	12610.00	214.00	2663	0000	CIS LD PERF	113.84	113.84
		12/18/2015 PERF	0100	12610.00	214.00	2667	0000	SCE LD PERF	342.38	342.38
		12/18/2015 PERF	0100	16200.00	214.00	2640	0000	CCHS REMEDIATION P	119.93	119.93
		12/18/2015 PERF	0100	21340.00	214.00	2640	0000	CCHS NURSE PERF	76.99	76.99
		12/18/2015 PERF	0100	21340.00	214.00	2643	0000	CJHS NURSE PERF	77.60	77.60
		12/18/2015 PERF	0100	21340.00	214.00	2645	0000	CES NURSE PERF	86.84	86.84
		12/18/2015 PERF	0100	21340.00	214.00	2649	0000	NME NURSE PERF	86.86	86.86
		12/18/2015 PERF	0100	21340.00	214.00	2653	0000	HWE NURSE PERF	130.84	130.84
		12/18/2015 PERF	0100	21340.00	214.00	2663	0000	CIS NURSE PERF	130.86	130.86
		12/18/2015 PERF	0100	21340.00	214.00	2667	0000	SCE NURSE PERF	33.57	33.57
		12/18/2015 PERF	0100	21340.00	214.00	2670	0000	SCHS NURSE PERF	33.59	33.59
		12/18/2015 PERF	0100	21990.00	214.00	2653	0000	HWE AUTISTIC PERF	113.84	113.84
		12/18/2015 PERF	0100	22220.00	214.00	2640	0000	CCHS SCHOOL LIBRAR	129.49	129.49
		12/18/2015 PERF	0100	22220.00	214.00	2645	0000	CES SCHOOL LIBRARY	112.97	112.97
		12/18/2015 PERF	0100	22220.00	214.00	2653	0000	HWE LIBRARY PERF	112.54	112.54
		12/18/2015 PERF	0100	22220.00	214.00	2663	0000	CIS SCHOOL LIBRARY	112.10	112.10
		12/18/2015 PERF	0100	23210.00	214.00	3190	0000	SUPT ADMIN PERF	1,481.42	1,481.42
		12/18/2015 PERF	0100	24100.00	214.00	2640	0000	CCHS PERF OFFICE	643.46	643.46
		12/18/2015 PERF	0100	24100.00	214.00	2643	0000	CJHS PERF OFFICE	290.03	290.03
		12/18/2015 PERF	0100	24100.00	214.00	2645	0000	CES PERF OFFICE	333.82	333.82
		12/18/2015 PERF	0100	24100.00	214.00	2649	0000	NME PERF OFFICE	139.62	139.62
		12/18/2015 PERF	0100	24100.00	214.00	2653	0000	HWE PERF OFFICE	146.69	146.69
		12/18/2015 PERF	0100	24100.00	214.00	2663	0000	CIS PERF OFFICE	268.05	268.05
		12/18/2015 PERF	0100	24100.00	214.00	2667	0000	SCE PERF OFFICE	264.71	264.71
		12/18/2015 PERF	0100	24100.00	214.00	2670	0000	SCHS PERF OFFICE	297.68	297.68
		12/18/2015 PERF	0100	26100.00	214.00	4100	0000	FACILITIES PERF DI	306.21	306.21

12/17/15
3:20:44

ACCOUNTS PAYABLE VOUCHER REGISTER

PAGE 2
BDA30/PAM

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/18/15 - 12/18/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT		
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED	
		12/18/2015 PERF	0100	26200.00	214.00	2640	0000	CCHS PERF CUSTODIA	1,080.60	1,080.60	
		12/18/2015 PERF	0100	26200.00	214.00	2643	0000	CJHS PERF CUSTODIA	624.22	624.22	
		12/18/2015 PERF	0100	26200.00	214.00	2645	0000	CES PERF CUSTODIAN	620.10	620.10	
		12/18/2015 PERF	0100	26200.00	214.00	2649	0000	NME PERF CUSTODIAN	254.66	254.66	
		12/18/2015 PERF	0100	26200.00	214.00	2653	0000	HWE PERF CUSTODIAN	293.97	293.97	
		12/18/2015 PERF	0100	26200.00	214.00	2663	0000	CIS PERF CUSTODIAN	344.79	344.79	
		12/18/2015 PERF	0100	26200.00	214.00	2667	0000	SCE PERF CUSTODIAN	638.15	638.15	
		12/18/2015 PERF	0100	26200.00	214.00	2670	0000	SCHS PERF CUSTODIA	570.08	570.08	
		12/18/2015 PERF	0100	26300.00	214.00	4100	0000	FACILITIES PERF MA	992.80	992.80	
		12/18/2015 PERF	0100	33100.00	214.00	2640	0000	CCHS ATHLETIC DIRE	373.03	373.03	
		12/18/2015 PERF	0100	33200.00	214.00	2649	0000	NME PERF EXTRA CUR	2.85	2.85	
		12/18/2015 PERF	0100	33200.00	214.00	2667	0000	SCE PERF EXTRA CUR	17.06	17.06	
		12/18/2015 PERF	0100	33400.00	214.00	2667	0000	SCE PERF LAY COACH	39.11	39.11	
		12/18/2015 PERF	0100	33400.00	214.00	2670	0000	SCHS PERF LAY COAC	64.48	64.48	
		12/18/2015 PERF	0350	22310.00	214.00	2640	4500	CCHS PERF TECH SUP	344.34	344.34	
		12/18/2015 PERF	0350	22310.00	214.00	2643	4500	CCJHS PERF TECH SU	138.12	138.12	
		12/18/2015 PERF	0350	22310.00	214.00	2645	4500	CES PERF TECH SUPP	200.93	200.93	
		12/18/2015 PERF	0350	22310.00	214.00	2649	4500	NME PERF TECH SUPP	62.76	62.76	
		12/18/2015 PERF	0350	22310.00	214.00	2653	4500	HWE PERF TECH SUPP	75.31	75.31	
		12/18/2015 PERF	0350	22310.00	214.00	2663	4500	CIS PERF TECH SUPP	150.69	150.69	
		12/18/2015 PERF	0350	22310.00	214.00	2667	4500	SCE PERF TECH SUPP	150.69	150.69	
		12/18/2015 PERF	0350	22310.00	214.00	2670	4500	SCHS PERF TECH SUP	163.45	163.45	
		12/18/2015 PERF	0350	25810.00	214.00	3190	4500	ADMIN PERF TECH CO	76.35	76.35	
		12/18/2015 PERF	0410	27010.00	214.00	0000	0000	TRANS COORDINATOR	180.77	180.77	
		12/18/2015 PERF	0410	27100.00	214.00	0000	0000	TRANS CORP DRIVERS	1,047.22	1,047.22	
		12/18/2015 PERF	0410	27200.00	214.00	0000	0000	TRANS MONITORING P	133.08	133.08	
		12/18/2015 PERF	0800	31200.00	214.00	2640	0000	PERF	772.97	772.97	
		12/18/2015 PERF	0800	31200.00	214.00	2645	0000	PERF	401.41	401.41	
		12/18/2015 PERF	0800	31200.00	214.00	2649	0000	PERF	143.28	143.28	
		12/18/2015 PERF	0800	31200.00	214.00	2653	0000	PERF	143.28	143.28	
		12/18/2015 PERF	0800	31200.00	214.00	2663	0000	PERF	296.27	296.27	
		12/18/2015 PERF	0800	31200.00	214.00	2667	0000	PERF	492.99	492.99	
		12/18/2015 PERF	0800	31200.00	214.00	2670	0000	PERF	279.07	279.07	
		12/18/2015 PERF	0800	31200.00	214.00	3190	0000	ADMIN FOOD SERVICE	189.27	189.27	
		12/18/2015 PERF	1305	12810.00	214.01	2619	0000	HCELC 2012-13 PRES	121.22	121.22	
		12/18/2015 PERF	1305	12810.00	214.02	2619	0000	HCELC 2012-13 PRES	241.58	241.58	
		12/18/2015 PERF	1305	12900.00	211.01	2619	0000	HCELC PT B JOB COA	222.90	222.90	
		12/18/2015 PERF	1305	12900.00	214.03	2619	0000	HCELC TRANSITION P	173.70	173.70	
		12/18/2015 PERF	1305	21340.00	214.00	2619	0000	HCELC 2012-13 LPN'	637.05	637.05	
		12/18/2015 PERF	1305	21810.00	214.00	2619	0000	HCELC 2012-13 SECR	722.43	722.43	
		12/18/2015 PERF	2901	16200.00	214.00	2670	0000	SCHS REMEDIATION A	3.49	3.49	
		12/18/2015 PERF	2904	11025.00	214.00	2653	0000	HCCF#2014JS-4893 H	95.59	95.59	
		12/18/2015 PERF	4101	11100.00	214.00	2645	0000	TITLE I #3190 2015	59.09	59.09	
								CHECK AMOUNT	21,895.01		
4187	4187	INDIANA ST TEACHER	RET FUND		12/18/15						
		12/18/2015 TRF		0100	11050.00	215.00	2649	0000	NME FD KDG TRF BEF	73.78	73.78

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/18/15 - 12/18/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT	
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
12/18/2015	TRF	0100 11050.00 215.00 2667 0000	SCE	FD	KDG	TRF	BEF	51.03	51.03	
12/18/2015	TRF	0100 11050.00 216.00 2645 0000	CES	FD	KDG	TRF	AFT	1,359.98	1,359.98	
12/18/2015	TRF	0100 11050.00 216.00 2653 0000	HWE	FD	KDG	TRF	AFT	195.33	195.33	
12/18/2015	TRF	0100 11050.00 216.00 2667 0000	SCE	FD	KDG	TRF	AFT	190.16	190.16	
12/18/2015	TRF	0100 11100.00 215.00 2645 0000	CES	TRF	BEF	7/95		544.12	544.12	
12/18/2015	TRF	0100 11100.00 215.00 2653 0000	HWE	TRF	BEF	7/95		75.97	75.97	
12/18/2015	TRF	0100 11100.00 215.00 2663 0000	CIS	TRF	BEF	7/95		184.44	184.44	
12/18/2015	TRF	0100 11100.00 215.00 2667 0000	SCE	TRF	BEF	7/95		73.77	73.77	
12/18/2015	TRF	0100 11100.00 216.00 2645 0000	CES	TRF	AFT	7/95		3,162.08	3,162.08	
12/18/2015	TRF	0100 11100.00 216.00 2649 0000	NME	TRF	AFT	7/95		1,285.10	1,285.10	
12/18/2015	TRF	0100 11100.00 216.00 2653 0000	HWE	TRF	AFT	7/95		1,041.64	1,041.64	
12/18/2015	TRF	0100 11100.00 216.00 2663 0000	CIS	TRF	AFT	7/95		2,813.29	2,813.29	
12/18/2015	TRF	0100 11100.00 216.00 2667 0000	SCE	TRF	AFT	7/95		2,085.29	2,085.29	
12/18/2015	TRF	0100 11200.00 215.00 2643 0000	CJHS	TRF	BEF	7/95		211.84	211.84	
12/18/2015	TRF	0100 11200.00 215.00 2670 0000	SCHS	TRF	BEF	7/95		126.57	126.57	
12/18/2015	TRF	0100 11200.00 216.00 2643 0000	CJHS	TRF	AFT	7/95		2,620.69	2,620.69	
12/18/2015	TRF	0100 11200.00 216.00 2670 0000	SCHS	TRF	AFT	7/95		240.54	240.54	
12/18/2015	TRF	0100 11300.00 215.00 2640 0000	CCHS	TRF	BEF	7/95		633.89	633.89	
12/18/2015	TRF	0100 11300.00 215.00 2670 0000	SCHS	TRF	BEF	7/95		57.28	57.28	
12/18/2015	TRF	0100 11300.00 216.00 2640 0000	CCHS	TRF	AFT	7/95		3,137.59	3,137.59	
12/18/2015	TRF	0100 11300.00 216.00 2670 0000	SCHS	TRF	AFT	7/95		2,425.62	2,425.62	
12/18/2015	TRF	0100 11410.00 216.00 2640 0000	CCHS	AGRICULTURE	T			158.48	158.48	
12/18/2015	TRF	0100 11410.00 216.00 2670 0000	SCHS	AGRICULTURE	T			90.92	90.92	
12/18/2015	TRF	0100 11450.00 215.00 2643 0000	CJHS	VO	HM	EC	TRF	72.10	72.10	
12/18/2015	TRF	0100 11450.00 216.00 2640 0000	CCHS	VO	HM	EC	TRF	164.23	164.23	
12/18/2015	TRF	0100 11450.00 216.00 2670 0000	SCHS	VO	HM	EC	TRF	247.13	247.13	
12/18/2015	TRF	0100 11630.00 216.00 4410 0000	ALTERNATIVE	SCHOOL				200.51	200.51	
12/18/2015	TRF	0100 12210.00 215.00 2643 0000	CJHS	MIMH	TRF	BEF		109.64	109.64	
12/18/2015	TRF	0100 12210.00 215.00 2663 0000	CIS	MIMH	TRF	BEF	7	36.24	36.24	
12/18/2015	TRF	0100 12210.00 215.00 2670 0000	SCHS	MIMH	TRF	BEF		69.13	69.13	
12/18/2015	TRF	0100 12210.00 216.00 2640 0000	CCHS	MIMH	TRF	AFT		575.29	575.29	
12/18/2015	TRF	0100 12210.00 216.00 2645 0000	CES	MIMH	TRF	AFT	7	395.36	395.36	
12/18/2015	TRF	0100 12210.00 216.00 2653 0000	HWE	MIMH	TRF	AFT	7	153.90	153.90	
12/18/2015	TRF	0100 12350.00 215.00 2670 0000	SCHS	HOMEBOUND	TRF			4.69	4.69	
12/18/2015	TRF	0100 12410.00 216.00 2640 0000	CCHS	EH	TRF	AFT	7/	202.29	202.29	
12/18/2015	TRF	0100 12410.00 216.00 2645 0000	CES	EH	TRF	AFT	7/9	119.00	119.00	
12/18/2015	TRF	0100 12410.00 216.00 2663 0000	CIS	EH	TRF	AFT	7/9	185.00	185.00	
12/18/2015	TRF	0100 12410.00 216.00 2667 0000	SCE	EH	TRF	AFT	7/9	299.72	299.72	
12/18/2015	TRF	0100 12410.00 216.00 2670 0000	SCHS	EH	TRF	AFT	7/	71.51	71.51	
12/18/2015	TRF	0100 12610.00 215.00 2670 0000	SCHS	LD	TRF	BEF	7/	72.93	72.93	
12/18/2015	TRF	0100 12610.00 216.00 2640 0000	CCHS	LD	TRF	AFT	7/	164.23	164.23	
12/18/2015	TRF	0100 12610.00 216.00 2643 0000	CJHS	LD	TRF	AFT	7/	181.55	181.55	
12/18/2015	TRF	0100 12610.00 216.00 2649 0000	NME	LD	TRF	AFT	7/9	264.27	264.27	
12/18/2015	TRF	0100 12610.00 216.00 2663 0000	CIS	LD	TRF	AFT	7/9	171.05	171.05	
12/18/2015	TRF	0100 21220.00 215.00 2670 0000	SCHS	COUNSELING	TR			82.90	82.90	
12/18/2015	TRF	0100 21220.00 216.00 2640 0000	CCHS	COUNSELING	TR			430.77	430.77	
12/18/2015	TRF	0100 21220.00 216.00 2643 0000	CJHS	COUNSELING	TR			229.63	229.63	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/18/15 - 12/18/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT	
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
12/18/2015	TRF	0100 21220.00 216.00 2645 0000	CES COUNSELING TRF	203.63	203.63					
12/18/2015	TRF	0100 21220.00 216.00 2653 0000	HWE COUNSELING TRF	100.29	100.29					
12/18/2015	TRF	0100 21220.00 216.00 2663 0000	CIS COUNSELING TRF	100.32	100.32					
12/18/2015	TRF	0100 21520.00 216.00 2645 0000	CES SPEECH TRF AFT	176.07	176.07					
12/18/2015	TRF	0100 22220.00 216.00 2640 0000	CCHS LIBRARY CERT	202.28	202.28					
12/18/2015	TRF	0100 22220.00 216.00 2670 0000	SCHS LIBRARY TRF A	200.50	200.50					
12/18/2015	TRF	0100 23210.00 215.00 3190 0000	SUPT ADMIN TRF BEF	99.01	99.01					
12/18/2015	TRF	0100 24100.00 215.00 2643 0000	CJHS TRF BEFORE 7/	96.07	96.07					
12/18/2015	TRF	0100 24100.00 215.00 2670 0000	SCHS PRINCIPAL TRF	107.55	107.55					
12/18/2015	TRF	0100 24100.00 216.00 2640 0000	CCHS TRF AFTER 7/9	690.07	690.07					
12/18/2015	TRF	0100 24100.00 216.00 2645 0000	CES TRF AFTER 7/95	344.55	344.55					
12/18/2015	TRF	0100 24100.00 216.00 2649 0000	NME TRF AFTER 7/95	295.99	295.99					
12/18/2015	TRF	0100 24100.00 216.00 2653 0000	HWE TRF AFTER 7/95	302.03	302.03					
12/18/2015	TRF	0100 24100.00 216.00 2663 0000	CIS TRF AFTER 7/95	326.16	326.16					
12/18/2015	TRF	0100 24100.00 216.00 2667 0000	SCE TRF AFTER 7/95	326.16	326.16					
12/18/2015	TRF	0100 24100.00 216.00 2670 0000	SCHS TRF AFTER 7/9	316.84	316.84					
12/18/2015	TRF	0100 24900.00 216.00 2640 0000	CCHS DIR COLLEGE/C	192.12	192.12					
12/18/2015	TRF	0100 24900.00 216.00 2670 0000	SCHS DIR COLLEGE/C	103.54	103.54					
12/18/2015	TRF	0100 33100.00 216.00 2670 0000	SCHS ATHLETIC DIRE	111.51	111.51					
12/18/2015	TRF	0100 33200.00 216.00 2643 0000	CCJHS TRF AFTER 7/	21.00	21.00					
12/18/2015	TRF	0100 33200.00 216.00 2653 0000	HWE TRF AFTER 7/95	2.14	2.14					
12/18/2015	TRF	0100 33200.00 216.00 2667 0000	SCE TRF AFTER 7/95	2.10	2.10					
12/18/2015	TRF	0100 33400.00 215.00 2640 0000	CCHS TRF BEF 7/95	33.55	33.55					
12/18/2015	TRF	0100 33400.00 215.00 2643 0000	CJHS TRF BEF 7/95	2.55	2.55					
12/18/2015	TRF	0100 33400.00 215.00 2663 0000	CIS TRF BEF 7/95 A	.71	.71					
12/18/2015	TRF	0100 33400.00 215.00 2670 0000	SCHS TRF BEF 7/95	9.98	9.98					
12/18/2015	TRF	0100 33400.00 216.00 2640 0000	CCHS TRF AFTER 7/9	267.30	267.30					
12/18/2015	TRF	0100 33400.00 216.00 2643 0000	CCJHS TRF AFTER 7/	66.07	66.07					
12/18/2015	TRF	0100 33400.00 216.00 2649 0000	NME TRF AFTER 7/95	40.38	40.38					
12/18/2015	TRF	0100 33400.00 216.00 2653 0000	HWE TRF AFTER 7/95	39.65	39.65					
12/18/2015	TRF	0100 33400.00 216.00 2663 0000	CIS TRF AFTER 7/95	17.84	17.84					
12/18/2015	TRF	0100 33400.00 216.00 2667 0000	SCE TRF AFTER 7/95	29.20	29.20					
12/18/2015	TRF	0100 33400.00 216.00 2670 0000	SCHS TRF AFTER 7/9	222.26	222.26					
12/18/2015	TRF	0100 33400.00 216.00 3190 0000	ADMIN TRF AFTER 7/	21.01	21.01					
12/18/2015	TRF	0410 27100.00 216.00 0000 0000	TRANS CORP DRIVERS	12.62	12.62					
12/18/2015	TRF	1305 12220.00 215.00 2619 0000	HCELC 2012-13 MOMH	49.90	49.90					
12/18/2015	TRF	1305 12220.00 216.00 2619 0000	HCELC 2012-13 MOMH	416.62	416.62					
12/18/2015	TRF	1305 12220.00 216.01 2619 0000	HCELC ESS SKILLS (463.22	463.22					
12/18/2015	TRF	1305 12330.00 216.00 2619 0000	HCELC 2012-13 VI T	267.22	267.22					
12/18/2015	TRF	1305 12410.00 216.01 2619 0000	HCELC EH (NH) TRF	223.04	223.04					
12/18/2015	TRF	1305 12810.00 216.00 2619 0000	HCELC PRE-SCHOOL 2	195.33	195.33					
12/18/2015	TRF	1305 12810.00 216.01 2619 0000	HCELC PRESCHOOL (S	178.03	178.03					
12/18/2015	TRF	1305 12810.00 216.02 2619 0000	HCELC PRESCHOOL (N	190.68	190.68					
12/18/2015	TRF	1305 21420.00 216.00 2619 0000	HCELC PSYCH CERTIF	113.03	113.03					
12/18/2015	TRF	1305 21810.00 215.00 2619 0000	HCELC 2012-13 DIRE	353.53	353.53					
12/18/2015	TRF	1305 21810.00 216.00 2619 0000	HCELC 2012-13 DIRE	271.23	271.23					
12/18/2015	TRF	1305 21890.00 215.00 2619 0000	HCELC 2012-13 CHIL	79.76	79.76					

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/18/15 - 12/18/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
12/18/2015 TRF		2901	11050.00	215.00	2667	0000	TRF	PRIOR TO 7-1-9	22.75	22.75
12/18/2015 TRF		2901	11050.00	216.00	2645	0000	TRF	AFTER 7-1-95	160.55	160.55
12/18/2015 TRF		2901	11100.00	215.00	2663	0000	CIS	AFTER SCHOOL L	4.51	4.51
12/18/2015 TRF		2901	11100.00	215.00	2667	0000	SCE	AFTER SCHOOL L	3.38	3.38
12/18/2015 TRF		2901	11100.00	216.00	2649	0000	NME	AFTER SCHOOL L	21.02	21.02
12/18/2015 TRF		2901	11100.00	216.00	2653	0000	HWE	AFTER SCHOOL L	21.00	21.00
12/18/2015 TRF		2901	11100.00	216.00	2663	0000	CIS	AFTER SCHOOL L	15.76	15.76
12/18/2015 TRF		2901	11100.00	216.00	2667	0000	SCE	AFTER SCHOOL L	31.57	31.57
12/18/2015 TRF		2901	11100.00	216.01	2645	0000	CES	AFTER SCHOOL L	43.33	43.33
12/18/2015 TRF		2901	11200.00	216.00	2643	0000	CJHS	AFTER SCHOOL	55.14	55.14
12/18/2015 TRF		2901	11630.00	216.00	4420	0000	TRF	AFTER 7-1-95	252.34	252.34
12/18/2015 TRF		2901	16200.00	215.00	2640	0000	CCHS	REMEDIATION A	1.50	1.50
12/18/2015 TRF		2901	16200.00	215.00	2670	0000	SCHS	REMEDIATION T	3.77	3.77
12/18/2015 TRF		2901	16200.00	216.00	2640	0000	CCHS	REMEDIATION T	18.39	18.39
12/18/2015 TRF		2901	16200.00	216.00	2670	0000	SCHS	REMEDIATION T	34.15	34.15
12/18/2015 TRF		2901	21220.00	216.00	2649	0000	NM	COUNSELING TRF	97.16	97.16
12/18/2015 TRF		2901	21220.00	216.00	2667	0000	TRF	AFTER 7-1-95	98.14	98.14
12/18/2015 TRF		2904	11025.00	216.00	2645	0000	HCCF#2014JS-4893	C	146.54	146.54
12/18/2015 TRF		2904	11025.00	216.00	2649	0000	HCCF#2014JS-4893	N	143.02	143.02
12/18/2015 TRF		2904	11025.00	216.00	2653	0000	HCCF#2014JS-4893	H	148.72	148.72
12/18/2015 TRF		2904	11025.00	216.00	2667	0000	HCCF#2014JS-4893	S	143.02	143.02
12/18/2015 TRF		4101	11100.00	216.00	2653	0000	TITLE I #3190	2015	185.05	185.05
12/18/2015 TRF		4101	22120.00	215.00	2667	0000	TITLE I #3190	2015	73.45	73.45
12/18/2015 TRF		4101	22120.00	216.00	2645	0000	TITLE I #3190	2015	303.55	303.55
12/18/2015 TRF		4101	22900.00	215.00	3190	0000	TITLE I #3190	2015	81.39	81.39
12/18/2015 TRF		6841	11100.00	216.00	3190	0000	TITLE II PART A	20	150.07	150.07
							CHECK AMOUNT		37,486.38	
							PRE-WRITTEN TOTAL.....		59,381.39	
							GRAND TOTAL.....		59,381.39	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND	DESCRIPTION	VOUCHER TOTAL
100	GENERAL FUND	46,588.61
350	CAPITAL PROJECTS FUND	1,362.64
410	TRANSPORTATION FUND	1,373.69
800	SCHOOL LUNCH FUND	2,718.54
1305	HCELC JT SERVICES 2012-13	4,920.47
2901	RIVERBOAT EDUCATION FUND	887.95
2904	HCCF GRANT#2014JS-4893 PRESCHL	676.89
4101	TITLE I #3190 2015-16	702.53
6841	TITLE II PART A 2014-16	150.07
	GRAND TOTAL.....	59,381.39

11/25/15
10:01:11

AFTER CHECKS ACCOUNTS PAYABLE VOUCHER

PAGE 1
BDA45/SALLY

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 11/25/15 - 11/25/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT	
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
55776	4397	GORDON FOOD SERVICE, INC.								
	11/19/15	DELIVERY	11/19/15							
		11/19/15 DELIVERY	0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	6,960.23	6,960.23
		11/19/15 DELIVERY	0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	78.20-	78.20-
		11/19/15 DELIVERY	0800	31900.00	611.00	2640	0000	CCHS OTHER FOOD SE	860.72	860.72
		11/19/15 DELIVERY	0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	1,110.46	1,110.46
		11/19/15 DELIVERY	0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	12.47-	12.47-
		11/19/15 DELIVERY	0800	31900.00	611.00	2663	0000	CIS OTHER FOOD SER	136.99	136.99
		11/19/15 DELIVERY	0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	1,728.74	1,728.74
		11/19/15 DELIVERY	0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	18.52-	18.52-
		11/19/15 DELIVERY	0800	31900.00	611.00	2645	0000	CES OTHER FOOD SER	223.07	223.07
		11/19/15 DELIVERY	0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	1,709.15	1,709.15
		11/19/15 DELIVERY	0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	35.56-	35.56-
		11/19/15 DELIVERY	0800	31900.00	611.00	2653	0000	HW OTHER FOOD SERV	48.90	48.90
		11/19/15 DELIVERY	0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	1,261.39	1,261.39
		11/19/15 DELIVERY	0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	13.49-	13.49-
		11/19/15 DELIVERY	0800	31900.00	611.00	2649	0000	NM OTHER FOOD SERV	87.83	87.83
		11/19/15 DELIVERY	0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	1,855.94	1,855.94
		11/19/15 DELIVERY	0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	19.88-	19.88-
		11/19/15 DELIVERY	0800	31900.00	611.00	2667	0000	SCE OTHER FOOD SER	132.14	132.14
		11/19/15 DELIVERY	0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	2,477.02	2,477.02
		11/19/15 DELIVERY	0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	264.01-	264.01-
		11/19/15 DELIVERY	0800	31900.00	611.00	2670	0000	SCHS OTHER FOOD SE	191.12	191.12
		11/19/15 DELIVERY	2901	16200.00	614.00	2663	0000	AFTER SCHOOL REMED	142.64	142.64
								CHECK AMOUNT	18,484.21	
								NEW VOUCHERS TOTAL.....	18,484.21	
								GRAND TOTAL.....	18,484.21	

11/25/15
10:01:11

FUND SUMMARY

PAGE 2
BDA45/SALLY

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
800 SCHOOL LUNCH FUND	18,341.57
2901 RIVERBOAT EDUCATION FUND	142.64
GRAND TOTAL.....	18,484.21

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/01/15 - 12/01/15

CHECK VOUCHER	VENDOR NAME	DUE DATE	PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	VOUCHER AMOUNT	AMOUNT ALLOWED
55777	4398 FRONTIER	12/01/15											
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2640	0000	CCHS TELEPHONE	329.74	329.74
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2643	0000	CCJHS TELEPHONE	192.72	192.72
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2663	0000	CIS TELEPHONE	363.54	363.54
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2645	0000	CES TELEPHONE	193.62	193.62
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2653	0000	HWE TELEPHONE	299.61	299.61
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2649	0000	NME TELEPHONE	245.52	245.52
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2667	0000	SCE TELEPHONE	242.82	242.82
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2670	0000	SCHS TELEPHONE	398.02	398.02
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	3190	0000	ADMIN TELEPHONE	2,882.55	2,882.55
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2667	0000	SCE TELEPHONE	54.33	54.33
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	531.00	2670	0000	SCHS TELEPHONE	54.34	54.34
											CHECK AMOUNT	5,256.81	
55778	4399 GORDON FOOD SERVICE, INC.	12/01/15											
	161157970,160324685	MISSED INV 12/4/14 & 1/				0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	81.46	81.46
											CHECK AMOUNT	81.46	
55779	4400 JAY C CUSTOMER CHARGES	12/01/15											
	OCT/NOV BILLING	FOOD/PRINCIPALS' MEETIN				2901	22130.00	611.00	3190	0000	ADMIN PD SUPPLIES	130.73	130.73
		ADVISORY BOARD BREAKFAS				2901	23220.00	533.00	3190	0000	ADMIN COMMUNITY RE	145.20	145.20
											CHECK AMOUNT	275.93	
55780	4401 NORTH HARRISON COMM SCH CORP	12/01/15											
	REIM CO-TEACH TRNG	REIM CO-TEACHING TRAINI				5251	21810.00	311.00	2619	3190	FY14 TECH ASST SUB	527.45	527.45
											CHECK AMOUNT	527.45	
55781	4402 VISA	12/01/15											
	OCT/NOV CHARGES	INTEREST AS PER ATTACHE				0100	23210.00	880.00	3190	0000	SUPT ADMIN OFFICE	4.92	4.92
		FOOD/PRINCIPALS' MEETIN				2901	22130.00	611.00	3190	0000	ADMIN PD SUPPLIES	63.48	63.48
		HWES COLLEGE GO TRIP				6952	21240.00	580.00	2653	0000	HWE COLL GO WEEK G	137.26	137.26
		ACA WEBINAR FEE				0100	23210.00	880.00	3190	0000	SUPT ADMIN OFFICE	100.00	100.00
	OCT/NOV CHARGES	ISAP MEETING/MARK BLACK				0100	11200.00	580.00	2643	0000	CJHS TRAVEL	290.00	290.00
		IASP MEETING/KEITH MARS				0100	11300.00	580.00	2640	0000	CCHS TRAVEL	290.00	290.00
		MISC SHOP SUPPLIES AS A				0100	11300.00	611.00	2640	0000	CCHS INSTRUCTIONAL	432.87	432.87
		INTEREST AS PER ATTACHE				0100	23210.00	880.00	3190	0000	SUPT ADMIN OFFICE	24.08	24.08
											CHECK AMOUNT	1,342.61	
55782	4403 WASTE MANAGEMENT	12/01/15											
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	412.00	2653	0000	HWE GARBAGE	850.19	850.19
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	412.00	2649	0000	NME GARBAGE	1,165.95	1,165.95
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	412.00	2667	0000	SCE GARBAGE	2,617.26	2,617.26
	DECEMBER BILLING	DECEMBER BILLING				0100	26200.00	412.00	2670	0000	SCHS GARBAGE	1,521.20	1,521.20
											CHECK AMOUNT	6,154.60	
55783	4404 MARY WITTENBURG	12/01/15											
	MILEAGE	MILEAGE 10/26/15-11/24/				0100	11100.00	580.00	3190	0000	ADMIN TRAVEL	121.90	121.90
											CHECK AMOUNT	121.90	
											NEW VOUCHERS TOTAL.....	13,760.76	
											GRAND TOTAL.....	13,760.76	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
100 GENERAL FUND	12,675.18
800 SCHOOL LUNCH FUND	81.46
2901 RIVERBOAT EDUCATION FUND	339.41
5251 PART B 611 FY14 TECH ASSIST	527.45
6952 HWE COLL GO WEEK GRANT 2014/15	137.26
GRAND TOTAL.....	13,760.76

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER	VENDOR NAME	DUE DATE	PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	VOUCHER AMOUNT	AMOUNT ALLOWED
55945	4405 AMAZON.COM	12/04/15											
	165365055575				BOOK AS PER ATTACHED	0100	22220.00	640.00	2670	0000	SCHS LIBRARY BOOKS	11.17	11.17
19955.001	DVDS AS ATTACHED				DVDS AS PER ATTACHED	0100	22230.00	611.00	2640	0000	CCHS AV MATERIALS	34.74	34.74
19984.001	MISC SUPPLIES				MISC SUPPLIES AS PER AT	0100	22220.00	611.00	2640	0000	CCHS LIBRARY MATER	58.09	58.09
19989.001	PLTW CALIPERS				PLTW CALIPERS AS PER AT	0100	11300.00	611.00	2640	0000	CCHS INSTRUCTIONAL	227.90	227.90
20027.001	MISC SUPPLIES				MISC SUPPLIES AS PER AT	0100	22230.00	611.00	2643	0000	CCJHS AV MATERIALS	21.98	21.98
20068.001	CALIPERS				CALIPERS AS PER ATTACHE	0100	11300.00	611.00	2640	0000	CCHS INSTRUCTIONAL	227.90	227.90
											CHECK AMOUNT	581.78	
55946	4406 BARGAIN SUPPLY CO, INC	12/04/15											
19734.001	801957				MISC SUPPLIES AS PER AT	0100	11300.00	611.00	2670	0000	SCHS INSTRUCTIONAL	34.96	34.96
											CHECK AMOUNT	34.96	
55947	4407 KAREN BRUCE	12/04/15											
	REIM MILE/LODGING				REIM MILEAGE/ASSESSMENT	2901	22130.00	580.00	3190	0000	RIVERBOAT ADMIN PD	264.50	264.50
					REIM LODGING/ASSESSMENT	2901	22130.00	580.00	3190	0000	RIVERBOAT ADMIN PD	74.80	74.80
											CHECK AMOUNT	339.30	
55948	4408 EASTERN ALLIANCE INS GROUP	12/04/15											
	420754				WKMNS COMP AUDIT AS ATT	0100	12110.00	225.00	3190	0000	ADMIN WORKERS COMP	6,955.00	6,955.00
											CHECK AMOUNT	6,955.00	
55949	4409 FIVE-STAR TECHNOLOGY SOLUTIONS	12/04/15											
	10778				DECEMBER TECH NEEDS AS	0350	47000.00	741.00	3190	4500	ADMIN TECHNOLOGY H	3,250.00	3,250.00
18255.001	10618,10619,10779				SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2640	0000	CCHS INST STAFF TE	750.00	750.00
18255.002					SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2643	0000	CCJHS INST STAFF T	750.00	750.00
18255.003					SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2645	0000	CES INST STAFF TEC	750.00	750.00
18255.004					SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2649	0000	NMES INST STAFF TE	750.00	750.00
18255.005					SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2653	0000	HWES INST STAFF TE	750.00	750.00
18255.006					SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2663	0000	CIS INST STAFF TEC	750.00	750.00
18255.007					SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2667	0000	SCES INST STAFF TE	750.00	750.00
18255.008					SEPT/OCT INTEGRATION SE	0350	22130.00	312.00	2670	0000	SCHS INST STAFF TE	750.00	750.00
18255.009					SEPT/OCT TECHNOLOGY NEE	0350	47000.00	741.00	3190	4500	ADMIN TECHNOLOGY H	3,250.00	3,250.00
											CHECK AMOUNT	12,500.00	
55950	4410 GORDON FOOD SERVICE, INC.	12/04/15											
	12/3/15 DELIVERY				12/3/15 DELIVERY	0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	7,909.36	7,909.36
					12/3/15 DELIVERY	0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	83.45-	83.45-
					12/3/15 DELIVERY	0800	31900.00	611.00	2640	0000	CCHS OTHER FOOD SE	467.67	467.67
					12/3/15 DELIVERY	0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	1,790.98	1,790.98
					12/3/15 DELIVERY	0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	19.28-	19.28-
					12/3/15 DELIVERY	0800	31900.00	611.00	2663	0000	CIS OTHER FOOD SER	137.76	137.76
					12/3/15 DELIVERY	0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	3,369.56	3,369.56
					12/3/15 DELIVERY	0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	39.45-	39.45-
					12/3/15 DELIVERY	0800	31900.00	611.00	2645	0000	CES OTHER FOOD SER	576.07	576.07
					12/3/15 DELIVERY	0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	1,329.68	1,329.68
					12/3/15 DELIVERY	0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	15.62-	15.62-

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
	12/3/15 DELIVERY	0800	31900.00	611.00	2653	0000	HW OTHER FOOD SERV	233.29	233.29
	12/3/15 DELIVERY	0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	772.44	772.44
	12/3/15 DELIVERY	0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	7.72-	7.72-
	12/3/15 DELIVERY	0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	2,465.42	2,465.42
	12/3/15 DELIVERY	0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	28.56-	28.56-
	12/3/15 DELIVERY	0800	31900.00	611.00	2667	0000	SCE OTHER FOOD SER	390.66	390.66
	12/3/15 DELIVERY	0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	2,930.06	2,930.06
	12/3/15 DELIVERY	0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	32.40-	32.40-
	12/3/15 DELIVERY	0800	31900.00	611.00	2670	0000	SCHS OTHER FOOD SE	310.21	310.21
							CHECK AMOUNT	22,456.68	
55951	4411 HARRISON CO COMM FOUNDATION	12/04/15							
	HCCF 20TH CELEBRATIO	HCCF 20TH CELEBRATION D	2901	23220.00	533.00	3190	0000 ADMIN COMMUNITY RE	300.00	300.00
							CHECK AMOUNT	300.00	
55952	4412 MIDWEST TOXICOLOGY SERVICES	12/04/15							
	L4409	RANDOM STUDENT COLLECTI	2901	21390.00	319.01	3190	0000 SCHOOL SAFETY RESO	790.00	790.00
							CHECK AMOUNT	790.00	
55953	4413 SOUTH HARRISON WATER CORP	12/04/15							
	OCT/NOV BILLING	OCTOBER/NOVEMBER BILLIN	0100	26200.00	411.00	2653	0000 HWE WATER/SEWAGE	332.37	332.37
		OCTOBER/NOVEMBER BILLIN	0100	26200.00	411.00	2649	0000 NME WATER/SEWAGE	346.25	346.25
		OCTOBER/NOVEMBER BILLIN	0100	26200.00	411.00	2667	0000 SCE WATER/SEWAGE	460.54	460.54
		OCTOBER/NOVEMBER BILLIN	0100	26200.00	411.00	2670	0000 SCHS WATER/SEWAGE	730.52	730.52
							CHECK AMOUNT	1,869.68	
55954	4414 STEVE'S PRODUCE	12/04/15							
	45556,45581,45603,	11/30/15 BILLING	0800	31400.00	614.00	2640	0000 CCHS FOOD PURCHASE	1,043.50	1,043.50
	45403,45503,45555,	11/30/15 BILLING	0800	31400.00	614.00	2663	0000 CIS FOOD PURCHASES	789.60	789.60
	45602,45557,45640,	11/30/15 BILLING	0800	31400.00	614.00	2645	0000 CES FOOD PURCHASES	238.00	238.00
	45551,45552,45605,	11/30/15 BILLING	0800	31400.00	614.00	2653	0000 HW FOOD PURCHASES	309.00	309.00
	45638	11/30/15 BILLING	0800	31400.00	614.00	2649	0000 NM FOOD PURCHASES	232.10	232.10
		11/30/15 BILLING	0800	31400.00	614.00	2670	0000 SCHS FOOD PURCHASE	937.25	937.25
							CHECK AMOUNT	3,549.45	
55955	4415 THE UPS STORE	12/04/15							
	MMBRJF17ZBXOX	SHIPPING CHARGES AS ATT	0350	26400.00	430.00	2640	0000 CCHS GEN MAINT/REP	10.50	10.50
		SHIPPING CHARGES AS ATT	0350	26400.00	430.00	2670	0000 SCHS GEN MAINT/REP	10.51	10.51
							CHECK AMOUNT	21.01	
55956	4416 TOWN OF CORYDON	12/04/15							
	DECEMBER BILLING	DECEMBER BILLING	0100	26200.00	411.00	2640	0000 CCHS WATER/SEWAGE	787.82	787.82
		DECEMBER BILLING	0100	26200.00	412.00	2640	0000 CCHS GARBAGE	53.32	53.32
		DECEMBER BILLING	0100	26200.00	411.00	2643	0000 CCJHS WATER/SEWAGE	393.92	393.92
		DECEMBER BILLING	0100	26200.00	412.00	2643	0000 CCJHS GARBAGE	26.68	26.68
		DECEMBER BILLING	0100	26200.00	411.00	2663	0000 CIS WATER/SEWAGE	3,124.54	3,124.54
		DECEMBER BILLING	0100	26200.00	412.00	2663	0000 CIS GARBAGE	40.00	40.00

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/04/15 - 12/04/15

CHECK VOUCHER	VENDOR NAME	DUE DATE	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	VOUCHER AMOUNT	AMOUNT ALLOWED
			DECEMBER BILLING	0100	26200.00	411.00	2645	0000	CES WATER/SEWAGE	574.78	574.78
			DECEMBER BILLING	0100	26200.00	412.00	2645	0000	CES GARBAGE	40.00	40.00
			DECEMBER BILLING	0100	26200.00	411.00	3190	0000	ADMIN WATER/SEWAGE	51.61	51.61
			DECEMBER BILLING	0100	26200.00	412.00	3190	0000	ADMIN GARBAGE	10.00	10.00
			DECEMBER BILLING	1305	26200.00	411.00	2619	0000	HCELC WATER/SEWAGE	17.96	17.96
									CHECK AMOUNT	5,120.63	
55957	4417 U.S. BANCORP	12/04/15									
	290836659		M/A COPIERS & PRINTERS	0350	26400.00	430.00	2645	0000	CES GEN MAINT/REPA	1,829.18	1,829.18
			M/A COPIERS & PRINTERS	0350	26400.00	430.00	2649	0000	NME GEN MAINT/REPA	685.94	685.94
									CHECK AMOUNT	2,515.12	
55958	4418 UNITED STATES POSTAL SERVICE	12/04/15									
	STAMPS		STAMPS AS PER ATTACHED	0100	24100.00	611.00	2649	0000	NME OFFICE MATERIA	49.00	49.00
									CHECK AMOUNT	49.00	
55959	4419 UNITED STATES POSTAL SERVICE	12/04/15									
	STAMPS		STAMPS AS PER ATTACHED	0100	21220.00	611.00	2670	0000	SCHS COUNSELING MA	98.00	98.00
			STAMPS AS PER ATTACHED	0100	11300.00	611.00	2670	0000	SCHS INSTRUCTIONAL	245.00	245.00
									CHECK AMOUNT	343.00	
55960	4420 WALMART	12/04/15									
	OCT/NOV CHARGES		FOOD/PRINCIPALS' MEETIN	2901	22130.00	611.00	3190	0000	ADMIN PD SUPPLIES	129.81	129.81
			MISC SUPPLIES AS ATTACH	0100	23210.00	611.00	3190	0000	SUPT ADMIN OFFICE	46.00	46.00
			TABLE AS PER ATTACHED	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	31.86	31.86
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	3190	0000	OTHER FOOD SERVICE	9.31	9.31
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	2640	0000	CCHS OTHER FOOD SE	35.86	35.86
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	2663	0000	CIS OTHER FOOD SER	5.48	5.48
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	2645	0000	CES OTHER FOOD SER	5.48	5.48
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	2653	0000	HW OTHER FOOD SERV	5.48	5.48
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	2649	0000	NM OTHER FOOD SERV	5.48	5.48
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	2667	0000	SCE OTHER FOOD SER	5.48	5.48
			MISC SUPPLIES AS ATTACH	0800	31900.00	611.00	2670	0000	SCHS OTHER FOOD SE	40.45	40.45
19658.001	GROCERIES		GROCERIES	0100	11300.00	611.00	2670	0000	SCHS INSTRUCTIONAL	39.99	39.99
20092.001	PERF ATTEND PRIZES		PERFECT ATTENDANCE PRIZ	2902	15100.00	611.00	2653	5794	HCCF INCENTIVE PRO	144.70	144.70
									CHECK AMOUNT	505.38	
									NEW VOUCHERS TOTAL.....	57,930.99	
									GRAND TOTAL.....	57,930.99	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
100 GENERAL FUND	15,022.08
350 CAPITAL PROJECTS FUND	15,036.13
800 SCHOOL LUNCH FUND	26,119.15
1305 HCELC JT SERVICES 2012-13	17.96
2901 RIVERBOAT EDUCATION FUND	1,559.11
2902 HARR CO COMM FOUNDATION GRANTS	144.70
5203 PART B 611 FY15 SPEC EDUCATION	31.86
GRAND TOTAL.....	57,930.99

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/07/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
55961 4421 DELTA DENTAL	12/07/15									
	NOV 2015 DENTAL BILLING	0100	11050.00	220.00	2667	0000	SCE	FD KDG DENTAL	7.45	7.45
	NOV 2015 DENTAL BILLING	0100	11100.00	220.00	2645	0000	CES	DENTAL INSURAN	70.00	70.00
	NOV 2015 DENTAL BILLING	0100	11100.00	220.00	2649	0000	NME	DENTAL INSURAN	21.54	21.54
	NOV 2015 DENTAL BILLING	0100	11100.00	220.00	2663	0000	CIS	DENTAL INSURAN	50.00	50.00
	NOV 2015 DENTAL BILLING	0100	11100.00	220.00	2667	0000	SCE	DENTAL INSURAN	86.16	86.16
	NOV 2015 DENTAL BILLING	0100	11200.00	220.00	2643	0000	CJHS	DENTAL INSURA	27.66	27.66
	NOV 2015 DENTAL BILLING	0100	11200.00	220.00	2670	0000	SCHS	DENTAL INSURA	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	11300.00	220.00	2640	0000	CCHS	DENTAL INSURA	67.74	67.74
	NOV 2015 DENTAL BILLING	0100	11300.00	220.00	2670	0000	SCHS	DENTAL INSURA	53.85	53.85
	NOV 2015 DENTAL BILLING	0100	11410.00	220.00	2640	0000	CCHS	AGRICULTURE D	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	11450.00	220.00	2670	0000	SCHS	VO HM EC DENT	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	11630.00	220.00	4410	0000	ALTERNATIVE	SCHOOL	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	12210.00	220.00	2643	0000	CJHS	MIMH DENTAL I	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	12610.00	220.00	2649	0000	NME	LD DENTAL INSU	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	21520.00	220.00	2645	0000	CES	SPEECH DENTAL	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	23210.00	220.00	3190	0000	SUPT	ADMIN DENTAL	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	26100.00	220.00	4100	0000	FACILITES	DENTAL I	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2640	0000	CCHS	DENTAL INS CU	53.85	53.85
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2643	0000	CJHS	DENTAL INS CU	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2645	0000	CES	DENTAL INS CUS	32.31	32.31
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2649	0000	NME	DENTAL INS CUS	21.54	21.54
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2653	0000	HWE	DENTAL INS CUS	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2663	0000	CIS	DENTAL INS CUS	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2667	0000	SCE	DENTAL INS CUS	32.31	32.31
	NOV 2015 DENTAL BILLING	0100	26200.00	220.00	2670	0000	SCHS	DENTAL INS CU	32.31	32.31
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2640	4500	CCHS	DENTAL INS TE	24.09	24.09
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2643	4500	CCJHS	DENTAL INS T	1.06	1.06
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2645	4500	CES	DENTAL INS TEC	1.53	1.53
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2649	4500	NME	DENTAL INS TEC	.47	.47
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2653	4500	HWE	DENTAL INS TEC	.57	.57
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2663	4500	CIS	DENTAL INS TEC	1.14	1.14
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2667	4500	SCE	DENTAL INS TEC	1.14	1.14
	NOV 2015 DENTAL BILLING	0350	22310.00	220.00	2670	4500	SCHS	DENTAL INS TE	1.24	1.24
	NOV 2015 DENTAL BILLING	0350	25810.00	220.00	3190	4500	ADMIN	DENTAL INS T	1.07	1.07
	NOV 2015 DENTAL BILLING	0410	27010.00	220.00	0000	0000	TRANS	COORDINATOR	10.77	10.77
	NOV 2015 DENTAL BILLING	1305	12210.00	220.00	2619	0000	HCELC	MIMH DENTAL	10.77	10.77
	NOV 2015 DENTAL BILLING	1305	12220.00	220.01	2619	0000	HCELC	2012-13 NH M	10.77	10.77
	NOV 2015 DENTAL BILLING	1305	12330.00	220.00	2619	0000	HCELC	2012-13 VISU	10.77	10.77
	NOV 2015 DENTAL BILLING	1305	12810.00	220.00	2619	0000	HCELC	PRE-SCHOOL 2	10.77	10.77
	NOV 2015 DENTAL BILLING	2901	11050.00	220.00	2667	0000	DENTAL	INSURANCE	3.32	3.32
	NOV 2015 DENTAL BILLING	2901	21220.00	220.00	2649	0000	NM	COUNSELING DENT	5.36	5.36
	NOV 2015 DENTAL BILLING	2901	21220.00	220.00	2667	0000	DENTAL	INSURANCE	5.41	5.41
	NOV 2015 DENTAL BILLING	4101	22900.00	220.00	3190	0000	TITLE I	#3190 2015	10.77	10.77
	NOV 2015 DENTAL BILLING	6841	11100.00	220.00	3190	0000	TITLE II	PART A 20	10.77	10.77
	NOV 2015 DENTAL BILLING	0100	11050.00	220.00	2649	0000	NME	FD KDG DENTAL	19.61	19.61
	NOV 2015 DENTAL BILLING	0100	11050.00	220.00	2653	0000	HWE	FD KDG DENTAL	19.61	19.61

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/07/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2645	0000	CES DENTAL INSURAN	117.66			117.66	117.66
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2649	0000	NME DENTAL INSURAN	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2663	0000	CIS DENTAL INSURAN	78.44			78.44	78.44
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2667	0000	SCE DENTAL INSURAN	39.22			39.22	39.22
NOV 2015 DENTAL BILLING 0100	11200.00	220.00	2643	0000	CJHS DENTAL INSURA	39.22			39.22	39.22
NOV 2015 DENTAL BILLING 0100	11300.00	220.00	2640	0000	CCHS DENTAL INSURA	58.83			58.83	58.83
NOV 2015 DENTAL BILLING 0100	11300.00	220.00	2670	0000	SCHS DENTAL INSURA	9.80			9.80	9.80
NOV 2015 DENTAL BILLING 0100	11410.00	220.00	2670	0000	SCHS AGRICULTURE D	9.81			9.81	9.81
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2640	0000	CCHS MIMH DENTAL I	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2670	0000	SCHS MIMH DENTAL I	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	12410.00	220.00	2640	0000	CCHS EH DENTAL INS	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	12610.00	220.00	2643	0000	CJHS LD DENTAL INS	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	12610.00	220.00	2670	0000	SCHS LD DENTAL INS	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	21220.00	220.00	2645	0000	CES COUNSELING DEN	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	23210.00	220.00	3190	0000	SUPT ADMIN DENTAL	112.17			112.17	112.17
NOV 2015 DENTAL BILLING 0100	24100.00	220.00	2667	0000	SCE DENTAL INSURAN	46.28			46.28	46.28
NOV 2015 DENTAL BILLING 0100	24100.00	220.00	2670	0000	SCHS DENTAL INSURA	46.28			46.28	46.28
NOV 2015 DENTAL BILLING 0100	26200.00	220.00	2640	0000	CCHS DENTAL INS CU	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	26200.00	220.00	2643	0000	CJHS DENTAL INS CU	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	26200.00	220.00	2663	0000	CIS DENTAL INS CUS	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	26200.00	220.00	2670	0000	SCHS DENTAL INS CU	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	26300.00	220.00	4100	0000	FACILITIES DENTAL	58.83			58.83	58.83
NOV 2015 DENTAL BILLING 1305	12220.00	220.00	2619	0000	HCELC 2012-13 MOMH	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 1305	12410.00	220.01	2619	0000	HCELC 2012-13 NH E	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 1305	21890.00	220.00	2619	0000	HCELC 2012-13 ASST	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 2904	11025.00	220.00	2667	0000	HCCF#2014JS-4893 H	19.61			19.61	19.61
NOV 2015 DENTAL BILLING 0100	11050.00	220.00	2667	0000	SCE FD KDG DENTAL	59.28			59.28	59.28
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2645	0000	CES DENTAL INSURAN	281.64			281.64	281.64
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2649	0000	NME DENTAL INSURAN	12.63			12.63	12.63
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN	131.19			131.19	131.19
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2663	0000	CIS DENTAL INSURAN	251.88			251.88	251.88
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2667	0000	SCE DENTAL INSURAN	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	11200.00	220.00	2643	0000	CJHS DENTAL INSURA	270.97			270.97	270.97
NOV 2015 DENTAL BILLING 0100	11200.00	220.00	2670	0000	SCHS DENTAL INSURA	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	11300.00	220.00	2640	0000	CCHS DENTAL INSURA	207.65			207.65	207.65
NOV 2015 DENTAL BILLING 0100	11300.00	220.00	2670	0000	SCHS DENTAL INSURA	59.28			59.28	59.28
NOV 2015 DENTAL BILLING 0100	11450.00	220.00	2640	0000	CCHS VO HM EC DENT	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	11450.00	220.00	2643	0000	CJHS VO HM EC DENT	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2640	0000	CCHS MIMH DENTAL I	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2643	0000	CJHS MIMH DENTAL I	14.76			14.76	14.76
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2645	0000	CES MIMH DENTAL IN	59.28			59.28	59.28
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2653	0000	HWE MIMH DENTAL IN	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2663	0000	CIS MIMH DENTAL IN	14.88			14.88	14.88
NOV 2015 DENTAL BILLING 0100	12410.00	220.00	2645	0000	CES EH DENTAL INSU	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	12410.00	220.00	2667	0000	SCE EH DENTAL INSU	29.64			29.64	29.64
NOV 2015 DENTAL BILLING 0100	12610.00	220.00	2640	0000	CCHS LD DENTAL INS	29.64			29.64	29.64

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/07/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015	DENTAL BILLING	0100	12610.00	220.00	2663	0000	CIS LD DENTAL INSU		29.64	29.64
NOV 2015	DENTAL BILLING	0100	21220.00	220.00	2653	0000	HWE COUNSELING DEN		14.82	14.82
NOV 2015	DENTAL BILLING	0100	21220.00	220.00	2663	0000	CIS COUNSELING DEN		14.82	14.82
NOV 2015	DENTAL BILLING	0100	21220.00	220.00	2670	0000	SCHS COUNSELING DE		29.64	29.64
NOV 2015	DENTAL BILLING	0100	22220.00	220.00	2640	0000	CCHS SCHOOL LIBRAR		29.64	29.64
NOV 2015	DENTAL BILLING	0100	23210.00	220.00	3190	0000	SUPT ADMIN DENTAL		108.68	108.68
NOV 2015	DENTAL BILLING	0100	24100.00	220.00	2640	0000	CCHS DENTAL INSURA		79.04	79.04
NOV 2015	DENTAL BILLING	0100	24100.00	220.00	2643	0000	CJHS DENTAL INSURA		79.04	79.04
NOV 2015	DENTAL BILLING	0100	24100.00	220.00	2645	0000	CES DENTAL INSURAN		79.04	79.04
NOV 2015	DENTAL BILLING	0100	24100.00	220.00	2649	0000	NME DENTAL INSURAN		79.04	79.04
NOV 2015	DENTAL BILLING	0100	24100.00	220.00	2653	0000	HWE DENTAL INSURAN		79.04	79.04
NOV 2015	DENTAL BILLING	0100	24100.00	220.00	2670	0000	SCHS DENTAL INSURA		79.04	79.04
NOV 2015	DENTAL BILLING	0100	24900.00	220.00	2640	0000	CCHS DIR COLLEGE/C		79.04	79.04
NOV 2015	DENTAL BILLING	0100	26200.00	220.00	2645	0000	CES DENTAL INS CUS		29.64	29.64
NOV 2015	DENTAL BILLING	0100	26200.00	220.00	2653	0000	HWE DENTAL INS CUS		29.64	29.64
NOV 2015	DENTAL BILLING	0100	26300.00	220.00	4100	0000	FACILITIES DENTAL		29.64	29.64
NOV 2015	DENTAL BILLING	0350	22310.00	220.00	2640	4500	CCHS DENTAL INS TE		29.64	29.64
NOV 2015	DENTAL BILLING	0410	27010.00	220.00	0000	0000	TRANS COORDINATOR		29.64	29.64
NOV 2015	DENTAL BILLING	1305	12220.00	220.00	2619	0000	HCELC 2012-13 MOMH		59.28	59.28
NOV 2015	DENTAL BILLING	1305	12810.00	220.01	2619	0000	HCELC PRESCHOOL DE		29.64	29.64
NOV 2015	DENTAL BILLING	1305	12810.00	220.02	2619	0000	HCELC PRESCHOOL DE		29.64	29.64
NOV 2015	DENTAL BILLING	1305	21810.00	220.00	2619	0000	HCELC 2012-13 DENT		158.08	158.08
NOV 2015	DENTAL BILLING	2901	11630.00	220.00	4420	0000	DENTAL INSURANCE		29.64	29.64
NOV 2015	DENTAL BILLING	4101	11100.00	220.00	2653	0000	TITLE I #3190 2015		29.64	29.64
NOV 2015	DENTAL BILLING	4101	22120.00	220.00	2645	0000	TITLE I #3190 2015		29.64	29.64
NOV 2015	DENTAL BILLING	4101	22120.00	220.00	2667	0000	TITLE I #3190 2015		29.64	29.64
NOV 2015	DENTAL BILLING	0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN		10.77	10.77
NOV 2015	DENTAL BILLING	0100	11630.00	220.00	4410	0000	ALTERNATIVE SCHOOL		10.77	10.77
NOV 2015	DENTAL BILLING	0100	12210.00	220.00	2653	0000	HWE MIMH DENTAL IN		10.77	10.77
NOV 2015	DENTAL BILLING	0100	12410.00	220.00	2640	0000	CCHS EH DENTAL INS		10.77	10.77
NOV 2015	DENTAL BILLING	0100	12410.00	220.00	2653	0000	HWE EH DENTAL INSU		10.77	10.77
NOV 2015	DENTAL BILLING	0100	21340.00	220.00	2640	0000	CCHS NURSE DENTAL		10.77	10.77
NOV 2015	DENTAL BILLING	0100	24100.00	220.00	2649	0000	NME DENTAL INSURAN		10.77	10.77
NOV 2015	DENTAL BILLING	0800	31200.00	220.00	2645	0000	DENTAL INSURANCE		10.77	10.77
NOV 2015	DENTAL BILLING	0800	31200.00	220.00	2670	0000	DENTAL INSURANCE		16.16	16.16
NOV 2015	DENTAL BILLING	1305	12810.00	220.01	2619	0000	HCELC PRESCHOOL DE		10.77	10.77
NOV 2015	DENTAL BILLING	0100	11300.00	220.00	2670	0000	SCHS DENTAL INSURA		19.61	19.61
NOV 2015	DENTAL BILLING	0100	12210.00	220.00	2667	0000	SCE MIMH DENTAL IN		19.61	19.61
NOV 2015	DENTAL BILLING	0100	12410.00	220.00	2645	0000	CES EH DENTAL INSU		19.61	19.61
NOV 2015	DENTAL BILLING	0100	12410.00	220.00	2663	0000	CIS EH DENTAL INS		19.61	19.61
NOV 2015	DENTAL BILLING	0100	12420.00	220.00	2649	0000	NME OTHER EMOTIONA		19.61	19.61
NOV 2015	DENTAL BILLING	0100	12610.00	220.00	2649	0000	NME LD DENTAL INSU		19.61	19.61
NOV 2015	DENTAL BILLING	0100	12610.00	220.00	2663	0000	CIS LD DENTAL INSU		19.61	19.61
NOV 2015	DENTAL BILLING	0100	12610.00	220.00	2667	0000	SCE LD DENTAL INSU		19.61	19.61
NOV 2015	DENTAL BILLING	0100	22220.00	220.00	2653	0000	HWE LIBRARY DENTAL		19.61	19.61
NOV 2015	DENTAL BILLING	0410	27100.00	220.00	0000	0000	TRANS CORP DRIVERS		98.05	98.05
NOV 2015	DENTAL BILLING	0800	31200.00	220.00	2640	0000	DENTAL INSURANCE		58.83	58.83

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/07/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015 DENTAL BILLING 0800	31200.00	220.00	2649	0000	DENTAL INSURANCE				19.61	19.61
NOV 2015 DENTAL BILLING 0800	31200.00	220.00	2663	0000	DENTAL INSURANCE				19.61	19.61
NOV 2015 DENTAL BILLING 0100	12220.00	220.00	2645	0000	CES MOMH DENTAL IN				29.64	29.64
NOV 2015 DENTAL BILLING 0100	12610.00	220.00	2667	0000	SCE LD DENTAL INSU				29.64	29.64
NOV 2015 DENTAL BILLING 0100	24100.00	220.00	2643	0000	CJHS DENTAL INSURA				29.64	29.64
NOV 2015 DENTAL BILLING 0100	24100.00	220.00	2645	0000	CES DENTAL INSURAN				29.64	29.64
NOV 2015 DENTAL BILLING 0100	24100.00	220.00	2653	0000	HWE DENTAL INSURAN				29.64	29.64
NOV 2015 DENTAL BILLING 0800	31200.00	220.00	2653	0000	DENTAL INSURANCE				29.64	29.64
NOV 2015 DENTAL BILLING 0800	31200.00	220.00	2670	0000	DENTAL INSURANCE				29.64	29.64
NOV 2015 DENTAL BILLING 1305	12900.00	220.00	2619	0000	HCELC 2012-13 TRAN				29.64	29.64
NOV 2015 DENTAL BILLING 1305	12900.00	220.01	2619	0000	HCELC 2012-13 JOB				29.64	29.64
NOV 2015 DENTAL BILLING 1305	21340.00	220.00	2619	0000	HCELC 2012-13 LPN'				29.64	29.64
NOV 2015 DENTAL BILLING 1305	21810.00	220.00	2619	0000	HCELC 2012-13 DENT				29.64	29.64
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2649	0000	NME DENTAL INSURAN				14.38	14.38
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN				3.58	3.58
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2667	0000	SCE DENTAL INSURAN				3.58	3.58
NOV 2015 DENTAL BILLING 0100	11200.00	220.00	2670	0000	SCHS DENTAL INSURA				10.77	10.77
NOV 2015 DENTAL BILLING 0100	12410.00	220.00	2667	0000	SCE EH DENTAL INSU				5.39	5.39
NOV 2015 DENTAL BILLING 0100	12410.00	220.00	2670	0000	SCHS EH DENTAL INS				5.38	5.38
NOV 2015 DENTAL BILLING 0100	11200.00	222.00	2643	0000	CJHS HEALTH INSURA				19.61	19.61
NOV 2015 DENTAL BILLING 0100	24100.00	222.00	2663	0000	CIS HEALTH INSURAN				45.28	45.28
NOV 2015 DENTAL BILLING 2904	11025.00	220.00	2649	0000	HCCF#2014JS-4893 N				19.61	19.61
NOV 2015 DENTAL BILLING 0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN				29.64	29.64
NOV 2015 DENTAL BILLING 0100	11300.00	220.00	2640	0000	CCHS DENTAL INSURA				29.64	29.64
NOV 2015 DENTAL BILLING 0100	24100.00	220.00	2640	0000	CCHS DENTAL INSURA				79.04	79.04
NOV 2015 DENTAL BILLING 0800	31200.00	220.00	2645	0000	DENTAL INSURANCE				10.77	10.77
NOV 2015 DENTAL BILLING 1305	12900.00	220.03	2619	0000	HCECL 2012-13 NH J				10.77	10.77
NOV 2015 DENTAL BILLING 1305	21810.00	220.00	2619	0000	HCELC 2012-13 DENT				10.77	10.77
NOV 2015 DENTAL BILLING 0800	31200.00	220.00	2640	0000	DENTAL INSURANCE				19.61	19.61
NOV 2015 DENTAL BILLING 0100	11630.00	220.00	2643	0000	CJHS ALTERNATIVE S				29.64	29.64
NOV 2015 DENTAL BILLING 0100	12210.00	220.00	2663	0000	CIS MIMH DENTAL IN				29.64	29.64
NOV 2015 DENTAL BILLING 1305	12900.00	220.01	2619	0000	HCELC 2012-13 JOB				29.64	29.64
NOV 2015 DENTAL BILLING 1305	21340.00	220.00	2619	0000	HCELC 2012-13 LPN'				29.64	29.64
NOV 15 INACTIVE PAYMENT 9600	9600.20	.00	0000	0000	INACTIVE EMPLOYEE				968.95	968.95
NOV 15 DENTAL ADJUSTMEN 0100	23210.00	220.00	0000	0000	SUPT ADMIN DELTA D				668.34	668.34
					CHECK AMOUNT				7,616.78	
					NEW VOUCHERS TOTAL.....				7,616.78	
					GRAND TOTAL.....				7,616.78	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
100 GENERAL FUND	5,450.67
350 CAPITAL PROJECTS FUND	61.95
410 TRANSPORTATION FUND	138.46
800 SCHOOL LUNCH FUND	214.64
1305 HCELC JT SERVICES 2012-13	588.70
2901 RIVERBOAT EDUCATION FUND	43.73
2904 HCCF GRANT#2014JS-4893 PRESCHL	39.22
4101 TITLE I #3190 2015-16	99.69
6841 TITLE II PART A 2014-16	10.77
9600 INACTIVE EMPLOYEE	968.95
GRAND TOTAL.....	7,616.78

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
55962 4422 DELTA DENTAL	12/09/15									
	DEC 2015 DENTAL BILLING	0100	11050.00	220.00	2667	0000	SCE	FD KDG DENTAL	7.45	7.45
	DEC 2015 DENTAL BILLING	0100	11100.00	220.00	2645	0000	CES	DENTAL INSURAN	70.00	70.00
	DEC 2015 DENTAL BILLING	0100	11100.00	220.00	2649	0000	NME	DENTAL INSURAN	21.54	21.54
	DEC 2015 DENTAL BILLING	0100	11100.00	220.00	2663	0000	CIS	DENTAL INSURAN	50.00	50.00
	DEC 2015 DENTAL BILLING	0100	11100.00	220.00	2667	0000	SCE	DENTAL INSURAN	86.16	86.16
	DEC 2015 DENTAL BILLING	0100	11200.00	220.00	2643	0000	CJHS	DENTAL INSURA	27.66	27.66
	DEC 2015 DENTAL BILLING	0100	11200.00	220.00	2670	0000	SCHS	DENTAL INSURA	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	11300.00	220.00	2640	0000	CCHS	DENTAL INSURA	67.74	67.74
	DEC 2015 DENTAL BILLING	0100	11300.00	220.00	2670	0000	SCHS	DENTAL INSURA	53.85	53.85
	DEC 2015 DENTAL BILLING	0100	11410.00	220.00	2640	0000	CCHS	AGRICULTURE D	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	11450.00	220.00	2670	0000	SCHS	VO HM EC DENT	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	11630.00	220.00	4410	0000	ALTERNATIVE	SCHOOL	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	12210.00	220.00	2643	0000	CJHS	MIMH DENTAL I	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	12610.00	220.00	2649	0000	NME	LD DENTAL INSU	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	21520.00	220.00	2645	0000	CES	SPEECH DENTAL	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	23210.00	220.00	3190	0000	SUPT	ADMIN DENTAL	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	26100.00	220.00	4100	0000	FACILITES	DENTAL I	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2640	0000	CCHS	DENTAL INS CU	53.85	53.85
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2643	0000	CJHS	DENTAL INS CU	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2645	0000	CES	DENTAL INS CUS	32.31	32.31
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2649	0000	NME	DENTAL INS CUS	21.54	21.54
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2653	0000	HWE	DENTAL INS CUS	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2663	0000	CIS	DENTAL INS CUS	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2667	0000	SCE	DENTAL INS CUS	32.31	32.31
	DEC 2015 DENTAL BILLING	0100	26200.00	220.00	2670	0000	SCHS	DENTAL INS CU	32.31	32.31
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2640	4500	CCHS	DENTAL INS TE	24.09	24.09
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2643	4500	CCJHS	DENTAL INS T	1.06	1.06
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2645	4500	CES	DENTAL INS TEC	1.53	1.53
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2649	4500	NME	DENTAL INS TEC	.47	.47
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2653	4500	HWE	DENTAL INS TEC	.57	.57
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2663	4500	CIS	DENTAL INS TEC	1.14	1.14
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2667	4500	SCE	DENTAL INS TEC	1.14	1.14
	DEC 2015 DENTAL BILLING	0350	22310.00	220.00	2670	4500	SCHS	DENTAL INS TE	1.24	1.24
	DEC 2015 DENTAL BILLING	0350	25810.00	220.00	3190	4500	ADMIN	DENTAL INS T	1.07	1.07
	DEC 2015 DENTAL BILLING	0410	27010.00	220.00	0000	0000	TRANS	COORDINATOR	10.77	10.77
	DEC 2015 DENTAL BILLING	1305	12210.00	220.00	2619	0000	HCELC	MIMH DENTAL	10.77	10.77
	DEC 2015 DENTAL BILLING	1305	12220.00	220.01	2619	0000	HCELC	2012-13 NH M	10.77	10.77
	DEC 2015 DENTAL BILLING	1305	12330.00	220.00	2619	0000	HCELC	2012-13 VISU	10.77	10.77
	DEC 2015 DENTAL BILLING	1305	12810.00	220.00	2619	0000	HCELC	PRE-SCHOOL 2	10.77	10.77
	DEC 2015 DENTAL BILLING	2901	11050.00	220.00	2667	0000	DENTAL	INSURANCE	3.32	3.32
	DEC 2015 DENTAL BILLING	2901	21220.00	220.00	2649	0000	NM	COUNSELING DENT	5.36	5.36
	DEC 2015 DENTAL BILLING	2901	21220.00	220.00	2667	0000	DENTAL	INSURANCE	5.41	5.41
	DEC 2015 DENTAL BILLING	4101	22900.00	220.00	3190	0000	TITLE I	#3190 2015	10.77	10.77
	DEC 2015 DENTAL BILLING	6841	11100.00	220.00	3190	0000	TITLE II	PART A 20	10.77	10.77
	DEC 2015 DENTAL BILLING	0100	11050.00	220.00	2649	0000	NME	FD KDG DENTAL	19.61	19.61
	DEC 2015 DENTAL BILLING	0100	11050.00	220.00	2653	0000	HWE	FD KDG DENTAL	19.61	19.61

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2645	0000	CES DENTAL INSURAN	117.66			117.66	117.66
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2649	0000	NME DENTAL INSURAN	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2663	0000	CIS DENTAL INSURAN	78.44			78.44	78.44
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2667	0000	SCE DENTAL INSURAN	39.22			39.22	39.22
DEC 2015 DENTAL BILLING 0100	11200.00	220.00	2643	0000	CJHS DENTAL INSURA	39.22			39.22	39.22
DEC 2015 DENTAL BILLING 0100	11300.00	220.00	2640	0000	CCHS DENTAL INSURA	98.05			98.05	98.05
DEC 2015 DENTAL BILLING 0100	11300.00	220.00	2670	0000	SCHS DENTAL INSURA	9.80			9.80	9.80
DEC 2015 DENTAL BILLING 0100	11410.00	220.00	2670	0000	SCHS AGRICULTURE D	9.81			9.81	9.81
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2640	0000	CCHS MIMH DENTAL I	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2670	0000	SCHS MIMH DENTAL I	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12410.00	220.00	2640	0000	CCHS EH DENTAL INS	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12610.00	220.00	2643	0000	CJHS LD DENTAL INS	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12610.00	220.00	2670	0000	SCHS LD DENTAL INS	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	21220.00	220.00	2645	0000	CES COUNSELING DEN	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	23210.00	220.00	3190	0000	SUPT ADMIN DENTAL	112.17			112.17	112.17
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2667	0000	SCE DENTAL INSURAN	46.28			46.28	46.28
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2670	0000	SCHS DENTAL INSURA	46.28			46.28	46.28
DEC 2015 DENTAL BILLING 0100	26200.00	220.00	2640	0000	CCHS DENTAL INS CU	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	26200.00	220.00	2643	0000	CJHS DENTAL INS CU	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	26200.00	220.00	2663	0000	CIS DENTAL INS CUS	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	26200.00	220.00	2670	0000	SCHS DENTAL INS CU	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	26300.00	220.00	4100	0000	FACILITIES DENTAL	58.83			58.83	58.83
DEC 2015 DENTAL BILLING 1305	12220.00	220.00	2619	0000	HCELC 2012-13 MOMH	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 1305	12410.00	220.01	2619	0000	HCELC 2012-13 NH E	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 1305	21890.00	220.00	2619	0000	HCELC 2012-13 ASST	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 2904	11025.00	220.00	2667	0000	HCCF#2014JS-4893 H	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	11050.00	220.00	2667	0000	SCE FD KDG DENTAL	59.28			59.28	59.28
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2645	0000	CES DENTAL INSURAN	281.64			281.64	281.64
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2649	0000	NME DENTAL INSURAN	12.63			12.63	12.63
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN	131.19			131.19	131.19
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2663	0000	CIS DENTAL INSURAN	251.88			251.88	251.88
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2667	0000	SCE DENTAL INSURAN	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	11200.00	220.00	2643	0000	CJHS DENTAL INSURA	270.97			270.97	270.97
DEC 2015 DENTAL BILLING 0100	11200.00	220.00	2670	0000	SCHS DENTAL INSURA	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	11300.00	220.00	2640	0000	CCHS DENTAL INSURA	207.65			207.65	207.65
DEC 2015 DENTAL BILLING 0100	11300.00	220.00	2670	0000	SCHS DENTAL INSURA	59.28			59.28	59.28
DEC 2015 DENTAL BILLING 0100	11450.00	220.00	2640	0000	CCHS VO HM EC DENT	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	11450.00	220.00	2643	0000	CJHS VO HM EC DENT	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2640	0000	CCHS MIMH DENTAL I	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2643	0000	CJHS MIMH DENTAL I	14.76			14.76	14.76
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2645	0000	CES MIMH DENTAL IN	59.28			59.28	59.28
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2653	0000	HWE MIMH DENTAL IN	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2663	0000	CIS MIMH DENTAL IN	14.88			14.88	14.88
DEC 2015 DENTAL BILLING 0100	12410.00	220.00	2645	0000	CES EH DENTAL INSU	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	12410.00	220.00	2667	0000	SCE EH DENTAL INSU	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	12610.00	220.00	2640	0000	CCHS LD DENTAL INS	29.64			29.64	29.64

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 DENTAL BILLING 0100	12610.00	220.00	2663	0000	CIS LD DENTAL INSU	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	21220.00	220.00	2653	0000	HWE COUNSELING DEN	14.82			14.82	14.82
DEC 2015 DENTAL BILLING 0100	21220.00	220.00	2663	0000	CIS COUNSELING DEN	14.82			14.82	14.82
DEC 2015 DENTAL BILLING 0100	21220.00	220.00	2670	0000	SCHS COUNSELING DE	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	22220.00	220.00	2640	0000	CCHS SCHOOL LIBRAR	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	23210.00	220.00	3190	0000	SUPT ADMIN DENTAL	108.68			108.68	108.68
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2640	0000	CCHS DENTAL INSURA	79.04			79.04	79.04
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2643	0000	CJHS DENTAL INSURA	79.04			79.04	79.04
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2645	0000	CES DENTAL INSURAN	79.04			79.04	79.04
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2649	0000	NME DENTAL INSURAN	79.04			79.04	79.04
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2653	0000	HWE DENTAL INSURAN	79.04			79.04	79.04
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2670	0000	SCHS DENTAL INSURA	79.04			79.04	79.04
DEC 2015 DENTAL BILLING 0100	24900.00	220.00	2640	0000	CCHS DIR COLLEGE/C	79.04			79.04	79.04
DEC 2015 DENTAL BILLING 0100	26200.00	220.00	2645	0000	CES DENTAL INS CUS	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	26200.00	220.00	2653	0000	HWE DENTAL INS CUS	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	26300.00	220.00	4100	0000	FACILITIES DENTAL	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0350	22310.00	220.00	2640	4500	CCHS DENTAL INS TE	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0410	27010.00	220.00	0000	0000	TRANS COORDINATOR	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 1305	12220.00	220.00	2619	0000	HCELC 2012-13 MOMH	59.28			59.28	59.28
DEC 2015 DENTAL BILLING 1305	12810.00	220.01	2619	0000	HCELC PRESCHOOL DE	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 1305	12810.00	220.02	2619	0000	HCELC PRESCHOOL DE	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 1305	21810.00	220.00	2619	0000	HCELC 2012-13 DENT	158.08			158.08	158.08
DEC 2015 DENTAL BILLING 2901	11630.00	220.00	4420	0000	DENTAL INSURANCE	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 4101	11100.00	220.00	2653	0000	TITLE I #3190 2015	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 4101	22120.00	220.00	2645	0000	TITLE I #3190 2015	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 4101	22120.00	220.00	2667	0000	TITLE I #3190 2015	29.64			29.64	29.64
DEC 2015 DENTAL BILLING 0100	11100.00	220.00	2653	0000	HWE DENTAL INSURAN	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0100	11630.00	220.00	4410	0000	ALTERNATIVE SCHOOL	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2653	0000	HWE MIMH DENTAL IN	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0100	12410.00	220.00	2640	0000	CCHS EH DENTAL INS	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0100	12410.00	220.00	2653	0000	HWE EH DENTAL INSU	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0100	21340.00	220.00	2640	0000	CCHS NURSE DENTAL	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0100	24100.00	220.00	2649	0000	NME DENTAL INSURAN	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0800	31200.00	220.00	2645	0000	DENTAL INSURANCE	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0800	31200.00	220.00	2670	0000	DENTAL INSURANCE	16.16			16.16	16.16
DEC 2015 DENTAL BILLING 1305	12810.00	220.01	2619	0000	HCELC PRESCHOOL DE	10.77			10.77	10.77
DEC 2015 DENTAL BILLING 0100	11300.00	220.00	2670	0000	SCHS DENTAL INSURA	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12210.00	220.00	2667	0000	SCE MIMH DENTAL IN	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12410.00	220.00	2645	0000	CES EH DENTAL INSU	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12410.00	220.00	2663	0000	CIS EH DENTAL INS	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12420.00	220.00	2649	0000	NME OTHER EMOTIONA	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12610.00	220.00	2649	0000	NME LD DENTAL INSU	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12610.00	220.00	2663	0000	CIS LD DENTAL INSU	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	12610.00	220.00	2667	0000	SCE LD DENTAL INSU	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0100	22220.00	220.00	2653	0000	HWE LIBRARY DENTAL	19.61			19.61	19.61
DEC 2015 DENTAL BILLING 0410	27100.00	220.00	0000	0000	TRANS CORP DRIVERS	98.05			98.05	98.05
DEC 2015 DENTAL BILLING 0800	31200.00	220.00	2640	0000	DENTAL INSURANCE	58.83			58.83	58.83

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
DEC 2015 DENTAL BILLING 0800 31200.00 220.00 2649 0000	DENTAL INSURANCE							19.61	19.61
DEC 2015 DENTAL BILLING 0800 31200.00 220.00 2663 0000	DENTAL INSURANCE							19.61	19.61
DEC 2015 DENTAL BILLING 0100 12220.00 220.00 2645 0000	CES MOMH DENTAL IN							29.64	29.64
DEC 2015 DENTAL BILLING 0100 12610.00 220.00 2667 0000	SCE LD DENTAL INSU							29.64	29.64
DEC 2015 DENTAL BILLING 0100 24100.00 220.00 2643 0000	CJHS DENTAL INSURA							29.64	29.64
DEC 2015 DENTAL BILLING 0100 24100.00 220.00 2645 0000	CES DENTAL INSURAN							29.64	29.64
DEC 2015 DENTAL BILLING 0100 24100.00 220.00 2653 0000	HWE DENTAL INSURAN							29.64	29.64
DEC 2015 DENTAL BILLING 0800 31200.00 220.00 2670 0000	DENTAL INSURANCE							29.64	29.64
DEC 2015 DENTAL BILLING 1305 12900.00 220.00 2619 0000	HCELC 2012-13 TRAN							29.64	29.64
DEC 2015 DENTAL BILLING 1305 12900.00 220.01 2619 0000	HCELC 2012-13 JOB							29.64	29.64
DEC 2015 DENTAL BILLING 1305 21340.00 220.00 2619 0000	HCELC 2012-13 LPN'							29.64	29.64
DEC 2015 DENTAL BILLING 1305 21810.00 220.00 2619 0000	HCELC 2012-13 DENT							29.64	29.64
DEC 2015 DENTAL BILLING 0100 11100.00 220.00 2649 0000	NME DENTAL INSURAN							14.38	14.38
DEC 2015 DENTAL BILLING 0100 11100.00 220.00 2653 0000	HWE DENTAL INSURAN							3.58	3.58
DEC 2015 DENTAL BILLING 0100 11100.00 220.00 2667 0000	SCE DENTAL INSURAN							3.58	3.58
DEC 2015 DENTAL BILLING 0100 11200.00 220.00 2670 0000	SCHS DENTAL INSURA							10.77	10.77
DEC 2015 DENTAL BILLING 0100 12410.00 220.00 2667 0000	SCE EH DENTAL INSU							5.39	5.39
DEC 2015 DENTAL BILLING 0100 12410.00 220.00 2670 0000	SCHS EH DENTAL INS							5.38	5.38
DEC 2015 DENTAL BILLING 0100 11200.00 222.00 2643 0000	CJHS HEALTH INSURA							19.61	19.61
DEC 2015 DENTAL BILLING 0100 24100.00 222.00 2663 0000	CIS HEALTH INSURAN							45.28	45.28
DEC 2015 DENTAL BILLING 2904 11025.00 220.00 2649 0000	HCCF#2014JS-4893 N							19.61	19.61
DEC 2015 DENTAL BILLING 0100 11100.00 220.00 2653 0000	HWE DENTAL INSURAN							29.64	29.64
DEC 2015 DENTAL BILLING 0100 11300.00 220.00 2640 0000	CCHS DENTAL INSURA							29.64	29.64
DEC 2015 DENTAL BILLING 0100 24100.00 220.00 2640 0000	CCHS DENTAL INSURA							79.04	79.04
DEC 2015 DENTAL BILLING 0800 31200.00 220.00 2645 0000	DENTAL INSURANCE							10.77	10.77
DEC 2015 DENTAL BILLING 1305 12900.00 220.03 2619 0000	HCECL 2012-13 NH J							10.77	10.77
DEC 2015 DENTAL BILLING 1305 21810.00 220.00 2619 0000	HCELC 2012-13 DENT							10.77	10.77
DEC 2015 DENTAL BILLING 0800 31200.00 220.00 2640 0000	DENTAL INSURANCE							19.61	19.61
DEC 2015 DENTAL BILLING 0100 11630.00 220.00 2643 0000	CJHS ALTERNATIVE S							29.64	29.64
DEC 2015 DENTAL BILLING 0100 12210.00 220.00 2663 0000	CIS MIMH DENTAL IN							29.64	29.64
DEC 2015 DENTAL BILLING 1305 12900.00 220.01 2619 0000	HCELC 2012-13 JOB							29.64	29.64
DEC 2015 DENTAL BILLING 1305 21340.00 220.00 2619 0000	HCELC 2012-13 LPN'							29.64	29.64
DEC '15 INACTIVE PAYMEN 9600 9600.20 .00 0000 0000	INACTIVE EMPLOYEE							735.57	735.57
DEC '15 DENTAL ADJUSTME 0100 23210.00 220.00 0000 0000	SUPT ADMIN DELTA D							435.78	435.78
	CHECK AMOUNT							6,318.50	
55963 4423 ITSAVY LLC	12/08/15								
19810.001 00828336,00831712	PROJECTOR BULBS AS PER	0350	47000.00	741.00	2640	4500	CCHS TECHNOLOGY HA		
19810.005	PROJECTOR BULBS AS PER	0350	47000.00	741.00	2667	4500	SCE TECHNOLOGY HAR	336.06	336.06
19810.006	PROJECTOR BULBS AS PER	0350	47000.00	741.00	2670	4500	SCHS TECHNOLOGY HA	336.06	336.06
	CHECK AMOUNT							672.12	
55964 4424 SYMETRA LIFE INSURANCE CO	12/08/15								
NOV 2015 LIFE/LTD BILLI 0100 11050.00 221.00 2649 0000	NME FD KDG LTD INS							21.58	21.58
NOV 2015 LIFE/LTD BILLI 0100 11050.00 221.00 2653 0000	HWE FD KDG LTD INS							17.81	17.81
NOV 2015 LIFE/LTD BILLI 0100 11050.00 221.00 2667 0000	SCE FD KDG LTD INS							43.07	43.07

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015	LIFE/LTD BILLI	0100	11100.00	221.00	2645	0000	CES	LTD INSURANCE	528.01	528.01
NOV 2015	LIFE/LTD BILLI	0100	11100.00	221.00	2649	0000	NME	LTD INSURANCE	113.11	113.11
NOV 2015	LIFE/LTD BILLI	0100	11100.00	221.00	2653	0000	HWE	LTD INSURANCE	125.38	125.38
NOV 2015	LIFE/LTD BILLI	0100	11100.00	221.00	2663	0000	CIS	LTD INSURANCE	289.42	289.42
NOV 2015	LIFE/LTD BILLI	0100	11100.00	221.00	2667	0000	SCE	LTD INSURANCE	202.17	202.17
NOV 2015	LIFE/LTD BILLI	0100	11200.00	221.00	2643	0000	CJHS	LTD INSURANCE	295.25	295.25
NOV 2015	LIFE/LTD BILLI	0100	11200.00	221.00	2670	0000	SCHS	LTD INSURANCE	69.33	69.33
NOV 2015	LIFE/LTD BILLI	0100	11300.00	221.00	2640	0000	CCHS	LTD INSURANCE	474.90	474.90
NOV 2015	LIFE/LTD BILLI	0100	11300.00	221.00	2670	0000	SCHS	LTD INSURANCE	204.30	204.30
NOV 2015	LIFE/LTD BILLI	0100	11410.00	221.00	2640	0000	CCHS	AGRICULTURE L	13.24	13.24
NOV 2015	LIFE/LTD BILLI	0100	11410.00	221.00	2670	0000	SCHS	AGRICULTURE L	7.33	7.33
NOV 2015	LIFE/LTD BILLI	0100	11450.00	221.00	2640	0000	CCHS	VO HM EC LTD	15.43	15.43
NOV 2015	LIFE/LTD BILLI	0100	11450.00	221.00	2643	0000	CJHS	VO HM EC LTD	21.09	21.09
NOV 2015	LIFE/LTD BILLI	0100	11450.00	221.00	2670	0000	SCHS	VO HM EC LTD	21.65	21.65
NOV 2015	LIFE/LTD BILLI	0100	11630.00	221.00	2643	0000	CJHS	ALTERNATIVE S	5.54	5.54
NOV 2015	LIFE/LTD BILLI	0100	11630.00	221.00	4410	0000	ALTERNATIVE	SCHOOL	20.59	20.59
NOV 2015	LIFE/LTD BILLI	0100	12210.00	221.00	2640	0000	CCHS	MIMH LTD INSU	49.26	49.26
NOV 2015	LIFE/LTD BILLI	0100	12210.00	221.00	2643	0000	CJHS	MIMH LTD INSU	36.87	36.87
NOV 2015	LIFE/LTD BILLI	0100	12210.00	221.00	2645	0000	CES	MIMH LTD INSUR	37.46	37.46
NOV 2015	LIFE/LTD BILLI	0100	12210.00	221.00	2653	0000	HWE	MIMH LTD INSUR	17.51	17.51
NOV 2015	LIFE/LTD BILLI	0100	12210.00	221.00	2663	0000	CIS	MIMH LTD INSUR	15.38	15.38
NOV 2015	LIFE/LTD BILLI	0100	12210.00	221.00	2667	0000	SCE	MIMH LTD INSUR	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	12210.00	221.00	2670	0000	SCHS	MIMH LTD INSU	25.78	25.78
NOV 2015	LIFE/LTD BILLI	0100	12220.00	221.00	2643	0000	CJHS	MOMH LTD INSU	9.44	9.44
NOV 2015	LIFE/LTD BILLI	0100	12220.00	221.00	2645	0000	CES	MOMH LTD INSUR	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	12220.00	221.00	2663	0000	CIS	MOMH LTD INSUR	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	12410.00	221.00	2640	0000	CCHS	EH LTD INSURA	21.70	21.70
NOV 2015	LIFE/LTD BILLI	0100	12410.00	221.00	2645	0000	CES	EH LTD INSURAN	23.45	23.45
NOV 2015	LIFE/LTD BILLI	0100	12410.00	221.00	2653	0000	HWE	EH LTD INSURAN	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	12410.00	221.00	2663	0000	CIS	EH LTD INSURAN	20.25	20.25
NOV 2015	LIFE/LTD BILLI	0100	12410.00	221.00	2667	0000	SCE	EH LTD INSURAN	25.05	25.05
NOV 2015	LIFE/LTD BILLI	0100	12410.00	221.00	2670	0000	SCHS	EH LTD INSURA	5.97	5.97
NOV 2015	LIFE/LTD BILLI	0100	12420.00	221.00	2649	0000	NME	OTHER EMOTIONA	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	12610.00	221.00	2640	0000	CCHS	LD LTD INSURA	18.52	18.52
NOV 2015	LIFE/LTD BILLI	0100	12610.00	221.00	2643	0000	CJHS	LD LTD INS	15.36	15.36
NOV 2015	LIFE/LTD BILLI	0100	12610.00	221.00	2649	0000	NME	LD LTD INSURAN	26.88	26.88
NOV 2015	LIFE/LTD BILLI	0100	12610.00	221.00	2663	0000	CIS	LD LTD INSURAN	19.09	19.09
NOV 2015	LIFE/LTD BILLI	0100	12610.00	221.00	2667	0000	SCE	LD LTD INSURAN	14.37	14.37
NOV 2015	LIFE/LTD BILLI	0100	12610.00	221.00	2670	0000	SCHS	LD LTD INSURA	22.67	22.67
NOV 2015	LIFE/LTD BILLI	0100	21220.00	221.00	2640	0000	CCHS	COUNSELING LT	53.31	53.31
NOV 2015	LIFE/LTD BILLI	0100	21220.00	221.00	2643	0000	CJHS	COUNSELING LT	19.19	19.19
NOV 2015	LIFE/LTD BILLI	0100	21220.00	221.00	2645	0000	CES	COUNSELING LTD	17.02	17.02
NOV 2015	LIFE/LTD BILLI	0100	21220.00	221.00	2653	0000	HWE	COUNSELING LTD	8.22	8.22
NOV 2015	LIFE/LTD BILLI	0100	21220.00	221.00	2663	0000	CIS	COUNSELING LTD	8.23	8.23
NOV 2015	LIFE/LTD BILLI	0100	21220.00	221.00	2670	0000	SCHS	COUNSELING LT	24.25	24.25
NOV 2015	LIFE/LTD BILLI	0100	21340.00	221.00	2640	0000	CCHS	NURSE LTD INS	7.12	7.12
NOV 2015	LIFE/LTD BILLI	0100	21340.00	221.00	2645	0000	CES	NURSE LTD INSU	7.12	7.12

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015	LIFE/LTD BILLI	0100	21340.00	221.00	2667	0000	SCE	NURSE LTD INSU	7.12	7.12
NOV 2015	LIFE/LTD BILLI	0100	21520.00	221.00	2645	0000	CES	SPEECH LTD INS	14.72	14.72
NOV 2015	LIFE/LTD BILLI	0100	21990.00	221.00	2653	0000	HWE	AUTISTIC LTD I	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	22220.00	221.00	2640	0000	CCHS	SCHOOL LIBRAR	22.71	22.71
NOV 2015	LIFE/LTD BILLI	0100	22220.00	221.00	2645	0000	CES	SCHOOL LIBRARY	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	22220.00	221.00	2653	0000	HWE	LIBRARY LTD IN	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	22220.00	221.00	2663	0000	CIS	SCHOOL LIBRARY	4.79	4.79
NOV 2015	LIFE/LTD BILLI	0100	22220.00	221.00	2670	0000	SCHS	SCHOOL LIBRAR	17.14	17.14
NOV 2015	LIFE/LTD BILLI	0100	23210.00	221.00	3190	0000	SUPT	ADMIN LTD INS	154.75	154.75
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2640	0000	CCHS	LTD INSURANCE	71.76	71.76
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2643	0000	CJHS	LTD INSURANCE	41.39	41.39
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2645	0000	CES	LTD INSURANCE	46.88	46.88
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2649	0000	NME	LTD INSURANCE	19.20	19.20
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2653	0000	HWE	LTD INSURANCE	32.12	32.12
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2663	0000	CIS	LTD INSURANCE	39.70	39.70
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2667	0000	SCE	LTD INSURANCE	34.14	34.14
NOV 2015	LIFE/LTD BILLI	0100	24100.00	221.00	2670	0000	SCHS	LTD INSURANCE	72.61	72.61
NOV 2015	LIFE/LTD BILLI	0100	24900.00	221.00	2640	0000	CCHS	DIR COLLEGE C	31.46	31.46
NOV 2015	LIFE/LTD BILLI	0100	26100.00	221.00	4100	0000	FACILITIES	LTD INS	18.45	18.45
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2640	0000	CCHS	DISABILITY IN	72.48	72.48
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2643	0000	CJHS	DISABILITY IN	38.12	38.12
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2645	0000	CES	DISABILITY INS	37.38	37.38
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2649	0000	NME	DISABILITY INS	17.18	17.18
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2653	0000	HWE	DISABILITY INS	16.22	16.22
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2663	0000	CIS	DISABILITY INS	27.19	27.19
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2667	0000	SCE	DISABILITY INS	38.12	38.12
NOV 2015	LIFE/LTD BILLI	0100	26200.00	221.00	2670	0000	SCHS	DISABILITY IN	43.80	43.80
NOV 2015	LIFE/LTD BILLI	0100	26300.00	221.00	4100	0000	FACILITIES	LTD INS	59.09	59.09
NOV 2015	LIFE/LTD BILLI	0100	33100.00	221.00	2640	0000	CCHS	ATHLETIC DIRE	22.71	22.71
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2640	4500	CCHS	DISABILITY IN	57.47	57.47
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2643	4500	CCJHS	DISABILITY I	2.56	2.56
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2645	4500	CES	DISABILITY INS	3.71	3.71
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2649	4500	NME	DISABILITY INS	1.15	1.15
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2653	4500	HWE	DISABILITY INS	1.38	1.38
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2663	4500	CIS	DISABILITY INS	2.77	2.77
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2667	4500	SCE	DISABILITY INS	2.77	2.77
NOV 2015	LIFE/LTD BILLI	0350	22310.00	221.00	2670	4500	SCHS	DISABILITY IN	3.00	3.00
NOV 2015	LIFE/LTD BILLI	0350	25810.00	221.00	3190	4500	ADMIN	DISABILITY I	2.58	2.58
NOV 2015	LIFE/LTD BILLI	0410	27010.00	221.00	0000	0000	TRANS	COORDINATOR	25.44	25.44
NOV 2015	LIFE/LTD BILLI	0410	27100.00	221.00	0000	0000	TRANS	CORP DRIVERS	45.62	45.62
NOV 2015	LIFE/LTD BILLI	0410	27200.00	221.00	0000	0000	TRANS	MONITORING L	1.85	1.85
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	2640	0000	DISABILITY	INSURAN	32.25	32.25
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	2645	0000	DISABILITY	INSURAN	16.88	16.88
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	2649	0000	DISABILITY	INSURAN	6.05	6.05
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	2653	0000	DISABILITY	INSURAN	6.05	6.05
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	2663	0000	DISABILITY	INSURAN	12.36	12.36
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	2667	0000	DISABILITY	INSURAN	16.66	16.66

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	2670	0000		DISABILITY INSURAN	10.56	10.56
NOV 2015	LIFE/LTD BILLI	0800	31200.00	221.00	3190	0000		ADMIN FOOD SERVICE	9.21	9.21
NOV 2015	LIFE/LTD BILLI	1305	12210.00	221.00	2619	0000		HCELC 2012-13 MIMH	22.37	22.37
NOV 2015	LIFE/LTD BILLI	1305	12220.00	221.00	2619	0000		HCELC 2012-13 MOMH	49.41	49.41
NOV 2015	LIFE/LTD BILLI	1305	12220.00	221.01	2619	0000		HCELC 2012-13 NH M	38.71	38.71
NOV 2015	LIFE/LTD BILLI	1305	12330.00	221.00	2619	0000		HCELC 2012-13 VIS	22.33	22.33
NOV 2015	LIFE/LTD BILLI	1305	12410.00	221.01	2619	0000		HCELC 2012-13 NH E	18.64	18.64
NOV 2015	LIFE/LTD BILLI	1305	12810.00	221.00	2619	0000		HCELC PRE-SCHOOL 2	16.32	16.32
NOV 2015	LIFE/LTD BILLI	1305	12810.00	221.01	2619	0000		HCELC PRESCHOOL LT	20.04	20.04
NOV 2015	LIFE/LTD BILLI	1305	12810.00	221.02	2619	0000		HCELC PRESCHOOL LT	26.11	26.11
NOV 2015	LIFE/LTD BILLI	1305	12900.00	221.00	2619	0000		HCELC 2012-13 TRAN	7.93	7.93
NOV 2015	LIFE/LTD BILLI	1305	12900.00	221.01	2619	0000		HCELC PT B 2012-13	9.21	9.21
NOV 2015	LIFE/LTD BILLI	1305	21340.00	221.00	2619	0000		HCELC PT B 2012-13	26.88	26.88
NOV 2015	LIFE/LTD BILLI	1305	21420.00	221.00	2619	0000		HCELC 2012-13 PSYC	14.03	14.03
NOV 2015	LIFE/LTD BILLI	1305	21810.00	221.00	2619	0000		HCELC 2012-13 LTD	85.63	85.63
NOV 2015	LIFE/LTD BILLI	1305	21890.00	221.00	2619	0000		HCELC 2012-13 ASST	23.33	23.33
NOV 2015	LIFE/LTD BILLI	2901	11050.00	221.00	2645	0000		DISABILITY INSURAN	13.42	13.42
NOV 2015	LIFE/LTD BILLI	2901	11050.00	221.00	2667	0000		DISABILITY INSURAN	6.65	6.65
NOV 2015	LIFE/LTD BILLI	2901	11630.00	221.00	4420	0000		DISABILITY INSURAN	21.09	21.09
NOV 2015	LIFE/LTD BILLI	2901	21220.00	221.00	2649	0000		NM COUNSELING DISA	8.13	8.13
NOV 2015	LIFE/LTD BILLI	2901	21220.00	221.00	2667	0000		DISABILITY INSURAN	8.19	8.19
NOV 2015	LIFE/LTD BILLI	2904	11025.00	221.00	2645	0000		HCCF#2014JS-4893 C	12.25	12.25
NOV 2015	LIFE/LTD BILLI	2904	11025.00	221.00	2649	0000		HCCF#2014JS-4893 N	11.95	11.95
NOV 2015	LIFE/LTD BILLI	2904	11025.00	221.00	2653	0000		HCCF#2014JS-4893 H	17.22	17.22
NOV 2015	LIFE/LTD BILLI	2904	11025.00	221.00	2667	0000		HCCF#2014JS-4893 S	12.52	12.52
NOV 2015	LIFE/LTD BILLI	4101	11100.00	221.00	2653	0000		TITLE I #3190 2015	15.47	15.47
NOV 2015	LIFE/LTD BILLI	4101	22120.00	221.00	2645	0000		TITLE I #3190 2015	24.80	24.80
NOV 2015	LIFE/LTD BILLI	4101	22120.00	221.00	2667	0000		TITLE I #3190 2015	21.48	21.48
NOV 2015	LIFE/LTD BILLI	4101	22900.00	221.00	3190	0000		TITLE I #3190 2015	23.81	23.81
NOV 2015	LIFE/LTD BILLI	6841	11100.00	221.00	3190	0000		TITLE II PART A 20	12.97	12.97
NOV 2015	LIFE/LTD BILLI	0100	11050.00	223.00	2649	0000		NME FD KDG LIFE IN	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	11050.00	223.00	2653	0000		HWE FD KDG LIFE IN	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	11050.00	223.00	2667	0000		SCE FD KDG LIFE IN	18.09	18.09
NOV 2015	LIFE/LTD BILLI	0100	11100.00	223.00	2645	0000		CES LIFE INSURANCE	212.03	212.03
NOV 2015	LIFE/LTD BILLI	0100	11100.00	223.00	2649	0000		NME LIFE INSURANCE	46.78	46.78
NOV 2015	LIFE/LTD BILLI	0100	11100.00	223.00	2653	0000		HWE LIFE INSURANCE	52.35	52.35
NOV 2015	LIFE/LTD BILLI	0100	11100.00	223.00	2663	0000		CIS LIFE INSURANCE	118.55	118.55
NOV 2015	LIFE/LTD BILLI	0100	11100.00	223.00	2667	0000		SCE LIFE INSURANCE	86.91	86.91
NOV 2015	LIFE/LTD BILLI	0100	11200.00	223.00	2643	0000		CJHS LIFE INSURANC	112.28	112.28
NOV 2015	LIFE/LTD BILLI	0100	11200.00	223.00	2670	0000		SCHS LIFE INSURANC	26.88	26.88
NOV 2015	LIFE/LTD BILLI	0100	11300.00	223.00	2640	0000		CCHS LIFE INSURANC	178.96	178.96
NOV 2015	LIFE/LTD BILLI	0100	11300.00	223.00	2670	0000		SCHS LIFE INSURANC	102.70	102.70
NOV 2015	LIFE/LTD BILLI	0100	11410.00	223.00	2640	0000		CCHS AGRICULTURE L	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	11410.00	223.00	2670	0000		SCHS AGRICULTURE L	3.70	3.70
NOV 2015	LIFE/LTD BILLI	0100	11450.00	223.00	2640	0000		CCHS VO HM EC LIFE	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	11450.00	223.00	2643	0000		CJHS VO HM EC LIFE	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	11450.00	223.00	2670	0000		SCHS VO HM EC LIFE	6.72	6.72

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015	LIFE/LTD BILLI	0100	11630.00	223.00	2643	0000	CJHS	ALTERNATIVE S	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	11630.00	223.00	4410	0000	ALTERNATIVE	SCHOOL	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12210.00	223.00	2640	0000	CCHS	MIMH LIFE INS	20.16	20.16
NOV 2015	LIFE/LTD BILLI	0100	12210.00	223.00	2643	0000	CJHS	MIMH LIFE INS	15.67	15.67
NOV 2015	LIFE/LTD BILLI	0100	12210.00	223.00	2645	0000	CES	MIMH LIFE INSU	19.04	19.04
NOV 2015	LIFE/LTD BILLI	0100	12210.00	223.00	2653	0000	HWE	MIMH LIFE INSU	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12210.00	223.00	2663	0000	CIS	MIMH LIFE INSU	8.97	8.97
NOV 2015	LIFE/LTD BILLI	0100	12210.00	223.00	2667	0000	SCE	MIMH LIFE INSU	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	12210.00	223.00	2670	0000	SCHS	MIMH LIFE INS	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12220.00	223.00	2643	0000	CJHS	MOMH LIFE INS	11.20	11.20
NOV 2015	LIFE/LTD BILLI	0100	12220.00	223.00	2645	0000	CES	MOMH LIFE INSU	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	12220.00	223.00	2663	0000	CIS	MOMH LIFE INSU	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	12410.00	223.00	2640	0000	CCHS	EH LIFE INSUR	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12410.00	223.00	2645	0000	CES	EH LIFE INSURA	17.92	17.92
NOV 2015	LIFE/LTD BILLI	0100	12410.00	223.00	2653	0000	HWE	EH LIFE INSURA	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	12410.00	223.00	2663	0000	CIS	EH LIFE INSURA	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12410.00	223.00	2667	0000	SCE	EH LIFE INSURA	10.08	10.08
NOV 2015	LIFE/LTD BILLI	0100	12410.00	223.00	2670	0000	SCHS	EH LIFE INSUR	3.36	3.36
NOV 2015	LIFE/LTD BILLI	0100	12420.00	223.00	2649	0000	NME	OTHER EMOTIONA	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	12610.00	223.00	2640	0000	CCHS	LD LIFE INSUR	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12610.00	223.00	2643	0000	CJHS	LD LIFE INS	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	12610.00	223.00	2649	0000	NME	LD LIFE INSURA	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12610.00	223.00	2663	0000	CIS	LD LIFE INSURA	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	12610.00	223.00	2667	0000	SCE	LD LIFE INSURA	16.80	16.80
NOV 2015	LIFE/LTD BILLI	0100	12610.00	223.00	2670	0000	SCHS	LD LIFE INSUR	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	21220.00	223.00	2640	0000	CCHS	COUNSELING LI	13.44	13.44
NOV 2015	LIFE/LTD BILLI	0100	21220.00	223.00	2643	0000	CJHS	COUNSELING LI	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	21220.00	223.00	2645	0000	CES	COUNSELING LIF	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	21220.00	223.00	2653	0000	HWE	COUNSELING LIF	3.36	3.36
NOV 2015	LIFE/LTD BILLI	0100	21220.00	223.00	2663	0000	CIS	COUNSELING LIF	3.36	3.36
NOV 2015	LIFE/LTD BILLI	0100	21220.00	223.00	2670	0000	SCHS	COUNSELING LI	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	21340.00	223.00	2640	0000	CCHS	NURSE LIFE IN	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	21340.00	223.00	2645	0000	CES	NURSE LIFE INS	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	21340.00	223.00	2663	0000	CIS	NURSE LIFE INS	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	21340.00	223.00	2667	0000	SCE	NURSE LIFE INS	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	21520.00	223.00	2645	0000	CES	SPEECH LIFE IN	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	21990.00	223.00	2653	0000	HWE	AUTISTIC LIFE	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	22220.00	223.00	2640	0000	CCHS	SCHOOL LIBRAR	12.32	12.32
NOV 2015	LIFE/LTD BILLI	0100	22220.00	223.00	2645	0000	CES	SCHOOL LIBRARY	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	22220.00	223.00	2653	0000	HWE	LIBRARY LIFE I	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	22220.00	223.00	2663	0000	CIS	SCHOOL LIBRARY	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	22220.00	223.00	2670	0000	SCHS	SCHOOL LIBRAR	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0100	23210.00	223.00	3190	0000	SUPT	ADMIN LIFE IN	86.91	86.91
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2640	0000	CCHS	LIFE INSURANC	46.15	46.15
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2643	0000	CJHS	LIFE INSURANC	29.90	29.90
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2645	0000	CES	LIFE INSURANCE	35.50	35.50
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2649	0000	NME	LIFE INSURANCE	12.32	12.32

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2653	0000	HWE	LIFE INSURANCE	22.40	22.40
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2663	0000	CIS	LIFE INSURANCE	29.35	29.35
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2667	0000	SCE	LIFE INSURANCE	23.75	23.75
NOV 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2670	0000	SCHS	LIFE INSURANC	50.40	50.40
NOV 2015	LIFE/LTD BILLI	0100	24900.00	223.00	2640	0000	CCHS	DIR COLLEGE C	20.94	20.94
NOV 2015	LIFE/LTD BILLI	0100	26100.00	223.00	4100	0000	FACILITIES	LIFE IN	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2640	0000	CCHS	LIFE INS CUST	39.20	39.20
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2643	0000	CJHS	LIFE INS CUST	22.40	22.40
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2645	0000	CES	LIFE INS CUSTO	22.40	22.40
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2649	0000	NME	LIFE INS CUSTO	11.20	11.20
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2653	0000	HWE	LIFE INS CUSTO	11.20	11.20
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2663	0000	CIS	LIFE INS CUSTO	16.80	16.80
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2667	0000	SCE	LIFE INS CUSTO	22.40	22.40
NOV 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2670	0000	SCHS	LIFE INS CUST	22.40	22.40
NOV 2015	LIFE/LTD BILLI	0100	26300.00	223.00	4100	0000	FACILITIES	LIFE IN	28.00	28.00
NOV 2015	LIFE/LTD BILLI	0100	33100.00	223.00	2640	0000	CCHS	ATHLETIC DIRE	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2640	4500	CCHS	LIFE INS TECH	23.73	23.73
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2643	4500	CCJHS	LIFE INS TEC	.55	.55
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2645	4500	CES	LIFE INS TECH	.80	.80
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2649	4500	NME	LIFE INS TECH	.25	.25
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2653	4500	HWE	LIFE INS TECH	.30	.30
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2663	4500	CIS	LIFE INS TECH	.59	.59
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2667	4500	SCE	LIFE INS TECH	.59	.59
NOV 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2670	4500	SCHS	LIFE INS TECH	.64	.64
NOV 2015	LIFE/LTD BILLI	0350	25810.00	223.00	3190	4500	ADMIN	LIFE INS TEC	.55	.55
NOV 2015	LIFE/LTD BILLI	0410	27010.00	223.00	0000	0000	TRANS	COORDINATOR	11.20	11.20
NOV 2015	LIFE/LTD BILLI	0410	27100.00	223.00	0000	0000	TRANS	CORP DRIVERS	31.80	31.80
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2640	0000	LIFE	INSURANCE	33.60	33.60
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2645	0000	LIFE	INSURANCE	16.80	16.80
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2649	0000	LIFE	INSURANCE	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2653	0000	LIFE	INSURANCE	5.60	5.60
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2663	0000	LIFE	INSURANCE	11.20	11.20
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2667	0000	LIFE	INSURANCE	16.80	16.80
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2670	0000	LIFE	INSURANCE	11.20	11.20
NOV 2015	LIFE/LTD BILLI	0800	31200.00	223.00	3190	0000	ADMIN	FOOD SERVICE	5.60	5.60
NOV 2015	LIFE/LTD BILLI	1305	12210.00	223.00	2619	0000	HCELC	2012-13 MIMH	6.72	6.72
NOV 2015	LIFE/LTD BILLI	1305	12220.00	223.00	2619	0000	HCELC	2012-13 MOMH	20.16	20.16
NOV 2015	LIFE/LTD BILLI	1305	12220.00	223.01	2619	0000	HCELC	2012-13 NH M	13.44	13.44
NOV 2015	LIFE/LTD BILLI	1305	12330.00	223.00	2619	0000	HCELC	2012-13 VIS	6.72	6.72
NOV 2015	LIFE/LTD BILLI	1305	12410.00	223.01	2619	0000	HCELC	2012-13 NH E	6.72	6.72
NOV 2015	LIFE/LTD BILLI	1305	12810.00	223.00	2619	0000	HCELC	PRE-SCHOOL 2	6.72	6.72
NOV 2015	LIFE/LTD BILLI	1305	12810.00	223.01	2619	0000	HCELC	PRESCHOOL LI	12.32	12.32
NOV 2015	LIFE/LTD BILLI	1305	12810.00	223.02	2619	0000	HCELC	PRESCHOOL LI	17.92	17.92
NOV 2015	LIFE/LTD BILLI	1305	12900.00	223.00	2619	0000	HCELC	2012-13 TRAN	5.60	5.60
NOV 2015	LIFE/LTD BILLI	1305	12900.00	223.01	2619	0000	HCELC	PT B 2012-13	11.20	11.20
NOV 2015	LIFE/LTD BILLI	1305	21340.00	223.00	2619	0000	HCELC	PT B 2012-13	16.80	16.80
NOV 2015	LIFE/LTD BILLI	1305	21420.00	223.00	2619	0000	HCELC	2012-13 PSYC	11.48	11.48

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
NOV 2015	LIFE/LTD BILLI	1305	21810.00	223.00	2619	0000	HCELC 2012-13 LIFE	57.24	57.24
NOV 2015	LIFE/LTD BILLI	1305	21890.00	223.00	2619	0000	HCELC 2012-13 ASST	6.72	6.72
NOV 2015	LIFE/LTD BILLI	2901	11050.00	223.00	2645	0000	LIFE INSURANCE	6.72	6.72
NOV 2015	LIFE/LTD BILLI	2901	11050.00	223.00	2667	0000	LIFE INSURANCE	2.07	2.07
NOV 2015	LIFE/LTD BILLI	2901	11630.00	223.00	4420	0000	LIFE INSURANCE	6.72	6.72
NOV 2015	LIFE/LTD BILLI	2901	21220.00	223.00	2649	0000	NM COUNSELING LIFE	3.35	3.35
NOV 2015	LIFE/LTD BILLI	2901	21220.00	223.00	2667	0000	LIFE INSURANCE	3.37	3.37
NOV 2015	LIFE/LTD BILLI	2904	11025.00	223.00	2645	0000	HCCF#2014JS-4893 C	6.72	6.72
NOV 2015	LIFE/LTD BILLI	2904	11025.00	223.00	2649	0000	HCCF#2014JS-4893 N	6.72	6.72
NOV 2015	LIFE/LTD BILLI	2904	11025.00	223.00	2653	0000	HCCF#2014JS-4893 H	12.32	12.32
NOV 2015	LIFE/LTD BILLI	2904	11025.00	223.00	2667	0000	HCCF#2014JS-4893 S	6.72	6.72
NOV 2015	LIFE/LTD BILLI	4101	11100.00	223.00	2653	0000	TITLE I #3190 2015	6.72	6.72
NOV 2015	LIFE/LTD BILLI	4101	22120.00	223.00	2645	0000	TITLE I #3190 2015	9.19	9.19
NOV 2015	LIFE/LTD BILLI	4101	22120.00	223.00	2667	0000	TITLE I #3190 2015	6.72	6.72
NOV 2015	LIFE/LTD BILLI	4101	22900.00	223.00	3190	0000	TITLE I #3190 2015	6.72	6.72
NOV 2015	LIFE/LTD BILLI	6841	11100.00	223.00	3190	0000	TITLE II PART A 20	6.72	6.72
NOV 2015	LIFE/LTD BILLI	0410	27200.00	223.00	0000	0000	TRANS MONITORING L	2.80	2.80
NOV 2015	LIFE/LTD BILLI	1305	21340.00	223.00	2619	0000	HCELC PT B 2012-13	5.60	5.60
NOV '15	LIFE ADJUSTMENT	0100	23210.00	223.00	0000	0000	SUPT ADMIN LIFE AD	5.46-	5.46-
NOV '15	LTD ADJUSTMENT	0100	23210.00	221.00	0000	0000	SUPT ADMIN LTD ADJ	20.94-	20.94-
							CHECK AMOUNT	7,323.42	

55965 4425 VISION SERVICE PLAN-IN

12/07/15

NOV 2015	VISION BILLING	0100	11050.00	224.00	2653	0000	HWE FD KDG VISION	10.00	10.00
NOV 2015	VISION BILLING	0100	11050.00	224.00	2667	0000	SCE FD KDG VISION	10.00	10.00
NOV 2015	VISION BILLING	0100	11100.00	224.00	2645	0000	CES VISION INSURAN	115.02	115.02
NOV 2015	VISION BILLING	0100	11100.00	224.00	2649	0000	NME VISION INSURAN	4.26	4.26
NOV 2015	VISION BILLING	0100	11100.00	224.00	2653	0000	HWE VISION INSURAN	44.26	44.26
NOV 2015	VISION BILLING	0100	11100.00	224.00	2663	0000	CIS VISION INSURAN	64.98	64.98
NOV 2015	VISION BILLING	0100	11100.00	224.00	2667	0000	SCE VISION INSURAN	10.00	10.00
NOV 2015	VISION BILLING	0100	11200.00	224.00	2643	0000	CJHS VISION INSURA	101.42	101.42
NOV 2015	VISION BILLING	0100	11200.00	224.00	2670	0000	SCHS VISION INSURA	10.00	10.00
NOV 2015	VISION BILLING	0100	11300.00	224.00	2640	0000	CCHS VISION INSURA	70.06	70.06
NOV 2015	VISION BILLING	0100	11300.00	224.00	2670	0000	SCHS VISION INSURA	20.00	20.00
NOV 2015	VISION BILLING	0100	11450.00	224.00	2640	0000	CCHS VO HM EC VISI	10.00	10.00
NOV 2015	VISION BILLING	0100	11450.00	224.00	2643	0000	CJHS VO HM EC VISI	10.00	10.00
NOV 2015	VISION BILLING	0100	12210.00	224.00	2640	0000	CCHS MIMH VISION I	10.00	10.00
NOV 2015	VISION BILLING	0100	12210.00	224.00	2643	0000	CJHS MIMH VISION I	4.98	4.98
NOV 2015	VISION BILLING	0100	12210.00	224.00	2645	0000	CES MIMH VISION IN	20.00	20.00
NOV 2015	VISION BILLING	0100	12210.00	224.00	2653	0000	HWE MIMH VISION IN	10.00	10.00
NOV 2015	VISION BILLING	0100	12210.00	224.00	2663	0000	CIS MIMH VISION IN	5.02	5.02
NOV 2015	VISION BILLING	0100	12410.00	224.00	2645	0000	CES EH VISION INSU	10.00	10.00
NOV 2015	VISION BILLING	0100	12410.00	224.00	2667	0000	SCE EH VISION INSU	10.00	10.00
NOV 2015	VISION BILLING	0100	12610.00	224.00	2640	0000	CCHS LD VISION INS	10.00	10.00
NOV 2015	VISION BILLING	0100	12610.00	224.00	2663	0000	CIS LD VISION INSU	10.00	10.00
NOV 2015	VISION BILLING	0100	21220.00	224.00	2653	0000	HWE COUNSELING VIS	5.00	5.00
NOV 2015	VISION BILLING	0100	21220.00	224.00	2663	0000	CIS COUNSELING VIS	5.00	5.00

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015 VISION BILLING 0100	21220.00	224.00	2670	0000	SCHS COUNSELING VI	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	23210.00	224.00	3190	0000	SUPT ADMIN VISION	27.00			27.00	27.00
NOV 2015 VISION BILLING 0100	24100.00	224.00	2640	0000	CCHS VISION INSURA	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	24100.00	224.00	2643	0000	CJHS VISION INSURA	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	24100.00	224.00	2645	0000	CES VISION INSURAN	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	24100.00	224.00	2649	0000	NME VISION INSURAN	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	24100.00	224.00	2653	0000	HWE VISION INSURAN	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	24100.00	224.00	2670	0000	SCHS VISION INSURA	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	24900.00	224.00	2640	0000	CCHS DIR COLLEGE/C	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	26200.00	224.00	2640	0000	CCHS VISION INS CU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	26200.00	224.00	2645	0000	CES VISION INS CUS	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	26200.00	224.00	2653	0000	HWE VISION INS CUS	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	26200.00	224.00	2670	0000	SCHS VISION INS CU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	26300.00	224.00	4100	0000	FACILITIES VISION	11.32			11.32	11.32
NOV 2015 VISION BILLING 0350	22310.00	224.00	2640	4500	CCHS VISION INS TE	22.64			22.64	22.64
NOV 2015 VISION BILLING 0410	27010.00	224.00	0000	0000	TRANS COORDINATOR	22.64			22.64	22.64
NOV 2015 VISION BILLING 1305	12220.00	224.00	2619	0000	HCELC PT B 2012-13	20.00			20.00	20.00
NOV 2015 VISION BILLING 1305	12810.00	224.01	2619	0000	HCELC PRESCHOOL VI	10.00			10.00	10.00
NOV 2015 VISION BILLING 1305	12810.00	224.02	2619	0000	HCELC PRESCHOOL VI	10.00			10.00	10.00
NOV 2015 VISION BILLING 1305	21810.00	224.00	2619	0000	HCELC 2012-13 VISI	31.36			31.36	31.36
NOV 2015 VISION BILLING 2901	11630.00	224.00	4420	0000	VISION INSURANCE	10.00			10.00	10.00
NOV 2015 VISION BILLING 4101	11100.00	224.00	2653	0000	TITLE I #3190 2015	10.00			10.00	10.00
NOV 2015 VISION BILLING 4101	22120.00	224.00	2645	0000	TITLE I #3190 2015	10.00			10.00	10.00
NOV 2015 VISION BILLING 4101	22120.00	224.00	2667	0000	TITLE I #3190 2015	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	11050.00	224.00	2649	0000	NME FD KDG VISION	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	11050.00	224.00	2667	0000	SCE FD KDG VISION	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	11100.00	224.00	2645	0000	CES VISION INSURAN	40.00			40.00	40.00
NOV 2015 VISION BILLING 0100	11100.00	224.00	2649	0000	NME VISION INSURAN	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	11100.00	224.00	2663	0000	CIS VISION INSURAN	40.00			40.00	40.00
NOV 2015 VISION BILLING 0100	11100.00	224.00	2667	0000	SCE VISION INSURAN	20.00			20.00	20.00
NOV 2015 VISION BILLING 0100	11200.00	224.00	2643	0000	CJHS VISION INSURA	20.00			20.00	20.00
NOV 2015 VISION BILLING 0100	11300.00	224.00	2640	0000	CCHS VISION INSURA	50.00			50.00	50.00
NOV 2015 VISION BILLING 0100	11300.00	224.00	2670	0000	SCHS VISION INSURA	15.66			15.66	15.66
NOV 2015 VISION BILLING 0100	11410.00	224.00	2670	0000	SCHS AGRICULTURE V	5.66			5.66	5.66
NOV 2015 VISION BILLING 0100	12210.00	224.00	2640	0000	CCHS MIMH VISION I	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	12210.00	224.00	2670	0000	SCHS MIMH VISION I	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	12410.00	224.00	2640	0000	CCHS EH VISION INS	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	12610.00	224.00	2643	0000	CJHS LD VISION INS	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	12610.00	224.00	2670	0000	SCHS LD VISION INS	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	21220.00	224.00	2645	0000	CES COUNSELING VIS	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	23210.00	224.00	3190	0000	SUPT ADMIN VISION	42.68			42.68	42.68
NOV 2015 VISION BILLING 0100	24100.00	224.00	2667	0000	SCE VISION INSURAN	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	24100.00	224.00	2670	0000	SCHS VISION INSURA	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	26200.00	224.00	2640	0000	CCHS VISION INS CU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	26200.00	224.00	2643	0000	CJHS VISION INS CU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	26200.00	224.00	2653	0000	HWE VISION INS CUS	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	26200.00	224.00	2663	0000	CIS VISION INS CUS	11.32			11.32	11.32

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015 VISION BILLING 0100	26300.00	224.00	4100	0000	FACILITIES VISION				22.64	22.64
NOV 2015 VISION BILLING 1305	12210.00	224.00	2619	0000	HCELC MIMH VISION				10.00	10.00
NOV 2015 VISION BILLING 1305	12410.00	224.01	2619	0000	HCELC 2012-13 NH E				10.00	10.00
NOV 2015 VISION BILLING 1305	21890.00	224.00	2619	0000	HCELC 2012-13 ASST				10.00	10.00
NOV 2015 VISION BILLING 0100	11050.00	224.00	2667	0000	SCE FD KDG VISION				4.20	4.20
NOV 2015 VISION BILLING 0100	11100.00	224.00	2645	0000	CES VISION INSURAN				44.73	44.73
NOV 2015 VISION BILLING 0100	11100.00	224.00	2649	0000	NME VISION INSURAN				12.14	12.14
NOV 2015 VISION BILLING 0100	11100.00	224.00	2653	0000	HWE VISION INSURAN				6.07	6.07
NOV 2015 VISION BILLING 0100	11100.00	224.00	2663	0000	CIS VISION INSURAN				40.32	40.32
NOV 2015 VISION BILLING 0100	11100.00	224.00	2667	0000	SCE VISION INSURAN				42.49	42.49
NOV 2015 VISION BILLING 0100	11200.00	224.00	2643	0000	CJHS VISION INSURA				9.52	9.52
NOV 2015 VISION BILLING 0100	11200.00	224.00	2670	0000	SCHS VISION INSURA				6.07	6.07
NOV 2015 VISION BILLING 0100	11300.00	224.00	2640	0000	CCHS VISION INSURA				44.25	44.25
NOV 2015 VISION BILLING 0100	11300.00	224.00	2670	0000	SCHS VISION INSURA				36.42	36.42
NOV 2015 VISION BILLING 0100	11410.00	224.00	2640	0000	CCHS AGRICULTURE V				6.07	6.07
NOV 2015 VISION BILLING 0100	11450.00	224.00	2670	0000	SCHS VO HM EC VISI				6.07	6.07
NOV 2015 VISION BILLING 0100	11630.00	224.00	4410	0000	ALTERNATIVE SCHOOL				6.07	6.07
NOV 2015 VISION BILLING 0100	12210.00	224.00	2643	0000	CJHS MIMH VISION I				6.07	6.07
NOV 2015 VISION BILLING 0100	12610.00	224.00	2649	0000	NME LD VISION INSU				6.07	6.07
NOV 2015 VISION BILLING 0100	21520.00	224.00	2645	0000	CES SPEECH VISION				6.07	6.07
NOV 2015 VISION BILLING 0100	23210.00	224.00	3190	0000	SUPT ADMIN VISION				4.33	4.33
NOV 2015 VISION BILLING 0100	24100.00	224.00	2645	0000	CES VISION INSURAN				.79	.79
NOV 2015 VISION BILLING 0100	26100.00	224.00	4100	0000	FACILITIES VISION				4.33	4.33
NOV 2015 VISION BILLING 0100	26200.00	224.00	2640	0000	CCHS VISION INS CU				17.32	17.32
NOV 2015 VISION BILLING 0100	26200.00	224.00	2643	0000	CJHS VISION INS CU				8.66	8.66
NOV 2015 VISION BILLING 0100	26200.00	224.00	2645	0000	CES VISION INS CUS				12.99	12.99
NOV 2015 VISION BILLING 0100	26200.00	224.00	2649	0000	NME VISION INS CUS				8.66	8.66
NOV 2015 VISION BILLING 0100	26200.00	224.00	2663	0000	CIS VISION INS CUS				4.33	4.33
NOV 2015 VISION BILLING 0100	26200.00	224.00	2667	0000	SCE VISION INS CUS				4.33	4.33
NOV 2015 VISION BILLING 0100	26200.00	224.00	2670	0000	SCHS VISION INS CU				8.66	8.66
NOV 2015 VISION BILLING 0350	22310.00	224.00	2640	4500	CCHS VISION INS TE				9.69	9.69
NOV 2015 VISION BILLING 0350	22310.00	224.00	2643	4500	CCJHS VISION INS T				.42	.42
NOV 2015 VISION BILLING 0350	22310.00	224.00	2645	4500	CES VISION INS TEC				.61	.61
NOV 2015 VISION BILLING 0350	22310.00	224.00	2649	4500	NME VISION INS TEC				.19	.19
NOV 2015 VISION BILLING 0350	22310.00	224.00	2653	4500	HWE VISION INS TEC				.23	.23
NOV 2015 VISION BILLING 0350	22310.00	224.00	2663	4500	CIS VISION INS TEC				.46	.46
NOV 2015 VISION BILLING 0350	22310.00	224.00	2667	4500	SCE VISION INS TEC				.46	.46
NOV 2015 VISION BILLING 0350	22310.00	224.00	2670	4500	SCHS VISION INS TE				.50	.50
NOV 2015 VISION BILLING 0350	25810.00	224.00	3190	4500	ADMIN VISION INS T				.43	.43
NOV 2015 VISION BILLING 1305	12220.00	224.01	2619	0000	HCELC 2012-13 NH M				12.14	12.14
NOV 2015 VISION BILLING 1305	12330.00	224.00	2619	0000	HCELC 2012-13 VISU				6.07	6.07
NOV 2015 VISION BILLING 1305	12810.00	224.00	2619	0000	HCELC PRE-SCHOOL 2				6.07	6.07
NOV 2015 VISION BILLING 2901	11050.00	224.00	2667	0000	VISION INSURANCE				1.87	1.87
NOV 2015 VISION BILLING 2901	21220.00	224.00	2649	0000	NM COUNSELING VISI				3.02	3.02
NOV 2015 VISION BILLING 2901	21220.00	224.00	2667	0000	VISION INSURANCE				3.05	3.05
NOV 2015 VISION BILLING 4101	22900.00	224.00	3190	0000	TITLE I #3190 2015				6.07	6.07
NOV 2015 VISION BILLING 6841	11100.00	224.00	3190	0000	TITLE II PART A 20				6.07	6.07

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
NOV 2015 VISION BILLING 0100	12220.00	224.00	2643	0000	CJHS MOMH VISION I	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12220.00	224.00	2645	0000	CES MOMH VISION IN	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12410.00	224.00	2640	0000	CCHS EH VISION INS	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12410.00	224.00	2663	0000	CIS EH VISION INSU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12610.00	224.00	2649	0000	NME LD VISION INSU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	21340.00	224.00	2645	0000	CES NURSE VISION I	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	24100.00	224.00	2643	0000	CJHS VISION INSURA	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	24100.00	224.00	2645	0000	CES VISION INSURAN	22.64			22.64	22.64
NOV 2015 VISION BILLING 0100	24100.00	224.00	2653	0000	HWE VISION INSURAN	11.32			11.32	11.32
NOV 2015 VISION BILLING 0410	27100.00	224.00	0000	0000	TRANS CORP DRIVERS	11.32			11.32	11.32
NOV 2015 VISION BILLING 0800	31200.00	224.00	2640	0000	VISION INSURANCE	22.64			22.64	22.64
NOV 2015 VISION BILLING 0800	31200.00	224.00	2649	0000	VISION INSURANCE	11.32			11.32	11.32
NOV 2015 VISION BILLING 0800	31200.00	224.00	2653	0000	VISION INSURANCE	11.32			11.32	11.32
NOV 2015 VISION BILLING 0800	31200.00	224.00	2670	0000	VISION INSURANCE	11.32			11.32	11.32
NOV 2015 VISION BILLING 1305	12810.00	224.01	2619	0000	HCELC PRESCHOOL VI	11.32			11.32	11.32
NOV 2015 VISION BILLING 1305	12900.00	224.00	2619	0000	HCELC 2012-13 TRAN	11.32			11.32	11.32
NOV 2015 VISION BILLING 1305	12900.00	224.01	2619	0000	HCELC 2012-13 JOB	11.32			11.32	11.32
NOV 2015 VISION BILLING 1305	21810.00	224.00	2619	0000	HCELC 2012-13 VISI	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	11300.00	224.00	2670	0000	SCHS VISION INSURA	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12210.00	224.00	2667	0000	SCE MIMH VISION IN	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12410.00	224.00	2645	0000	CES EH VISION INSU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12410.00	224.00	2653	0000	HWE EH VISION INSU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	12610.00	224.00	2663	0000	CIS LD VISION INSU	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	22220.00	224.00	2653	0000	HWE LIBRARY VISION	11.32			11.32	11.32
NOV 2015 VISION BILLING 0410	27100.00	224.00	0000	0000	TRANS CORP DRIVERS	56.60			56.60	56.60
NOV 2015 VISION BILLING 0800	31200.00	224.00	2640	0000	VISION INSURANCE	11.32			11.32	11.32
NOV 2015 VISION BILLING 0800	31200.00	224.00	2663	0000	VISION INSURANCE	11.32			11.32	11.32
NOV 2015 VISION BILLING 0800	31200.00	224.00	2670	0000	VISION INSURANCE	5.66			5.66	5.66
NOV 2015 VISION BILLING 1305	12810.00	224.02	2619	0000	HCELC PRESCHOOL VI	11.32			11.32	11.32
NOV 2015 VISION BILLING 0100	11100.00	224.00	2653	0000	HWE VISION INSURAN	4.33			4.33	4.33
NOV 2015 VISION BILLING 0100	11630.00	224.00	4410	0000	ALTERNATIVE SCHOOL	4.33			4.33	4.33
NOV 2015 VISION BILLING 0100	12420.00	224.00	2649	0000	NME OTHER EMOTIONA	4.33			4.33	4.33
NOV 2015 VISION BILLING 0100	12610.00	224.00	2667	0000	SCE LD VISION INSU	4.33			4.33	4.33
NOV 2015 VISION BILLING 0100	24100.00	224.00	2640	0000	CCHS VISION INSURA	4.33			4.33	4.33
NOV 2015 VISION BILLING 0100	24100.00	224.00	2643	0000	CJHS VISION INSURA	4.33			4.33	4.33
NOV 2015 VISION BILLING 0100	24100.00	224.00	2649	0000	NME VISION INSURAN	4.33			4.33	4.33
NOV 2015 VISION BILLING 0410	27100.00	224.00	0000	0000	TRANS CORP DRIVERS	4.33			4.33	4.33
NOV 2015 VISION BILLING 0800	31200.00	224.00	2640	0000	VISION INSURANCE	4.33			4.33	4.33
NOV 2015 VISION BILLING 0800	31200.00	224.00	2645	0000	VISION INSURANCE	4.33			4.33	4.33
NOV 2015 VISION BILLING 0800	31200.00	224.00	2667	0000	VISION INSURANCE	4.33			4.33	4.33
NOV 2015 VISION BILLING 0800	31200.00	224.00	2670	0000	VISION INSURANCE	4.33			4.33	4.33
NOV 2015 VISION BILLING 0100	11100.00	224.00	2653	0000	HWE VISION INSURAN	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	24100.00	224.00	2640	0000	CCHS VISION INSURA	15.68			15.68	15.68
NOV 2015 VISION BILLING 0100	11200.00	224.00	2643	0000	CJHS VISION INSURA	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	24100.00	224.00	2663	0000	CIS VISION INSURAN	15.68			15.68	15.68
NOV 2015 VISION BILLING 2904	11025.00	224.00	2649	0000	HCCF#2014JS-4893 N	10.00			10.00	10.00
NOV 2015 VISION BILLING 0100	11100.00	224.00	2649	0000	NME VISION INSURAN	8.10			8.10	8.10

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/07/15 - 12/09/15

CHECK VOUCHER	VENDOR NAME	DUE DATE						VOUCHER	AMOUNT	
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
		NOV 2015 VISION BILLING	0100	11100.00	224.00	2653	0000	HWE VISION INSURAN	2.02	2.02
		NOV 2015 VISION BILLING	0100	11100.00	224.00	2667	0000	SCE VISION INSURAN	2.02	2.02
		NOV 2015 VISION BILLING	0100	11200.00	224.00	2670	0000	SCHS VISION INSURA	6.07	6.07
		NOV 2015 VISION BILLING	0100	12410.00	224.00	2667	0000	SCE EH VISION INSU	3.04	3.04
		NOV 2015 VISION BILLING	0100	12410.00	224.00	2670	0000	SCHS EH VISION INS	3.03	3.03
		NOV 2015 VISION BILLING	0100	11630.00	224.00	2643	0000	CJHS ALTERNATIVE S	11.32	11.32
		NOV 2015 VISION BILLING	0100	12210.00	224.00	2663	0000	CIS MIMH VISION IN	11.32	11.32
		NOV 2015 VISION BILLING	0800	31200.00	224.00	2640	0000	VISION INSURANCE	11.32	11.32
		NOV 2015 VISION BILLING	1305	12900.00	224.01	2619	0000	HCELC 2012-13 JOB	11.32	11.32
		NOV 2015 VISION BILLING	0100	12410.00	224.00	2645	0000	CES EH VISION INSU	11.32	11.32
		NOV 2015 VISION BILLING	0100	22220.00	224.00	2640	0000	CCHS SCHOOL LIBRAR	11.32	11.32
		NOV 2015 VISION BILLING	0800	31200.00	224.00	2645	0000	VISION INSURANCE	11.32	11.32
		NOV 2015 VISION BILLING	0800	31200.00	224.00	2640	0000	VISION INSURANCE	4.33	4.33
		NOV 2015 VISION BILLING	1305	12900.00	224.03	2619	0000	HCELC 2012-13 NH J	4.33	4.33
		NOV 2015 VISION BILLING	1305	21810.00	224.00	2619	0000	HCELC 2012-13 VISI	4.33	4.33
		NOV '15 INACTIVE PAYMEN	9600	9600.20	.00	0000	0000	INACTIVE EMPLOYEE	279.52	279.52
		NOV '15 ADJUSTMENT FUND	0100	23210.00	224.00	0000	0000	ADMIN SUPT VISION	59.69	59.69
								CHECK AMOUNT	2,767.24	
								NEW VOUCHERS TOTAL.....	17,081.28	
								GRAND TOTAL.....	17,081.28	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
100 GENERAL FUND	12,337.35
350 CAPITAL PROJECTS FUND	875.09
410 TRANSPORTATION FUND	352.06
800 SCHOOL LUNCH FUND	560.25
1305 HCELC JT SERVICES 2012-13	1,377.22
2901 RIVERBOAT EDUCATION FUND	141.38
2904 HCCF GRANT#2014JS-4893 PRESCHL	135.64
4101 TITLE I #3190 2015-16	250.67
6841 TITLE II PART A 2014-16	36.53
9600 INACTIVE EMPLOYEE	1,015.09
GRAND TOTAL.....	17,081.28

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
55966 4426 SYMETRA LIFE INSURANCE CO	12/10/15									
	DEC 2015 LIFE/LTD BILLI	0100	11050.00	221.00	2649	0000	NME	FD KDG LTD INS	21.58	21.58
	DEC 2015 LIFE/LTD BILLI	0100	11050.00	221.00	2653	0000	HWE	FD KDG LTD INS	17.81	17.81
	DEC 2015 LIFE/LTD BILLI	0100	11050.00	221.00	2667	0000	SCE	FD KDG LTD INS	43.07	43.07
	DEC 2015 LIFE/LTD BILLI	0100	11100.00	221.00	2645	0000	CES	LTD INSURANCE	528.01	528.01
	DEC 2015 LIFE/LTD BILLI	0100	11100.00	221.00	2649	0000	NME	LTD INSURANCE	113.11	113.11
	DEC 2015 LIFE/LTD BILLI	0100	11100.00	221.00	2653	0000	HWE	LTD INSURANCE	125.38	125.38
	DEC 2015 LIFE/LTD BILLI	0100	11100.00	221.00	2663	0000	CIS	LTD INSURANCE	289.42	289.42
	DEC 2015 LIFE/LTD BILLI	0100	11100.00	221.00	2667	0000	SCE	LTD INSURANCE	202.17	202.17
	DEC 2015 LIFE/LTD BILLI	0100	11200.00	221.00	2643	0000	CJHS	LTD INSURANCE	295.25	295.25
	DEC 2015 LIFE/LTD BILLI	0100	11200.00	221.00	2670	0000	SCHS	LTD INSURANCE	69.33	69.33
	DEC 2015 LIFE/LTD BILLI	0100	11300.00	221.00	2640	0000	CCHS	LTD INSURANCE	474.90	474.90
	DEC 2015 LIFE/LTD BILLI	0100	11300.00	221.00	2670	0000	SCHS	LTD INSURANCE	361.40	361.40
	DEC 2015 LIFE/LTD BILLI	0100	11410.00	221.00	2640	0000	CCHS	AGRICUTLURE L	13.24	13.24
	DEC 2015 LIFE/LTD BILLI	0100	11410.00	221.00	2670	0000	SCHS	AGRICULTURE L	7.33	7.33
	DEC 2015 LIFE/LTD BILLI	0100	11450.00	221.00	2640	0000	CCHS	VO HM EC LTD	15.43	15.43
	DEC 2015 LIFE/LTD BILLI	0100	11450.00	221.00	2643	0000	CJHS	VO HM EC LTD	21.09	21.09
	DEC 2015 LIFE/LTD BILLI	0100	11450.00	221.00	2670	0000	SCHS	VO HM EC LTD	21.65	21.65
	DEC 2015 LIFE/LTD BILLI	0100	11630.00	221.00	2643	0000	CJHS	ALTERNATIVE S	5.54	5.54
	DEC 2015 LIFE/LTD BILLI	0100	11630.00	221.00	4410	0000		ALTERNATIVE SCHOOL	20.59	20.59
	DEC 2015 LIFE/LTD BILLI	0100	12210.00	221.00	2640	0000	CCHS	MIMH LTD INSU	49.26	49.26
	DEC 2015 LIFE/LTD BILLI	0100	12210.00	221.00	2643	0000	CJHS	MIMH LTD INSU	36.87	36.87
	DEC 2015 LIFE/LTD BILLI	0100	12210.00	221.00	2645	0000	CES	MIMH LTD INSUR	33.04	33.04
	DEC 2015 LIFE/LTD BILLI	0100	12210.00	221.00	2653	0000	HWE	MIMH LTD INSUR	17.51	17.51
	DEC 2015 LIFE/LTD BILLI	0100	12210.00	221.00	2663	0000	CIS	MIMH LTD INSUR	15.38	15.38
	DEC 2015 LIFE/LTD BILLI	0100	12210.00	221.00	2667	0000	SCE	MIMH LTD INSUR	4.79	4.79
	DEC 2015 LIFE/LTD BILLI	0100	12210.00	221.00	2670	0000	SCHS	MIMH LTD INSU	25.78	25.78
	DEC 2015 LIFE/LTD BILLI	0100	12220.00	221.00	2643	0000	CJHS	MOMH LTD INSU	9.44	9.44
	DEC 2015 LIFE/LTD BILLI	0100	12220.00	221.00	2645	0000	CES	MOMH LTD INSUR	4.79	4.79
	DEC 2015 LIFE/LTD BILLI	0100	12220.00	221.00	2663	0000	CIS	MOMH LTD INSUR	4.79	4.79
	DEC 2015 LIFE/LTD BILLI	0100	12410.00	221.00	2640	0000	CCHS	EH LTD INSURA	21.70	21.70
	DEC 2015 LIFE/LTD BILLI	0100	12410.00	221.00	2645	0000	CES	EH LTD INSURAN	23.45	23.45
	DEC 2015 LIFE/LTD BILLI	0100	12410.00	221.00	2653	0000	HWE	EH LTD INSURAN	4.79	4.79
	DEC 2015 LIFE/LTD BILLI	0100	12410.00	221.00	2663	0000	CIS	EH LTD INSURAN	20.25	20.25
	DEC 2015 LIFE/LTD BILLI	0100	12410.00	221.00	2667	0000	SCE	EH LTD INSURAN	25.05	25.05
	DEC 2015 LIFE/LTD BILLI	0100	12410.00	221.00	2670	0000	SCHS	EH LTD INSURA	5.97	5.97
	DEC 2015 LIFE/LTD BILLI	0100	12420.00	221.00	2649	0000	NME	OTHER EMOTIONA	4.79	4.79
	DEC 2015 LIFE/LTD BILLI	0100	12610.00	221.00	2640	0000	CCHS	LD LTD INSURA	18.52	18.52
	DEC 2015 LIFE/LTD BILLI	0100	12610.00	221.00	2643	0000	CJHS	LD LTD INS	15.36	15.36
	DEC 2015 LIFE/LTD BILLI	0100	12610.00	221.00	2649	0000	NME	LD LTD INSURAN	26.88	26.88
	DEC 2015 LIFE/LTD BILLI	0100	12610.00	221.00	2663	0000	CIS	LD LTD INSURAN	19.09	19.09
	DEC 2015 LIFE/LTD BILLI	0100	12610.00	221.00	2667	0000	SCE	LD LTD INSURAN	14.37	14.37
	DEC 2015 LIFE/LTD BILLI	0100	12610.00	221.00	2670	0000	SCHS	LD LTD INSURA	22.67	22.67
	DEC 2015 LIFE/LTD BILLI	0100	21220.00	221.00	2640	0000	CCHS	COUNSELING LT	53.31	53.31
	DEC 2015 LIFE/LTD BILLI	0100	21220.00	221.00	2643	0000	CJHS	COUNSELING LT	19.19	19.19
	DEC 2015 LIFE/LTD BILLI	0100	21220.00	221.00	2645	0000	CES	COUNSELING LTD	17.02	17.02
	DEC 2015 LIFE/LTD BILLI	0100	21220.00	221.00	2653	0000	HWE	COUNSELING LTD	8.22	8.22

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 LIFE/LTD BILLI	0100	21220.00	221.00	2663	0000	CIS COUNSELING LTD			8.23	8.23
DEC 2015 LIFE/LTD BILLI	0100	21220.00	221.00	2670	0000	SCHS COUNSELING LT			24.25	24.25
DEC 2015 LIFE/LTD BILLI	0100	21340.00	221.00	2640	0000	CCHS NURSE LTD INS			7.12	7.12
DEC 2015 LIFE/LTD BILLI	0100	21340.00	221.00	2645	0000	CES NURSE LTD INSU			7.12	7.12
DEC 2015 LIFE/LTD BILLI	0100	21340.00	221.00	2663	0000	CIS NURSE LTD INSU			53.70	53.70
DEC 2015 LIFE/LTD BILLI	0100	21340.00	221.00	2667	0000	SCE NURSE LTD INSU			7.12	7.12
DEC 2015 LIFE/LTD BILLI	0100	21520.00	221.00	2645	0000	CES SPEECH LTD INS			14.72	14.72
DEC 2015 LIFE/LTD BILLI	0100	21990.00	221.00	2653	0000	HWE AUTISTIC LTD I			4.79	4.79
DEC 2015 LIFE/LTD BILLI	0100	22220.00	221.00	2640	0000	CCHS SCHOOL LIBRAR			22.71	22.71
DEC 2015 LIFE/LTD BILLI	0100	22220.00	221.00	2645	0000	CES SCHOOL LIBRARY			4.79	4.79
DEC 2015 LIFE/LTD BILLI	0100	22220.00	221.00	2653	0000	HWE LIBRARY LTD IN			4.79	4.79
DEC 2015 LIFE/LTD BILLI	0100	22220.00	221.00	2663	0000	CIS SCHOOL LIBRARY			4.79	4.79
DEC 2015 LIFE/LTD BILLI	0100	22220.00	221.00	2670	0000	SCHS SCHOOL LIBRAR			17.14	17.14
DEC 2015 LIFE/LTD BILLI	0100	23210.00	221.00	3190	0000	SUPT ADMIN LTD INS			154.75	154.75
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2640	0000	CCHS LTD INSURANCE			71.76	71.76
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2643	0000	CJHS LTD INSURANCE			41.39	41.39
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2645	0000	CES LTD INSURANCE			46.88	46.88
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2649	0000	NME LTD INSURANCE			19.20	19.20
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2653	0000	HWE LTD INSURANCE			32.12	32.12
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2663	0000	CIS LTD INSURANCE			39.70	39.70
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2667	0000	SCE LTD INSURANCE			34.14	34.14
DEC 2015 LIFE/LTD BILLI	0100	24100.00	221.00	2670	0000	SCHS LTD INSURANCE			72.61	72.61
DEC 2015 LIFE/LTD BILLI	0100	24900.00	221.00	2640	0000	CCHS DIR COLLEGE C			31.46	31.46
DEC 2015 LIFE/LTD BILLI	0100	26100.00	221.00	4100	0000	FACILITIES LTD INS			18.45	18.45
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2640	0000	CCHS DISABILITY IN			72.48	72.48
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2643	0000	CJHS DISABILITY IN			38.12	38.12
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2645	0000	CES DISABILITY INS			37.38	37.38
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2649	0000	NME DISABILITY INS			17.18	17.18
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2653	0000	HWE DISABILITY INS			16.22	16.22
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2663	0000	CIS DISABILITY INS			27.19	27.19
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2667	0000	SCE DISABILITY INS			38.12	38.12
DEC 2015 LIFE/LTD BILLI	0100	26200.00	221.00	2670	0000	SCHS DISABILITY IN			35.67	35.67
DEC 2015 LIFE/LTD BILLI	0100	26300.00	221.00	4100	0000	FACILITIES LTD INS			59.09	59.09
DEC 2015 LIFE/LTD BILLI	0100	33100.00	221.00	2640	0000	CCHS ATHLETIC DIRE			22.71	22.71
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2640	4500	CCHS DISABILITY IN			57.47	57.47
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2643	4500	CCJHS DISABILITY I			2.56	2.56
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2645	4500	CES DISABILITY INS			3.71	3.71
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2649	4500	NME DISABILITY INS			1.15	1.15
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2653	4500	HWE DISABILITY INS			1.38	1.38
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2663	4500	CIS DISABILITY INS			2.77	2.77
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2667	4500	SCE DISABILITY INS			2.77	2.77
DEC 2015 LIFE/LTD BILLI	0350	22310.00	221.00	2670	4500	SCHS DISABILITY IN			3.00	3.00
DEC 2015 LIFE/LTD BILLI	0350	25810.00	221.00	3190	4500	ADMIN DISABILITY I			2.58	2.58
DEC 2015 LIFE/LTD BILLI	0410	27010.00	221.00	0000	0000	TRANS COORDINATOR			25.44	25.44
DEC 2015 LIFE/LTD BILLI	0410	27100.00	221.00	0000	0000	TRANS CORP DRIVERS			45.62	45.62
DEC 2015 LIFE/LTD BILLI	0410	27200.00	221.00	0000	0000	TRANS MONITORING L			1.85	1.85
DEC 2015 LIFE/LTD BILLI	0800	31200.00	221.00	2640	0000	DISABILITY INSURAN			32.25	32.25

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 LIFE/LTD BILLI 0800	31200.00	221.00	2645	0000	DISABILITY INSURAN				16.88	16.88
DEC 2015 LIFE/LTD BILLI 0800	31200.00	221.00	2649	0000	DISABILITY INSURAN				6.05	6.05
DEC 2015 LIFE/LTD BILLI 0800	31200.00	221.00	2653	0000	DISABILITY INSURAN				6.05	6.05
DEC 2015 LIFE/LTD BILLI 0800	31200.00	221.00	2663	0000	DISABILITY INSURAN				12.36	12.36
DEC 2015 LIFE/LTD BILLI 0800	31200.00	221.00	2667	0000	DISABILITY INSURAN				16.66	16.66
DEC 2015 LIFE/LTD BILLI 0800	31200.00	221.00	2670	0000	DISABILITY INSURAN				10.56	10.56
DEC 2015 LIFE/LTD BILLI 0800	31200.00	221.00	3190	0000	ADMIN FOOD SERVICE				9.21	9.21
DEC 2015 LIFE/LTD BILLI 1305	12210.00	221.00	2619	0000	HCELC 2012-13 MIMH				22.37	22.37
DEC 2015 LIFE/LTD BILLI 1305	12220.00	221.00	2619	0000	HCELC 2012-13 MOMH				49.41	49.41
DEC 2015 LIFE/LTD BILLI 1305	12220.00	221.01	2619	0000	HCELC 2012-13 NH M				38.71	38.71
DEC 2015 LIFE/LTD BILLI 1305	12330.00	221.00	2619	0000	HCELC 2012-13 VIS				22.33	22.33
DEC 2015 LIFE/LTD BILLI 1305	12410.00	221.01	2619	0000	HCELC 2012-13 NH E				18.64	18.64
DEC 2015 LIFE/LTD BILLI 1305	12810.00	221.00	2619	0000	HCELC PRE-SCHOOL 2				16.32	16.32
DEC 2015 LIFE/LTD BILLI 1305	12810.00	221.01	2619	0000	HCELC PRESCHOOL LT				20.04	20.04
DEC 2015 LIFE/LTD BILLI 1305	12810.00	221.02	2619	0000	HCELC PRESCHOOL LT				26.11	26.11
DEC 2015 LIFE/LTD BILLI 1305	12900.00	221.00	2619	0000	HCELC 2012-13 TRAN				7.93	7.93
DEC 2015 LIFE/LTD BILLI 1305	12900.00	221.01	2619	0000	HCELC PT B 2012-13				9.21	9.21
DEC 2015 LIFE/LTD BILLI 1305	21340.00	221.00	2619	0000	HCELC PT B 2012-13				26.88	26.88
DEC 2015 LIFE/LTD BILLI 1305	21420.00	221.00	2619	0000	HCELC 2012-13 PSYC				14.03	14.03
DEC 2015 LIFE/LTD BILLI 1305	21810.00	221.00	2619	0000	HCELC 2012-13 LTD				85.63	85.63
DEC 2015 LIFE/LTD BILLI 1305	21890.00	221.00	2619	0000	HCELC 2012-13 ASST				23.33	23.33
DEC 2015 LIFE/LTD BILLI 2901	11050.00	221.00	2645	0000	DISABILITY INSURAN				13.42	13.42
DEC 2015 LIFE/LTD BILLI 2901	11050.00	221.00	2667	0000	DISABILITY INSURAN				6.65	6.65
DEC 2015 LIFE/LTD BILLI 2901	11630.00	221.00	4420	0000	DISABILITY INSURAN				21.09	21.09
DEC 2015 LIFE/LTD BILLI 2901	21220.00	221.00	2649	0000	NM COUNSELING DISA				8.13	8.13
DEC 2015 LIFE/LTD BILLI 2901	21220.00	221.00	2667	0000	DISABILITY INSURAN				8.19	8.19
DEC 2015 LIFE/LTD BILLI 2904	11025.00	221.00	2645	0000	HCCF#2014JS-4893 C				12.25	12.25
DEC 2015 LIFE/LTD BILLI 2904	11025.00	221.00	2649	0000	HCCF#2014JS-4893 N				11.95	11.95
DEC 2015 LIFE/LTD BILLI 2904	11025.00	221.00	2653	0000	HCCF#2014JS-4893 H				17.22	17.22
DEC 2015 LIFE/LTD BILLI 2904	11025.00	221.00	2667	0000	HCCF#2014JS-4893 S				12.52	12.52
DEC 2015 LIFE/LTD BILLI 4101	11100.00	221.00	2653	0000	TITLE I #3190 2015				15.47	15.47
DEC 2015 LIFE/LTD BILLI 4101	22120.00	221.00	2645	0000	TITLE I #3190 2015				24.80	24.80
DEC 2015 LIFE/LTD BILLI 4101	22120.00	221.00	2667	0000	TITLE I #3190 2015				21.48	21.48
DEC 2015 LIFE/LTD BILLI 4101	22900.00	221.00	3190	0000	TITLE I #3190 2015				23.81	23.81
DEC 2015 LIFE/LTD BILLI 6841	11100.00	221.00	3190	0000	TITLE II PART A 20				12.97	12.97
DEC 2015 LIFE/LTD BILLI 0100	11050.00	223.00	2649	0000	NME FD KDG LIFE IN				6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	11050.00	223.00	2653	0000	HWE FD KDG LIFE IN				6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	11050.00	223.00	2667	0000	SCE FD KDG LIFE IN				18.09	18.09
DEC 2015 LIFE/LTD BILLI 0100	11100.00	223.00	2645	0000	CES LIFE INSURANCE				212.03	212.03
DEC 2015 LIFE/LTD BILLI 0100	11100.00	223.00	2649	0000	NME LIFE INSURANCE				46.78	46.78
DEC 2015 LIFE/LTD BILLI 0100	11100.00	223.00	2653	0000	HWE LIFE INSURANCE				52.35	52.35
DEC 2015 LIFE/LTD BILLI 0100	11100.00	223.00	2663	0000	CIS LIFE INSURANCE				118.55	118.55
DEC 2015 LIFE/LTD BILLI 0100	11100.00	223.00	2667	0000	SCE LIFE INSURANCE				86.91	86.91
DEC 2015 LIFE/LTD BILLI 0100	11200.00	223.00	2643	0000	CJHS LIFE INSURANC				112.28	112.28
DEC 2015 LIFE/LTD BILLI 0100	11200.00	223.00	2670	0000	SCHS LIFE INSURANC				26.88	26.88
DEC 2015 LIFE/LTD BILLI 0100	11300.00	223.00	2640	0000	CCHS LIFE INSURANC				178.96	178.96
DEC 2015 LIFE/LTD BILLI 0100	11300.00	223.00	2670	0000	SCHS LIFE INSURANC				102.70	102.70

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 LIFE/LTD BILLI 0100	11410.00	223.00	2640	0000	CCHS AGRICULTURE L	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	11410.00	223.00	2670	0000	SCHS AGRICULTURE L	3.70			3.70	3.70
DEC 2015 LIFE/LTD BILLI 0100	11450.00	223.00	2640	0000	CCHS VO HM EC LIFE	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	11450.00	223.00	2643	0000	CJHS VO HM EC LIFE	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	11450.00	223.00	2670	0000	SCHS VO HM EC LIFE	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	11630.00	223.00	2643	0000	CJHS ALTERNATIVE S	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	11630.00	223.00	4410	0000	ALTERNATIVE SCHOOL	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12210.00	223.00	2640	0000	CCHS MIMH LIFE INS	20.16			20.16	20.16
DEC 2015 LIFE/LTD BILLI 0100	12210.00	223.00	2643	0000	CJHS MIMH LIFE INS	15.67			15.67	15.67
DEC 2015 LIFE/LTD BILLI 0100	12210.00	223.00	2645	0000	CES MIMH LIFE INSU	13.44			13.44	13.44
DEC 2015 LIFE/LTD BILLI 0100	12210.00	223.00	2653	0000	HWE MIMH LIFE INSU	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12210.00	223.00	2663	0000	CIS MIMH LIFE INSU	8.97			8.97	8.97
DEC 2015 LIFE/LTD BILLI 0100	12210.00	223.00	2667	0000	SCE MIMH LIFE INSU	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	12210.00	223.00	2670	0000	SCHS MIMH LIFE INS	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12220.00	223.00	2643	0000	CJHS MOMH LIFE INS	11.20			11.20	11.20
DEC 2015 LIFE/LTD BILLI 0100	12220.00	223.00	2645	0000	CES MOMH LIFE INSU	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	12220.00	223.00	2663	0000	CIS MOMH LIFE INSU	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	12410.00	223.00	2640	0000	CCHS EH LIFE INSUR	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12410.00	223.00	2645	0000	CES EH LIFE INSURA	17.92			17.92	17.92
DEC 2015 LIFE/LTD BILLI 0100	12410.00	223.00	2653	0000	HWE EH LIFE INSURA	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	12410.00	223.00	2663	0000	CIS EH LIFE INSURA	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12410.00	223.00	2667	0000	SCE EH LIFE INSURA	10.08			10.08	10.08
DEC 2015 LIFE/LTD BILLI 0100	12410.00	223.00	2670	0000	SCHS EH LIFE INSUR	3.36			3.36	3.36
DEC 2015 LIFE/LTD BILLI 0100	12420.00	223.00	2649	0000	NME OTHER EMOTIONA	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	12610.00	223.00	2640	0000	CCHS LD LIFE INSUR	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12610.00	223.00	2643	0000	CJHS LD LIFE INS	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	12610.00	223.00	2649	0000	NME LD LIFE INSURA	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12610.00	223.00	2663	0000	CIS LD LIFE INSURA	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	12610.00	223.00	2667	0000	SCE LD LIFE INSURA	16.80			16.80	16.80
DEC 2015 LIFE/LTD BILLI 0100	12610.00	223.00	2670	0000	SCHS LD LIFE INSUR	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	21220.00	223.00	2640	0000	CCHS COUNSELING LI	13.44			13.44	13.44
DEC 2015 LIFE/LTD BILLI 0100	21220.00	223.00	2643	0000	CJHS COUNSELING LI	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	21220.00	223.00	2645	0000	CES COUNSELING LIF	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	21220.00	223.00	2653	0000	HWE COUNSELING LIF	3.36			3.36	3.36
DEC 2015 LIFE/LTD BILLI 0100	21220.00	223.00	2663	0000	CIS COUNSELING LIF	3.36			3.36	3.36
DEC 2015 LIFE/LTD BILLI 0100	21220.00	223.00	2670	0000	SCHS COUNSELING LI	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	21340.00	223.00	2640	0000	CCHS NURSE LIFE IN	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	21340.00	223.00	2645	0000	CES NURSE LIFE INS	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	21340.00	223.00	2663	0000	CIS NURSE LIFE INS	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	21340.00	223.00	2667	0000	SCE NURSE LIFE INS	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	21520.00	223.00	2645	0000	CES SPEECH LIFE IN	6.72			6.72	6.72
DEC 2015 LIFE/LTD BILLI 0100	21990.00	223.00	2653	0000	HWE AUTISTIC LIFE	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	22220.00	223.00	2640	0000	CCHS SCHOOL LIBRAR	12.32			12.32	12.32
DEC 2015 LIFE/LTD BILLI 0100	22220.00	223.00	2645	0000	CES SCHOOL LIBRARY	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	22220.00	223.00	2653	0000	HWE LIBRARY LIFE I	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	22220.00	223.00	2663	0000	CIS SCHOOL LIBRARY	5.60			5.60	5.60
DEC 2015 LIFE/LTD BILLI 0100	22220.00	223.00	2670	0000	SCHS SCHOOL LIBRAR	6.72			6.72	6.72

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	AMOUNT	ALLOWED
DEC 2015	LIFE/LTD BILLI	0100	23210.00	223.00	3190	0000	SUPT ADMIN LIFE IN	86.91	86.91	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2640	0000	CCHS LIFE INSURANC	46.15	46.15	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2643	0000	CJHS LIFE INSURANC	29.90	29.90	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2645	0000	CES LIFE INSURANCE	35.50	35.50	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2649	0000	NME LIFE INSURANCE	12.32	12.32	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2653	0000	HWE LIFE INSURANCE	22.40	22.40	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2663	0000	CIS LIFE INSURANCE	29.35	29.35	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2667	0000	SCE LIFE INSURANCE	23.75	23.75	
DEC 2015	LIFE/LTD BILLI	0100	24100.00	223.00	2670	0000	SCHS LIFE INSURANC	50.40	50.40	
DEC 2015	LIFE/LTD BILLI	0100	24900.00	223.00	2640	0000	CCHS DIR COLLEGE C	20.94	20.94	
DEC 2015	LIFE/LTD BILLI	0100	26100.00	223.00	4100	0000	FACILITIES LIFE IN	5.60	5.60	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2640	0000	CCHS LIFE INS CUST	39.20	39.20	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2643	0000	CJHS LIFE INS CUST	22.40	22.40	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2645	0000	CES LIFE INS CUSTO	22.40	22.40	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2649	0000	NME LIFE INS CUSTO	11.20	11.20	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2653	0000	HWE LIFE INS CUSTO	11.20	11.20	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2663	0000	CIS LIFE INS CUSTO	16.80	16.80	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2667	0000	SCE LIFE INS CUSTO	22.40	22.40	
DEC 2015	LIFE/LTD BILLI	0100	26200.00	223.00	2670	0000	SCHS LIFE INS CUST	22.40	22.40	
DEC 2015	LIFE/LTD BILLI	0100	26300.00	223.00	4100	0000	FACILITIES LIFE IN	28.00	28.00	
DEC 2015	LIFE/LTD BILLI	0100	33100.00	223.00	2640	0000	CCHS ATHLETIC DIRE	5.60	5.60	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2640	4500	CCHS LIFE INS TECH	23.73	23.73	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2643	4500	CCJHS LIFE INS TEC	.55	.55	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2645	4500	CES LIFE INS TECH	.80	.80	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2649	4500	NME LIFE INS TECH	.25	.25	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2653	4500	HWE LIFE INS TECH	.30	.30	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2663	4500	CIS LIFE INS TECH	.59	.59	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2667	4500	SCE LIFE INS TECH	.59	.59	
DEC 2015	LIFE/LTD BILLI	0350	22310.00	223.00	2670	4500	SCHS LIFE INS TECH	.64	.64	
DEC 2015	LIFE/LTD BILLI	0350	25810.00	223.00	3190	4500	ADMIN LIFE INS TEC	.55	.55	
DEC 2015	LIFE/LTD BILLI	0410	27010.00	223.00	0000	0000	TRANS COORDINATOR	11.20	11.20	
DEC 2015	LIFE/LTD BILLI	0410	27100.00	223.00	0000	0000	TRANS CORP DRIVERS	31.80	31.80	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2640	0000	LIFE INSURANCE	33.60	33.60	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2645	0000	LIFE INSURANCE	16.80	16.80	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2649	0000	LIFE INSURANCE	5.60	5.60	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2653	0000	LIFE INSURANCE	5.60	5.60	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2663	0000	LIFE INSURANCE	11.20	11.20	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2667	0000	LIFE INSURANCE	16.80	16.80	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	2670	0000	LIFE INSURANCE	11.20	11.20	
DEC 2015	LIFE/LTD BILLI	0800	31200.00	223.00	3190	0000	ADMIN FOOD SERVICE	5.60	5.60	
DEC 2015	LIFE/LTD BILLI	1305	12210.00	223.00	2619	0000	HCELC 2012-13 MIMH	6.72	6.72	
DEC 2015	LIFE/LTD BILLI	1305	12220.00	223.00	2619	0000	HCELC 2012-13 MOMH	20.16	20.16	
DEC 2015	LIFE/LTD BILLI	1305	12220.00	223.01	2619	0000	HCELC 2012-13 NH M	13.44	13.44	
DEC 2015	LIFE/LTD BILLI	1305	12330.00	223.00	2619	0000	HCELC 2012-13 VIS	6.72	6.72	
DEC 2015	LIFE/LTD BILLI	1305	12410.00	223.01	2619	0000	HCELC 2012-13 NH E	6.72	6.72	
DEC 2015	LIFE/LTD BILLI	1305	12810.00	223.00	2619	0000	HCELC PRE-SCHOOL 2	6.72	6.72	
DEC 2015	LIFE/LTD BILLI	1305	12810.00	223.01	2619	0000	HCELC PRESCHOOL LI	12.32	12.32	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 LIFE/LTD BILLI	1305	12810.00	223.02	2619	0000	HCELC PRESCHOOL LI	17.92	17.92		
DEC 2015 LIFE/LTD BILLI	1305	12900.00	223.00	2619	0000	HCELC 2012-13 TRAN	5.60	5.60		
DEC 2015 LIFE/LTD BILLI	1305	12900.00	223.01	2619	0000	HCELC PT B 2012-13	11.20	11.20		
DEC 2015 LIFE/LTD BILLI	1305	21340.00	223.00	2619	0000	HCELC PT B 2012-13	16.80	16.80		
DEC 2015 LIFE/LTD BILLI	1305	21420.00	223.00	2619	0000	HCELC 2012-13 PSYC	11.48	11.48		
DEC 2015 LIFE/LTD BILLI	1305	21810.00	223.00	2619	0000	HCELC 2012-13 LIFE	57.24	57.24		
DEC 2015 LIFE/LTD BILLI	1305	21890.00	223.00	2619	0000	HCELC 2012-13 ASST	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	2901	11050.00	223.00	2645	0000	LIFE INSURANCE	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	2901	11050.00	223.00	2667	0000	LIFE INSURANCE	2.07	2.07		
DEC 2015 LIFE/LTD BILLI	2901	11630.00	223.00	4420	0000	LIFE INSURANCE	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	2901	21220.00	223.00	2649	0000	NM COUNSELING LIFE	3.35	3.35		
DEC 2015 LIFE/LTD BILLI	2901	21220.00	223.00	2667	0000	LIFE INSURANCE	3.37	3.37		
DEC 2015 LIFE/LTD BILLI	2904	11025.00	223.00	2645	0000	HCCF#2014JS-4893 C	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	2904	11025.00	223.00	2649	0000	HCCF#2014JS-4893 N	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	2904	11025.00	223.00	2653	0000	HCCF#2014JS-4893 H	12.32	12.32		
DEC 2015 LIFE/LTD BILLI	2904	11025.00	223.00	2667	0000	HCCF#2014JS-4893 S	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	4101	11100.00	223.00	2653	0000	TITLE I #3190 2015	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	4101	22120.00	223.00	2645	0000	TITLE I #3190 2015	9.19	9.19		
DEC 2015 LIFE/LTD BILLI	4101	22120.00	223.00	2667	0000	TITLE I #3190 2015	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	4101	22900.00	223.00	3190	0000	TITLE I #3190 2015	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	6841	11100.00	223.00	3190	0000	TITLE II PART A 20	6.72	6.72		
DEC 2015 LIFE/LTD BILLI	0410	27200.00	223.00	0000	0000	TRANS MONITORING L	2.80	2.80		
DEC 2015 LIFE/LTD BILLI	1305	21340.00	223.00	2619	0000	HCELC PT B 2012-13	5.60	5.60		
DEC '15 LIFE ADJUSTMENT	0100	23210.00	223.00	0000	0000	SUPT ADMIN LIFE AD	82.92	82.92		
DEC '15 LTD ADJUSTMENT	0100	23210.00	221.00	0000	0000	SUPT ADMIN LTD ADJ	16.53-	16.53-		
CHECK AMOUNT									7,608.86	
55967 4427 VISION SERVICE PLAN-IN	12/09/15									
DEC 2015 VISION BILLING	0100	11050.00	224.00	2653	0000	HWE FD KDG VISION	10.00	10.00		
DEC 2015 VISION BILLING	0100	11050.00	224.00	2667	0000	SCE FD KDG VISION	10.00	10.00		
DEC 2015 VISION BILLING	0100	11100.00	224.00	2645	0000	CES VISION INSURAN	115.02	115.02		
DEC 2015 VISION BILLING	0100	11100.00	224.00	2649	0000	NME VISION INSURAN	4.26	4.26		
DEC 2015 VISION BILLING	0100	11100.00	224.00	2653	0000	HWE VISION INSURAN	44.26	44.26		
DEC 2015 VISION BILLING	0100	11100.00	224.00	2663	0000	CIS VISION INSURAN	64.98	64.98		
DEC 2015 VISION BILLING	0100	11100.00	224.00	2667	0000	SCE VISION INSURAN	10.00	10.00		
DEC 2015 VISION BILLING	0100	11200.00	224.00	2643	0000	CJHS VISION INSURA	91.42	91.42		
DEC 2015 VISION BILLING	0100	11200.00	224.00	2670	0000	SCHS VISION INSURA	10.00	10.00		
DEC 2015 VISION BILLING	0100	11300.00	224.00	2640	0000	CCHS VISION INSURA	70.06	70.06		
DEC 2015 VISION BILLING	0100	11300.00	224.00	2670	0000	SCHS VISION INSURA	20.00	20.00		
DEC 2015 VISION BILLING	0100	11450.00	224.00	2640	0000	CCHS VO HM EC VISI	10.00	10.00		
DEC 2015 VISION BILLING	0100	11450.00	224.00	2643	0000	CJHS VO HM EC VISI	10.00	10.00		
DEC 2015 VISION BILLING	0100	12210.00	224.00	2640	0000	CCHS MIMH VISION I	10.00	10.00		
DEC 2015 VISION BILLING	0100	12210.00	224.00	2643	0000	CJHS MIMH VISION I	4.98	4.98		
DEC 2015 VISION BILLING	0100	12210.00	224.00	2645	0000	CES MIMH VISION IN	20.00	20.00		
DEC 2015 VISION BILLING	0100	12210.00	224.00	2653	0000	HWE MIMH VISION IN	10.00	10.00		
DEC 2015 VISION BILLING	0100	12210.00	224.00	2663	0000	CIS MIMH VISION IN	5.02	5.02		
DEC 2015 VISION BILLING	0100	12410.00	224.00	2645	0000	CES EH VISION INSU	10.00	10.00		

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
DEC 2015 VISION BILLING 0100	12410.00	224.00	2667	0000	SCE EH VISION INSU			10.00	10.00
DEC 2015 VISION BILLING 0100	12610.00	224.00	2640	0000	CCHS LD VISION INS			10.00	10.00
DEC 2015 VISION BILLING 0100	12610.00	224.00	2663	0000	CIS LD VISION INSU			10.00	10.00
DEC 2015 VISION BILLING 0100	21220.00	224.00	2653	0000	HWE COUNSELING VIS			5.00	5.00
DEC 2015 VISION BILLING 0100	21220.00	224.00	2663	0000	CIS COUNSELING VIS			5.00	5.00
DEC 2015 VISION BILLING 0100	21220.00	224.00	2670	0000	SCHS COUNSELING VI			10.00	10.00
DEC 2015 VISION BILLING 0100	23210.00	224.00	3190	0000	SUPT ADMIN VISION			27.00	27.00
DEC 2015 VISION BILLING 0100	24100.00	224.00	2640	0000	CCHS VISION INSURA			15.68	15.68
DEC 2015 VISION BILLING 0100	24100.00	224.00	2643	0000	CJHS VISION INSURA			15.68	15.68
DEC 2015 VISION BILLING 0100	24100.00	224.00	2645	0000	CES VISION INSURAN			15.68	15.68
DEC 2015 VISION BILLING 0100	24100.00	224.00	2649	0000	NME VISION INSURAN			15.68	15.68
DEC 2015 VISION BILLING 0100	24100.00	224.00	2653	0000	HWE VISION INSURAN			15.68	15.68
DEC 2015 VISION BILLING 0100	24100.00	224.00	2670	0000	SCHS VISION INSURA			15.68	15.68
DEC 2015 VISION BILLING 0100	24900.00	224.00	2640	0000	CCHS DIR COLLEGE/C			15.68	15.68
DEC 2015 VISION BILLING 0100	26200.00	224.00	2640	0000	CCHS VISION INS CU			11.32	11.32
DEC 2015 VISION BILLING 0100	26200.00	224.00	2645	0000	CES VISION INS CUS			11.32	11.32
DEC 2015 VISION BILLING 0100	26200.00	224.00	2653	0000	HWE VISION INS CUS			11.32	11.32
DEC 2015 VISION BILLING 0100	26200.00	224.00	2670	0000	SCHS VISION INS CU			11.32	11.32
DEC 2015 VISION BILLING 0100	26300.00	224.00	4100	0000	FACILITIES VISION			11.32	11.32
DEC 2015 VISION BILLING 0350	22310.00	224.00	2640	4500	CCHS VISION INS TE			22.64	22.64
DEC 2015 VISION BILLING 0410	27010.00	224.00	0000	0000	TRANS COORDINATOR			22.64	22.64
DEC 2015 VISION BILLING 1305	12220.00	224.00	2619	0000	HCELC PT B 2012-13			20.00	20.00
DEC 2015 VISION BILLING 1305	12810.00	224.01	2619	0000	HCELC PRESCHOOL VI			10.00	10.00
DEC 2015 VISION BILLING 1305	12810.00	224.02	2619	0000	HCELC PRESCHOOL VI			10.00	10.00
DEC 2015 VISION BILLING 1305	21810.00	224.00	2619	0000	HCELC 2012-13 VISI			31.36	31.36
DEC 2015 VISION BILLING 2901	11630.00	224.00	4420	0000	VISION INSURANCE			10.00	10.00
DEC 2015 VISION BILLING 4101	11100.00	224.00	2653	0000	TITLE I #3190 2015			10.00	10.00
DEC 2015 VISION BILLING 4101	22120.00	224.00	2645	0000	TITLE I #3190 2015			10.00	10.00
DEC 2015 VISION BILLING 4101	22120.00	224.00	2667	0000	TITLE I #3190 2015			10.00	10.00
DEC 2015 VISION BILLING 0100	11050.00	224.00	2649	0000	NME FD KDG VISION			10.00	10.00
DEC 2015 VISION BILLING 0100	11050.00	224.00	2667	0000	SCE FD KDG VISION			10.00	10.00
DEC 2015 VISION BILLING 0100	11100.00	224.00	2645	0000	CES VISION INSURAN			40.00	40.00
DEC 2015 VISION BILLING 0100	11100.00	224.00	2649	0000	NME VISION INSURAN			10.00	10.00
DEC 2015 VISION BILLING 0100	11100.00	224.00	2663	0000	CIS VISION INSURAN			40.00	40.00
DEC 2015 VISION BILLING 0100	11100.00	224.00	2667	0000	SCE VISION INSURAN			20.00	20.00
DEC 2015 VISION BILLING 0100	11200.00	224.00	2643	0000	CJHS VISION INSURA			30.00	30.00
DEC 2015 VISION BILLING 0100	11300.00	224.00	2640	0000	CCHS VISION INSURA			50.00	50.00
DEC 2015 VISION BILLING 0100	11300.00	224.00	2670	0000	SCHS VISION INSURA			15.66	15.66
DEC 2015 VISION BILLING 0100	11410.00	224.00	2670	0000	SCHS AGRICULTURE V			5.66	5.66
DEC 2015 VISION BILLING 0100	12210.00	224.00	2640	0000	CCHS MIMH VISION I			10.00	10.00
DEC 2015 VISION BILLING 0100	12210.00	224.00	2670	0000	SCHS MIMH VISION I			10.00	10.00
DEC 2015 VISION BILLING 0100	12410.00	224.00	2640	0000	CCHS EH VISION INS			10.00	10.00
DEC 2015 VISION BILLING 0100	12610.00	224.00	2643	0000	CJHS LD VISION INS			10.00	10.00
DEC 2015 VISION BILLING 0100	12610.00	224.00	2670	0000	SCHS LD VISION INS			10.00	10.00
DEC 2015 VISION BILLING 0100	21220.00	224.00	2645	0000	CES COUNSELING VIS			10.00	10.00
DEC 2015 VISION BILLING 0100	23210.00	224.00	3190	0000	SUPT ADMIN VISION			42.68	42.68
DEC 2015 VISION BILLING 0100	24100.00	224.00	2667	0000	SCE VISION INSURAN			15.68	15.68

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 VISION BILLING 0100	24100.00	224.00	2670	0000	SCHS VISION INSURA	15.68			15.68	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2640	0000	CCHS VISION INS CU	11.32			11.32	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2643	0000	CJHS VISION INS CU	11.32			11.32	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2653	0000	HWE VISION INS CUS	11.32			11.32	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2663	0000	CIS VISION INS CUS	11.32			11.32	
DEC 2015 VISION BILLING 0100	26300.00	224.00	4100	0000	FACILITIES VISION	22.64			22.64	
DEC 2015 VISION BILLING 1305	12210.00	224.00	2619	0000	HCELC MIMH VISION	10.00			10.00	
DEC 2015 VISION BILLING 1305	12410.00	224.01	2619	0000	HCELC 2012-13 NH E	10.00			10.00	
DEC 2015 VISION BILLING 1305	21890.00	224.00	2619	0000	HCELC 2012-13 ASST	10.00			10.00	
DEC 2015 VISION BILLING 0100	11050.00	224.00	2667	0000	SCE FD KDG VISION	4.20			4.20	
DEC 2015 VISION BILLING 0100	11100.00	224.00	2645	0000	CES VISION INSURAN	44.73			44.73	
DEC 2015 VISION BILLING 0100	11100.00	224.00	2649	0000	NME VISION INSURAN	12.14			12.14	
DEC 2015 VISION BILLING 0100	11100.00	224.00	2653	0000	HWE VISION INSURAN	6.07			6.07	
DEC 2015 VISION BILLING 0100	11100.00	224.00	2663	0000	CIS VISION INSURAN	40.32			40.32	
DEC 2015 VISION BILLING 0100	11100.00	224.00	2667	0000	SCE VISION INSURAN	42.49			42.49	
DEC 2015 VISION BILLING 0100	11200.00	224.00	2643	0000	CJHS VISION INSURA	9.52			9.52	
DEC 2015 VISION BILLING 0100	11200.00	224.00	2670	0000	SCHS VISION INSURA	6.07			6.07	
DEC 2015 VISION BILLING 0100	11300.00	224.00	2640	0000	CCHS VISION INSURA	44.25			44.25	
DEC 2015 VISION BILLING 0100	11300.00	224.00	2670	0000	SCHS VISION INSURA	36.42			36.42	
DEC 2015 VISION BILLING 0100	11410.00	224.00	2640	0000	CCHS AGRICULTURE V	6.07			6.07	
DEC 2015 VISION BILLING 0100	11450.00	224.00	2670	0000	SCHS VO HM EC VISI	6.07			6.07	
DEC 2015 VISION BILLING 0100	11630.00	224.00	4410	0000	ALTERNATIVE SCHOOL	6.07			6.07	
DEC 2015 VISION BILLING 0100	12210.00	224.00	2643	0000	CJHS MIMH VISION I	6.07			6.07	
DEC 2015 VISION BILLING 0100	12610.00	224.00	2649	0000	NME LD VISION INSU	6.07			6.07	
DEC 2015 VISION BILLING 0100	21520.00	224.00	2645	0000	CES SPEECH VISION	6.07			6.07	
DEC 2015 VISION BILLING 0100	23210.00	224.00	3190	0000	SUPT ADMIN VISION	4.33			4.33	
DEC 2015 VISION BILLING 0100	24100.00	224.00	2645	0000	CES VISION INSURAN	.79			.79	
DEC 2015 VISION BILLING 0100	26100.00	224.00	4100	0000	FACILITIES VISION	4.33			4.33	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2640	0000	CCHS VISION INS CU	17.32			17.32	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2643	0000	CJHS VISION INS CU	8.66			8.66	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2645	0000	CES VISION INS CUS	12.99			12.99	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2649	0000	NME VISION INS CUS	8.66			8.66	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2663	0000	CIS VISION INS CUS	4.33			4.33	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2667	0000	SCE VISION INS CUS	4.33			4.33	
DEC 2015 VISION BILLING 0100	26200.00	224.00	2670	0000	SCHS VISION INS CU	8.66			8.66	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2640	4500	CCHS VISION INS TE	9.69			9.69	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2643	4500	CCJHS VISION INS T	.42			.42	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2645	4500	CES VISION INS TEC	.61			.61	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2649	4500	NME VISION INS TEC	.19			.19	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2653	4500	HWE VISION INS TEC	.23			.23	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2663	4500	CIS VISION INS TEC	.46			.46	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2667	4500	SCE VISION INS TEC	.46			.46	
DEC 2015 VISION BILLING 0350	22310.00	224.00	2670	4500	SCHS VISION INS TE	.50			.50	
DEC 2015 VISION BILLING 0350	25810.00	224.00	3190	4500	ADMIN VISION INS T	.43			.43	
DEC 2015 VISION BILLING 1305	12220.00	224.01	2619	0000	HCELC 2012-13 NH M	12.14			12.14	
DEC 2015 VISION BILLING 1305	12330.00	224.00	2619	0000	HCELC 2012-13 VISU	6.07			6.07	
DEC 2015 VISION BILLING 1305	12810.00	224.00	2619	0000	HCELC PRE-SCHOOL 2	6.07			6.07	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
DEC 2015 VISION BILLING 2901	11050.00	224.00	2667	0000	VISION INSURANCE				1.87	1.87
DEC 2015 VISION BILLING 2901	21220.00	224.00	2649	0000	NM COUNSELING VISI				3.02	3.02
DEC 2015 VISION BILLING 2901	21220.00	224.00	2667	0000	VISION INSURANCE				3.05	3.05
DEC 2015 VISION BILLING 4101	22900.00	224.00	3190	0000	TITLE I #3190 2015				6.07	6.07
DEC 2015 VISION BILLING 6841	11100.00	224.00	3190	0000	TITLE II PART A 20				6.07	6.07
DEC 2015 VISION BILLING 0100	12220.00	224.00	2643	0000	CJHS MOMH VISION I				11.32	11.32
DEC 2015 VISION BILLING 0100	12220.00	224.00	2645	0000	CES MOMH VISION IN				11.32	11.32
DEC 2015 VISION BILLING 0100	12410.00	224.00	2640	0000	CCHS EH VISION INS				11.32	11.32
DEC 2015 VISION BILLING 0100	12410.00	224.00	2663	0000	CIS EH VISION INSU				11.32	11.32
DEC 2015 VISION BILLING 0100	12610.00	224.00	2649	0000	NME LD VISION INSU				11.32	11.32
DEC 2015 VISION BILLING 0100	21340.00	224.00	2645	0000	CES NURSE VISION I				11.32	11.32
DEC 2015 VISION BILLING 0100	24100.00	224.00	2643	0000	CJHS VISION INSURA				11.32	11.32
DEC 2015 VISION BILLING 0100	24100.00	224.00	2645	0000	CES VISION INSURAN				22.64	22.64
DEC 2015 VISION BILLING 0100	24100.00	224.00	2653	0000	HWE VISION INSURAN				11.32	11.32
DEC 2015 VISION BILLING 0410	27100.00	224.00	0000	0000	TRANS CORP DRIVERS				11.32	11.32
DEC 2015 VISION BILLING 0800	31200.00	224.00	2640	0000	VISION INSURANCE				22.64	22.64
DEC 2015 VISION BILLING 0800	31200.00	224.00	2649	0000	VISION INSURANCE				11.32	11.32
DEC 2015 VISION BILLING 0800	31200.00	224.00	2653	0000	VISION INSURANCE				11.32	11.32
DEC 2015 VISION BILLING 0800	31200.00	224.00	2670	0000	VISION INSURANCE				11.32	11.32
DEC 2015 VISION BILLING 1305	12810.00	224.01	2619	0000	HCELC PRESCHOOL VI				11.32	11.32
DEC 2015 VISION BILLING 1305	12900.00	224.00	2619	0000	HCELC 2012-13 TRAN				11.32	11.32
DEC 2015 VISION BILLING 1305	12900.00	224.01	2619	0000	HCELC 2012-13 JOB				11.32	11.32
DEC 2015 VISION BILLING 1305	21810.00	224.00	2619	0000	HCELC 2012-13 VISI				11.32	11.32
DEC 2015 VISION BILLING 0100	11300.00	224.00	2670	0000	SCHS VISION INSURA				11.32	11.32
DEC 2015 VISION BILLING 0100	12210.00	224.00	2667	0000	SCE MIMH VISION IN				11.32	11.32
DEC 2015 VISION BILLING 0100	12410.00	224.00	2645	0000	CES EH VISION INSU				11.32	11.32
DEC 2015 VISION BILLING 0100	12410.00	224.00	2653	0000	HWE EH VISION INSU				11.32	11.32
DEC 2015 VISION BILLING 0100	12610.00	224.00	2663	0000	CIS LD VISION INSU				11.32	11.32
DEC 2015 VISION BILLING 0100	22220.00	224.00	2653	0000	HWE LIBRARY VISION				11.32	11.32
DEC 2015 VISION BILLING 0410	27100.00	224.00	0000	0000	TRANS CORP DRIVERS				56.60	56.60
DEC 2015 VISION BILLING 0800	31200.00	224.00	2640	0000	VISION INSURANCE				11.32	11.32
DEC 2015 VISION BILLING 0800	31200.00	224.00	2663	0000	VISION INSURANCE				11.32	11.32
DEC 2015 VISION BILLING 0800	31200.00	224.00	2670	0000	VISION INSURANCE				5.66	5.66
DEC 2015 VISION BILLING 1305	12810.00	224.02	2619	0000	HCELC PRESCHOOL VI				11.32	11.32
DEC 2015 VISION BILLING 0100	11100.00	224.00	2653	0000	HWE VISION INSURAN				4.33	4.33
DEC 2015 VISION BILLING 0100	11630.00	224.00	4410	0000	ALTERNATIVE SCHOOL				4.33	4.33
DEC 2015 VISION BILLING 0100	12420.00	224.00	2649	0000	NME OTHER EMOTIONA				4.33	4.33
DEC 2015 VISION BILLING 0100	12610.00	224.00	2667	0000	SCE LD VISION INSU				4.33	4.33
DEC 2015 VISION BILLING 0100	24100.00	224.00	2640	0000	CCHS VISION INSURA				4.33	4.33
DEC 2015 VISION BILLING 0100	24100.00	224.00	2643	0000	CJHS VISION INSURA				4.33	4.33
DEC 2015 VISION BILLING 0100	24100.00	224.00	2649	0000	NME VISION INSURAN				4.33	4.33
DEC 2015 VISION BILLING 0410	27100.00	224.00	0000	0000	TRANS CORP DRIVERS				4.33	4.33
DEC 2015 VISION BILLING 0800	31200.00	224.00	2640	0000	VISION INSURANCE				4.33	4.33
DEC 2015 VISION BILLING 0800	31200.00	224.00	2645	0000	VISION INSURANCE				4.33	4.33
DEC 2015 VISION BILLING 0800	31200.00	224.00	2667	0000	VISION INSURANCE				4.33	4.33
DEC 2015 VISION BILLING 0800	31200.00	224.00	2670	0000	VISION INSURANCE				4.33	4.33
DEC 2015 VISION BILLING 0100	11100.00	224.00	2653	0000	HWE VISION INSURAN				10.00	10.00

12/09/15
12:11:46

AFTER CHECKS ACCOUNTS PAYABLE VOUCHER

PAGE 10
BDA45/SALLY

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/09/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
DEC 2015 VISION BILLING	0100 24100.00	224.00	2640 0000	CCHS VISION INSURA	15.68			15.68	15.68
DEC 2015 VISION BILLING	0100 11200.00	224.00	2643 0000	CJHS VISION INSURA	10.00			10.00	10.00
DEC 2015 VISION BILLING	0100 24100.00	224.00	2663 0000	CIS VISION INSURAN	15.68			15.68	15.68
DEC 2015 VISION BILLING	2904 11025.00	224.00	2649 0000	HCCF#2014JS-4893 N	10.00			10.00	10.00
DEC 2015 VISION BILLING	0100 11100.00	224.00	2649 0000	NME VISION INSURAN	8.10			8.10	8.10
DEC 2015 VISION BILLING	0100 11100.00	224.00	2653 0000	HWE VISION INSURAN	2.02			2.02	2.02
DEC 2015 VISION BILLING	0100 11100.00	224.00	2667 0000	SCE VISION INSURAN	2.02			2.02	2.02
DEC 2015 VISION BILLING	0100 11200.00	224.00	2670 0000	SCHS VISION INSURA	6.07			6.07	6.07
DEC 2015 VISION BILLING	0100 12410.00	224.00	2667 0000	SCHS EH VISION INSU	3.04			3.04	3.04
DEC 2015 VISION BILLING	0100 12410.00	224.00	2670 0000	SCHS EH VISION INS	3.03			3.03	3.03
DEC 2015 VISION BILLING	0100 11630.00	224.00	2643 0000	CJHS ALTERNATIVE S	11.32			11.32	11.32
DEC 2015 VISION BILLING	0100 12210.00	224.00	2663 0000	CIS MIMH VISION IN	11.32			11.32	11.32
DEC 2015 VISION BILLING	0800 31200.00	224.00	2640 0000	VISION INSURANCE	11.32			11.32	11.32
DEC 2015 VISION BILLING	1305 12900.00	224.01	2619 0000	HCELC 2012-13 JOB	11.32			11.32	11.32
DEC 2015 VISION BILLING	0100 12410.00	224.00	2645 0000	CES EH VISION INSU	11.32			11.32	11.32
DEC 2015 VISION BILLING	0100 22220.00	224.00	2640 0000	CCHS SCHOOL LIBRAR	11.32			11.32	11.32
DEC 2015 VISION BILLING	0800 31200.00	224.00	2645 0000	VISION INSURANCE	11.32			11.32	11.32
DEC 2015 VISION BILLING	0800 31200.00	224.00	2640 0000	VISION INSURANCE	4.33			4.33	4.33
DEC 2015 VISION BILLING	1305 12900.00	224.03	2619 0000	HCELC 2012-13 NH J	4.33			4.33	4.33
DEC 2015 VISION BILLING	1305 21810.00	224.00	2619 0000	HCELC 2012-13 VISI	4.33			4.33	4.33
DEC '15 INACTIVE PAYMEN	9600 9600.20	.00	0000 0000	INACTIVE EMPLOYEE	221.35			221.35	221.35
DEC '15 ADJUSTMENT FUND	0100 23210.00	224.00	0000 0000	ADMIN SUPT VISION	.84			.84	.84
				CHECK AMOUNT	2,650.22				
				NEW VOUCHERS TOTAL.....				10,259.08	
				GRAND TOTAL.....				10,259.08	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
100 GENERAL FUND	8,178.17
350 CAPITAL PROJECTS FUND	141.02
410 TRANSPORTATION FUND	213.60
800 SCHOOL LUNCH FUND	345.61
1305 HCELC JT SERVICES 2012-13	788.52
2901 RIVERBOAT EDUCATION FUND	97.65
2904 HCCF GRANT#2014JS-4893 PRESCHL	96.42
4101 TITLE I #3190 2015-16	150.98
6841 TITLE II PART A 2014-16	25.76
9600 INACTIVE EMPLOYEE	221.35
GRAND TOTAL.....	10,259.08

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/10/15 - 12/10/15

CHECK VOUCHER	VENDOR NAME	DUE DATE	PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	VOUCHER AMOUNT	AMOUNT ALLOWED
55968	4428 BARNES & NOBLE BOOKSELLERS	12/10/15	20006.001	3144633	MISC BOOKS AS PER ATTAC	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	1,634.88	1,634.88
											CHECK AMOUNT	1,634.88	
55969	4429 BENCHMARK EDUCATION COMPANY	12/10/15	20094.001	288293	MISC BOOKS AS PER ATTAC	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	603.90	603.90
			20096.001	288297	MISC BOOKS AS PER ATTAC	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	396.00	396.00
											CHECK AMOUNT	999.90	
55970	4430 BETTER QUALITY BUSINESS SYSTEM	12/10/15	20119.001	7F710A	1ST ANNUAL PAYMENT/COPI	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	5,172.00	5,172.00
											CHECK AMOUNT	5,172.00	
55971	4431 BNY MELLON	12/10/15		IMMS:7566228400	6 MO SERIES 2007,2008,2	0200	53100.00	831.00	2649	0000	NME PROJECT PRINCI	90,000.00	90,000.00
					6 MO SERIES 2007,2008,2	0200	53100.00	831.00	2667	0000	SCE PROJECT-PRINCI	289,651.00	289,651.00
					6 MO SERIES 2007,2008,2	0200	53100.00	831.00	2653	0000	HWE PROJECT-PRINCI	80,349.00	80,349.00
					6 MO SERIES 2007,2008,2	0200	53100.00	831.00	2640	0000	CCHS PROJECT PRINC	331,885.00	331,885.00
					6 MO SERIES 2007,2008,2	0200	53100.00	831.00	2645	0000	CES PROJECT PRINCI	288,115.00	288,115.00
					6 MO SERIES 2007,2008,2	0200	53100.00	831.00	2643	0000	CJHS PROJECT-PRINC	500,000.00	500,000.00
					6 MO SERIES 2007,2008,2	0200	53100.00	832.00	2649	0000	NME PROJECT-INTERE	42,259.00	42,259.00
					6 MO SERIES 2007,2008,2	0200	53100.00	832.00	2667	0000	SCE PROJECT-INTERE	136,004.00	136,004.00
					6 MO SERIES 2007,2008,2	0200	53100.00	832.00	2653	0000	HWE PROJECT-INTERE	37,727.00	37,727.00
					6 MO SERIES 2007,2008,2	0200	53100.00	832.00	2640	0000	CCHS PROJECT-INTER	155,835.00	155,835.00
					6 MO SERIES 2007,2008,2	0200	53100.00	832.00	2645	0000	CES PROJECT-INTERE	135,283.00	135,283.00
					6 MO SERIES 2007,2008,2	0200	53100.00	832.00	2643	0000	CJHS PROJECT-INTER	234,773.25	234,773.25
											CHECK AMOUNT	2,321,881.25	
55972	4432 CALLOWAY HOUSE, INC	12/10/15	20011.001	3855756	MAGNETIC TAP BOARDS AS	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	84.77	84.77
											CHECK AMOUNT	84.77	
55973	4433 IASBO	12/10/15		MEMBERSHIP/C.WALLACE	MEMBERSHIP/C.WALLACE	0100	23210.00	880.00	3190	0000	SUPT ADMIN OFFICE	78.00	78.00
											CHECK AMOUNT	78.00	
55974	4434 INDIANA DEPT OF WORKFORCE DEV	12/10/15		133322	DECEMBER BILLING	0100	26200.00	230.00	3190	0000	ADMIN UNEMPLOYMENT	135.00	135.00
											CHECK AMOUNT	135.00	
55975	4435 INDIANA UTILITIES CORPORATION	12/10/15		OCT/NOV BILLING	OCTOBER/NOVEMBER BILLIN	0100	26200.00	622.00	2640	0000	CCHS GAS HEAT & CO	1,355.68	1,355.68
					OCTOBER/NOVEMBER BILLIN	0350	26200.00	622.00	2643	0000	CCJHS GAS HEAT & C	305.17	305.17
					OCTOBER/NOVEMBER BILLIN	0100	26200.00	622.00	2643	0000	CJHS GAS HEAT & CO	372.67	372.67
					OCTOBER/NOVEMBER BILLIN	0350	26200.00	622.00	2663	0000	CIS GAS HEAT & COO	12.00	12.00
					OCTOBER/NOVEMBER BILLIN	0100	26200.00	622.00	2663	0000	CIS GAS HEAT & COO	1,395.40	1,395.40
					OCTOBER/NOVEMBER BILLIN	0100	26200.00	622.00	2645	0000	CES GAS HEAT & COO	1,820.72	1,820.72

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/10/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
	OCTOBER/NOVEMBER BILLIN	0100	26200.00	622.00	2649	0000	NME GAS HEAT & COO	788.51	788.51
	OCTOBER/NOVEMBER BILLIN	0100	26200.00	622.00	3190	0000	ADMIN GAS HEAT & C	211.71	211.71
	OCTOBER/NOVEMBER BILLIN	0100	26200.00	622.00	4100	0000	FACILITIES GAS HEA	223.37	223.37
	OCTOBER/NOVEMBER BILLIN	1305	26200.00	622.00	2619	0000	HCECL GAS	80.26	80.26
							CHECK AMOUNT	6,565.49	
55976 4436 KELLY SERVICES	12/10/15								
291106	WEEK ENDING 11/8/15	0100	11100.00	311.00	2663	0000	CIS SUBSTITUTES	624.45	624.45
	WEEK ENDING 11/8/15	0100	11100.00	311.00	2645	0000	CES SUBSTITUTES	1,093.65	1,093.65
	WEEK ENDING 11/8/15	0100	11100.00	311.00	2653	0000	HWE SUBSTITUTES	472.65	472.65
	WEEK ENDING 11/8/15	0100	11100.00	311.00	2649	0000	NME SUBSTITUTES	44.85	44.85
	WEEK ENDING 11/8/15	0100	11100.00	311.00	2667	0000	SCE SUBSTITUTES	258.75	258.75
	WEEK ENDING 11/8/15	0100	11200.00	311.00	2643	0000	CJHS SUBSTITUTES	345.00	345.00
	WEEK ENDING 11/8/15	0100	11200.00	311.00	2670	0000	SCHS SUBSTITUTES	44.85	44.85
	WEEK ENDING 11/8/15	0100	11300.00	311.00	2640	0000	CCHS SUBSTITUTES	948.75	948.75
	WEEK ENDING 11/8/15	0100	11300.00	311.00	2670	0000	SCHS SUBSTITUTES	472.65	472.65
	WEEK ENDING 11/8/15	1930	11100.00	311.00	3190	0000	IND EARLY INTERVEN	134.55	134.55
	WEEK ENDING 11/8/15	2901	22120.00	311.00	3190	0000	PROFESSIONAL DEV A	89.70	89.70
295015	WEEK ENDING 11/15/15	0100	11100.00	311.00	2663	0000	CIS SUBSTITUTES	576.15	576.15
	WEEK ENDING 11/15/15	0100	11100.00	311.00	2645	0000	CES SUBSTITUTES	903.90	903.90
	WEEK ENDING 11/15/15	0100	11100.00	311.00	2653	0000	HWE SUBSTITUTES	465.75	465.75
	WEEK ENDING 11/15/15	0100	11100.00	311.00	2649	0000	NME SUBSTITUTES	345.00	345.00
	WEEK ENDING 11/15/15	0100	11100.00	311.00	2667	0000	SCE SUBSTITUTES	434.70	434.70
	WEEK ENDING 11/15/15	0100	11200.00	311.00	2643	0000	CJHS SUBSTITUTES	262.20	262.20
	WEEK ENDING 11/15/15	0100	11200.00	311.00	2670	0000	SCHS SUBSTITUTES	82.80	82.80
	WEEK ENDING 11/15/15	0100	11300.00	311.00	2640	0000	CCHS SUBSTITUTES	2,090.70	2,090.70
	WEEK ENDING 11/15/15	0100	11300.00	311.00	2670	0000	SCHS SUBSTITUTES	472.65	472.65
	WEEK ENDING 11/15/15	1930	11100.00	311.00	3190	0000	IND EARLY INTERVEN	262.20	262.20
298811	WEEK ENDING 11/22/15	0100	11100.00	311.00	2663	0000	CIS SUBSTITUTES	434.70	434.70
	WEEK ENDING 11/22/15	0100	11100.00	311.00	2645	0000	CES SUBSTITUTES	565.80	565.80
	WEEK ENDING 11/22/15	0100	11100.00	311.00	2653	0000	HWE SUBSTITUTES	213.90	213.90
	WEEK ENDING 11/22/15	0100	11100.00	311.00	2649	0000	NME SUBSTITUTES	134.55	134.55
	WEEK ENDING 11/22/15	0100	11100.00	311.00	2667	0000	SCE SUBSTITUTES	555.45	555.45
	WEEK ENDING 11/22/15	0100	11200.00	311.00	2643	0000	CJHS SUBSTITUTES	445.05	445.05
	WEEK ENDING 11/22/15	0100	11200.00	311.00	2670	0000	SCHS SUBSTITUTES	351.90	351.90
	WEEK ENDING 11/22/15	0100	11300.00	311.00	2640	0000	CCHS SUBSTITUTES	1,383.45	1,383.45
	WEEK ENDING 11/22/15	0100	11300.00	311.00	2670	0000	SCHS SUBSTITUTES	831.45	831.45
	WEEK ENDING 11/22/15	6841	22120.00	312.00	3190	0000	TITLE II PART A 20	1,450.00	1,450.00
	WEEK ENDING 11/22/15	1930	11100.00	311.00	3190	0000	IND EARLY INTERVEN	658.95	658.95
	WEEK ENDING 11/22/15	2901	22120.00	311.00	3190	0000	PROFESSIONAL DEV A	1,144.40	1,144.40
							CHECK AMOUNT	18,595.50	
55977 4437 A.E. BOYCE CO. INC.	12/10/15								
DISASTER RECOVERY	DISASTER RECOVERY 2016	0350	26400.00	430.00	3190	0000	ADMIN GEN MAINT/RE	450.00	450.00
							CHECK AMOUNT	450.00	
55978 4438 LAKESHORE LEARNING MATERIALS	12/10/15								
20095.001 2206911115	MISC SUPPLIES AS PER AT	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	198.88	198.88
							CHECK AMOUNT	198.88	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/10/15 - 12/10/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
55979 4439 NATIONAL GEOGRAPHIC SCHOOL PUB	12/10/15								
20007.001 0112620007	MAGAZINES AS PER ATTACH	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	2,024.00	2,024.00
20008.001 0112020008	MAGAZINES AS PER ATTACH	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	371.25	371.25
20009.001 0112320009	MAGAZINES AS PER ATTACH	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	990.00	990.00
20014.001 0111720014	MAGAZINES AS PER ATTACH	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	371.25	371.25
	CHECK AMOUNT							3,756.50	
55980 4440 SCHOLASTIC INC	12/10/15								
20016.001 12012370	MISC BOOKS AS PER ATTAC	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	139.44	139.44
	CHECK AMOUNT							139.44	
55981 4441 THE HUNTINGTON NATIONAL BANK	12/10/15								
4083001500	RETIRE/SEVERANCE BOND 2	0250	51100.00	831.00	3190	0000	RETIREMENT/SEVERAN	440,000.00	440,000.00
	RETIRE/SEVERANCE BOND 2	0250	52100.00	832.00	3190	0000	RETIREMENT/SEVERAN	39,118.50	39,118.50
	CHECK AMOUNT							479,118.50	
55982 4442 TIME FOR KIDS	12/10/15								
20010.001 3628748737	MAGAZINES AS PER ATTACH	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	1,021.84	1,021.84
20015.001 3628748737	MAGAZINES AS PER ATTACH	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	111.50	111.50
	CHECK AMOUNT							1,133.34	
55983 4443 U.S. BANCORP	12/10/15								
292917283	DEC BILLING/COPIER & PR	0350	26400.00	430.00	2645	0000	CES GEN MAINT/REPA	1,714.85	1,714.85
	DEC BILLING/COPIER & PR	0350	26400.00	430.00	2649	0000	NME GEN MAINT/REPA	571.62	571.62
	CHECK AMOUNT							2,286.47	
	NEW VOUCHERS TOTAL.....							2,842,229.92	
	GRAND TOTAL.....							2,842,229.92	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
100 GENERAL FUND	21,236.76
200 DEBT SERVICE FUND	2,321,881.25
250 RETIREMENT/SEVERANCE BOND DEBT	479,118.50
350 CAPITAL PROJECTS FUND	3,053.64
1305 HCELC JT SERVICES 2012-13	80.26
1930 EARLY INTERVENTION	9,003.41
2901 RIVERBOAT EDUCATION FUND	1,234.10
5203 PART B 611 FY15 SPEC EDUCATION	5,172.00
6841 TITLE II PART A 2014-16	1,450.00
GRAND TOTAL.....	2,842,229.92

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/15/15 - 12/15/15

CHECK VOUCHER	VENDOR NAME	DUE DATE	PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	VOUCHER AMOUNT	AMOUNT ALLOWED
55984	4444 COCA-COLA BOTTLING CO.	12/15/15											
	1192202118	NOVEMBER BILLING				0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	330.80	330.80
											CHECK AMOUNT	330.80	
55985	4445 GORDON FOOD SERVICE, INC.	12/15/15											
	12/10/15 DELIVERY	12/10/15 DELIVERY				0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	6,482.68	6,482.68
		12/10/15 DELIVERY				0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	132.30	132.30
		12/10/15 DELIVERY				0800	31900.00	611.00	2640	0000	CCHS OTHER FOOD SE	343.23	343.23
		12/10/15 DELIVERY				0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	1,297.64	1,297.64
		12/10/15 DELIVERY				0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	14.46	14.46
		12/10/15 DELIVERY				0800	31900.00	611.00	2663	0000	CIS OTHER FOOD SER	149.28	149.28
		12/10/15 DELIVERY				0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	2,149.73	2,149.73
		12/10/15 DELIVERY				0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	23.80	23.80
		12/10/15 DELIVERY				0800	31900.00	611.00	2645	0000	CES OTHER FOOD SER	231.01	231.01
		12/10/15 DELIVERY				0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	958.26	958.26
		12/10/15 DELIVERY				0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	9.58	9.58
		12/10/15 DELIVERY				0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	973.86	973.86
		12/10/15 DELIVERY				0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	9.73	9.73
		12/10/15 DELIVERY				0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	1,840.67	1,840.67
		12/10/15 DELIVERY				0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	20.37	20.37
		12/10/15 DELIVERY				0800	31900.00	611.00	2667	0000	SCE OTHER FOOD SER	196.67	196.67
		12/10/15 DELIVERY				0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	2,434.65	2,434.65
		12/10/15 DELIVERY				0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	288.21	288.21
		12/10/15 DELIVERY				0800	31900.00	611.00	2670	0000	SCHS OTHER FOOD SE	137.62	137.62
											CHECK AMOUNT	16,696.85	
55986	4446 HARRISON REMC	12/15/15											
	NOVEMBER BILLING	NOVEMBER BILLING				0100	26200.00	625.00	2653	0000	HWE ELECTRICITY	4,006.13	4,006.13
		NOVEMBER BILLING				0100	26200.00	625.00	2649	0000	NME ELECTRICITY	3,982.08	3,982.08
		NOVEMBER BILLING				0100	26200.00	625.00	2667	0000	SCE ELECTRICITY	9,472.91	9,472.91
		NOVEMBER BILLING				0100	26200.00	625.00	2670	0000	SCHS ELECTRICITY	9,472.91	9,472.91
											CHECK AMOUNT	26,934.03	
55987	4447 LIMEBERRY LUMBER CO, INC	12/15/15											
	191876,192133,	PAINT/SUPPLIES AS ATTAC				0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP	728.13	728.13
	192278,192279					0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP		
											CHECK AMOUNT	728.13	
55988	4448 PRAIRIE FARMS DAIRY	12/15/15											
	NOVEMBER BILLING	NOVEMBER BILLING				0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	3,188.37	3,188.37
		NOVEMBER BILLING				0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	1,282.50	1,282.50
		NOVEMBER BILLING				0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	2,744.40	2,744.40
		NOVEMBER BILLING				0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	845.20	845.20
		NOVEMBER BILLING				0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	703.40	703.40
		NOVEMBER BILLING				0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	1,654.20	1,654.20
		NOVEMBER BILLING				0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	943.10	943.10
											CHECK AMOUNT	11,361.17	

12/15/15
2:14:47

AFTER CHECKS ACCOUNTS PAYABLE VOUCHER

PAGE 2
BDA45/SALLY

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 12/15/15 - 12/15/15

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT ALLOWED
55989 4449 STEVE'S PRODUCE	12/15/15								
45643,45642,45671,	12/15/15 BILLING	0800	31400.00	614.00	2640	0000	CCHS FOOD PURCHASE	2,118.50	2,118.50
45701,45728,45641,	12/15/15 BILLING	0800	31400.00	614.00	2663	0000	CIS FOOD PURCHASES	403.95	403.95
45604,45644,45653,	12/15/15 BILLING	0800	31400.00	614.00	2645	0000	CES FOOD PURCHASES	934.60	934.60
45700,45698,45755,	12/15/15 BILLING	0800	31400.00	614.00	2653	0000	HW FOOD PURCHASES	634.05	634.05
45637,45456,45500,	12/15/15 BILLING	0800	31400.00	614.00	2649	0000	NM FOOD PURCHASES	140.50	140.50
45553,45639,45697,	12/15/15 BILLING	0800	31400.00	614.00	2667	0000	SCE FOOD PURCHASES	1,545.15	1,545.15
45696,45753	12/15/15 BILLING	0800	31400.00	614.00	2670	0000	SCHS FOOD PURCHASE	628.50	628.50
							CHECK AMOUNT	6,405.25	
55990 4450 TIME FOR KIDS	12/15/15								
20013.001 363762840	MAGAZINES AS PER ATTACH	1930	11100.00	611.00	3190	0000	IND LITERACY EARLY	254.40	254.40
							CHECK AMOUNT	254.40	
55991 4451 VISA	12/15/15								
PAST DUE DISPUTE BAL PAST DUE DISP BAL/NO SH		0100	23110.00	580.00	3190	0000	SERV AREA DIR TRA	406.97	406.97
							CHECK AMOUNT	406.97	
							NEW VOUCHERS TOTAL.....	63,117.60	
							GRAND TOTAL.....	63,117.60	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND DESCRIPTION	VOUCHER TOTAL
100 GENERAL FUND	27,341.00
350 CAPITAL PROJECTS FUND	728.13
800 SCHOOL LUNCH FUND	34,794.07
1930 EARLY INTERVENTION	254.40
GRAND TOTAL.....	63,117.60

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4452 A-M ELECTRIC CO, INC 302999	1/06/16									
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2640	0000	CCHS	GEN MAINT/REP	31.44	31.44
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2643	0000	CCJHS	GEN MAINT/RE	31.38	31.38
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2663	0000	CIS	GEN MAINT/REPA	31.38	31.38
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2645	0000	CES	GEN MAINT/REPA	31.38	31.38
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2653	0000	HWE	GEN MAINT/REPA	31.38	31.38
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2649	0000	NME	GEN MAINT/REPA	31.38	31.38
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2667	0000	SCE	GEN MAINT/REPA	31.38	31.38
	BULBS AS PER ATTACHED	0350	26400.00	430.00	2670	0000	SCHS	GEN MAINT/REP	31.38	31.38
	CHECK AMOUNT								251.10	
4453 LACEY ADAMS HWE LUNCH REFUND	1/06/16									
	HWE LUNCH REFUND	8410	841.20	.00	2653	0000	HWE	LUNCH REFUND	7.95	7.95
	CHECK AMOUNT								7.95	
4454 ANNETTE ALBIN DRIVER F/T	1/06/16									
	DRIVER F/T GALT HOUSE	2902	11100.00	593.00	2645	5906	HCCF	GRANT#2015E-5	60.00	60.00
	CHECK AMOUNT								60.00	
4455 ALLISON ALLEN NOV/DEC BILLING	1/06/16									
	NOVEMBER/DECEMBER BILLI	5203	21890.00	313.00	2619	0000	FY15	PT B PT/OT CO	4,755.75	4,755.75
	NOV/DEC BILLING ST JOHN	5203	33600.00	313.00	2619	0000	FY15	PT B NONPUB P	102.00	102.00
	CHECK AMOUNT								4,857.75	
4456 ALPHA MECHANICAL SERVICE INC. 27420	1/06/16									
	DECEMBER BILLING	0100	26200.00	430.00	2643	0000	CCJHS	PURCHASE SER	128.67	128.67
	DECEMBER BILLING	0100	26200.00	430.00	2663	0000	CIS	PURCHASE SERVI	128.66	128.66
	CHECK AMOUNT								257.33	
4457 ATOM CHEMICAL, INC. 35057	1/06/16									
	DECEMBER BILLING	0100	26200.00	430.00	2640	0000	CCHS	PURCHASE SERV	134.37	134.37
	DECEMBER BILLING	0100	26200.00	430.00	2643	0000	CCJHS	PURCHASE SER	134.37	134.37
	DECEMBER BILLING	0100	26200.00	430.00	2663	0000	CIS	PURCHASE SERVI	134.37	134.37
	DECEMBER BILLING	0100	26200.00	430.00	2645	0000	CES	PURCHASE SERVI	134.37	134.37
	DECEMBER BILLING	0100	26200.00	430.00	2653	0000	HWE	PURCHASE SERVI	134.41	134.41
	DECEMBER BILLING	0100	26200.00	430.00	2649	0000	NME	PURCHASE SERVI	134.37	134.37
	DECEMBER BILLING	0100	26200.00	430.00	2667	0000	SCES	PURCHASE SERV	134.37	134.37
	DECEMBER BILLING	0100	26200.00	430.00	2670	0000	SCHS	PURCHASE SERV	134.37	134.37
35173,35172	WATER SOFTENER REPAIR	0350	26400.00	430.00	2649	0000	NME	GEN MAINT/REPA	2,776.20	2,776.20
	WATER SOFTENER REPAIR	0350	26400.00	430.00	2670	0000	SCHS	GEN MAINT/REP	2,776.20	2,776.20
	CHECK AMOUNT								6,627.40	
4458 B R GRAFIX 20140.001 10653	1/06/16									
	SPELL/MATH BOWL SHIRTS	0100	12110.00	611.00	3190	0000	ADMIN	GT MATERIALS	85.50	85.50
	CHECK AMOUNT								85.50	
4459 BACKGROUNDCHECKS.COM 12219333	1/06/16									
	CRIMINAL HISTORY CHECKS	9900	9900.20	.00	0000	0000	CRIMINAL	HISTORY C	142.00	142.00
	CHECK AMOUNT								142.00	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER	VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
4460	BAKER & TAYLOR	1/06/16								
20064.001	2031341282,		0100	22220.00	640.00	2640	0000	CCHS LIBRARY BOOKS	941.15	941.15
20064.002	2031405526	MISC BOOKS AS PER ATTAC	0100	22220.00	650.00	2640	0000	CCHS LIBRARY PERIO	257.47	257.47
								CHECK AMOUNT	1,198.62	
4461	BANDMANS COMPANY	1/06/16								
20137.001	09-30975	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2643	0000	CCJHS GEN MAINT/RE	545.40	545.40
								CHECK AMOUNT	545.40	
4462	BARKS WELDING SUPPLIES	1/06/16								
	MISC SUPPLIES	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	4400	0000	PD GEN MAINT/REPAI	28.75	28.75
								CHECK AMOUNT	28.75	
4463	ROCHELLE BATES	1/06/16								
	MILEAGE	MILEAGE 11/24/15-12/16/	5203	21890.00	580.00	2619	0000	FY15 PT B ADMINIST	207.58	207.58
								CHECK AMOUNT	207.58	
4464	ELIZABETH BECHT	1/06/16								
	REIM VELCOIN	REIM VELCOIN AS PER ATT	0100	11100.00	611.00	2645	0000	CES INSTRUCTIONAL	76.90	76.90
	NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	0100	12510.00	313.00	3190	0000	CONTRACTED SERVICE	6,628.13	6,628.13
								CHECK AMOUNT	6,705.03	
4465	BETTER QUALITY BUSINESS SYSTEM	1/06/16								
20109.001	7FK68A	INK AS PER ATTACHED	0350	47000.00	730.00	2645	0000	CES FURNITURE/EQUI	85.00	85.00
20129.001	7FE83A	PRINTER CARTRIDGE AS PE	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	54.85	54.85
								CHECK AMOUNT	139.85	
4466	BILL'S CATERING & BBQ	1/06/16								
	278	FOOD/PRINCIPALS' MEETIN	2901	22130.00	611.00	3190	0000	ADMIN PD SUPPLIES	108.00	108.00
								CHECK AMOUNT	108.00	
4467	BLUE RIVER SERVICES, INC	1/06/16								
	Q8MTHOM	NOVEMBER BILLING	0410	27900.00	510.00	2619	0000	TRANS PUPIL SERVIC	850.00	850.00
								CHECK AMOUNT	850.00	
4468	A.E. BOYCE COMPANY, INC.	1/06/16								
	0459362	W2S & 1099S AS PER ATTA	0100	23210.00	611.00	3190	0000	SUPT ADMIN OFFICE	325.51	325.51
								CHECK AMOUNT	325.51	
4469	STEPHANIE BURGHER	1/06/16								
	NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21420.00	313.00	2619	0000	FY15 PT B PSYCH CO	3,195.00	3,195.00
								CHECK AMOUNT	3,195.00	
4470	MANDA BUSSABARGER	1/06/16								
	MILEAGE	MILEAGE CCR PATHWAY WOR	0100	11200.00	580.00	2643	0000	CJHS TRAVEL	60.95	60.95
								CHECK AMOUNT	60.95	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
4471 BYRNE TROPHIES, INC 10049	1/06/16								
	NEHS MEDALS AS PER ATTA	0100	12110.00	611.00	3190	0000	ADMIN GT MATERIALS	110.00	110.00
							CHECK AMOUNT	110.00	
4472 C & D TRANSPORTATION LLC 1641	1/06/16								
	LABOR/BUS A6	0410	27300.00	430.00	0000	0000	TRANS VEHICLE MAIN	135.00	135.00
	PARTS/BUS A6	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN	39.99	39.99
							CHECK AMOUNT	174.99	
4473 JENNIE CAPELLE MILEAGE	1/06/16								
	MILEAGE ELEV WORK & LEA	0100	23210.00	580.00	3190	0000	SUPT ADMIN OFFICE	185.15	185.15
							CHECK AMOUNT	185.15	
4474 CCHS SPECIAL EDUCATION DEPT. 19759.001 FALL CLEANING FEES	1/06/16								
	CLEANING FEES 2015-2016	0100	26200.00	430.00	2640	0000	CCHS PURCHASE SERV	660.00	660.00
							CHECK AMOUNT	660.00	
4475 CINTAS CORP. LOC. 302 NOVEMBER BILLING	1/06/16								
	NOVEMBER BILLING	0100	26200.00	430.00	2640	0000	CCHS PURCHASE SERV	813.35	813.35
	NOVEMBER BILLING	0100	26200.00	430.00	2643	0000	CCJHS PURCHASE SER	758.85	758.85
	NOVEMBER BILLING	0100	26200.00	430.00	2663	0000	CIS PURCHASE SERVI	867.70	867.70
	NOVEMBER BILLING	0100	26200.00	430.00	2645	0000	CES PURCHASE SERVI	1,008.36	1,008.36
	NOVEMBER BILLING	0100	26200.00	430.00	2653	0000	HWE PURCHASE SERVI	1,097.47	1,097.47
	NOVEMBER BILLING	0100	26200.00	430.00	2649	0000	NME PURCHASE SERVI	565.94	565.94
	NOVEMBER BILLING	0100	26200.00	430.00	2667	0000	SCES PURCHASE SERV	912.95	912.95
	NOVEMBER BILLING	0100	26200.00	430.00	2670	0000	SCHS PURCHASE SERV	603.10	603.10
	NOVEMBER BILLING	0100	26200.00	430.00	4100	0000	FACILITIES MAINTEN	501.60	501.60
							CHECK AMOUNT	7,129.32	
4476 CINTAS FIRST AID & SAFETY 5003990258	1/06/16								
	1ST AID KIT SUPPLIES	0100	26200.00	611.00	4100	0000	FACILITIES CUSTODI	119.84	119.84
							CHECK AMOUNT	119.84	
4477 CLARY BUSINESS MACHINES CO. 20106.001 99004	1/06/16								
	DS PEN AS PER ATTACHED	0350	47000.00	741.00	2670	4500	SCHS TECHNOLOGY HA	94.99	94.99
							CHECK AMOUNT	94.99	
4478 CLASSROOM DIRECT/SCHOOL SPEC 20078.001 208115492962	1/06/16								
	CD'S AS PER ATTACHED	0100	22230.00	611.00	2645	0000	CES AV MATERIALS	299.61	299.61
							CHECK AMOUNT	299.61	
4479 CONRAD SHOP 11330	1/06/16								
	LABOR/BUS 49A	0410	27300.00	430.00	0000	0000	TRANS VEHICLE MAIN	335.00	335.00
	PARTS/BUS 49A	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN	1,156.22	1,156.22
11331	LABOR/BUS A1	0410	27300.00	430.00	0000	0000	TRANS VEHICLE MAIN	65.00	65.00
	PARTS/BUS A1	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN	111.05	111.05
							CHECK AMOUNT	1,667.27	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4480 CORYDON INSTANT PRINT	1/06/16									
20157.001 8495	ENVELOPES AS PER ATTACH	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL		321.25	321.25
							CHECK AMOUNT		321.25	
4481 EMILY COTTLE	1/06/16									
MILEAGE	MILEAGE/AUTISM TRAINING	5204	21810.00	580.03	2619	0000	FY16 PART B 611 AU		115.00	115.00
							CHECK AMOUNT		115.00	
4482 CUMMINS CROSSPOINT	1/06/16									
080-40040,080-40039	SERVICE CALLS AS PER AT	0350	26400.00	430.00	2663	0000	CIS GEN MAINT/REPA		524.03	524.03
	SERVICE CALLS AS PER AT	0350	26400.00	430.00	2645	0000	CES GEN MAINT/REPA		524.03	524.03
							CHECK AMOUNT		1,048.06	
4483 DAMAR SERVICES, INC	1/06/16									
113015-SSTEPRO3	DECEMBER BILLING	0100	17100.00	569.00	2640	0000	CCHS TRANSFER TUIT		480.00	480.00
							CHECK AMOUNT		480.00	
4484 DEMCO	1/06/16									
20050.001 5740004	MISC SUPPLIES AS PER AT	0100	22220.00	611.00	2640	0000	CCHS LIBRARY MATER		109.43	109.43
							CHECK AMOUNT		109.43	
4485 DUBOIS COUNTY TIRE & SUPPLY	1/06/16									
502066	TIRES AS PER ATTACHED	0410	27300.00	612.00	0000	0000	TRANS VEHICLE MAIN		670.68	670.68
							CHECK AMOUNT		670.68	
4486 DUPLICATOR SALES & SERVICE	1/06/16									
20120.001 91338A	COPIER OVERAGE AS PER A	0350	47000.00	730.00	2640	0000	CCHS FURNITURE/EQU		581.23	581.23
20125.001 578524	RENTAL/MA AGREEMENT COP	0350	47000.00	730.00	2653	0000	HWE FURNITURE/EQUI		1,140.00	1,140.00
20126.001 538425	RENTAL/MA AGREEMENT/COP	0350	47000.00	730.00	2653	0000	HWE FURNITURE/EQUI		541.65	541.65
20126.002	CREDIT MEMO 538425	0350	47000.00	730.00	2653	0000	HWE FURNITURE/EQUI			
							CHECK AMOUNT		2,262.88	
4487 SUSAN EASTRIDGE	1/06/16									
REIM MISC SUPPLIES	REIM MISC SUPPLIES AS A	2100	11100.00	611.00	2667	0000	ED OF YR SUPPLIES		337.93	337.93
	REIM MISC SUPPLIES AS A	2100	11100.00	614.00	2667	0000	ED OF YR FOOD PURC		113.58	113.58
							CHECK AMOUNT		451.51	
4488 MARK EASTRIDGE	1/06/16									
REIM EXP IAPSS MTG	REIM LODGING/PARKING IA	0100	23210.00	580.00	3190	0000	SUPT ADMIN OFFICE		176.93	176.93
							CHECK AMOUNT		176.93	
4489 ECKART	1/06/16									
OCT/NOV CHARGES	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP		22.42	22.42
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2643	0000	CCJHS GEN MAINT/RE		22.42	22.42
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2663	0000	CIS GEN MAINT/REPA		22.42	22.42
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2645	0000	CES GEN MAINT/REPA		22.42	22.42
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2653	0000	HWE GEN MAINT/REPA		22.42	22.42

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2649	0000	NME GEN MAINT/REPA	22.42	22.42
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2667	0000	SCE GEN MAINT/REPA	48.71	48.71
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP	138.06	138.06
	OCTOBER/NOVEMBER CHARGE	0350	26400.00	430.00	3190	0000	ADMIN GEN MAINT/RE	59.74	59.74
							CHECK AMOUNT	381.03	
4490 EDUCATIONAL FURNITURE	1/06/16								
19514.001 19745	FURNITURE AS PER ATTACH	0350	47000.00	730.00	2640	0000	CCHS FURNITURE/EQU	16,477.50	16,477.50
20080.001 20240	DESK UNITS AS PER ATTAC	0350	47000.00	730.00	2643	0000	CCJHS FURNITURE/EQ	1,571.00	1,571.00
							CHECK AMOUNT	18,048.50	
4491 ELIZABETH FARM SUPPLIES, INC	1/06/16								
254712,230780	TAPE/COUPLER AS ATTACHE	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP	32.25	32.25
							CHECK AMOUNT	32.25	
4492 SECURITY BENEFIT	1/06/16								
353103-01	JANUARY 2016 DEPOSIT	0100	23210.00	213.00	3190	0000	SUPT ADMIN SEVERAN	21,653.00	21,653.00
							CHECK AMOUNT	21,653.00	
4493 EMPOWER LEARNING	1/06/16								
20128.001 111645	REPLACEMENT REMOTE CONT	0350	47000.00	741.00	2670	4500	SCHS TECHNOLOGY HA	50.00	50.00
							CHECK AMOUNT	50.00	
4494 ENA SERVICES LLC	1/06/16								
108088	INTERNET 11/1/15-11/30/	0350	47000.00	741.00	2640	4500	CCHS TECHNOLOGY HA	2,242.50	2,242.50
	INTERNET 11/1/15-11/30/	0350	47000.00	741.00	2670	4500	SCHS TECHNOLOGY HA	150.00	150.00
							CHECK AMOUNT	2,392.50	
4495 ERS WIRELESS COMMUNICATIONS	1/06/16								
0000319486	SERVICE CALL AS PER ATT	0410	27300.00	730.00	0000	0000	TRANS VEHICLE MAIN	187.00	187.00
							CHECK AMOUNT	187.00	
4496 FASTENAL COMPANY	1/06/16								
INCOR25854	WOOD SCREWS AS PER ATTA	0350	26400.00	430.00	2667	0000	SCE GEN MAINT/REPA	3.55	3.55
INCOR25728,	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP	.75	.75
INCOR25607,	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2643	0000	CCJHS GEN MAINT/RE	.74	.74
INCOR25767	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2663	0000	CIS GEN MAINT/REPA	.74	.74
	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2645	0000	CES GEN MAINT/REPA	.74	.74
	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2653	0000	HWE GEN MAINT/REPA	.74	.74
	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2649	0000	NME GEN MAINT/REPA	.74	.74
	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2667	0000	SCE GEN MAINT/REPA	.74	.74
	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP	.74	.74
	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	3190	0000	ADMIN GEN MAINT/RE	3.80	3.80
	MISC SUPPLIES AS PER AT	0350	26400.00	430.00	4100	0000	FACILITIES GEN MAI	109.50	109.50
							CHECK AMOUNT	122.78	
4497 FILEWAVE INC.	1/06/16								
20136.001 13031	LICENSING AS PER ATTACH	9700	11100.00	741.00	3190	0000	ELEMENTARY IPADS	852.80	852.80
							CHECK AMOUNT	852.80	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4498 FOLLETT SCHOOL SOLUTIONS	1/06/16									
20028.001 774495F-2	AUDIOBOOKS AS PER ATTAC	0100	22230.00	611.00	2643	0000	CCJHS AV MATERIALS		829.85	829.85
							CHECK AMOUNT		829.85	
4499 SUSAN FREIBERGER	1/06/16									
MILEAGE	MILEAGE 11/3/15-11/24/1	4101	22900.00	580.00	3190	0000	TITLE I #3190 2015		75.32	75.32
							CHECK AMOUNT		75.32	
4500 FUNKE FIRED ARTS	1/06/16									
19930.001 I-23446155	MISC SUPPLIES AS PER AT	0100	11300.00	611.00	2670	0000	SCHS INSTRUCTIONAL		78.00	78.00
							CHECK AMOUNT		78.00	
4501 GRAINGER	1/06/16									
9912091122	PUSH BUTTON CONTROL STA	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP		93.24	93.24
							CHECK AMOUNT		93.24	
4502 SHARON GRIMES	1/06/16									
MILEAGE	MILEAGE 11/23/15-12/18/	0100	21340.00	580.00	3190	0000	ADMIN NURSE TRAVEL		84.06	84.06
							CHECK AMOUNT		84.06	
4503 JENNIFER HARNED	1/06/16									
CCHS LUNCH REFUND	CCHS LUNCH REFUND	8410	841.20	.00	2640	0000	CCHS REFUND LUNCH		2.80	2.80
							CHECK AMOUNT		2.80	
4504 HARRIS SCHOOL SOLUTIONS	1/06/16									
XT00111566	NOV EZ SCHOOL PAY TRANS	0800	31900.00	810.00	2640	0000	CCHS EZSCHOOL PAY		146.25	146.25
	NOV EZ SCHOOL PAY TRANS	0800	31900.00	810.00	2645	0000	CES EZSCHOOL PAY H		38.75	38.75
	NOV EZ SCHOOL PAY TRANS	0800	31900.00	810.00	2649	0000	NME EZSCHOOL PAY H		11.25	11.25
	NOV EZ SCHOOL PAY TRANS	0800	31900.00	810.00	2653	0000	HWE EZSCHOOL PAY H		11.25	11.25
	NOV EZ SCHOOL PAY TRANS	0800	31900.00	810.00	2663	0000	CIS EZSCHOOL PAY H		20.00	20.00
	NOV EZ SCHOOL PAY TRANS	0800	31900.00	810.00	2667	0000	SCE EZSCHOOL PAY H		31.25	31.25
	NOV EZ SCHOOL PAY TRANS	0800	31900.00	810.00	2670	0000	SCHS EZSCHOOL PAY		42.50	42.50
19936.001 XT00110938	KEYPADS AS PER ATTACHED	0800	31900.00	611.00	3190	0000	OTHER FOOD SERVICE		911.83	911.83
							CHECK AMOUNT		1,213.08	
4505 HARRISON COUNTY HEALTH DEPT	1/06/16									
HEP B SHOTS	HEP B SHOT C.MATHES	0100	21340.00	880.00	2649	0000	NME NURSE SHOTS		35.00	35.00
	HEP B SHOT K.MCMONIGLE	0100	21340.00	880.00	2670	0000	SCHS NURSE SHOTS		35.00	35.00
	HEP B SHOTS M.SMITH	0800	31900.00	611.00	3190	0000	OTHER FOOD SERVICE		105.00	105.00
							CHECK AMOUNT		175.00	
4506 TONIA HATFIELD	1/06/16									
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21890.00	313.00	2619	0000	FY15 PT B PT/OT CO		4,290.00	4,290.00
							CHECK AMOUNT		4,290.00	
4507 SUSAN HAUN	1/06/16									
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21890.00	313.00	2619	0000	FY15 PT B PT/OT CO		7,879.50	7,879.50
							CHECK AMOUNT		7,879.50	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4508 ALEXANDRIA HERNIQUES	1/06/16									
CES LUNCH REFUND	CES LUNCH REFUND	8410	841.20	.00	2645	0000		CES REFUND LUNCH A	30.00	30.00
								CHECK AMOUNT	30.00	
4509 HOBART SERVICE	1/06/16									
32222108	SERVICE CALL AS PER ATT	0350	26400.00	430.00	2667	0000		SCE GEN MAINT/REPA	634.45	634.45
								CHECK AMOUNT	634.45	
4510 MICHAEL HOEHN	1/06/16									
2015-12	SHUTTEL SVC 11/23/15-12	0410	27700.00	510.00	0000	0000		TRANS PAYMENTS TO	248.64	248.64
								CHECK AMOUNT	248.64	
4511 HOPPER THERAPY INC	1/06/16									
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21890.00	313.00	2619	0000		FY15 PT B PT/OT CO	5,355.00	5,355.00
								CHECK AMOUNT	5,355.00	
4512 HRDIRECT	1/06/16									
INV3375536-5549	POSTERGUARD RENEWAL	0100	23210.00	611.00	3190	0000		SUPT ADMIN OFFICE	979.86	979.86
								CHECK AMOUNT	979.86	
4513 IAPSS	1/06/16									
20784	STANDARDS/SUCCESS PRE-C	0100	23210.00	580.00	3190	0000		SUPT ADMIN OFFICE	60.00	60.00
	ANNUAL MEETING REGISTRA	0100	23210.00	580.00	3190	0000		SUPT ADMIN OFFICE	255.00	255.00
								CHECK AMOUNT	315.00	
4514 IMLEA	1/06/16									
IMLEA2015-2016MEMBER	MEMBERSHIP DUES/CCJHS	0100	24100.00	580.00	2643	0000		CJHS PRINCIPAL TRA	300.00	300.00
								CHECK AMOUNT	300.00	
4515 ITSAVVY LLC	1/06/16									
20107.001 00836528	PRINTER AS PER ATTACHED	0350	47000.00	741.00	2640	4500		CCHS TECHNOLOGY HA	380.86	380.86
20121.001 00839901	REPLACEMENT HARD DRIVES	0350	47000.00	741.00	3190	4500		ADMIN TECHNOLOGY H	260.07	260.07
20127.001 00839900	REPLACEMENT HARD DRIVES	0350	47000.00	741.00	3190	4500		ADMIN TECHNOLOGY H	264.38	264.38
20173.001 00840135	PROJECTORS AS PER ATTAC	0350	47000.00	741.00	2640	4500		CCHS TECHNOLOGY HA	600.15	600.15
20173.002	PROJECTORS AS PER ATTAC	0350	47000.00	741.00	2663	4500		CIS TECHNOLOGY HAR	600.15	600.15
20173.003	PROJECTORS AS PER ATTAC	0350	47000.00	741.00	3190	4500		ADMIN TECHNOLOGY H	600.15	600.15
								CHECK AMOUNT	2,705.76	
4516 JUNIOR LIBRARY GUILD	1/06/16									
19897.001 292751	BOOKS AS PER ATTACHED	0100	22220.00	640.00	2653	0000		HWE LIBRARY BOOKS	356.00	356.00
								CHECK AMOUNT	356.00	
4517 KIM KAISER	1/06/16									
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21520.00	313.00	2619	0000		FY15 PT B SPEECH C	1,350.00	1,350.00
								CHECK AMOUNT	1,350.00	
4518 KELLY SERVICES	1/06/16									
303801	WEEK ENDING 11/29/15	0100	11100.00	311.00	2645	0000		CES SUBSTITUTES	262.20	262.20

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
	WEEK ENDING 11/29/15	0100	11100.00	311.00	2649	0000		NME SUBSTITUTES	89.70	89.70
	WEEK ENDING 11/29/15	0100	11100.00	311.00	2667	0000		SCE SUBSTITUTES	134.55	134.55
	WEEK ENDING 11/29/15	0100	11200.00	311.00	2643	0000		CJHS SUBSTITUTES	224.25	224.25
	WEEK ENDING 11/29/15	0100	11300.00	311.00	2640	0000		CCHS SUBSTITUTES	524.40	524.40
	WEEK ENDING 11/29/15	0100	11300.00	311.00	2670	0000		SCHS SUBSTITUTES	476.10	476.10
	WEEK ENDING 11/29/15	2901	22120.00	311.00	3190	0000		PROFESSIONAL DEV A	865.95	865.95
								CHECK AMOUNT	2,577.15	
4519 KENTUCKY ORTHOPEDIC REHAB	1/06/16									
3556	1ST PMT/SVCS 15-16 SCHO	2901	21390.00	319.00	3190	0000		SCHOOL SAFETY SERV	7,500.00	7,500.00
								CHECK AMOUNT	7,500.00	
4520 EMILY KIRKHAM	1/06/16									
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21810.00	313.02	2619	0000		FY15 PT B BEHAVIOR	810.00	810.00
								CHECK AMOUNT	810.00	
4521 KNOWBUDDY RESOURCES	1/06/16									
19824.001 ARU0179518	BOOKS AS PER ATTACHED	0100	22220.00	640.00	2653	0000		HWE LIBRARY BOOKS	416.51	416.51
								CHECK AMOUNT	416.51	
4522 KOORSEN FIRE & SECURITY, INC	1/06/16									
3703861	ANNUAL ALARM MONITOR	0100	26200.00	430.00	2663	0000		CIS PURCHASE SERVI	370.80	370.80
								CHECK AMOUNT	370.80	
4523 BRUCE KULWICKI	1/06/16									
MILEAGE	MILEAGE 11/23/15-12/16/	5203	21890.00	580.00	2619	0000		FY15 PT B ADMINIST	196.65	196.65
								CHECK AMOUNT	196.65	
4524 KAREN LANGDON	1/06/16									
MILEAGE	MILEAGE/AUTISM TRAINING	5204	21810.00	580.03	2619	0000		FY16 PART B 611 AU	86.25	86.25
								CHECK AMOUNT	86.25	
4525 LATCO/SELBY HOUSE	1/06/16									
MTR/A-1214-2552	SCHS KITCHEN RENO APP 6	0350	45100.00	450.00	2670	0000		SCHS BUILDING IMPR	7,000.00	7,000.00
								CHECK AMOUNT	7,000.00	
4526 LEEWAY WORKSHOP, LLC	1/06/16									
20089.001 111115	MISC EQUIPMENT AS PER A	0350	47000.00	730.00	2670	0000		SCHS FURNITURE/EQU	115.00	115.00
								CHECK AMOUNT	115.00	
4527 LEWIS & KAPPES, P.C.	1/06/16									
1106469	LEGAL SVCS AS PER ATTAC	0100	23150.00	318.00	3190	0000		LEGAL SERVICE SALA	739.00	739.00
								CHECK AMOUNT	739.00	
4528 LIFESPRING	1/06/16									
NOV OUTREACH SERVICE	NOVEMBER OUTREACH SERVI	5203	21810.00	313.00	2619	0000		FY15 PT B SYSTEMS	1,500.00	1,500.00
								CHECK AMOUNT	1,500.00	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4529 LIMEBERRY LUMBER CO, INC	1/06/16									
200418,200782,200128	PAINT/SEALANT AS PER AT	0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP		18.47	18.47
200723,200613	PAINT AS PER ATTACHED	0350	26400.00	430.00	2663	0000	CIS GEN MAINT/REPA		66.40	66.40
	KEY AS PER ATTACHED	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP		7.96	7.96
	GLUE/HINGES AS PER ATTA	0350	26400.00	430.00	4100	0000	FACILITIES GEN MAI		19.57	19.57
	CHECK AMOUNT								112.40	
4530 CHERYL LONE	1/06/16									
REIM ROLLER TRAYS	REIM ROLLER TRAYS AS AT	3410	26300.00	611.00	2645	0000	CES LOWE'S GRANT B		79.85	79.85
	CHECK AMOUNT								79.85	
4531 LONGBOTTOM AND HARPSAW	1/06/16									
84021	MISC PARTS AS PER ATTAC	0350	26400.00	430.00	4400	0000	PD GEN MAINT/REPAI		138.67	138.67
	CHECK AMOUNT								138.67	
4532 KEITH MARSHALL	1/06/16									
REIM EXP IASP CONF	REIM MILEAGE IASP CONFE	0100	11300.00	580.00	2640	0000	CCHS TRAVEL		149.50	149.50
	REIM PARK/MEALS IASP CO	0100	11300.00	580.00	2640	0000	CCHS TRAVEL		73.79	73.79
	CHECK AMOUNT								223.29	
4533 MATRIX INTEGRATION	1/06/16									
INV1061403		0350	47000.00	741.00	2670	4500	SCHS TECHNOLOGY HA			
INV1061414-A		0350	47000.00	741.00	2653	4500	HWE TECHNOLOGY HAR			
20131.001 INV1061406-A,	SERVICE WORK AS PER ATT	0350	47000.00	741.00	2670	4500	SCHS TECHNOLOGY HA		137.66	137.66
20132.001 INV1061414,	SERVICE WORK AS PER ATT	0350	47000.00	741.00	2653	4500	HWE TECHNOLOGY HAR		280.60	280.60
	CHECK AMOUNT								418.26	
4534 DEBRA MILES	1/06/16									
MILEAGE	MILEAGE/RTI WORKSHOP	4101	22900.00	580.00	3190	0000	TITLE I #3190 2015		89.93	89.93
	CHECK AMOUNT								89.93	
4535 MICHELLE MILLER	1/06/16									
MILEAGE	MILEAGE AP WORKSHOP	0100	12110.00	611.00	3190	0000	ADMIN GT MATERIALS		158.70	158.70
	CHECK AMOUNT								158.70	
4536 SANDRA MILLER	1/06/16									
DRIVER CCR F/T	DRIVER CCR F/T	2902	15100.00	580.00	2670	5794	HCCF INCENTIVE PRO		60.00	60.00
	CHECK AMOUNT								60.00	
4537 BILL MILLER	1/06/16									
DRIVER CCR F/T	DRIVER CCR F/T	2902	15100.00	580.00	2670	5794	HCCF INCENTIVE PRO		60.00	60.00
	CHECK AMOUNT								60.00	
4538 JENNIFER MOORE	1/06/16									
MILEAGE	MILEAGE 11/20/15-12/8/1	5203	21420.00	580.00	2619	0000	FY15 PT B PSYCH TR		27.60	27.60
	CHECK AMOUNT								27.60	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE	VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	AMOUNT	ALLOWED
FUND	PROGRAM	OBJECT	COST
LOC	ACCOUNT	TITLE	
4539 JANET NANCE	1/06/16		
REIM MISC SUPPLIES	REIM MISC SUPPLIES AS A	0800 31900.00 611.00 2670 0000	SCHS OTHER FOOD SE
			CHECK AMOUNT
		52.19	52.19
4540 NEOLA, INC	1/06/16		
64082	UPDATE SERVICES AS ATTA	0100 23210.00 880.00 3190 0000	SUPT ADMIN OFFICE
			CHECK AMOUNT
		1,143.21	1,143.21
4541 NORTH HARRISON ELEM SCHOOL	1/06/16		
20139.001 OCT PRESCH SNACKS	OCTOBER PRESCHOOL SNACK	5203 21810.00 611.00 2619 0000	FY15 PT B MATERIAL
20158.001 NOV PRESCH SNACKS	NOVEMBER PRESCHOOL SNAC	5203 21810.00 611.00 2619 0000	FY15 PT B MATERIAL
			CHECK AMOUNT
		80.40	80.40
		160.20	160.20
		240.60	
4542 JASON NOVAK	1/06/16		
MILEAGE	MILEAGE 11/4/15-11/30/1	0100 11300.00 580.00 3190 0000	ADMIN TRAVEL
REIM LODGING	REIM LODGE/MIDWEST BAND	0100 11300.00 580.00 2640 0000	CCHS TRAVEL
	REIM LODGE/MIDWEST BAND	0100 11200.00 580.00 2643 0000	CJHS TRAVEL
	REIM LODGE/MIDWEST BAND	0100 11100.00 580.00 2663 0000	CIS TRAVEL
	REIM LODGE/MIDWEST BAND	0100 11100.00 580.00 2653 0000	HWE TRAVEL
	REIM LODGE/MIDWEST BAND	0100 11100.00 580.00 2649 0000	NME TRAVEL
MILEAGE	MILEAGE 12/1/15-12/15/1	0100 11300.00 580.00 3190 0000	ADMIN TRAVEL
REIM AIRFARE	REIM AIRFARE MIDWEST BA	0100 11300.00 580.00 2640 0000	CCHS TRAVEL
	REIM AIRFARE MIDWEST BA	0100 11200.00 580.00 2643 0000	CJHS TRAVEL
	REIM AIRFARE MIDWEST BA	0100 11100.00 580.00 2663 0000	CIS TRAVEL
	REIM AIRFARE MIDWEST BA	0100 11100.00 580.00 2653 0000	HWE TRAVEL
	REIM AIRFARE MIDWEST BA	0100 11100.00 580.00 2649 0000	NME TRAVEL
			CHECK AMOUNT
		57.50	57.50
		68.46	68.46
		68.44	68.44
		68.44	68.44
		68.44	68.44
		68.44	68.44
		31.63	31.63
		41.74	41.74
		41.74	41.74
		41.74	41.74
		41.74	41.74
		41.74	41.74
		640.05	
4543 O'BANNON PUBLISHING CO, INC	1/06/16		
00485868,00485818	NOVEMBER ADS	0100 23210.00 880.00 3190 0000	SUPT ADMIN OFFICE
			CHECK AMOUNT
		184.57	184.57
4544 OFFICE DEPOT	1/06/16		
20152.001 811522240001	FOLDING CARTS AS PER AT	4101 11100.00 611.00 2645 0000	TITLE I #3190 2015
			CHECK AMOUNT
		74.97	74.97
4545 NCS PEARSON, INC	1/06/16		
20130.001 10502971	FORMS AS PER ATTACHED	5203 21810.00 611.00 2619 0000	FY15 PT B MATERIAL
			CHECK AMOUNT
		630.00	630.00
4546 J.W. PEPPER & SON, INC	1/06/16		
19833.001 08711141	MUSIC AS PER ATTACHED	0100 11300.00 611.00 2670 0000	SCHS INSTRUCTIONAL
			CHECK AMOUNT
		96.99	96.99
4547 PLUMBERS SUPPLY COMPANY	1/06/16		
7870441	PLUMBING SUPPLIES AS AT	0350 26400.00 430.00 2640 0000	CCHS GEN MAINT/REP
			CHECK AMOUNT
		100.68	100.68

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4548	PROF ASSESSMENT/THER SERV PSC	1/06/16								
	NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21420.00	313.00	2619	0000	FY15 PT B PSYCH CO	4,818.10	4,818.10
		S.BURGHHER SUPERVISION	5203	21420.00	313.00	2619	0000	FY15 PT B PSYCH CO	175.00	175.00
								CHECK AMOUNT	4,993.10	
4549	PROMEDIA GROUP	1/06/16								
19409.001	PM19971	SCHOOL WEBSITE DESIGN	2901	23220.00	611.00	3190	0000	RIVERBOAT ADMIN CO		
19409.002		WEB MANAGEMENT/SOCIAL M	2901	23220.00	611.00	3190	0000	RIVERBOAT ADMIN CO	500.00	500.00
								CHECK AMOUNT	500.00	
4550	PROMETHEAN INC.	1/06/16								
20134.001	200/60170335	PROJECTOR REMOTE CONTRO	0350	47000.00	741.00	2670	4500	SCHS TECHNOLOGY HA	49.00	49.00
								CHECK AMOUNT	49.00	
4551	QUALITY AUTO SALES & SERVICE	1/06/16								
	LABOR/PARTS/OIL	LABOR/BUSES	0410	27300.00	430.00	0000	0000	TRANS VEHICLE MAIN	155.00	155.00
		PARTS/BUSES	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN	180.48	180.48
		OIL/BUSES	0410	27300.00	613.00	0000	0000	TRANS VEHICLE MAIN	64.82	64.82
								CHECK AMOUNT	400.30	
4552	QUALITY KITCHEN SERVICE	1/06/16								
	36540P	LATCH, SPRING CLIP, DOOR	0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP	186.85	186.85
	36348P, 36437P	ICE MAKER & FILTERS	0800	31900.00	730.00	2663	0000	CIS FOOD SERVICE E	2,974.00	2,974.00
								CHECK AMOUNT	3,160.85	
4553	QUILL CORPORATION	1/06/16								
	9942426, 9945299		0100	24100.00	611.00	2667	0000	SCE OFFICE MATERIA		
	9963483, 9970346		0100	11100.00	611.00	2667	0000	SCE INSTRUCTIONAL		
19675.001	6450354	CHAIRS AS PER ATTACHED	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	120.58	120.58
20098.001	9816264	MISC SUPPLIES AS PER AT	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	107.23	107.23
20099.001	1015147, 9937662,	MISC SUPPLIES AS PER AT	0100	24100.00	611.00	2667	0000	SCE OFFICE MATERIA	649.07	649.07
20100.001	9933851	HEADPHONES AS PER ATTAC	0350	47000.00	730.00	2640	0000	CCHS FURNITURE/EQU	91.00	91.00
20101.001	9903287	LABELS AS PER ATTACHED	0800	31900.00	611.00	2640	0000	CCHS OTHER FOOD SE	146.16	146.16
20102.001	9903293, 9972794	MISC SUPPLIES AS PER AT	0100	24100.00	611.00	2653	0000	HWE OFFICE MATERIA	55.84	55.84
20103.001	9903296, 9936879,	MISC SUPPLIES AS PER AT	0100	11100.00	611.00	2667	0000	SCE INSTRUCTIONAL	471.70	471.70
20104.001	9902977	MISC SUPPLIES AS PER AT	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	83.92	83.92
20105.001	9903311	TONER AS PER ATTACHED	0100	11300.00	611.00	2670	0000	SCHS INSTRUCTIONAL	136.58	136.58
20133.001	1335867	LETTER SIZE DESKTOP COP	0800	31900.00	611.00	3190	0000	OTHER FOOD SERVICE	19.19	19.19
20135.001	1251323	TONER CARTRIDGE AS PER	0800	31900.00	611.00	2670	0000	SCHS OTHER FOOD SE	73.03	73.03
20168.001	1397416, 1430551	MISC SUPPLIES AS PER AT	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	390.27	390.27
								CHECK AMOUNT	2,344.57	
4554	RETAILERS SUPPLY CO, INC	1/06/16								
19962.001	343307, 373307-1	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2663	0000	CIS CUSTODIAL SUPP	1,699.22	1,699.22
20036.001	344135	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2663	0000	CIS CUSTODIAL SUPP	1,171.28	1,171.28
20041.001	342020	SERVICE ESTIMATE/EXTRAC	0100	26200.00	611.00	2643	0000	CCJHS CUSTODIAL SU	60.00	60.00
20042.001	343577	SERVICE ESTIMATE/VACUUM	0100	26200.00	611.00	2640	0000	CCHS CUSTODIAL SUP	76.43	76.43

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
20141.001 344563	SERVICE ESTIMATE/VACUUM	0100	26200.00	611.00	2663	0000	CIS CUSTODIAL SUPP	60.00	60.00
20142.001 344558	SERVICE ESTIMATE/VACUUM	0100	26200.00	611.00	2663	0000	CIS CUSTODIAL SUPP	45.00	45.00
20143.001 343055	SERVICE ESTIMATE/VACUUM	0100	26200.00	611.00	4100	0000	FACILITIES CUSTODI	242.14	242.14
20144.001 344984	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2640	0000	CCHS CUSTODIAL SUP	1,734.30	1,734.30
20145.001 345041	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2670	0000	SCHS CUSTODIAL SUP	1,204.15	1,204.15
20146.001 345047	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2643	0000	CCJHS CUSTODIAL SU	861.19	861.19
20147.001 344731	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2653	0000	HWE CUSTODIAL SUPP	486.33	486.33
20148.001 345003	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2649	0000	NME CUSTODIAL SUPP	1,185.56	1,185.56
20149.001 345050	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2667	0000	SCE CUSTODIAL SUPP	1,236.02	1,236.02
20150.001 345052	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2663	0000	CIS CUSTODIAL SUPP	887.21	887.21
20151.001 345074	MISC CUSTODIAL SUPPLIES	0100	26200.00	611.00	2645	0000	CES CUSTODIAL SUPP	1,346.85	1,346.85
	CHECK AMOUNT							12,295.68	
4555 SONYA RHODES	1/06/16								
MILEAGE	MILEAGE 11/17/15-12/18/	0100	21340.00	580.00	3190	0000	ADMIN NURSE TRAVEL	120.75	120.75
	CHECK AMOUNT							120.75	
4556 DENA ROGERS	1/06/16								
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	5203	21890.00	313.00	2619	0000	FY15 PT B PT/OT CO	6,502.50	6,502.50
	CHECK AMOUNT							6,502.50	
4557 ROTARY CLUB OF CORYDON	1/06/16								
1106527	CLUB DUES/MEALS AS ATTA	0100	23210.00	880.00	3190	0000	SUPT ADMIN OFFICE	150.00	150.00
	CHECK AMOUNT							150.00	
4558 SCHILLER HARDWARE	1/06/16								
388083	KEY AS PER ATTACHED	0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP	27.35	27.35
387059	CORE/KEY AS PER ATTACHE	0350	26400.00	430.00	2640	0000	CCHS GEN MAINT/REP	79.35	79.35
388268	KEYS AS PER ATTACHED	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP	93.71	93.71
	CHECK AMOUNT							200.41	
4559 STEVE SCHNEIDER	1/06/16								
DRIVER 2 F/T	DRIVER 2 F/T-GALT HOUSE	2902	11100.00	593.00	2645	5906	HCCF GRANT#2015E-5	120.00	120.00
	CHECK AMOUNT							120.00	
4560 SCHOOL NURSE SUPPLY, INC	1/06/16								
19654.001 0538775-IN	MISC NURSE SUPPLIES AS	0100	21340.00	611.00	2653	0000	HWE NURSE MATERIAL	92.32	92.32
19654.002	MISC NURSE SUPPLIES AS	0100	21340.00	611.00	2663	0000	CIS NURSE MATERIAL	92.33	92.33
20113.001 0557238-IN	MISC SUPPLIES AS PER AT	0100	21340.00	730.00	2653	0000	HWE NURSE EQUIPMEN	90.75	90.75
20117.001 0558303-IN	MISC SUPPLIES AS PER AT	0100	21340.00	611.00	2645	0000	CES NURSE MATERIAL	50.72	50.72
20117.002	MISC SUPPLIES AS PER AT	0100	21340.00	611.00	2649	0000	NME NURSE MATERIAL	50.73	50.73
20154.001 0558818-IN	MISC SUPPLIES AS PER AT	0100	21340.00	611.00	2667	0000	SCE NURSE MATERIAL	335.95	335.95
20155.001 0558817-IN	MISC SUPPLIES AS PER AT	0100	21340.00	611.00	2663	0000	CIS NURSE MATERIAL	168.25	168.25
	CHECK AMOUNT							881.05	
4561 SCHOOL SPECIALTY INC	1/06/16								
20110.001 208115560156	MISC SUPPLIES AS PER AT	5203	21810.00	611.00	2619	0000	FY15 PT B MATERIAL	18.30	18.30
	CHECK AMOUNT							18.30	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4562 SCR GROUP LLC 1161	1/06/16									
	SERVICE CALL AS PER ATT	0350	26400.00	430.00	2663	0000	CIS GEN MAINT/REPA		242.50	242.50
							CHECK AMOUNT		242.50	
4563 SESCO SPECIALTY EQUIP SALES	1/06/16									
20112.001 1182794,1182791,	BLENDERS AS PER ATTACHE	3300	46000.00	730.00	2640	0000	AMERICAN DAIRY EQU		455.15	455.15
20112.002 1182797,1182796,	BLENDERS AS PER ATTACHE	3300	46000.00	730.00	2649	0000	AMERICAN DAIRY EQU		455.15	455.15
20112.003 1182798	BLENDERS AS PER ATTACHE	3300	46000.00	730.00	2653	0000	AMERICAN DAIRY EQU		455.15	455.15
20112.004	BLENDERS AS PER ATTACHE	3300	46000.00	730.00	2667	0000	AMERICAN DAIRY EQU		455.15	455.15
20112.005	BLENDERS AS PER ATTACHE	3300	46000.00	730.00	2670	0000	AMERICAN DAIRY EQU		455.15	455.15
							CHECK AMOUNT		2,275.75	
4564 KAREN SHELLEY	1/06/16									
MADISON MILEAGE	MADISON MILEAGE 12/4-12	1305	12330.00	580.00	2619	0000	FY15 HCELC VISION		252.42	252.42
MILEAGE	MILEAGE 11/23/15-12/17/	5203	12330.00	580.00	2619	0000	FY15 PT B VI TRAVE		81.07	81.07
							CHECK AMOUNT		333.49	
4565 LINDA SIMKO	1/06/16									
MILEAGE	MILEAGE 12/2/15-12/15/1	5203	21890.00	580.01	2619	0000	FY15 PT B CHILD SE		127.65	127.65
							CHECK AMOUNT		127.65	
4566 SIMPLY GRAND & VINTAGE PIANO	1/06/16									
9414	PIANO TUNING AS PER ATT	0350	26400.00	430.00	2667	0000	SCE GEN MAINT/REPA		142.50	142.50
							CHECK AMOUNT		142.50	
4567 MARY SMITH	1/06/16									
REIM CLEANING CHRGS	REIM CLEANING CHARGES	0800	31900.00	611.00	3190	0000	OTHER FOOD SERVICE		24.80	24.80
							CHECK AMOUNT		24.80	
4568 SOUTHERN INDIANA AUTO & SUPPLY	1/06/16									
304055	LAMPS AS PER ATTACHED	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN		16.50	16.50
303214	MISC BUS SUPPLIES	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN		216.45	216.45
306062	GAS CAP AS PER ATTACHED	0350	26400.00	430.00	4100	0000	FACILITIES GEN MAI		8.79	8.79
303182	WIPER BLADES VAN 2	0350	26400.00	430.00	4100	0000	FACILITIES GEN MAI		21.58	21.58
							CHECK AMOUNT		263.32	
4569 SOUTHERN INDIANA EDU CENTER	1/06/16									
RTI-121115	REGISTRATION FEE AS ATT	4101	22900.00	580.00	3190	0000	TITLE I #3190 2015		240.00	240.00
							CHECK AMOUNT		240.00	
4570 SPECIALIZED DATA SYSTEMS	1/06/16									
40721	CUSTOM HEALTH REPT/ADD	0350	47000.00	741.00	3190	4500	ADMIN TECHNOLOGY H		65.00	65.00
							CHECK AMOUNT		65.00	
4571 STAPLES ADVANTAGE	1/06/16									
3286395434	MISC SUPPLIES AS PER AT	0100	23210.00	611.00	3190	0000	SUPT ADMIN OFFICE		197.72	197.72
							CHECK AMOUNT		197.72	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4572 JASON STEINER DRIVER F/T	1/06/16									
	DRIVER F/T-GALT HOUSE	2902	11100.00	593.00	2645	5906		HCCF GRANT#2015E-5	60.00	60.00
								CHECK AMOUNT	60.00	
4573 STENHOUSE PUBLISHING	1/06/16									
20153.001 01116494	BOOKS AS PER ATTACHED	4101	11100.00	611.00	2653	0000		TITLE I #3190 2015	38.00	38.00
								CHECK AMOUNT	38.00	
4574 SANDY STEPRO	1/06/16									
MILEAGE	MILEAGE 12/5/15	0410	27900.00	510.00	2619	0000		TRANS PUPIL SERVIC	100.62	100.62
								CHECK AMOUNT	100.62	
4575 STOLL BROTHERS	1/06/16									
20088.001 5216	MISC SUPPLIES AS PER AT	0350	47000.00	730.00	2670	0000		SCHS FURNITURE/EQU	560.80	560.80
								CHECK AMOUNT	560.80	
4576 DANIEL SUDDARTH	1/06/16									
MILEAGE	MILEAGE 11/12/15-12/3/1	0100	11100.00	580.00	3190	0000		ADMIN TRAVEL	59.51	59.51
								CHECK AMOUNT	59.51	
4577 SYNENERGY PARTNERS	1/06/16									
782576	LP/SOUTH (2195.6 GAL)11	0100	26200.00	622.00	2667	0000		SCE GAS HEAT & COO	1,196.60	1,196.60
	LP/SOUTH (2195.6 GAL)11	0100	26200.00	622.00	2670	0000		SCHS GAS HEAT & CO	1,196.60	1,196.60
782581	LP/HW(959.9 GAL)11/25/1	0100	26200.00	622.00	2653	0000		HWE GAS HEAT & COO	1,046.29	1,046.29
782609	LP/HW(1159.4 GAL)12/10/	0100	26200.00	622.00	2653	0000		HWE GAS HEAT & COO	1,263.75	1,263.75
782613	LP/SOUTH(2931.1GAL)12/1	0100	26200.00	622.00	2667	0000		SCE GAS HEAT & COO	1,597.45	1,597.45
	LP/SOUTH(2931.1GAL)12/1	0100	26200.00	622.00	2670	0000		SCHS GAS HEAT & CO	1,597.45	1,597.45
4408746,6718865,	DECEMBER FUEL BILLING	0100	26500.00	613.00	4100	0000		FACILITIES VEHICLE	190.12	190.12
6718880,6718940,	DECEMBER FUEL BILLING	0410	27300.00	613.00	0000	0000		TRANS VEHICLE MAIN	5,333.49	5,333.49
6718972,6718973,		0410	27300.00	613.00	0000	0000		TRANS VEHICLE MAIN		
6718977		0410	27300.00	613.00	0000	0000		TRANS VEHICLE MAIN		
								CHECK AMOUNT	13,421.75	
4578 THE COLLEGE BOARD	1/06/16									
19931.001 26829,26830	REGISTRATION FEE/MICHEL	0100	12110.00	611.00	3190	0000		ADMIN GT MATERIALS	215.00	215.00
19931.002	REGISTRATION FEE/KEVIN	0100	12110.00	611.00	3190	0000		ADMIN GT MATERIALS	215.00	215.00
								CHECK AMOUNT	430.00	
4579 PATRICIA TITUS	1/06/16									
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	1305	12810.00	313.00	2619	0000		HCELC 2012-13 SPEE	5,708.25	5,708.25
MILEAGE	MILEAGE 11/24/15-12/16/	5203	21520.00	580.00	2619	0000		FY15 PT B SPEECH T	38.52	38.52
								CHECK AMOUNT	5,746.77	
4580 STEPHANIE TOSTAINE	1/06/16									
MILEAGE	MILEAGE/MATH LEADERSHIP	0100	11100.00	580.00	2667	0000		SCE TRAVEL	155.25	155.25
								CHECK AMOUNT	155.25	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER VENDOR NAME	DUE DATE							VOUCHER	AMOUNT
PO NUMBER INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT TITLE	AMOUNT	ALLOWED
4581 TOWN OF CORYDON	1/06/16								
1512-12	DECEMBER SRO SALARIES	2901	21390.00	319.01	3190	0000	SCHOOL SAFETY RESO	1,122.10	1,122.10
	DECEMBER SRO SALARIES	3270	26600.00	120.00	2014	0000	SECURITY SERVICES	1,122.10	1,122.10
	DECEMBER SRO FRINGES	2901	21390.00	319.01	3190	0000	SCHOOL SAFETY RESO	628.89	628.89
	DECEMBER SRO FRINGES	3270	26600.00	211.00	2014	0000	SECURITY SERVICES	628.89	628.89
	DECEMBER SRO FRINGES	2901	21390.00	319.01	3190	0000	SCHOOL SAFETY RESO	1,107.22	1,107.22
	CHECK AMOUNT							4,609.20	
4582 TOWN SQUARE GALLERY	1/06/16								
8694	FRAMING/G.HAUB RESOLUTI	0100	23210.00	611.00	3190	0000	SUPT ADMIN OFFICE	54.00	54.00
	CHECK AMOUNT							54.00	
4583 TRANE SUPPLY	1/06/16								
LOIS0042147,	SWITCH/SUPPRESSOR AS AT	0350	26400.00	430.00	2645	0000	CES GEN MAINT/REPA	154.24	154.24
LOIS0042128	RELAY AS PER ATTACHED	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP	65.18	65.18
LOIS0041794	SENSOR AS PER ATTACHED	0350	26400.00	430.00	2670	0000	SCHS GEN MAINT/REP	59.96	59.96
	CHECK AMOUNT							279.38	
4584 PAULA HENSLEY	1/06/16								
WATER TREATMENT 2016	WATER TREATMENT 2016	0100	26200.00	430.00	2667	0000	SCES PURCHASE SERV	790.90	790.90
	WATER TREATMENT 2016	0100	26200.00	430.00	2670	0000	SCHS PURCHASE SERV	790.89	790.89
	CHECK AMOUNT							1,581.79	
4585 UHL TRUCK SALES, INC	1/06/16								
AI00989	PARK BRAKE SHOE AS ATTA	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN	99.00	99.00
AI96060,AW93840,	LABOR/BUSES	0410	27300.00	430.00	0000	0000	TRANS VEHICLE MAIN	2,758.00	2,758.00
	PARTS/BUSES	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN	5,205.27	5,205.27
AI00986	WINDSHIELD WIPER AS ATT	0410	27300.00	611.00	0000	0000	TRANS VEHICLE MAIN	32.37	32.37
	CHECK AMOUNT							8,094.64	
4586 WHITTAKER LAWN SERVICE	1/06/16								
271810,271774	AERATE/FERT/WINTER SHUT	0350	26800.00	715.00	2640	0000	CCHS OUTDOOR IMPRO	811.25	811.25
	AERATE/FERT/WINTER SHUT	0350	26800.00	715.00	2643	0000	CCJHS OUTSIDE IMPR	305.00	305.00
	AERATE/FERT/WINTER SHUT	0350	26800.00	715.00	2670	0000	SCHS OUTDOOR IMPRO	811.25	811.25
	CHECK AMOUNT							1,927.50	
4587 KRISTA WILLIAMS	1/06/16								
DECEMBER BILLING	DECEMBER BILLING	0100	12510.00	313.00	3190	0000	CONTRACTED SERVICE	270.00	270.00
	CHECK AMOUNT							270.00	
4588 TERESA RENEE WIMSATT	1/06/16								
NOV/DEC BILLING	NOVEMBER/DECEMBER BILLI	0100	12510.00	313.00	3190	0000	CONTRACTED SERVICE	6,510.00	6,510.00
	CHECK AMOUNT							6,510.00	
4589 MELISSA WISEMAN	1/06/16								
MILEAGE	MILEAGE 11/25/15-12/21/	0100	11100.00	580.00	3190	0000	ADMIN TRAVEL	201.25	201.25
	CHECK AMOUNT							201.25	

12/23/15
9:44:48

ACCOUNTS PAYABLE VOUCHER REGISTER

PAGE 16
BDA30/SALLY

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FOR THE PERIOD OF 1/06/16 - 1/06/16

CHECK VOUCHER	VENDOR NAME	DUE DATE								VOUCHER	AMOUNT
PO NUMBER	INVOICE NUMBER	DESCRIPTION	FUND	PROGRAM	OBJECT	COST	LOC	ACCOUNT	TITLE	AMOUNT	ALLOWED
4590	MARY WITTENBURG	1/06/16									
	MILEAGE	MILEAGE 11/30/15-12/18/	0100	11100.00	580.00	3190	0000		ADMIN TRAVEL	101.77	101.77
									CHECK AMOUNT	101.77	
4591	WOLF GLASS COMPANY	1/06/16									
	75715	CLEAR CLOSERS AS PER AT	0350	26400.00	430.00	2645	0000		CES GEN MAINT/REPA	190.00	190.00
									CHECK AMOUNT	190.00	
									NEW VOUCHERS TOTAL.....	218,330.84	
									GRAND TOTAL.....	218,330.84	

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

FUND	DESCRIPTION	VOUCHER TOTAL
100	GENERAL FUND	81,738.53
350	CAPITAL PROJECTS FUND	46,179.41
410	TRANSPORTATION FUND	17,960.58
800	SCHOOL LUNCH FUND	4,607.45
1305	HCELC JT SERVICES 2012-13	5,960.67
2100	MISC GRANTS	451.51
2901	RIVERBOAT EDUCATION FUND	11,832.16
2902	HARR CO COMM FOUNDATION GRANTS	360.00
3270	SECURED SCHOOLS SAFETY GRANT	1,750.99
3300	AMERICAN DAIRY EQUIPMENT GRANT	2,275.75
3410	CES LOWE'S GRANT BEAUTIFICATIO	79.85
4101	TITLE I #3190 2015-16	518.22
5203	PART B 611 FY15 SPEC EDUCATION	43,378.92
5204	PART B 611 FY16 SPEC EDUCATION	201.25
8410	PRE-PAID LUNCH ACCTS	40.75
9700	REIMBURSEMENT ACCOUNT	852.80
9900	CRIMINAL HISTORY DEPOSITS	142.00
	GRAND TOTAL.....	218,330.84



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

Name of Person **Debbie Williams**
 Position **Bus Driver** (Special Education) Applicant Tracking System ID# _____

School **Corydon District (All Campuses)**

Other Information **Transfer from Route #2 to Route #58**

If approved, anticipated employment date: **1/6/2016**

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent **12/30/2015** Submitted By: **MICHAEL KEY**

Date of Board of Trustees Meeting **01/05/2016**

Other Information **This is a requested transfer from a corporation route #2 Corydon Town Route to Corporation Town Route #58. Debbie is a driver with most experience who applied or requested a transfer and is a driver in good standing with our corporation.**

- Required Information:
 - Certified and Non-Certified Positions
 - Application Criminal History (2 pages)
 - Certified Positions
 - Teacher's License or Verification from University
 - ____ Years of Relevant Teaching Experience
 - Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.



Edmund "Ed" F. Schneider Administrative Center
315 South Harrison Drive • Corydon, Indiana 47112 • Telephone (812) 738-2168 • Fax (812) 738-2158

Michael Key
Transportation
Coordinator

Nic Thieneman
Asst. Transportation
Coordinator

Mission Statement

The mission of South Harrison Community School Corporation is to create an environment which develops, nurtures and reinforces the success of students as well as all people served by the corporation. Further, through the shared involvement of home, community and school, our purpose is to develop and provide quality work to prepare each student to think, reason and participate in a diverse society as a lifelong, self-directed learner.

Vision Statement

We envision schools in which students experience success through authentic, real-life learning activities, focusing on an appreciation of the diversity of society and the ever-changing world, thus creating the greatest opportunities for students after graduation.

To: Dr. Mark Eastridge
From: Michael Key
Date: December 28, 2015
Re: Transfers of internal corporation bus routes

Dr. Eastridge,

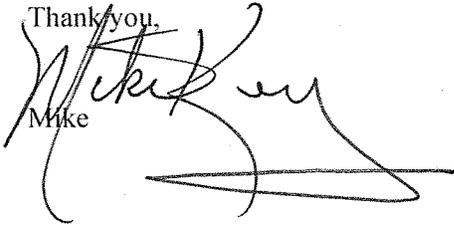
I would like to recommend that we transfer Brenda Uhl from Route # 58 to Special Education Route #55. Brenda was the most experienced corporation driver that applied and is a driver in good standing with the corporation.

Since this creates an opening of Route #58, Debbie Williams would like to transfer to Route #58 from her Route #2. Debbie is the most experienced driver in the corporation fleet and is a driver in good standing. I recommend that we grant this transfer.

This creates an opening for Route # 2. I recommend we advertise Route # 2, a corporation route.

By granting these transfers in this manner, we can place these drivers in the positions without waiting months and it gives us the opportunity to place a sub-driver in Route #2 until we fill this position.

Thank you.


Mike

An
Equal
Opportunity
Employer



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

Name of Person **Brenda Uhl**
 Position **Bus Driver** (Special Education) Applicant Tracking System ID# _____

School **Corydon District (All Campuses)**

Other Information **Special Education Transportation**

If approved, anticipated employment date: **1/6/2016**

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent **12/30/2015** Submitted By: **MICHAEL KEY**

Date of Board of Trustees Meeting **01/05/2016**

Other Information **This is a requested transfer from a corporation route #58 (Corydon Town Route) to a special education Route #55. Brenda is a driver with most experience who applied and is a driver in good standing with our corporation.**

- Required Information:
- Certified and Non-Certified Positions
 - Application Criminal History (2 pages)
 - Certified Positions
 - Teacher's License or Verification from University
 - ____ Years of Relevant Teaching Experience
 - Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

SALARY SCHEDULES FOR TECHNOLOGY SERVICES

Position	Years of Experience	Hourly Rate	Hours Per Week	Length of Year
Systems Administrator	0	\$76,140/year	Exempt Position	12 months
	1	\$76,925/year		
	2	\$77,709/year		
	3 or more	\$78,495/year		
Lead Systems Technician	0	\$27.29 <u>\$56,576/year</u>	40 Exempt Position	12 months
	1	\$28.29 <u>\$58,843/year</u>		
	2	\$29.37 <u>\$61,090/year</u>		
	3 or more	\$30.46 <u>\$63,357/year</u>		
Systems Technician	0	\$16.31	40	12 months
	1	\$17.13		
	2	\$17.68		
	3 or more	\$18.49		
Information Technology Specialist	0	\$15.06	40	12 months
	1	\$15.61		
	2	\$15.89		
	3	\$16.44		

Conditions of Employment

1. Hours are flexible as assigned by Director of Technology.
2. Benefits are in accordance with benefits for full time twelve month support staff employees.

SALARY SCHEDULES FOR ATHLETIC DIRECTOR - CCHS

Position	Years of Experience	Hourly Rate	Hours Per Week	Length of Year
Athletic Director - CCHS	0	\$66,936/year	Exempt Position	12 months
	1	\$67,619/year		
	2 or more	\$68,302/year		

Conditions of Employment

1. Hours are flexible as assigned by Building Principal.
2. Benefits are in accordance with benefits for full time twelve month support staff employees.

To: Bruce Kulwicki

From: Nissa Ellett

Re: Homebound Instruction recommendation

Date: 12/15/15

I am recommending Tracy Carrillo as the Homebound Instructor for Kaden Pannett. Tracy began on 12/14/15, She will provide homebound instruction to Kaden for a total of 5 hours per week. If you have any further questions, please do not hesitate to contact me. Thank you.



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

- Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

- Name of Person: Jennifer L. Withers
- Position: Licensed Practical Nurse (LPN) Half Time Position
Applicant Tracking System ID: 1195
- School: Corydon Central High School
- Other Information
- If approved, anticipated employment date:

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent _____ Submitted By: Keith Marshall

Date of Board of Trustees Meeting

Other Information

- Required Information:
- Certified and Non-Certified Positions
 - Application Criminal History (2 pages)
 - Certified Positions
 - Teacher's License or Verification from University
 - _____ Years of Relevant Teaching Experience
 - Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.



Person Information

Jennifer Lynn Withers

Address Information

Corydon IN 47112

License Information

License No:	27053232A
Profession:	Nursing Board
License Type:	Licensed Practical Nurse
Obtained By Method:	Endorsement
Issue Date:	12/30/2003
Expiration Date:	10/31/2016
License Status:	Active

Previous Action

Previous Action - None

Related Licenses

No Prerequisite Information



Job Posting Request

School Corydon Central HS Position Title Secretary Special Information, e.g. hours to be worked, etc. _____

Please post the position from 1-6-15 to filled, these dates must comply with agenda deadlines.

All positions will be posted via the Application Tracking System; however, please identify other means for which you would like to consider for advertising of this position:

The Corydon Democrat Colleges Other _____

Filtering Criteria please check all that apply:

Certified Positions:

Grade Levels

<input checked="" type="checkbox"/>	Grade	<input type="checkbox"/>	Grade	<input type="checkbox"/>	Grade	<input type="checkbox"/>	Grade	<input type="checkbox"/>	Grade
	Preschool		K		1		2		3
	4		5		6		7-8		9-12

Content Areas

<input checked="" type="checkbox"/>	Area	<input type="checkbox"/>	Area	<input type="checkbox"/>	Area
	Agriculture		Art		Autism Spectrum Disorder
	Business		Communication Disorder		Counseling
	Deaf/Blind		Developmental Delay		Elementary
	Emotional Disability		Family and Consumer Science		French
	Health and Wellness		Hearing Impairment		High School Language Arts
	High School Mathematics		High School Science		High School Social Studies
	Industrial Technology		Kindergarten		Learning Disability
	Media Specialist		Middle Level Language Arts		Middle Level Mathematics
	Middle Level Science		Middle Level Social Studies		Mild Mental Disability
	Moderate Mental Disability		Multiple Disabilities		Music
	Orthopedic Impairment		Other Health Impaired		Physical Education
	Reading		School Psychologist		Severe Mental Disability
	Spanish		Speech		Traumatic Brain Injury
	Visual Impairment				

Non-Certified Positions:

<input checked="" type="checkbox"/>	Position	<input type="checkbox"/>	Position	<input type="checkbox"/>	Position
	Bus Driver	X	Clerical		Custodial
	Food Service		Instructional Assistant		Maintenance
	Nursing, LPN		Nursing, RN		Bus Assistant



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

- Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

Name of Person: Allison Faith

Position: English Teacher - maternity leave
Applicant Tracking System ID:

School: Corydon Central High School

Other Information

If approved, anticipated employment date:

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent _____ Submitted By: Keith Marshall

Date of Board of Trustees Meeting 1-5-15

Other Information Maternity leave starting on 2-1-15

- Required Information:
- Certified and Non-Certified Positions
 - Application Criminal History (2 pages)
 - Certified Positions
 - Teacher's License or Verification from University
 - _____ Years of Relevant Teaching Experience
 - Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.



Job Posting Request

School Corydon Central High School Position Title English Teacher (Faith) Special Information, e.g. hours to be worked, etc. 7:50 - 3:20

Please post the position from 1-6-16 to 1-20-16, these dates must comply with agenda deadlines. All positions will be posted via the Application Tracking System; however, please identify other means for which you would like to consider for advertising of this position:

- The Corydon Democrat Colleges Other _____

Filtering Criteria please check all that apply:

Certified Positions:

Grade Levels

✓	Grade	✓	Grade	✓	Grade	✓	Grade	✓	Grade
	Preschool		K		1		2		3
	4		5		6		7-8	X	9-12

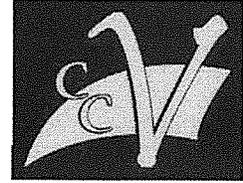
Content Areas

✓	Area	✓	Area	✓	Area
	Agriculture		Art		Autism Spectrum Disorder
	Business		Communication Disorder		Counseling
	Deaf/Blind		Developmental Delay		Elementary
	Emotional Disability		Family and Consumer Science		French
	Health and Wellness		Hearing Impairment	X	High School Language Arts
	High School Mathematics		High School Science		High School Social Studies
	Industrial Technology		Kindergarten		Learning Disability
	Media Specialist		Middle Level Language Arts		Middle Level Mathematics
	Middle Level Science		Middle Level Social Studies		Mild Mental Disability
	Moderate Mental Disability		Multiple Disabilities		Music
	Orthopedic Impairment		Other Health Impaired		Physical Education
	Reading		School Psychologist		Severe Mental Disability
	Spanish		Speech		Traumatic Brain Injury
	Visual Impairment				

Non-Certified Positions:

✓	Position	✓	Position	✓	Position
	Bus Driver		Clerical		Custodial
	Food Service		Instructional Assistant		Maintenance
	Nursing, LPN		Nursing, RN		Bus Assistant

Corydon Central Vanguard
Jason Novak, Director



December 21, 2015

To Whom It May Concern:

The supplemental contract for flags coach was not paid for the fall season. There are two reasons for this:

1. Patrick Regan, our former color guard director, was relieved of his duties prior to the beginning of the season.
2. Scott Ulrich, who currently holds the assistant director supplemental, also supervised our color guard for the fall. He was not recommended for approval of the color guard position from the board, which was oversight on my part.

My request to the board is to accept these two personnel changes in order for us to be on the same page as well as to expedite the payment process for the color guard position to Mr. Ulrich.

Please contact me if you should have any questions.

Sincerely,

Jason Novak
Phone- 812-738-4181, x2381
Email- Novakj@shcsc.k12.in.us



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

- Name of Person Deborah Rosenbarger
- Position Custodian Applicant Tracking System ID# _____
- School CCHS
- Other Information _____
- If approved, anticipated employment date: _____

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent 01/05/16 Submitted By: Keith Marshall

Date of Board of Trustees Meeting 01/05/16

Other Information _____

- Required Information:
 - Certified and Non-Certified Positions
 - Application Criminal History (2 pages)
 - Certified Positions
 - Teacher's License or Verification from University
 - _____ Years of Relevant Teaching Experience
 - Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.

JAN 05 2016

~~12~~ Jan 4, 2016

To whom it may concern,

Due to health issues
with my mother I am
resigning my position
as custodian. I have
enjoyed many happy years
at Corydon High School and
have been blessed knowing
some great people.
My last day will be
January 15th 2016

Thank you
Deborah J. Rosenbarger



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

Name of Person Joseph Oakes

Position 1/3 Junior High Academic Coach #1196

School CCJHS

Other Information _____

If approved, anticipated employment date: Immediately

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent December 18, 2015 Submitted By: Black

Date of Board of Trustees Meeting January Meeting

Other Information _____

Required Information: Certified and Non-Certified Positions
 Application Criminal History (2 pages)
Certified Positions
 Teacher's License or Verification from University
____ Years of Relevant Teaching Experience
 Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation.



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

- Name of Person Karen York
- Position 1/3 Junior High Academic Coach #1196
- School CCJHS
- Other Information _____
- If approved, anticipated employment date: Immediately

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent December 18, 2015 Submitted By: Black

Date of Board of Trustees Meeting January Meeting

Other Information _____

- Required Information:
 - Certified and Non-Certified Positions
 - Application Criminal History (2 pages)
 - Certified Positions
 - Teacher's License or Verification from University
 - ____ Years of Relevant Teaching Experience
 - Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation.



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

- Name of Person Mary Allison Walker
 Position Elementary teacher at CES
Applicant Tracking System ID 1197
- School Corydon Elementary
- Other Information Mrs. Walker will be replacing Jackie Gibson due to her retirement. Mrs. Walker will not start until January 19th. She is under contract with another district, and they are requesting two weeks.
- If approved, anticipated employment date: January 19, 2016
- Is this an internal candidate? Yes No
- Has this candidate worked 15 days as a substitute in this position? Yes No
- Date Submitted to Superintendent Dec. 21, 2015 Submitted By: Tamela Brewer
- Date of Board of Trustees Meeting January 5, 2016
- Other Information _____
- Required Information:
- Certified and Non-Certified Positions
 - Application Criminal History (2 pages)
 - Certified Positions
 - Teacher's License or Verification from University
 - ____ Years of Relevant Teaching Experience
 - Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.



Application for Employment

315 South Harrison Drive
Corydon, Indiana 47112
Telephone: 812-738-2168
Fax: 812-738-2158

PERSONAL:

Name in Full: Mary Allison Walker

Address: 2210 Highway 337 NW

City/State/Zip: Corydon, IN 47112

Telephone Numbers: Residence: (812) 738-1051 Work: (812) 945-2387

Cell: (502) 533-8298 Email: michaelwalker76@fronier.com

If previously employed with South Harrison Community School Corporation, please list date(s) and position(s) of employment: _____

Date available for work: As soon as possible

If currently on a lay-off or subject to recall to another employer, please give details: _____

Special skills or training that would be of special benefit for your performance of the job in which you are applying: Minds In Motion, Reading First, SIOP

If a member of the United States armed forces, please indicate the branch and dates of duty: _____

Please list positions of RESPONSIBILITY AND LEADERSHIP either in school and/or community: _____
First grade chair, Member of Building Leadership Team, chair of Family Ministries Outreach team at church, Chair of Veteran's Day Dinner and Bazaar at church, Chair of Fish Fry at church

RECORD OF EDUCATIONAL BACKGROUND:

Please list the elementary, high school, and colleges you have attended:

Institution	Location	Dates of Attendance	Diploma Received or Degree Conferred	Date Diploma or Degree Received
North Harrison Elementary School	Ramsey, IN	1981-1987		
North Harrison Middle School	Ramsey, IN	1987-1991		
North Harrison High School	Ramsey, IN	1991-1995	General Diploma	May 27, 1995
Indiana University Southeast	New Albany, IN	1995-2001	Bachelor of Science Degree in Elementary Education	May 7, 2001
Indiana University Southeast	New Albany, IN	2004-2007	Master of Science Degree in Education	August 31, 2007

Please list all student teaching assignments you have experienced:

	Assignment A	Assignment B
School Name	North Harrison Elementary School	
School Address	1115 W Whiskey Run Road Northwest, Ramsey, IN 47166	
School Telephone Number	812-347-2419	
Critic Teacher	Kathy Bezy	
Subject/Grade Level	2	
Dates of Teaching Experience	Aug. 2000-Dec. 2000	

Please provide the names, addresses and telephone numbers for College Placement Bureaus at which your credentials are on file: Indiana University Southeast, 4201 Grant Line Rd. New Albany, IN 47150
(812) 941-2385

LICENSING INFORMATION:

Issuing Agency/State	Subjects	Grade Levels	License Number	License Type	Date of License Issuance	Date of License Expiration
Indiana Professional Standards Board/IN	Elementary	1-6 7/8 ND	1409650		May 23, 2011	May 23, 2016

--	--	--	--	--	--	--

If you currently do not have appropriate licensure for the position which you are applying, please indicate the steps you have taken to obtain such licensure: _____

If you have completed the requirements for a license but have not received it from the State, please submit a letter from your university stating that you have met the qualifications for the license.

TEACHING EXPERIENCES:

Please list all teaching assignments you currently hold or have previously held, if any:

School Name	School Address	School Telephone Number	Grades/Subjects Taught	Dates	Reason for Leaving
Parkwood Elementary School	748 Spicewood Drive Clarksville, IN 47129	(812)945-2387	Grade 5 Grade 1 Grade 3	August 10, 2001-present	Still employed as a 3 rd grade teacher.

Please describe any SPECIAL HONORS you have received during your professional career: _____

OTHER WORK EXPERIENCES: Please list recent work experiences unrelated to teaching:

Employer	Type of Work Performed	Dates of Employment	Contact Person	Telephone Number
Floyd Memorial Hospital	Secretarial	1995-2001	Leigh Ann Rudy	812-941-2700

PROFESSIONAL REFERENCES: If you have teaching experience, please provide three references from Principals, Superintendents or similar school leaders for whom you have worked. Otherwise, please provide three references from employers for whom you have worked. (Do not list family members, neighbors, etc.)

Name & Position	School or Company Name	Address	Telephone Number
Janice Korfhage, Former Principal	Parkwood Elementary	Laconia, Indiana	available on request
Danielle Yanez, Teacher	Parkwood Elementary	748 Spicewood Drive Clarksville, IN 47129	(812)945-2387
Jennifer Adams, Teacher	Corydon Elementary	125 Beechmont Dr. Corydon, IN 47112	(812)738-4183

Please list all professional organizations to which you belong: GCEA, ISTA

[IDOE HOME](#)[Advanced Search](#) [Find a Person](#) [Find an Office](#)

Indiana Educator License Lookup > Educator Details

Name: MARY A WALKER

[Return to Search Results](#)

License Information from the Office of Educational Licensing and Development (OELD)

Name: Mary Walker

LVIS License No: 1409650

Status: Valid

Old License No:

Degree: Master

Subject Areas:

Area: Action:	Issue: Expire:	Preparation: Gradation:	Validity: Competency:	Basis: Intern:
General Elementary Renewal	5/23/2011 5/23/2016	General Elementary Not Applicable	1-6 7/8 Non-Dept. None	Rules 46-47
General Elementary Renewal	4/10/2006 4/10/2011	General Elementary Not Applicable	1-6 7/8 Non-Dept. None	Rules 46-47

Name: Mary Walker

LVIS License No: 1409651

Status: Expired

Old License No:709463

Degree: Bachelor

Subject Areas:

Area: Action:	Issue: Expire:	Preparation: Gradation:	Validity: Competency:	Basis: Intern:
General Elementary Original	5/29/2001 5/29/2006	General Elementary Not Applicable	1-6 7/8 Non-Dept. None	Rules 46-47

Name: Mary Walker

LVIS License No: 2011413

Status: Expired

Old License No:S IMPO

Degree: Bachelor

Subject Areas:

Area: Action:	Issue: Expire:	Preparation: Gradation:	Validity: Competency:	Basis: Intern:
Substitute Permit Original	12/12/2000 9/1/2002	Not Applicable Not Applicable	All Schools NA	NA

Teaching Assignments

Teaching Assignment from DOE-CE/CP Oct 1, 2013

Name: MARY
WALKER

Parkwood Elementary School

Corp or School Phone: (812) 283-0701

Time Employed: 100% Prior Year: Employed in the schools of this corporation.

Contract Days: 185

Experience: 12 Years

Degree: Master's Degree

Subject

Language Arts

Social Studies

Reading and Literature

Mathematics

Science



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Non-Certified Personnel Employment Recommendation

Position Information/Principal Recommendation:

ATS#: 1200

Position: Special Education Instructional Assistant

School: CES

Principal Recommendation for Hire: Betty Stem

Internal Candidate: Yes

If approved, anticipated start date: Mrs. Stem is currently an instructional assistant for Title I. We will be adding an additional 5.0 hours for special education. Her total hours will be 22.5 hours weekly.

Other Information: _____

Other Candidate Information:

Name: Theresa Reed

Internal Candidate: Yes

Name: _____

Internal Candidate: _____

If fewer than 3 applicants, please check here: ____

Submission Information:

Date Submitted to Superintendent: 12/21/15

Submitted By: Tamela Brewer

Date of Board of Trustees Meeting: 1/05/16



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Non-Certified Personnel Employment Recommendation

Position Information/Principal Recommendation:

ATS#: 1200

Position: Special Education Instructional Assistant

School: CES

Principal Recommendation for Hire: Theresa Reed

Internal Candidate: Yes

If approved, anticipated start date: Mrs. Reed is currently an instructional assistant for Title I. We will be adding an additional 7.5 hours for special education. Her total hours will be 25 hours weekly.

Other Information: _____

Other Candidate Information:

Name: Betty Stem

Internal Candidate: Yes

Name: _____

Internal Candidate: _____

If fewer than 3 applicants, please check here: ____

Submission Information:

Date Submitted to Superintendent: 12/21/15

Submitted By: Tamela Brewer

Date of Board of Trustees Meeting: 1/05/16



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

Name of Person Shelby Royalty

Position SCES Preschool Teacher

Applicant Tracking System ID 1198

School South Central Elementary School

Other Information

If approved, anticipated employment date:

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent 12/18/15 Submitted By: Sharon Mathes

Date of Board of Trustees Meeting 01/05/16

Other Information

Required Information: Certified and Non-Certified Positions
 Application Criminal History (2 pages)
Certified Positions
 Teacher's License or Verification from University
____ Years of Relevant Teaching Experience
 Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.



Application for Employment

315 South Harrison Drive
Corydon, Indiana 47112
Telephone: 812-738-2168
Fax: 812-738-2158

PERSONAL:

Name in Full: Shelby Royalty

Address: 5155 Shewmaker Ln SE

City/State/Zip: Elizabeth, IN 47117

Telephone Numbers: Residence: 812-968-3865 Work: _____

Cell: 812-267-5705 Email: shelby.royalty@yahoo.com

If previously employed with South Harrison Community School Corporation, please list date(s) and position(s) of employment: N/A

Date available for work: Immediately

If currently on a lay-off or subject to recall to another employer, please give details: I am currently laid off until mid-January from the Corydon Capitol State Historic Site. I only work at this job on weekends and my employer is aware that I will be leaving when I find a place of permanent employment.

Special skills or training that would be of special benefit for your performance of the job in which you are applying: Having just completed the requirements for graduation, I feel that I am very up-to-date on teaching methods and the current trends in education. I feel that the classes that I have completed have very well prepared me to lead a classroom.

If a member of the United States armed forces, please indicate the branch and dates of duty: N/A

Please list positions of RESPONSIBILITY AND LEADERSHIP either in school and/or community: My student teaching experience was a strong position of leadership in a school setting. From the first week of school, I was actively involved in instruction within the classroom.

RECORD OF EDUCATIONAL BACKGROUND:

Please list the elementary, high school, and colleges you have attended:

Institution	Location	Dates of Attendance	Diploma Received or Degree Conferred	Date Diploma or Degree Received
New Middletown Elementary School	New Middletown, IN	Fall 1997 – Spring 2004		
Corydon Central Jr./Sr. High School	Corydon, IN	Fall 2004 – Spring 2011	Academic Honors Diploma	June 2011
Indiana University Southeast	New Albany, IN	Fall 2011 – Fall 2015	Bachelors of Science in Education	December 2015

Please list all student teaching assignments you have experienced:

	Assignment A	Assignment B
School Name	Corydon Intermediate School	
School Address	100 High School Rd Corydon, IN	
School Telephone Number	812-738-6548	
Critic Teacher	Susan Mosley	
Subject/Grade Level	4 th Grade	
Dates of Teaching Experience	July 28, 2015 – December 11, 2015	

Please provide the names, addresses and telephone numbers for College Placement Bureaus at which your credentials are on file: N/A

LICENSING INFORMATION:

Issuing Agency/State	Subjects	Grade Levels	License Number	License Type	Date of License Issuance	Date of License Expiration

If you currently do not have appropriate licensure for the position which you are applying, please indicate the steps you have taken to obtain such licensure: I have taken and passed all of the licensing examinations required to receive an Indiana teaching license. I am also CPR/AED certified and have taken Suicide Prevention training. I am waiting for my official transcript from IUS and will then be able to apply for certification.

If you have completed the requirements for a license but have not received it from the State, please submit a letter from your university stating that you have met the qualifications for the license.

TEACHING EXPERIENCES:

Please list all teaching assignments you currently hold or have previously held, if any:

School Name	School Address	School Telephone Number	Grades/Subjects Taught	Dates	Reason for Leaving

Please describe any SPECIAL HONORS you have received during your professional career: N/A

OTHER WORK EXPERIENCES: Please list recent work experiences unrelated to teaching:

Employer	Type of Work Performed	Dates of Employment	Contact Person	Telephone Number
Corydon Capitol State Historic Site	Historical Interpreter	January 2012 – Present	Bec Riley	812-738-4890
Squire Boone Caverns	Tour Guide/Shopkeeper	October 2011- August 2014	Claudia Yundt	812- 732-4388

PROFESSIONAL REFERENCES: If you have teaching experience, please provide three references from Principals, Superintendents or similar school leaders for whom you have worked. Otherwise, please provide three references from employers for whom you have worked. (Do not list family members, neighbors, etc.)

Name & Position	School or Company Name	Address	Telephone Number
Susan Ridout	Indiana University Southeast	4201 Grant Line Rd. New Albany, IN	812-941-2385
Susan Mosley	Corydon Intermediate School	100 High School Rd. Corydon, IN	812-738-6548
Bec Riley	Corydon Capitol State Historic Site	126 E. Walnut St. Corydon, IN	812-738-4890

Please list all professional organizations to which you belong: N/A



Rebecca Shartzter <shartzerr@shcsc.k12.in.us>

resignation letter

1 message

Diana Heinze <heinze1988@yahoo.com>

Wed, Dec 30, 2015 at 10:25 AM

Reply-To: Diana Heinze <heinze1988@yahoo.com>

To: Sharon Mathes <mathessh@shcsc.k12.in.us>, "shartzerr@shcsc.k12.in.us" <shartzerr@shcsc.k12.in.us>

December 30, 2015

Dear Rebecca and Ms. Mathes,

This letter is to confirm our previous emails and conversations of my intent to resign. It is with regret that I am resigning my LPN position at SCES/SCHS and will not be returning following my back injury and resulting surgery.

Thank you for the opportunities given to me during my employment. I feel very blessed to have worked with professional and caring people and will cherish my time spent at South Harrison School Corporation.

Please feel free to call or email me at any time if I can be of assistance or help in any way to help in the transition of the next nurse.

Wishing you the best,
Diana Heinze RN



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

Name of Person DAVE ISAACS

Position ASST MARCHING BAND
Applicant Tracking System ID 1199

School South Central Jr/ Sr High School

Other Information

If approved, anticipated employment date: 01/06/15

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent 12/18/15 Submitted By: DAVID BEAVER

Date of Board of Trustees Meeting 01/05/16

Other Information

Required Information: Certified and Non-Certified Positions
 Application Criminal History (2 pages)
Certified Positions
 Teacher's License or Verification from University
____ Years of Relevant Teaching Experience
 Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.

To Dr. Eastridge, Mr. Beaver, and the South Harrison Community
School Board,

I would like to recommend Dave Isaacs for the position as Assistant
Marching Band director for South Central High School.

Thank you,

Joseph R. Law

A handwritten signature in cursive script that reads "Joseph R. Law". The signature is written in black ink and is positioned above the printed name and title.

Band Director,



Application for Employment – Extra Curricular Activities

315 South Harrison Drive • Corydon, Indiana 47112

Telephone: 812-738-2168 • Fax: 812-738-2158

Name in Full: Dave Isaacs

Address: 7209 County Line Rd

City/State/Zip: New Albany, IN 47150

Telephone Numbers: Residence: 502-991-2695 Work: _____

Cell: _____ Email: daveisx@me.com

If you, in the immediate preceding season, served in the position for which you are applying, you have completed the application process. However, if you have not served, in the immediate preceding season, in this position, please complete the remainder of the application.

If previously employed with South Harrison Community School Corporation, please list date(s) and position(s) of employment: _____

Please list the elementary, high school, and colleges you have attended:

Institution	Location	Dates of Attendance	Credits Earned	Diploma Received
Ryle High School	Union, KY	2001-2004		Yes
Eastern Kentucky University	Richmond, KY	04-05 / 09-10	60	No
Cincinnati Christian University	Cincinnati, OH	10-11	15	No

Please list recent work experiences:

Employer	Type of Work Performed	Dates of Employment	Contact Person	Telephone Number
Floyd Central High School	Percussion Director	Feb 2014 - Present	Harold Yankey	5026099220
Self	Private Teacher / Composer	2001 - Present	Dave Isaacs	5029912695

Please provide details of relevant coaching experience: I have been teaching for several years as a percussion specialist, as well as designing with groups all over the world, including National and World

accredited programs such as Bourbon County High School, Adair County High School, Bluecoats, RhythmX, DrumSpirit (Dadizele, Belgium), Floyd Central High School, and Columbus North High School.

Please provide two references:

Reference Name	Address	Telephone Number
Harold Yankey	Floyds Knobs, IN 47119	5026099220
Jason Dye	Boston, MA	2704016659



315 South Harrison Drive
Corydon, IN 47112
Telephone (812) 738-2168/Fax (812) 738-2158

Hire Leave Resignation Termination Volunteer

Employment Recommendation

Employee Information:

Name of Person CASEY HOGAN

Position JR HIGH BOYS TRACK COACH
Applicant Tracking System ID

School South Central Jr/ Sr High School

Other Information

If approved, anticipated employment date:

Is this an internal candidate? Yes No

Has this candidate worked 15 days as a substitute in this position? Yes No

Date Submitted to Superintendent 12/18/15 Submitted By: DAVID BEAVER

Date of Board of Trustees Meeting 01/05/2016

Other Information

Required Information: Certified and Non-Certified Positions
 Application Criminal History (2 pages)
Certified Positions
 Teacher's License or Verification from University
____ Years of Relevant Teaching Experience
 Transcript BS MS MS+

If a vacancy is created as a result of the above recommendation, please complete the Job Posting Request in addition to the Employment Recommendation. Please note that the Job Posting Request must be completed by the Principal with the vacancy. For example, an employee at CIS applies for a position at CES and is selected. The Principal at CIS will complete the Job Posting Request and the CES Principal will complete the Employment Recommendation.



LuAnn Mercer <mercerl@shcsc.k12.in.us>

Fwd: spring Jr. High track position

1 message

Bradly Mills <millsb@shcsc.k12.in.us>
To: LuAnn Mercer <mercerl@shcsc.k12.in.us>

Wed, Dec 9, 2015 at 8:48 AM

----- Forwarded message -----

From: Casey Hogan <hoganc@shcsc.k12.in.us>
Date: Wed, Dec 9, 2015 at 8:41 AM
Subject: spring Jr. High track position
To: Bradly Mills <millsb@shcsc.k12.in.us>

I need to resign as head coach from the boy's junior high track position. My schedule has changed for the spring and I won't be able to coach the team.



Extra Curricular Posting Request

School: SOUTH CENTRAL JR./SR. HIGH SCHOOL

Special Instructions: JANUARY BOARD MEETING

Please post the position from 01/06/15 to UNTIL FILLED, these dates must comply with agenda deadlines.

Extra Curricular Activities – Athletics, listed in alphabetical order

✓	Activity	✓	Activity	✓	Activity
	Baseball, Varsity		Baseball, Assistant		Basketball, Varsity, Men
	Basketball, Varsity, Women		Basketball, Junior Varsity, Men		Basketball, Junior Varsity, Women
	Basketball, Freshman, Men		Basketball, Freshman, Women		Basketball, Junior High, 8 th Grade, Boys
	Basketball, Junior High, 8 th Grade, Girls		Basketball, Junior High, 7 th Grade, Boys		Basketball, Junior High, 7 th Grade, Girls
	Basketball, Elementary, 6 th Grade, Boys		Basketball, Elementary, 6 th Grade, Girls		Basketball, Elementary, 5 th Grade, Boys
	Basketball, Elementary, 5 th Grade, Girls		Cheerleading, Varsity		Cheerleading, Junior Varsity
	Cheerleading, Junior High		Cheerleading, JUNIOR VARSITY (DANCE)		Cross Country, Varsity, Men
	Cross Country, Varsity, Women		Cross Country, Junior High, Boys		Cross Country, Junior High, Girls
	Football, Varsity		Football, Assistant		Football, Junior High
	Football, Junior High, Assistant		Golf, Varsity, Men		Golf, Varsity, Women
	Golf, Junior High		Soccer, Varsity, Men		Soccer, Varsity, Women
	Soccer, Men, Assistant		Soccer, Women, Assistant		Softball, Varsity
	Softball, Assistant		Swimming, Men		Swimming, Women
	Tennis, Varsity, Men		Tennis, Varsity, Women		Tennis, Assistant MEN
	Tennis, Junior High		Track, Varsity, Men		Track, Varsity, Women
	Track, Men, Assistant		Track, Women, Assistant	X	Track, Junior High, Boys
	Track, Junior High, Girls		Volleyball, Varsity		Volleyball, Assistant
	Volleyball, Freshman		Volleyball, Junior High		Volleyball, Junior High, Assistant
	Wrestling, Varsity		Wrestling, Assistant		Wrestling, Junior High & Elementary

Other Activities, listed in order as presented in Master Contract

✓	Activity	✓	Activity	✓	Activity
	Activities Supervisor		Fall Conditioning		Saturday Basketball WOMEN
	Summer Sports Camps BASKETBALL WOMEN		Weight Trainer		Academic Coach
	Band Flags		Assistant Marching Band		Department Coordinator
	Department Head		FBLA		Drama, High School
	Drama, High School, Assistant		National Honor Society, High School		Newspaper, High School
	Yearbook, High School		Student Council, High School		Chorus, Junior High
	National Honor Society, Junior High		Newspaper, Junior High		Student Council, Junior High
	Junior Class Sponsor		Senior Class Sponsor		



Category Two Addendum

South Harrison Community School Corporation - Funding Year 2016

Schedule of Fees for Category Two Services

Category Two Services – Managed Eligible Broadband Internal Connections Components

All Schools	\$1,660.00
Total:	\$1,660.00

Category Two services, if elected, will be invoiced in accordance with the schedule below.

	Phase 1 (470)	Phase 2 (471)	Phase 3 (486 & 472)
All Schools	\$0.00	\$830.00	\$830.00
Total:	\$00.00	\$830.00	\$830.00

Complete, sign and return this page for Category Two Services which includes Managed Eligible Broadband Internal Connections Components.

South Harrison Community School Corporation

School/Library Name

School/Library Signature

Date

Please email or fax signed page to steve.mills@adtecerate.com or 765-855-1615(fax).

AdTec Remittance address:

AdTec Inc.
PO Box 97
Centerville, IN 47330
866-855-1845

South Harrison Community School Corporation School Calendar 2016-2017

July 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
						2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September/October 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
						4
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	1

November 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
			5	6	7	8
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

January 2017						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March/April 2017						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
			5	6	7	8
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

May 2017						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
	7	8	9	10	11	12
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- July**
- 26 Orientation Day - No Students
 - 27 First Day for Students

- September**
- 5 Labor Day - No School
 - 28 End of First Grading Period (45 Student Days)

- October**
- 3-14 Fall Break, No School
 - 17 School Resumes

- November**
- 8 Parent/Teacher Conferences - No Students
 - 23-25 Thanksgiving Break - No School

- December**
- 20 Last Day for Students
 - 20 End of Second Grading Period (45 Student Days)
 - 21 Teacher Day - No Students
 - 21-30 Winter Break - No School

- January**
- 2-3 Winter Break, continued - No School
 - 4 School Resumes
 - 16 Martin Luther King Day - No School or Make-Up Day

- March**
- 8 End of Third Grading Period (45 Student Days)
 - 20-24 Spring Break, No School or Make-Up Days
 - 27-31 Spring Break, No School

- April**
- 3 School Resumes
 - 14 No School or Make-Up Day

- May**
- 2 Teacher Professional Development - No Students
 - 26 Last Day for Students, Pending Make-Up Days
 - 26 End of Fourth Grading Period, (45 Student Days)
 - 30 Last Day for Teachers, Pending Make-Up Days

- June**
- 4 Corydon Central High School Graduation, 1:30 p.m.
 - 4 South Central Jr/Sr High School Graduation, 4:00 p.m.

July/August 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

October 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

December 2016						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
				4	5	6
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2017						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
			5	6	7	8
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

April 2017						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

June 2017						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
				4	5	6
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Note: Calendar is subject to change based upon days missed due to inclement weather and/or other school emergencies. They will be made up in the following order: January 16, March 20, 21, 22, 23, 24 and April 14. If necessary, additional days will be added on to the school calendar. Transportation will be provided from Corydon Central and South Central High Schools to the Prosser School of Technology on January 2, 3, April 14 and May 2, 2017 even though school is not in session.

Legend	
Teacher Day, No Students	
School in Session	
No School	
End of Grading Period	

South Harrison Community School Corporation

After-School Learning Programs

For the 2015-2016 School Year

Administration is seeking board approval to provide the services for the 2015-2016 school year based upon the positive feedback that was received concerning the after-school learning programs provided last school year. The maximum number of hours per week are indicated next to the school name (fewer hours may be necessary dependent upon participation or need). Generally, elementary sessions meet 2 days per week for 1.5 hours per day with secondary sessions being 1 or 1.5 hours per day. Sessions may be provided by rotational staffing as the principal assigns. Teacher names will be presented to the Board of School Trustees for approval at the September 2015 meeting and the sessions will begin thereafter to be determined by building administration with Superintendent approval. No transportation will be provided. Further, for intensive ISTEP+ preparation (for grades 3-8), the after-school learning program will be doubled during the four weeks prior to testing. The program will end upon the conclusion of ISTEP+ preparation period. Compensation for these services is \$25 per hour (staff must be approved to work in this capacity prior to receiving compensation and will utilize the time clocks to clock in/out for reporting of time worked instead of time cards).

School	Teacher(s)
Corydon Central High School (4 hours per week)	Joseph Oakes* Ki Sallee* William Royalty* Jamie Kolkmeier* Kate Robinson*****
Corydon Central Junior High School (3 hours per week with 6 hours per week for ISTEP+ preparation)	Christine Randolph* Elizabeth Klein* Bethany Brown* Jill Taylor* Bret Smith* Alica Marshall* Gary Pope* Kristen Drummond* Sherry Green****
Corydon Elementary School (12 hours per week with 24 hours per week for ISTEP+ preparation)	Jessica Dupaquier* Diane Owen* Sarah Harris* Shirley Albin*** Rebecca Hougland*****
Corydon Intermediate School (9 hours per week with 18 hours per week for ISTEP+ preparation)	Susan Mosley* Dana Eichmiller* Diana Higginbotham** Jennifer Wiseman**

	Sarah Ground** Stephanie Ross**
Heth-Washington Elementary School (6 hours per week with 12 hours per week for ISTEP+ preparation)	Virginia Jordan* Tracy Carrillo*
New Middletown Elementary School (6 hours per week with 12 hours per week for ISTEP+ preparation)	Angela Keith* Pat Parrish** Cory Mathes****
South Central Elementary School (9 hours per week with 18 hours per week for ISTEP+ preparation)	Mark Carl* Susan Eastridge* Cortnai Boone* Stephanie Tostaine* Michael Rhoads* Joanna Weaver* Susan Freiburger* Julie Yates**** Katie Crecelius**** Casey Hogan**** Amanda Danna****
South Central Junior/Senior High School (3 hours per week with 6 hours per week for ISTEP+ preparation)	Sarah Eyssen* Dawn Flock* Kara Bailey* Patricia Nordhoff* Lynn Thomas* Valerie Temple* Amanda Danna* Stephanie Bratcher* Janet Roberson* Jerry Timberlake*

*Approved September 1, 2015

**Approved October 6, 2015

***Approved at the November 3, 2015 Board Meeting

****Approved at the December 1, 2015 Board Meeting

*****To be approved at the January 5, 2016 Board Meeting

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

Department of Transportation

Route Extension Request

Bus Route Number: # 14

Name of Bus Driver: Kevin Barrow

Location of Extension:

From Gethsemane Church Road to Cardinal Drive (North Harrison Sch. District) (Depauw) and back to Gethsemane Church Road.

Length of Extension: 20 miles x 9 days

Reason for Extension: Needed to pick up a foster child that was in our district and had temporary placement in North Harrison Sch. Dist. By Indiana Code we are obligated to provide transportation.

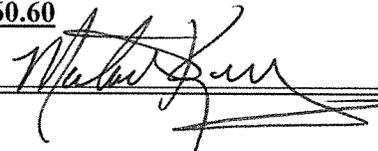
Beginning Date: 11/19/2015 Ending Date: 12/04/2015

Please check one: A.M. P.M. Both

Office Use Only

1. Length of extension per day 20 (total miles)
2. Amount paid per mile: \$3.67
3. Total amount paid for additional miles (1 x 2): \$660.60

Approved: _____



SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

Department of Transportation

Route Extension Request

Bus Route Number: # 27

Name of Bus Driver: Opal Carver

Location of Extension:

I had to re-route #27 when the Indiana State Highway Department (INDOT) closed the bridge on State Road 11 just east of Mauckport (sand quarry) until a new surface was put on the bridge.

Length of Extension: 10.2 miles x 6 days = 61.2

Reason for Extension: Road closure as per INDOT for SR 11 east of Mauckport

Beginning Date: 11/19/2015 Ending Date: 12/04/2015

Please check one: A.M. P.M. Both

<u>Office Use Only</u>	
1. Length of extension per day	<u>10.2</u> (total miles)
2. Amount paid per mile:	<u>\$2.92</u>
3. Total amount paid for additional miles (1 x 2):	<u>\$178.70</u>
Approved: _____	

November 25, 2015

QUOTE #: BS112515
COMPANY: Corydon Central High School
ADDRESS: 315 South Harrison Drive
Corydon, IN 47112
CONTACT: Travis McKim
PHONE: (812) 734-5963
EMAIL: mckimt@shcsc.k12.in.us

Dear Mr. McKim:

US Ecology, Inc. is a leading North American provider of environmental services to commercial and government entities. We address the complex waste management needs of our customers, offering treatment, disposal and recycling of hazardous and radioactive waste, as well as a wide range of complementary field and industrial services. US Ecology's 60 years of experience and focus on safety, environmental compliance, and customer service, enable us to reliably and cost effectively meet the needs of our customers.

US Ecology's Lab Pack Services is a time saving and cost effective way to dispose of unneeded, out-of-date, or unknown chemicals safely and legally. USE can provide waste management for any waste in small containers, small quantity of larger containers, as well as radioactive material, organic peroxides, unknowns, PCB materials, monitors/electronic equipment, aerosol cans, compressed cylinders, and Universal waste (i.e. batteries, light bulbs, and mercury containing articles). All USE field chemists are fully trained and certified and have the knowledge and experience to complete projects in a safe and cost effective manner.

We understand you need a professional, integrated field and industrial services provider, and we have designed this project to meet these needs. Our best-in-class customer service leverages US Ecology's industry leading capabilities and will allow us to deliver the strongest solution available in the market today. We look forward to supporting you on this project!

SCOPE OF WORK:

US Ecology's Lab Pack Services group is pleased to submit this proposal to provide the labor, materials and equipment necessary to properly package, transport and dispose of designated waste materials located at your facility in Corydon, IN. USE proposes to perform the following work:

- Provide all necessary personnel, equipment, and materials.
- Properly segregate, package and label all designated waste materials in accordance with all applicable regulations.
- Provide all necessary transportation documents.
- Transport the material on licensed waste hauling vehicles.
- Obtain all necessary approvals, waste disposal scheduling and proper disposition of all waste streams per Best Demonstrated Available Technology (BDAT).

DISPOSAL FACILITY: EQ Detroit

RATES:

Description	Qty	Size	Unit Price	Extended
Corydon Central High School (Lab Pack)				
Disposal Cost - Lab Chemicals	1	Lab Pack	\$2,305.00	\$2,305.00
Lab Pack Supplies	1	Lab Pack	\$465.00	\$465.00
Field Chemist / Truck / Transportation	1	Trip	\$1,200.00	\$1,200.00
Sub Total:				\$3,970.00
10% Energy and Insurance Recovery Fee (Disposal Only)				\$230.50
Estimated Total Cost:				\$4,200.50

TERMS & CONDITIONS

This quote is valid for 90 days, and is subject to execution of US Ecology’s standard contract which governs the services described herein. After expiration of this quote, the offer to perform services, and the prices, are subject to change or withdrawal. In the event of any conflict between the terms in this quote and those contained in the contract covering these quoted services, the terms of the contract shall govern. Payment terms are net 30 days.

LAB PACK SERVICES TERMS AND CONDITIONS:

- In the event that the scope of work changes from that specified above, out-of-scope work shall be charged at cost plus 15% or at rates mutually agreed upon in writing before work continues.
- All pre-packaged containers must be DOT approved.
- Onsite delays, changes or inaccuracies in the inventory may result in additional charges.
- Equipment, personnel, and disposable materials which are not detailed in this quote but become necessary to perform the work, will be charged at quoted rates or at cost plus 15% if not quoted.
- Expenses related to waiting time at the work site or work stoppage outside of USE’s control will be the responsibility of the customer and will be billed at quoted rates or at cost plus 15% if not quoted.
- Material Safety Data Sheets (MSDS) and/or analytical may be required prior to disposal.
- A fuel surcharge based on weekly national average fuel prices will apply to all diesel powered equipment unless quoted otherwise, in addition to quoted prices.
- A 10% Energy, Insurance and Recovery (EIR) Fee will apply to all waste treatment and disposal fees.

Thank you for this opportunity – US Ecology appreciates your interest in our services. I believe this quotation meets your specifications but please contact me if you have any questions. US Ecology is prepared to proceed with the above described work upon confirmation or execution of an appropriate contract and subsequent issuance of your purchase order. **Please print and sign this quote** to confirm your acceptance and fax or email it to the location below.

US ECOLOGY LAB PACK CHEMIST:

Bryan Stillwell
Phone: (317) 835-6186 ~ Fax: (317) 247-7170
bryan.stillwell@usecology.com



CUSTOMER REPRESENTATIVE: Name: _____ Title: _____

Signature: _____ Date: _____



WASTE TRANSPORTATION, DISPOSAL AND RECYCLING AGREEMENT

This Waste Transportation, Disposal and Recycling Agreement ("Agreement") is entered into as of this Current Date day of Current Month, Current Year, by and between, EQ – The Environmental Quality Company, DBA US Ecology having offices at 17440 College Parkway, Suite 300, Livonia, MI 48152 ("Company"), and Prospective Customer, having offices at Customer Address ("Customer"). Company and Customer are sometimes collectively referred to in this Agreement as "Parties" and individually as "Party".

Customer, in the course of its business, generates or manages certain waste material, hereinafter referred to as "Waste", which may require transportation, treatment, storage, disposal and/or recycling services (collectively the "Services"). Company and its Affiliates have facilities and the ability to perform the Services in a lawful manner. For purposes of this Agreement, "Affiliate" shall mean any existing or future entity that controls, is controlled by, or is under common control with, Company. At any time during the term of this Agreement, an Affiliate may perform Services for Customer under the same terms and conditions as set forth in this Agreement pursuant to a proposal, purchase order, or similar document, signed both Customer and Affiliate, and expressly referencing this Agreement. When an Affiliate performs such Services, all references to Company in this Agreement shall refer only to the specific Affiliate performing the Services, and such Affiliate shall be solely responsible for all of the obligations of Company hereunder, with respect to such Services, as if this Agreement was entered into only between that Affiliate and Customer. In no event shall Company or any other nonperforming Affiliate be held liable or jointly liable for any obligations under this Agreement for Services that were not performed by Company or other Affiliate, by virtue of the fact that Services were performed by a particular Affiliate pursuant to this paragraph. In consideration of the premises set forth above and the mutual covenants and agreements hereinafter set forth, the Parties hereto agree as follows:

I. CONTRACTING PROCEDURE--Customer shall submit to Company a completed waste product questionnaire or similar document ("WPQ") describing Waste to be managed and provide a representative sample (if requested by Company). Submission of a completed WPQ shall constitute Customer's request that Company perform Services in connection with the Waste described therein. Company shall indicate its approval of the WPQ by sending Customer a written Waste Approval Letter, pricing addendum or similar document ("Pricing Addendum") (if necessary) that sets forth pricing and specific terms and conditions for Waste receipt. Nothing herein shall require Company to perform an exhaustive analysis of the Waste in order to identify each and every constituent or contaminant contained in the Waste, nor shall any such sampling, analysis or measurement relieve Customer of its responsibility to ensure conformance of the Waste with the specifications set forth in the subject WPQ. Company offers no guarantee or commitment that it will accept any particular type of Waste upon receipt of a WPQ submitted by Customer.

II. NONCONFORMING WASTE--Company shall have the right to reject and return to Customer any Waste which deviates from the specifications set forth in the WPQ or contained in any representative sample or supporting information (including analyses) or that would alter the hazard, risk or costs assumed by Company in conjunction with its performance hereunder or cause Company to be in noncompliance with any permit or other authorization (such Waste referred to as "Nonconforming Waste"). In the event Company rejects Nonconforming Waste, Customer shall pay Company's reasonable costs for the handling, analysis, transportation, necessary repackaging and time involved in returning such Nonconforming Waste to Customer or other location.

III. TITLE AND LIABILITY--Title to the Waste, together with all responsibility and liability in connection therewith, shall pass to Company upon Company's acceptance of the Waste at Company's facility unless, under the provisions of this Agreement, shipment of the Waste is the responsibility of Company, in which event title, responsibility and liability shall pass upon delivery to and acceptance by Company at the commencement of shipment. Title and liability for Nonconforming Waste shall at all times remain with Customer, notwithstanding the fact that physical possession of Nonconforming Waste may have passed to Company. Company may revoke acceptance of Waste at any time if Waste is determined to be Nonconforming Waste. If title to Waste is revoked at any time by Company, Customer shall pay Company's reasonable charges for the handling, analysis, transportation, necessary repackaging and time involved in returning such Waste to Customer or other agreed-upon location.

IV. LOADING AND TRANSPORTATION--Shipment of the Waste shall be the responsibility of Customer unless Customer arranges with Company for Company to provide transportation. Customer shall be responsible for proper and legal loading of the Waste on vehicles provided or arranged for by Company. The Parties agree and understand that reasonable, justified refusal by drivers or other employees of Company or its subcontractors to load, transport, handle, dispose of and/or recycle Nonconforming Waste will not be considered a breach of this Agreement.

V. CUSTOMER WARRANTIES--CUSTOMER WARRANTS AND REPRESENTS TO COMPANY:

- A. The data and information set forth and/or referenced herein, including the WPQ(s), are correct and in accordance with all applicable waste regulations.
- B. The Waste to be delivered to Company will conform to the description provided in the WPQ(s) and any representative samples or supporting information (including analyses).
- C. Customer warrants that it has advised Company of all known potential health and/or environmental problems associated with the Waste.

VI. COMPANY WARRANTIES--COMPANY WARRANTS AND REPRESENTS TO CUSTOMER:

- A. Company has appropriate expertise and is engaged in the business of loading, transporting, storing, treating, disposing of and recycling Waste.
- B. Company will load, transport, store, treat, dispose of and/or recycle the Waste in compliance with all valid and applicable statutes, ordinances, orders, rules and regulations of the federal, state and local governments in whose jurisdiction such activities are performed under this Agreement.

VII. INDEMNIFICATION

A. COMPANY INDEMNIFICATION--Company shall indemnify and hold harmless Customer, its officers, directors, employees and agents from such civil penalties, claims and causes of action (including court costs and reasonable attorney fees) as may be brought on account of death or bodily injury to any person; destruction or damage to any property; injury to, destruction of, or loss of natural resources; or any violation of any federal or

state law, regulation or municipal ordinance, to the extent arising out of Company's negligence, willful misconduct, breach of warranty or failure to perform Services in accordance with this Agreement. Company's duty to indemnify is inapplicable to the extent that such penalties, claims or causes of action result from Customer's delivery to Company of Nonconforming Waste.

B. CUSTOMER INDEMNIFICATION--Customer shall indemnify and hold harmless Company, its officers, directors, employees and agents from such civil penalties, claims and causes of action (including court costs and reasonable attorney fees) as may be brought on account of death or bodily injury to any person; destruction or damage to any property; injury to, destruction of, or loss of natural resources; or any violation of any federal or state law, regulation or municipal ordinance, to the extent arising out of Customer's negligence, willful misconduct, breach of warranty, delivery to Company of Nonconforming Waste or failure of Customer to perform its responsibilities under this Agreement.

C. CONSEQUENTIAL DAMAGES--Notwithstanding the foregoing, neither Party will be liable for, and each Party waives and releases any claims against the other Party for, any consequential, special, or punitive damages, including lost revenues, lost profits or loss of prospective economic advantage resulting from performance or failure to perform under this Agreement, whether or not the Party was advised of the possibility of such damages.

VII. INDEPENDENT CONTRACTOR--Except as expressly set forth herein, neither Company nor anyone it employs shall ever be considered Customer's employee, agent, servant or representative in performing the Services under this Agreement. Company shall be an independent contractor in the performance of the Services under this Agreement. Company shall exercise, at all times, exclusive control of the operation and activities of all employees, agents and subcontractors of Company. Neither Company nor Customer shall have any authority to employ any person as an employee, agent or subcontractor for or on behalf of the other.

VIII. CONFIDENTIALITY--Company and Customer shall treat as confidential and not disclose to others during or subsequent to the term of this Agreement, except as is necessary to perform this Agreement, any information regarding the other Party's plans, programs, plants, processes, products, costs, equipment, operations or customers which may come within its knowledge in the performance of this Agreement. This clause does not prevent disclosures required by law. The foregoing obligations shall survive the termination of this Agreement.

IX. FORCE MAJEURE--The Parties agree that any delay or failure of either Party to perform its obligations under this Agreement, except for the payment of money for services already rendered, shall be excused if and to the extent caused by acts of God, strikes, action of regulatory agencies, fire, flood, windstorm, explosion, riot, war, sabotage or other cause or causes beyond the reasonable control of the Party affected. Company shall also be excused from performance of this Agreement if Company loses or has suspended any license, permit or other authorization necessary for fulfilling its obligations. Both Parties shall provide prompt notice of such delay and work diligently to remove such cause or causes.

X. SAVINGS CLAUSE--If any part of this Agreement becomes invalid for any reason, the validity of the Agreement as a whole or of any other part will not be affected.

XI. PAYMENT--Company will submit the original of each invoice to the following Customer address:

Payments shall be made in cash at the time Waste is accepted for treatment, storage, disposal and/or recycling by Company unless credit has been approved by Company, in which event payment shall be made within thirty (30) days of invoice date at the address indicated on Company's invoice to Customer. All amounts due and payable for more than thirty (30) days after invoice date shall bear interest at the rate of one and one-half percent (1 1/2%) per month. Customer will notify Company of any disputed amounts within thirty (30) days of receiving the invoice. The portion of any

invoice that is not disputed within such period shall be deemed accepted by Customer. During the ten (10) business days following notification of a disputed amount, the Parties will attempt to resolve any disputed portions of such invoice and, if resolved, an adjusted payment will be submitted to Company for the agreed-upon amount.

Please mark box if a purchase order number is required on the invoice for payment.

XII. ASSIGNMENT--Customer may not, without prior written approval of Company, assign any part of Customer's rights or obligations under this Agreement. Company may assign its rights, together with its obligations hereunder, to any parent, subsidiary or successor, or in connection with any sale, transfer or other disposition of all, or substantially all, of its business and assets, provided, however, that any such assignee assumes Company's obligations hereunder. Company may sub-contract parts of its obligations to qualified parties.

XIII. ENTIRE AGREEMENT--This Agreement, including the Pricing Addendum and WPQ approved by the Parties, contains the entire agreement between the Parties with regard to the matters dealt with in this Agreement. No modifications or amendments shall be of any force or effect unless they are in writing and signed by the Parties to be bound. This Agreement supersedes and takes precedence over any prior agreement between the Parties.

XIV. GOVERNING LAW--This Agreement shall be governed by and construed in accordance with the internal laws of the state where disposal occurs, or if no disposal occurs, the state where the majority of Company's services are performed, without giving effect to applicable principles of conflicts of law to the extent that the application of the laws of another jurisdiction would be required thereby.

XV. NOTICE--Any notice, communication or statement required or permitted to be given hereunder shall be in writing and shall be deemed to have been sufficiently given when delivered either in person or by registered or certified mail, postage prepaid, return receipt requested, to the person listed in the signature section of this Agreement.

XVI. TERM OF AGREEMENT--The term of this Agreement shall be for a period of three years from the date written above and shall automatically renew for successive periods of one year each. Notwithstanding, either Party may terminate the Agreement upon thirty (30) days prior written notice to the other Party. Prices stated in the Pricing Addendum or otherwise agreed to by the Parties may be changed by Company by giving Customer notice in writing of such change at least seven days before the effective date thereof. If any change in price is refused by Customer, Company may terminate this Agreement upon written notice to Customer.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed by their duly authorized representatives.

COMPANY:
By:
Name:
Title:
Date:

CUSTOMER:
By: _____
Name: Dr. Mark A. Fastridge,
Title: Superintendent
Date: 1/5/16

Company shall abide by the requirements of 41 CFR sections 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, national origin, protected veteran status or disability.

Office
DEPOT.

BOX #1

POWDER ~~SODIUM~~ SODIUM METABISULFITE - ~~1 LB~~ 500g
POWDER POTASSIUM IODIDE - ~~1 LB~~ 500g
POWDER AMONIUM SULFATE - ~~1 LB~~ 1 LB
POWDER AMONIUM SULFATE - ~~1 LB~~ 1 LB
POWDER ALUMINUM SODIUM SULFATE - ~~1 LB~~ 1 LB
POWDER SODIUM OXALATE - ~~1 LB~~ 1 LB
POWDER FERROUS AMMONIUM SULFATE - ~~1 LB~~ 1 LB
POWDER FERROUS SULFATE - ~~1 LB~~ 100g
POWDER LITHIUM CHLORIDE - 100g
POWDER POTASSIUM SULFATE - 1 LB
POWDER FERROUS SULFATE - 500g
POWDER FERRIC SULFATE - 1 LB
POWDER COBALT NITRATE - 1/4 LB
LIQUID ZINC NITRATE - 1/4 LB
POWDER SODIUM ACETATE - 1 LB
POWDER FERROUS SULFATE - 225g
POWDER FERROUS SULFATE - 225g
POWDER SODIUM PHOSPHATE - 500g
POWDER SODIUM THIOSULFATE - 1 LB
POWDER MAGNESIUM NITRATE - 100g
POWDER FERRIC NITRATE - 1/4 LB
POWDER SODIUM ACETATE - 500g

BOX # 2

POWDER AMMONIUM CHLORIDE	500 g
LIQUID MAGNESIUM CHLORIDE	1 LB
LIQUID CHLORINE	1 PT
POWDER POTASSIUM IODIDE	1/2 LB
POWDER POTASSIUM CHLORIDE	1 LB
POWDER ALUMINIUM CHLORIDE	1 LB
POWDER MAGNESIUM CHLORIDE	100 g
LIQUID LITHIUM CHLORIDE	56 g
POWDER STANNOUS CHLORIDE	1/4 LB
POWDER BARIUM CHLORIDE	500 g
POWDER SODIUM IODIDE	500 g
POWDER INDOPHENDOL SODIUM SALT	1 g
POWDER STRONTIUM CHLORIDE	56 g
POWDER LEAD ACETATE	1 LB
POWDER SODIUM BROMIDE	1/4 LB
POWDER SILVER ACETATE	1 oz
POWDER COBALT CHLORIDE	100 g
POWDER IODINE	100 g
POWDER MAGNESIUM SULFATE	1 LB
POWDER SODIUM ACETATE	1 LB
POWDER IODINE	4 oz
POWDER BARIUM CHLORIDE	1 LB

BOX #3

POWDER SODIUM HYDROXIDE	5 LB
POWDER SODIUM METASILICATE	500 g
POWDER SODIUM HYDROXIDE	500 g
POWDER THERMIT-BLACK	1 LB
POWDER POTASSIUM BICARBONATE	1 LB
POWDER SODIUM HYDROGEN CARBONATE	1/4 LB
POWDER LITHIUM CARBONATE	100 g
POWDER STEARIC ACID	500 g
LIQUID RATHER CONC $H_2H_3O_2$	1 PINT
LIQUID TANNIC ACID 10%	1 PINT
LIQUID $NaHSO_4$	34.5 g
LIQUID $Na_2Cr_2O_7$	1 PINT
POWDER SODIUM HYDROXIDE	500 g
POWDER MAGNESIUM HYDROXIDE	1 LB
LIQUID $Na_2S_2O_3$	24 g
LIQUID NaI	37 g
LIQUID SODIUM MONO HYDROGEN	250 ML
LIQUID Na_3PO_4	250 ML
LIQUID POTASSIUM CHROMATE	250 ML
LIQUID 1 M $NaCl$	250 ML

BOX #4

POWDER MAGNESIUM SULFATE	2 02
POWDER ZINC SULFATE	2 02
POWDER SODIUM FERROCYANIDE	2 02
POWDER SODIUM BISULFITE	2 02
POWDER MANGANESE SULFATE	2 02
POWDER TARTARIC ACID	1 LB
LIQUID FORMIC ACID	120 ML
POWDER TARTARIC ACID	1 LB
POWDER BENZOIC ACID	1 LB
POWDER OXALIC ACID	1 LB
POWDER ZINC OXIDE	1 LB
POWDER ACACIA (GUM ARABIC)	500 g
LIQUID NaOH	0.2 M
LIQUID $(NH_4)_2 MoO_4$	100 ML
POWDER PHENOLPHTHALEIN	1 LB
LIQUID BLEACH	1 PINT
LIQUID $Sm Cl_2$	1 PINT
LIQUID H_2SO_4	3 M

BOX # 5

POWDER AMMONIUM NITRATE	500 g
POWDER AMMONIUM NITRATE	500 g
POWDER SODIUM PHOSPHATE	500 g
POWDER POTASSIUM BITARTRATE	1 LB
POWDER SODIUM BISULFITE	500 g
POWDER SODIUM NITRITE	500 g
POWDER POTASSIUM DICHROMATE	500 g
POWDER POTASSIUM PERMANGANATE	1 LB
POWDER ALUMINIUM SULFATE	500 g
POWDER SODIUM DICHROMATE	500 g
POWDER CALCIUM HYDROXIDE	1 LB
POWDER POTASSIUM CHROMATE	1 LB
POWDER BORIC ACID	4 oz
POWDER NICKEL SULFATE	500 g
POWDER SODIUM PHOSPHATE	1 LB
POWDER BORIC ACID	100 g
POWDER BORIC ACID	500 g
POWDER AMMONIUM MOLYBDATE	100 g
POWDER POTASSIUM IODATE	100 g
POWDER POTASSIUM PERSULFATE	225 g
POWDER POTASSIUM PERSULFATE	225 g
POWDER SODIUM THIOSULFATE	1 LB
POWDER SILVER NITRATE	

BOX #6

POWDER CALCIUM ACETATE	500 g
POWDER AL ₂ (SO ₄) ₃	500 g
POWDER MAGNESIUM DISODIUM	500 g
ETHYLENEDIAMINE TETRAACETATE	
LIQUID COBALT NITRATE	1/4 LB
POWDER POTASSIUM BROMIDE	500 g
POWDER STRONTIUM NITRATE	1/4 LB
LIQUID FERRIC CHLORIDE	1 LB
POWDER AMMONIUM ACETATE	1 LB
LIQUID MAGNESIUM CHLORIDE	1 LB
POWDER MANGANOUS SULFATE MONOHYDRATE	1 LB
POWDER STRONTIUM NITRATE	2 oz
POWDER AMMONIUM CHLORIDE	500 g
POWDER POTASSIUM NITRITE	1 LB
POWDER CALCIUM NITRATE	1 LB
POWDER AMMONIUM ACETATE	500 g
LIQUID FERRIC CHLORIDE	1 LB
POWDER POTASSIUM BISULFATE	NO LID 500 g

BOX 7

IGNITOR. GENERAL PURPOSE
DRY CELL BATTERYS

BOX # 8

Liquid Na_2CO_3	250 ML
Liquid POTASSIUM THIOCYANATE	100 ML
Liquid KIO_3	250 ML
Liquid DILUTE $(\text{NH}_4)_2\text{S}$	250 ML
Liquid NH_4NO_3	250 ML
Liquid AlCl_3	250 ML
Liquid NaF	250 ML
Liquid MERCURY (I) NITRATE	.5 L
Liquid HNO_3	64 ML
Liquid $\text{Mg}(\text{NO}_3)_2$	250 ML ML
Liquid KNO_3	250 ML ML
Liquid $\text{Mg}(\text{NO}_3)_2$	250 ML
Liquid NaNO_2	250 ML
Liquid KCl	250 ML
Liquid DILUTE MgCl_2	250 ML
Liquid KBr	250 ML
Liquid MnSO_4	250 ML
Liquid AgNO_3	250 ML

BOX # 9

	CONTAINER
1 LIQUID NH_4OH	1 GALLON
1 LIQUID NaOH	1 GALLON
1 LIQUID KMnO_4	1 GALLON
1 LIQUID Na_2CO_3	500 ML
1 POWDER POTASSIUM NITRATE	5 LB
1 LIQUID AMMONIUM HYDROXIDE	4 LB
1 POWDER SODIUM FLUORIDE	1 LB
1 POWDER SODIUM IODIDE	1 LB
1 POWDER COPPER CARBONATE	1 LB
1 POWDER CUPRIC ACETATE	1 LB
1 POWDER MAGNESIUM NITRATE	500 g
POWDER FERROUS SULFATE	500 g

BOX # 10

LIQUID OXALIC ACID	1 L
LIQUID NaOH	1 GALLON
LIQUID AMMONIUM ACETATE	1 GALLON
POWDER NaH ₂ PO ₄	1 LB
POWDER SODIUM BISULFATE	1 LB
POWDER ALUMINUM POTASSIUM SULFATE	1 LB
POWDER SULFITE	1 LB
POWDER POTASSIUM NITRATE	1 LB
POWDER NaOH	1 LB

BOX # 11

L	Liquid	POTASSIUM dichromate	250 ML
L	Liquid	NaHCO ₃	250 ML
L	Liquid	NiSO ₄	250 ML
B	Liquid	SATURATED SILVER ACETATE	250 ML
P	Liquid	KMnO ₄	250 ML
P	Liquid	SODIUM CARBONATE	250 ML
P	Powder	PYROGALLIC ACID	4 oz
P	Liquid	HNO ₃	1 QUART
P	Powder	CITRIC ACID	100 g
P	Liquid	CH ₃ COONa	250 ML
P	Liquid	MgSO ₄	250 ML
	Liquid	NaHCO ₃	250 ML
	Liquid	NH ₄ Cl	250 ML
	Liquid	KI	250 ML
	Liquid	acetic acid	250 ML
	Liquid	AMMONIA WATER	250 ML
	Liquid	NH ₄ Cl	250 ML
	Liquid	SODIUM Dihydrogen	250 ML
	Liquid	Na ₂ SO ₄	250 ML
	Liquid	NaNO ₃	250 ML

BOX # 12

POWDER SODIUM THIOCYANATE	500 g
POWDER SODIUM THIOCYANATE	1 LB
POWDER SODIUM BORATE	500 g
POWDER FERROUS SULFIDE	1 LB
LIQUID AMMONIUM SULFIDE SOLUTION	1 PT
POWDER POTASSIUM DICHROMATE	500 g
LIQUID FEHLING'S SOLUTION (COPPER)	1 PT
POWDER SODIUM BORATE	500 g
LIQUID METHY ALCOHOL AND SILVER NITRATE	2 oz
POWDER CADMIUM NITRATE	1/4 LB
POWDER LEAD NITRATE	1 LB
POWDER FERRIC NITRATE	1/4 LB
POWDER AMMONIUM THIOCYANATE	1 LB
POWDER AMMONIUM PERSULFATE	1.10 LB
POWDER SODIUM NITRATE	1 LB
POWDER COPPER (II) NITRATE	1 LB

10X 15
BOX #13

L Liquid Na_2SiO_3 1 GALLON

L Liquid SULFURIC ACID 1 GALLON

L Liquid Na_2SiO_3 1 GALLON

L Liquid ETHANOL 95% 1 GALLON

P
P
P
P
P
P

BOX # 14

POWDER CUPRIC CARBONATE	1 LB
POWDER CUPRIC OXIDE	1 LB
POWDER LITHIUM CARBONATE	100g
POWDER MANGANESE DIOXIDE	1 LB
POWDER ARSENIC TRIOXIDE	1 LB
POWDER LEAD OXIDE	1 LB
POWDER SODIUM SULFATE	5 LB
POWDER COPPER SULFATE	5 LB
POWDER POTASSIUM CARBONATE	1 LB
POWDER SODIUM SILICATE	1 LB
POWDER SODIUM CARBONATE MONOHYDRATE	5 LB
POWDER MANGANESE DIOXIDE	5 LB

BOX # 16

Liquid H_3PO_4	2 LT
Liquid $NH_3 \cdot H_2O$	2 LT
Liquid 10% NAPHThol in 100ML ETHANOL	250 ML
Liquid GLACIAL ACETIC ACID	250 ML
Liquid HYDROXIDE $KOH 2 \cdot 5N$	250 ML
POWDER BARIUM HYDROXIDE	1 LB
POWDER FERRIC OXIDE C.P.	1 LB
Liquid PROTEIN TEST	250 ML
POWDER SODIUM SULFATE	1 BT
POWDER ALUMINUM SULFATE	1 LB

BOX # 17

POWDER SODIUM SILICATE	1 GALLON
POWDER AND LIQUID SODIUM SILICATE	1 GALLON.
POWDER CALCIUM ACETATE	500 g
POWDER CALCIUM SULFATE	5 LB
LIQUID IODINE SOLUTION	100 ML
LIQUID SUDAN III FAT SOLUBLE / IN ALCOHOL	250 ML 250
LIQUID BENEDICT SOLUTION	500 ML
LIQUID KEROSENE	250 ML
LIQUID TURPENTINE	250 ML
LIQUID COTTONSEED OIL	500 ML
LIQUID WOOD TURPENTINE	16 ^{oz}
LIQUID LINSEED OIL RAW	1 qt

Box 18

Azoulitman Solution 1 pt

Ammonia Solution 1 pt

Grams Iodine $\frac{1}{2}$ pt

$\text{Ca}(\text{OH})_2$ $\frac{1}{2}$ pt

Millian's Reagent 4g

Bromine $\frac{1}{2}$ pt

0.1 N Phosphoric Acid 2-3g

Bromine H_2O pt

litmus Liquid pH 4

Lauric Acid 1 pt

KSCN 2g

Ferric Oxide Red 1 pt

$\text{Cr}_2(\text{SO}_4)_3$ 2g

H_3PO_4 2g

2. Inter NH_3OH

BOX #18
BOX #19

NO LABELS

OR CANT READ THEM

?

[Click here to enable desktop notifications for South Harrison Community School Cor](#)

Mail

COMPOSE

- Inbox
- Starred
- Sent Mail
- Drafts (1)
- APPROPRIATIONS
- ATOM
- auction
- BACKFLOWS
- CCHS
- CCJH



Travis

No recent chats
Start a new one

Travis McKim Did you get your list ready? 6:40 AM (1 hour ago)

Karen York 6:42 AM (1 hour ago)
to me
yes...sending it now

Karen York 6:42 AM (1 hour ago)
to me

Most of these are being disposed due to age/condition of container:
sodium hydroxide
barium hydroxide
potassium chlorate
acetic acid
potassium nitrate
oxalic acid
calcium chloride
aluminum chloride
barium chloride
ammonium chloride

[Click here to Reply or Forward](#)



Using 0.16 GB

[Program Policies](#)

Last account activity

Box 20

CCHS 2500

Funds for Fuel Up to Play 60 Application - Deadline: 11/4/2015

SOUTH HARRISON COM SCHOOLS - CORYDON
CENTRAL HIGH SCHOOL
Submitted: 10/26/15 by Kim Frederick

Due: Nov 04, 2015

Please contact the **Fuel Up to Play 60 Help Desk**
(<https://www.fueluptoplay60.com/about/contact-us>) with any questions or technical difficulties.

Print as PDF (/pdf/110945031/decision)

Assign Permissions (/index.php?action=displayPermissions&applicationId=110945031)

RE: CORYDON CENTRAL HIGH SCHOOL / SOUTH HARRISON COM SCHOOLS, IN

December 17, 2015

Dear CORYDON CENTRAL HIGH SCHOOL,

Congratulations! On behalf of **Dairy and Nutrition Council of Indiana, Inc.**
(<https://www.fueluptoplay60.com/dairy-council-locator>), we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by **Dairy and Nutrition Council of Indiana, Inc.** (<https://www.fueluptoplay60.com/dairy-council-locator>)

Here is a summary of your approved funding:

Healthy Eating Budget

	Play	Amount Approved
Snack Smarter in School		1250

Physical Activity Budget

	Play	Amount Approved
100 Mile Club		1250

View your detailed approved budget at the end of this message.

In January, your school will receive a check from **Dairy and Nutrition Council of Indiana, Inc.** (<https://www.fueluptoplay60.com/dairy-council-locator>) based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 S. Harrison Dr.
Corydon, IN 47112

Attention: Michele Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.
NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk **online** (<https://fueluptoplay60.com//about/contact-us>) or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.
3. **Let others in your school/community know about this exciting news** and ask for their support.
4. **Anticipate an email message from Dairy and Nutrition Council of Indiana, Inc.** (<https://www.fueluptoplay60.com/dairy-council-locator>) who will be available as a resource as you progress in implementing your program.
5. **Review the Funding Guidelines and Terms**, which were outlined on the application form, and are **available online** (/documents/Funds/Funds_for_FUTP_60_Eligibility_and_Guidelines_2014-15.pdf) for your reference.
6. **Be aware that you will be required to provide reporting** on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either **Dairy and Nutrition Council of Indiana, Inc.** (<https://www.fueluptoplay60.com/dairy-council-locator>) or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office

(jharms@mmseducation.com (mailto:jharms@mmseducation.com)).

Congratulations once again!

Sincerely,

Ginny Hutt

Fuel Up to Play 60 Funds Administration Office

fundsadminoffice@mmseducation.com

(mailto:fundsadminoffice@mmseducation.com)

Healthy Eating Budget

Play	Award	Description	Amount Approved
Snack Smarter in School	Other (describe)	Commercial Healthy Smoothle Machines.	\$ 1250
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$1250

Physical Activity Budget

Play	Award	Description	Amount Approved
100 Mile Club	Tracking/Monitoring equipment	Pedometers	\$ 500
100 Mile Club	Video game consoles	For Athletic Stimulation During Winter	\$ 350
100 Mile Club	Video game software, CDs, DVDs	Fitness Activities to use on gaming consoles during winter months.	\$ 250
100 Mile Club	Kickoff and Promotion	Assembly Speaker and Incentives	\$ 150
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$1250
TOTAL			\$2,500

- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you **MUST CONTACT Dairy and Nutrition Council of Indiana, Inc.** (<https://www.fueluptoplay60.com/dairy-council-locator>) first for permission and guidance on your desired changes.

- As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.

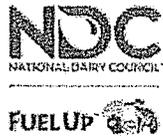
Privacy Policy (<https://www.fueluptoplay60.com:443/https://www.fueluptoplay60.com:443/about/terms-of-use>)

Terms of Use (<https://www.facebook.com/FuelUp>)

Rules (<https://www.fueluptoplay60.com:443/https://www.fueluptoplay60.com:443/about/rules>)

Contact (<https://instagram.com/futp60/>)

FUTP 60 Store (<http://www.bdasites.com/FuelUpToPlay60/Main/Splash>)



(<http://www.nationaldairyCouncil.org/Pages/Home.aspx>)

A PROGRAM OF



THE NFL MOVEMENT FOR AN ACTIVE GENERATION

(<http://www.nflrush.com/play60>)



(<https://www.nflpa.com/>)



(<http://privacy.truste.com/privacy-seal/validation?rid=71488e38-c7eb-4113-957d-bd38bc8073dd>)

- ★ (<http://www.dallascowboys.com/>)
- NY (<http://www.giants.com/>)
- PHI (<http://www.philadelphiaeagles.com/>)
- WAS (<http://www.redskins.com/>)
- CHI (<http://www.chicagobears.com/>)
- DET (<http://www.detroitlions.com/>)
- PAC (<http://www.packers.com/>)
- VIC (<http://www.vikings.com/>)
- ATL (<http://www.atlantafalcons.com/>)
- PAN (<http://www.panthers.com/>)
- NOO (<http://www.neworleanssaints.com/>)
- BUC (<http://www.buccaneers.com/>)
- AZC (<http://www.azcardinals.com/>)
- STL (<http://www.stlouisrams.com/>)
- SF4 (<http://www.sf49ers.com/>)
- SEA (<http://www.seahawks.com/>)
- MIA (<http://www.miamidolphins.com/>)
- PAT (<http://www.patriots.com/>)
- NYJ (<http://www.newyorkjets.com/>)
- BAL (<http://www.baltimoreravens.com/>)
- BFB (<http://www.buffalobills.com/>)
- BEN (<http://www.bengals.com/>)
- CLE (<http://www.clevelandbrowns.com/>)
- PIT (<http://www.steelers.com/>)
- HOU (<http://www.houstontexans.com/>)
- COL (<http://www.colts.com/>)
- JAG (<http://www.jaguars.com/>)
- TIF (<http://www.tifansonline.com/>)
- DEN (<http://www.denverbroncos.com/>)
- KCC (<http://www.kcchiefs.com/>)
- RAI (<http://www.raiders.com/>)
- CHG (<http://www.chargers.com/>)

12/18/2015

Funds for Fuel Up to Play 60 Application - Deadline: 11/4/2015 | Fuel Up To Play 60

© 2015 National Dairy Council®, Fuel Up is a service mark of National Dairy Council.
© 2015 National Football Players Incorporated.

All Material Copyright © 2015 Fuel Up to Play 60, LLC.

RE: CORYDON CENTRAL JR HIGH SCH / SOUTH HARRISON COM SCHOOLS, IN

3280

December 17, 2015

Dear CORYDON CENTRAL JR HIGH SCH,

Congratulations! On behalf of Dairy and Nutrition Council of Indiana, Inc., we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by Dairy and Nutrition Council of Indiana, Inc.

Here is a summary of your approved funding:

Healthy Eating Budget	
Play	Amount Approved
Snack Smarter in School	1600
Physical Activity Budget	
Play	Amount Approved
100 Mile Club	1600

[View your detailed approved budget at the end of this message.](#)

In January, your school will receive a check from Dairy and Nutrition Council of Indiana, Inc. based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 South Harrison Drive
Corydon, IN 47112

Attention: Michelle Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.

NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk [online](#) or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.

- ~~3. Let others in your school/community know about this exciting news and ask for their support.~~
- ~~4. Anticipate an email message from Dairy and Nutrition Council of Indiana, Inc. who will be available as a resource as you progress in implementing your program.~~
5. Review the Funding Guidelines and Terms, which were outlined on the application form, and are [available online](#) for your reference.
6. Be aware that you will be required to provide reporting on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either [Dairy and Nutrition Council of Indiana, Inc.](#) or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office (jharms@mmseducation.com).

Congratulations once again!

Sincerely,

Ginny Hutt
 Fuel Up to Play 60 Funds Administration Office
fundsadminoffice@mmseducation.com

Healthy Eating Budget		Description	Amount Approved
Play	Award		
Snack Smarter in School	Equipment for cold storage of milk or other perishable items	beverage air counter top cooler/merchandise	\$ 500
Snack Smarter in School	Other (describe)	commercial hot beverage machine/dispenser (looking at Bunn, Grindmaster and others-depending upon funding)	\$ 1100
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$1600
Physical Activity Budget		Description	Amount Approved
Play	Award		
100 Mile Club	Tracking/Monitoring equipment	(60) FITstep Pro Pedometers w/ tracking software	\$ 1500
100 Mile Club	Small fitness equipment	Frisbees	\$ 100
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$1600
			TOTAL

- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you MUST CONTACT [Dairy and Nutrition Council of Indiana, Inc.](#) first for permission and guidance on your desired changes.
-

As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.



SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

RESOLUTION OF APPRECIATION

Jacqueline Gibson

BE IT HEREBY RESOLVED: That because **Jacqueline Gibson** has faithfully served as a teacher for the South Harrison Community School Corporation, this Resolution of Appreciation is to be, therefore, duly adopted and entered into the minutes to become a permanent part thereof, and

BE IT ADDITIONALLY RESOLVED: That her willingness to give of her time and her willingness to always consider the human element, has proven to be a positive influence upon young people, and

BE IT FINALLY RESOLVED: That a public vote of thanks by South Harrison Community School Corporation be given to **Jacqueline Gibson** from the Board of School Trustees, the School Administration, and the school community for her commitment to the development of an environment which develops, nurtures and reinforces the success of students as well as all people served by the corporation.

Duly adopted this 5th day of January, 2016, by:

**SOUTH HARRISON COMMUNITY SCHOOL CORPORATION
BOARD OF SCHOOL TRUSTEES**

Attest: _____
Superintendent

3200

RE: CORYDON ELEMENTARY SCHOOL / SOUTH HARRISON COM SCHOOLS, IN

December 17, 2015

Dear CORYDON ELEMENTARY SCHOOL,

Congratulations! On behalf of Dairy and Nutrition Council of Indiana, Inc., we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by Dairy and Nutrition Council of Indiana, Inc.

Here is a summary of your approved funding:

Healthy Eating Budget	
Play	Amount Approved
Snack Smarter in School	1600
Physical Activity Budget	
Play	Amount Approved
100 Mile Club	1600

[View your detailed approved budget at the end of this message.](#)

In January, your school will receive a check from Dairy and Nutrition Council of Indiana, Inc. based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 South Harrison Drive
Corydon, IN 47112

Attention: Michelle Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.

NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk online or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.

- ~~3. Let others in your school/community know about this exciting news and ask for their support.~~
4. Anticipate an email message from Dairy and Nutrition Council of Indiana, Inc. who will be available as a resource as you progress in implementing your program.
5. Review the **Funding Guidelines and Terms**, which were outlined on the application form, and are available online for your reference.
6. Be aware that you will be required to provide reporting on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either Dairy and Nutrition Council of Indiana, Inc. or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office (jharms@mmseducation.com).

Congratulations once again!

Sincerely,

Ginny Hutt
 Fuel Up to Play 60 Funds Administration Office
fundsadminoffice@mmseducation.com

Healthy Eating Budget		Description	Amount Approved
Play	Award		
Snack Smarter in School	Cafeteria equipment for preparation of food	Commercial Smoothie Machine to provide healthy smoothies <i>efmt</i>	\$ 1000
Snack Smarter in School	Equipment for transporting or serving food or beverages	moveable snack cart <i>efmt</i>	\$ 500
Snack Smarter in School	Environmental improvements	Artwork and Posters that display healthy eating choices and items <i>supplies</i>	\$ 100
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$1600
Physical Activity Budget		Description	Amount Approved
Play	Award		
100 Mile Club	Tracking/Monitoring equipment	FITstep Pro pedometers with uploadable hub with software.	\$ 1500
100 Mile Club	Incentives/Rewards for students related to Physical Activity	Incentives and rewards for children who reach their fitness goals. <i>supplies</i>	\$ 100
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$1600
TOTAL			

- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you

MUST CONTACT Dairy and Nutrition Council of Indiana, Inc. first for permission and guidance on your desired changes.

- As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.
-
-

4000

RE: CORYDON INTERMEDIATE SCHOOL / SOUTH HARRISON COM SCHOOLS, IN

December 17, 2015

Dear CORYDON INTERMEDIATE SCHOOL,

Congratulations! On behalf of Dairy and Nutrition Council of Indiana, Inc., we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by Dairy and Nutrition Council of Indiana, Inc.

Here is a summary of your approved funding:

Healthy Eating Budget	
Play	Amount Approved
Snack Smarter in School	2000
Physical Activity Budget	
Play	Amount Approved
Ramp Up for Recess	2000

[View your detailed approved budget at the end of this message.](#)

In January, your school will receive a check from Dairy and Nutrition Council of Indiana, Inc. based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 South Harrison Drive
Corydon, IN 47112

Attention: Michelle Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.

NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk [online](#) or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.

~~3. Let others in your school/community know about this exciting news and ask for their support.~~

4. Anticipate an email message from [Dairy and Nutrition Council of Indiana, Inc.](#) who will be available as a resource as you progress in implementing your program.
5. Review the **Funding Guidelines and Terms**, which were outlined on the application form, and are [available online](#) for your reference.
6. Be aware that you will be required to provide reporting on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either [Dairy and Nutrition Council of Indiana, Inc.](#) or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office (jharms@mmseducation.com).

Congratulations once again!

Sincerely,

Ginny Hutt
 Fuel Up to Play 60 Funds Administration Office
fundsadminoffice@mmseducation.com

Healthy Eating Budget		Description	Amount Approved
Play	Award		
Snack Smarter in School	Cafeteria equipment for preparation of food	commercial smoothie machine	\$ 1200
Snack Smarter in School	Equipment for transporting or serving food or beverages	moveable healthy snack cart	\$ 500
Snack Smarter in School	Other (describe)	Assemblies and activities to engage the kids with fun healthy eating and physical fitness	\$ 300
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$2000
Physical Activity Budget		Description	Amount Approved
Play	Award		
Ramp Up for Recess	Large fitness equipment for a fitness room or playground	Playground Equipment	\$ 2000
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$2000
			TOTAL

- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you MUST CONTACT [Dairy and Nutrition Council of Indiana, Inc.](#) first for permission and guidance on your desired changes.
-

As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.

HWE 3600

RE: HETH-WASHINGTON ELEM SCH / SOUTH HARRISON COM SCHOOLS, IN

December 17, 2015

Dear HETH-WASHINGTON ELEM SCH,

Congratulations! On behalf of Dairy and Nutrition Council of Indiana, Inc., we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by Dairy and Nutrition Council of Indiana, Inc.

Here is a summary of your approved funding:

Healthy Eating Budget	
Play	Amount Approved
Snack Smarter in School	1800
Physical Activity Budget	
Play	Amount Approved
100 Mile Club	1800

[View your detailed approved budget at the end of this message.](#)

In January, your school will receive a check from Dairy and Nutrition Council of Indiana, Inc. based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 South Harrison Drive
Corydon, IN 47112

Attention: Michelle Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.

NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk [online](#) or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.

- ~~3. Let others in your school/community know about this exciting news and ask for their support.~~
4. Anticipate an email message from Dairy and Nutrition Council of Indiana, Inc. who will be available as a resource as you progress in implementing your program.
5. Review the **Funding Guidelines and Terms**, which were outlined on the application form, and are [available online](#) for your reference.
6. Be aware that you will be required to provide reporting on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either Dairy and Nutrition Council of Indiana, Inc. or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office (jharms@mmseducation.com).

Congratulations once again!

Sincerely,

Ginny Hutt

Fuel Up to Play 60 Funds Administration Office
fundsadminoffice@mmseducation.com

Healthy Eating Budget		Description	Amount Approved
Play	Award		
School	Snack Smarter in Cafeteria equipment for preparation of food	Commercial Smoothie Machine	\$ 1100
School	Snack Smarter in Equipment for transporting or serving food or beverages	Moveable snack cart	\$ 400
School	Snack Smarter in Incentives/Rewards for students related to Healthy Eating	incentives and rewards for students	\$ 300
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$1800

Physical Activity Budget		Description	Amount Approved
Play	Award		
100 Mile Club	Tracking/Monitoring equipment	Fitstep pro tracking software and testing materials	\$ 900
100 Mile Club	Other (describe)	large bag to transport Fitstep pro from school to school	\$ 200
100 Mile Club	Other (describe)	Assemblies and activities to motivate and engage students in Fuel Up	\$ 400
100 Mile Club	Incentives/Rewards for students related to Physical Activity	incentives and rewards for students	\$ 300
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$1800

TOTAL

- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you MUST CONTACT Dairy and Nutrition Council of Indiana, Inc. first for permission and guidance on your desired changes.
- As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.

3600

RE: NEW MIDDLETOWN ELEM SCH / SOUTH HARRISON COM SCHOOLS, IN

December 17, 2015

Dear NEW MIDDLETOWN ELEM SCH,

Congratulations! On behalf of Dairy and Nutrition Council of Indiana, Inc., we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by Dairy and Nutrition Council of Indiana, Inc.

Here is a summary of your approved funding:

Healthy Eating Budget	
Play	Amount Approved
Snack Smarter in School	1800
Physical Activity Budget	
Play	Amount Approved
100 Mile Club	1800

[View your detailed approved budget at the end of this message.](#)

In January, your school will receive a check from Dairy and Nutrition Council of Indiana, Inc. based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 South Harrison Drive
Corydon, IN 47112

Attention: Michelle Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.

NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk [online](#) or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.

3. Let others in your school/community know about this exciting news and ask for their support.

4. Anticipate an email message from [Dairy and Nutrition Council of Indiana, Inc.](#) who will be available as a resource as you progress in implementing your program.
5. Review the **Funding Guidelines and Terms**, which were outlined on the application form, and are [available online](#) for your reference.
6. Be aware that you will be required to provide reporting on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either [Dairy and Nutrition Council of Indiana, Inc.](#) or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office (jharms@mmseducation.com).

Congratulations once again!

Sincerely,

Ginny Hutt

Fuel Up to Play 60 Funds Administration Office
fundsadminoffice@mmseducation.com

Healthy Eating Budget		Description	Amount Approved
Play	Award		
Snack Smarter in School	Equipment for transporting or serving food or beverages	mobile snack cart	\$ 500
Snack Smarter in School	Cafeteria equipment for preparation of food	commercial smoothie machine	\$ 900
Snack Smarter in School	Other (describe)	Assemblies and activities to engage, educate and get our kids excited	\$ 400
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$1800
Physical Activity Budget		Description	Amount Approved
Play	Award		
100 Mile Club	Tracking/Monitoring equipment	Fitstep Pro pedometers and software to use at each school coach teaches at	\$ 1600
100 Mile Club	Incentives/Rewards for students related to Physical Activity	incentives and rewards for students	\$ 200
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$1800

TOTAL

- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you

MUST CONTACT Dairy and Nutrition Council of Indiana, Inc. first for permission and guidance on your desired changes.

- As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.
-
-

3600

RE: SOUTH CENTRAL ELEMENTARY / SOUTH HARRISON COM SCHOOLS, IN

December 17, 2015

Dear SOUTH CENTRAL ELEMENTARY,

Congratulations! On behalf of Dairy and Nutrition Council of Indiana, Inc., we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by Dairy and Nutrition Council of Indiana, Inc.

Here is a summary of your approved funding:

Healthy Eating Budget	
Play	Amount Approved
Snack Smarter in School	1800
Physical Activity Budget	
Play	Amount Approved
100 Mile Club	1800

[View your detailed approved budget at the end of this message.](#)

In January, your school will receive a check from Dairy and Nutrition Council of Indiana, Inc. based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 South Harrison Drive
Corydon, IN 47112

Attention: Michelle Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.

NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk [online](#) or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.

~~3. Let others in your school/community know about this exciting news and ask for their support.~~

4. Anticipate an email message from Dairy and Nutrition Council of Indiana, Inc. who will be available as a resource as you progress in implementing your program.
5. Review the **Funding Guidelines and Terms**, which were outlined on the application form, and are [available online](#) for your reference.
6. Be aware that you will be required to provide reporting on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either [Dairy and Nutrition Council of Indiana, Inc.](#) or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office (jharms@mmseducation.com).

Congratulations once again!

Sincerely,

Ginny Hutt
 Fuel Up to Play 60 Funds Administration Office
fundsadminoffice@mmseducation.com

Healthy Eating Budget		Description	Amount Approved
Play	Award		
Snack Smarter in School	Cafeteria equipment for preparation of food	moving snack cart	\$ 400
Snack Smarter in School	Other (describe)	commercial smoothie machine	\$ 900
Snack Smarter in School	Incentives/Rewards for students related to Healthy Eating	Assemblies, dances and reward activities	\$ 500
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$1800
Physical Activity Budget		Description	Amount Approved
Play	Award		
100 Mile Club	Tracking/Monitoring equipment	Fitstep pro software and testing materials to work with pedometers	\$ 1000
100 Mile Club	Other (describe)	Healthy dances, assemblies and activities	\$ 600
100 Mile Club	Incentives/Rewards for students related to Physical Activity	incentives and rewards	\$ 200
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$1800
TOTAL			

-
- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you MUST CONTACT Dairy and Nutrition Council of Indiana, Inc. first for permission and guidance on your desired changes.
 - As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.
-
-

RE: SOUTH CENTRAL JR & SR HS / SOUTH HARRISON COM SCHOOLS, IN

December 17, 2015

Dear SOUTH CENTRAL JR & SR HS,

Congratulations! On behalf of Dairy and Nutrition Council of Indiana, Inc., we are pleased to inform you that your school's application for Funds for Fuel Up to Play 60 for the November 4, 2015 deadline has been approved. Funding for your application has been generously provided by Dairy and Nutrition Council of Indiana, Inc.

Here is a summary of your approved funding:

Healthy Eating Budget	
Play	Amount Approved
Snack Smarter in School	2000
Physical Activity Budget	
Play	Amount Approved
100 Mile Club	2000

[View your detailed approved budget at the end of this message.](#)

In January, your school will receive a check from Dairy and Nutrition Council of Indiana, Inc. based on the following information supplied in your application:

School: South Harrison Community School Corporation

Tax ID: 35-1172509

Check Payee: South Harrison Community School Corporation

Check Address: 315 South Harrison Drive
Corydon, IN 47112

Attention: Michelle Tindall

IMPORTANT: If any of the information outlined above is no longer correct, or if your school is unable to implement the program or comply with the Funding Guidelines and Terms, please contact Jessica Harms at 215-579-8590 ext. 3106 or via email: jharms@mmseducation.com WITHIN FIVE (5) BUSINESS DAYS.

Here are the next steps for you and your school regarding the Funds:

1. **Review the approved budget** found at the end of this message, which outlines how your Funds should be allocated based on the budget you proposed in your application. Please note that at times the amount awarded to a school may be less than what you applied for. This is determined by the approving authorities for each application. If you have questions about the amounts approved, please contact your local dairy council.
2. **Meet with your student team and other adult leaders** in the school to formulate your plans to implement the Healthy Eating and Physical Activity Plays outlined in your funding application.

NOTE: You can obtain a copy of your application by logging on to your Fuel Up to Play 60 Dashboard. If you have any questions you can contact the Help Desk [online](#) or by calling 800-752-4337, M-F, 8:30 a.m. to 5:00 p.m. ET.

- ~~3. Let others in your school/community know about this exciting news and ask for their support.~~
4. Anticipate an email message from Dairy and Nutrition Council of Indiana, Inc. who will be available as a resource as you progress in implementing your program.
5. Review the **Funding Guidelines and Terms**, which were outlined on the application form, and are [available online](#) for your reference.
6. Be aware that you will be required to provide reporting on the implementation of your program at the end of the school year. More details will be provided in the second half of the school year on reporting and due dates.

Please note: FuelUpToPlay60.com is getting a makeover! Due to scheduled enhancements to the website, you will not be able to access the Funds information on your Dashboard between mid-August and mid-September. We suggest that you print a copy of your application and the decision notification for your records. A decision letter will also be mailed to your school during the week of August 3, addressed to the person who submitted the application.

We are excited about your plans for creating healthier students and a healthier school with Fuel Up to Play 60! Thank you for your efforts! If you have any questions or need assistance, please contact either Dairy and Nutrition Council of Indiana, Inc. or Jessica Harms at the Fuel Up to Play 60 Funds Administration Office (jharms@mmseducation.com).

Congratulations once again!

Sincerely,

Ginny Hutt
 Fuel Up to Play 60 Funds Administration Office
fundsadminoffice@mmseducation.com

Healthy Eating Budget		Description	Amount Approved
Play	Award		
Snack Smarter in School	Equipment for cold storage of milk or other perishable items	refrigerated salad bar would cost approximately \$4000 and we would request remaining funds from our Board of Directors	\$ 2000
TOTAL HEALTHY EATING		TOTAL AMOUNT FUNDED	\$2000

Physical Activity Budget		Description	Amount Approved
Play	Award		
100 Mile Club	Tracking/Monitoring equipment	Heart Rate Monitors, class set of pedometers	\$ 750
100 Mile Club	Environmental improvements	Bulletin Boards and signage for auxillary gym	\$ 100
100 Mile Club	Incentives/Rewards for students related to Physical Activity	Favors for students who complete physical fitness challenge	\$ 150
100 Mile Club	Small fitness equipment	Weighted jump ropes, additional physical education equipment	\$ 250
100 Mile Club	Large fitness equipment for a fitness room or playground	Elliptical machines, treadmills. Additional funding could be requested through the board of directors for remaining balances	\$ 750
TOTAL PHYSICAL ACTIVITY		TOTAL AMOUNT FUNDED	\$2000

TOTAL

- If you find it necessary throughout your implementation to make any changes to the spending outlined above, you MUST CONTACT Dairy and Nutrition Council of Indiana, Inc. first for permission and guidance on your desired changes.
- As part of your final reporting at the end of the 2015-16 school year you will be asked to account for how your money was spent.

Jan. Board
DEC 21 2015

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

Field Trip Information Form

- 1. Name of School: Corydon Central High School
- 2. Name of teacher, sponsor, and group: Novak
- 3. Date of trip: 2/6/16 (2/13/16 weather date)
- 4. Time of trip: 7AM-5PM
- 5. Number going on trip: Students 30 Sponsors 1-2
- 6. Destination of trip: Southridge High School (Huntingburg)
- 7. Type of transportation: (check one)
 Corporation Bus Private Bus Other (explain) _____
- 8. Need for substitute teacher: _____ YES NO
- 9. Overnight trip: _____ YES NO
- 10. Cost for transportation:
 Driver = \$10/hour
 Gas = _____
 Other = _____

- 11. Charge to Account Title: Band Boosters
- 12. Name of bus driver(s): Charlie Ward

Signatures: Principal [Signature]
 Teacher(s) _____

APPROVED: _____ DATE: _____
 Superintendent

=====

BUS AUTHORIZATION

Trip authorized by: [Signature]

Assigned Bus Number(s): 58A

=====

White: Central Office Yellow: School Pink: Driver

SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

Field Trip Information Form

1. Name of School: South Central Jr/Sr H.S.
 2. Name of teacher, sponsor, and group: 6th grade
Sue Lanham Lynn Thomas
 3. Date of trip: May 18 - 20
 4. Time of trip: Leave May 18 @ 7:00 Return May 20 @ 9:00 PM
 5. Number going on trip: Students 52 Sponsors 4
 6. Destination of trip: Cincinnati
 7. Type of transportation: (check one)
Corporation Bus Private Bus Other (explain) _____
 8. Need for substitute teacher: YES NO
 9. Overnight trip: YES NO
 10. Cost for transportation:
Driver = _____
Gas = _____
Other = _____
 11. Charge to Account Title: SCHS 6th gr. F
 12. Name of bus driver(s): Steve Temple
- Signatures: Principal Paul R. Bauer
Teacher(s) Sue Lanham
- APPROVED: _____ DATE: _____
Superintendent

BUS AUTHORIZATION

Trip authorized by: _____
Assigned Bus Number(s): 50

South Central Jr./Sr. High School (Tentative) Sixth Grade Trip Itinerary 2016

Wednesday, May 18th Day 1

7:00 a.m. Leave South Central Jr./Sr. High School (6675 East Highway 11 SE, Elizabeth, IN) heading to Cincinnati Museum Center, 1301 Western Avenue Cincinnati, OH

8:30 a.m. Stop for breakfast (McDonald's, Northern Kentucky)

10:00 a.m. Science Museum, Natural History Museum

12:00 p.m. Lunch on our own (**Bring bag lunch from home**)

12:30p.m. – 3:30p.m. Tour of the Great American Ballpark

3:30p.m. – 5:30p.m. Report to Holiday Inn Express, 110 Landmark Dr. 859-957-2320 (snacks provided)

5:30p.m. – Cincinnati Reds Game vs. Indians (Game time 7:10) Students will eat at the game

Thursday, May 19th Day 2

9:00 a.m. Breakfast at Holiday Inn Express

10:00a.m. – 5:00p.m. Kings Island Science Day or Math Day (Lunch at the park) students will have drink arm band they can use throughout the day for free drinks.

5:00p.m. – the rest of the evening Great Wolf Lodge

Friday, May 20th Day 3

8:30a.m. Breakfast at McDonald's

10:00 a.m. -12:30 p.m. Zoo Visit

12:30 p.m. Lunch at the Zoo

1:00p.m. – 2:30p.m. Zoo Visit

3:00p.m. – 5:00p.m. New Port Aquarium

5:30p.m. Duck Ride

7:00 p.m. Dinner at Skyline Chili

8:00p.m. Leave to return to South Central Jr./Sr. High School (estimated time of arrival 10:30 p.m.)

REVISED BYLAW - VOL. 28, NO. 1

DEFINITIONS

As used in the School Board's bylaws and policies and the Superintendent's administrative guidelines, the following terms shall have the meaning set forth below:

Administrative Guideline

A written statement adopted and approved by the Superintendent which is consistent with Board policy to outline and prescribe procedures to be used in implementing Board policy.

Board

The Board of School Trustees (or Education), which is the governing body of the Corporation as defined in I.C. 20-18-2-5.

Bylaw

A rule of the Board for its own governance adopted by a Board vote at a meeting.

Certificated Employee

An employee of the Board in a position that requires a license or permit from the Division of Professional Standards of the Indiana Department of Education. See Indiana Code 20-29-2-4. The term includes teachers, and all administrators in positions requiring a license or permit from the Division of Professional Standards of the Indiana Department of Education.

Classified Employee

A non-certificated employee as defined in these definitions. Synonymous with "support" and "non-professional."

Corporation

The South Harrison Community School Corporation.

Due Process

Procedural due process requires an established rule or standard, notice of facts of an alleged violation and the applicable rule or standard (accusation), and an opportunity to respond before a decision is made.

Full Board

All members of the Board.

May

A statement providing that an action is permitted but not required.

Meeting

A gathering of the majority of the members of the Board for the purpose of taking "official action" on "public business" of the Corporation. See Indiana Code 5-14-1.5-2(c), (d), and (e).

Non-Certificated Employee

An employee of the Board employed in a position that does not require a permit or license issued by the Division of Professional Standards of the Indiana Department of Education. See Indiana Code 20-29-2-11. Synonymous with "classified employee" and "support employee".

Official Action

Board action to receive information, deliberate, make recommendations, establish policy, make decisions, or take final action. See Indiana Code 5-14-1.5-2(d).

Parent

The natural or adoptive parent(s) or the party designated by a court as the legal guardian or custodian of a student. Both parents will be considered to have equal rights unless a court terminates or otherwise limits parental rights.

Policy

A general, written statement approved by the Board which defines its expectations or position on a particular matter and authorizes appropriate action that must or may be taken to establish and/or maintain those expectations.

President

The chief executive officer of the Board of School Trustees (or Education) (see Bylaw 0170).

Principal

A professional employee who is assigned to be the educational leader and head administrator of one or more Corporation schools. The term is synonymous with the building administrator in charge of a facility. The use of the term includes a delegate unless the law, policy or guideline specifically prohibits delegation. "Vice Principal" or "Assistant Principal" means an administrator assisting a Principal with the performance of all or a portion of the duties assigned to the Principal.

Professional Employee or Professional Staff Member

An employee of the Board in a position that requires a license or permit from the Division of Professional Standards of the Indiana Department of Education. See Indiana Code 20-29-2-4. The term includes teachers, and all administrators in positions requiring a license or permit from the Department of Professional Standards of the Indiana Department of Education. Synonymous with "certificated employee."

Public Business

The performance by the Board of a function upon which it is specifically authorized to take official action, or not statutorily prohibited from performing. See Indiana Code 5-14-1.5-2(e), Indiana Code 20-26-3, and Indiana Code 20-26-5-4.

Relative

The mother, father, sister, brother, spouse, child, parent of spouse, grandparents, grandchild, or dependent residing in the immediate household of a person.

Secretary

An officer of the Board of School Trustees (or Education) responsible for preparation of minutes of Board meetings and custody of the Records of the Board (see Bylaw 0170).

Shall

Expressing non-discretionary required action or action, synonymous with “will” or “must”.

Student

A person who is officially enrolled in a school or program of the Corporation.

Superintendent

The chief executive officer of the Corporation. The use of the term includes a delegate unless the law, policy or guideline specifically prohibits delegation.

Support Employee

A non-certificated employee as the term is used in Indiana Code 20-29-2-11, and as defined in these definitions.

Teacher

A professional person whose position in a school corporation requires certain educational preparation and licensing and whose primary responsibility is the instruction of students. The term includes a superintendent who holds a license under I.C. 20-28-5, a principal, a teacher, a librarian, school psychologist and a school counselor. See I.C. 20-28-2-22

Vice-President

The Vice-President of the Board of School Trustees (or Education) (see Bylaw 0170).

Voting

An action by which a member of the Board indicates approval or rejection of a motion by a Board member that has been seconded by another Board member at a meeting convened in compliance with all applicable laws including the Indiana Open Door Law (Indiana Code 5-14-1.5). Also see Bylaw 0167.1.

Using Citations to Indiana and Federal Statutes, Rules and Cases

Citations to Indiana Law, Rules and Court Decisions

Citations to the Indiana Code are shown as I.C. or Ind. Code. The numbers which follow I.C. or Ind. Code separated by a hyphen state the title, article, chapter, section, and subsection of an Indiana statute. So Ind. Code 5-14-1.5-6.1(a) is found at title 5, article 14, chapter 1.5, section 6.1, subsection (a).

Citations to the Indiana Administrative Code ("IAC" or "I.A.C.") are prefaced by a title and followed by an article, rule, and section number. So 511 I.A.C. 6-5-1 identifies title 511, article 6, rule 5, section 1.

Citations to Indiana cases begin with a citation to a volume and page in Thompson West Northeast Reporter Series. So a citation to 545 N.E.2d 341 (Ind. 1997) is a cite to volume 545, page 341 of the Northeast Reporter, Second Series. The "(Ind. 1997)" tells the reader the case cited is an Indiana Supreme Court decision issued in 1997.

Citations to Federal Laws, Rules and Court Decisions

Citations to the United States Code ("USC" or "U.S.C.") are preceded by a title number and followed by a section number. So 20 USC 1232g refers to title 20 of the United States Code section 1232g.

Citations to the Code of Federal Regulations ("C.F.R." or "CFR") are identified by a citation similar to the Indiana Administrative Code. The citation to the title precedes CFR, and the section number follows.

Federal cases are cited in much the same way as Indiana cases. Trial court decisions are reported in the Federal Supplement as "F. Supp." followed by the series number, such as "F. Supp.2d" for the second series of the Federal Supplement. Appellate decisions are published in the Federal Reporter, which is now in its third series. Citations in both the Federal Supplement and the Federal Reporter follow the same format. A volume number precedes the name of the volume, and a page number in that volume follows the volume number. So a cite to 406 F.3d 500 (7th Cir. 2005) directs the reader to volume 406 of the Federal Reporter Third Series, page 500. The (7th Cir. 2005) tells the reader that the case was issued by the Seventh Circuit Court of Appeals in 2005.

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

REQUIRED REPORTS AND PROTECTION OF WHISTLEBLOWERS

The School Board recognizes that its employees teach its students by example and serve as a role model for students. It therefore requires that they exemplify high standards of honesty and integrity and comply with Indiana and Federal law and Board policies and administrative guidelines in their words and actions. To implement these expectations, the Board requires its employees to report possible violations of these Board standards to their immediate supervisor.

An employee who is aware of words or acts of a Board member or employee that may violate Federal or Indiana law, Board policy, or administrative guidelines shall bring the words or actions to the attention of the employee's immediate supervisor. If the immediate supervisor does not respond within a reasonable time, or the immediate supervisor is the officer or employee whose words or actions are in question, the employee shall make the report required by this policy to the Superintendent. If the words or acts that violate this policy are the Superintendent's words or acts, the report shall be made to the Board President. An employee also may report suspected malfeasance, misfeasance or nonfeasance by a public officer to the State Board of Accounts.

Employees are subject to disciplinary action, up to and including termination, for knowingly or recklessly making a false report under this policy or failing to make a report required by this policy.

After a verbal report of a violation of this policy is made, the immediate supervisor will direct the reporting employee to put the report in writing. If a reporting employee requires assistance in making a written report, the immediate supervisor shall assist the reporting employee.

An employee making a report required by this policy shall be protected from discipline, retaliation, or reprisal for making a report required by this policy as long as the employee had a good faith belief in the truth and accuracy of the information reported at the time of the report. A report in compliance with this policy is not required if the employee confirms that another employee has reported the same words or actions.

I.C. 5-11-1-9.5
I.C. 36-1-8-8

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

NONDISCRIMINATION AND
EQUAL EMPLOYMENT OPPORTUNITY

The School Board does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment.

The Superintendent shall appoint and publicize the name of the Compliance Officer(s) who is/are responsible for coordinating the Corporation's efforts to comply with applicable Federal and State laws and regulations, including the Corporation's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) also shall verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination in Employment Act is provided to staff members and the general public. Any sections of the Corporation's collectively bargained contracts dealing with hiring, promotion, and tenure should contain a statement of nondiscrimination similar to that in the Board's statement above. In addition, any gender-specific terms should be eliminated from such contracts.

Compliance Officer(s)

The following person(s) is/are designated as the Corporation's Compliance Officer(s) and, as such, shall handle inquiries regarding the nondiscrimination policies of the Corporation and address any complaint of discrimination:

Name and Title _Director of Business Operations or other
Superintendent
Designee_____

Address _315 South Harrison Drive, Corydon, IN
47112_____

Telephone No. 812-738-
2168_____

Reports and Complaints of Unlawful Discrimination and Retaliation

Employees are encouraged to promptly report incidents of unlawful discrimination and/or retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment to an administrator, supervisor, or other Corporation-level official so that the Board may address the conduct. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with a Compliance Officer

(X) within two (2) business days.

Employees who believe they have been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment are entitled to utilize the complaint process set forth below. Initiating a complaint, whether formally or informally, in the Corporation and/or a concurrent criminal complaint will not adversely affect the complaining individual's employment status or opportunity. While there are no time limits for initiating complaints under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known and potential witnesses are available.

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to unlawful discrimination/retaliation. The Compliance Officer(s) shall accept complaints of unlawful discrimination/retaliation directly from any member of the Corporation community or a visitor to the Corporation, and receive complaints that are initially filed with a school building administrator, supervisor or other Corporation-level official. Upon receipt of a complaint, either directly or through a school building administrator, supervisor or other Corporation-level official, a Compliance Officer will begin either an informal or formal process (depending on the request of the person alleging the discrimination/retaliation or the nature of the alleged discrimination/retaliation), or designate a specific individual to conduct such a process.

The Compliance Officer will provide a copy of this policy to any person who files a complaint. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or oversee the preparation of such recommendations by a designee. All members of the Corporation community must report incidents of discrimination/retaliation that are reported to them to the Compliance Officer

(X) within two (2) business days

of learning of the incident/conduct.

Any Corporation employee who directly observes unlawful discrimination/retaliation is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within two (2) business days. Additionally, any Corporation employee who observes an act of unlawful discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other Corporation employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the Compliance Officer or designee must contact the employee within two (2) business days to advise him/her of the Corporation's intent to investigate the wrongdoing.

Complaint Procedures

Any employee who believes that s/he has been subjected to unlawful discrimination or retaliation may seek resolution of his/her complaint through the procedures described below. The formal complaint procedures involve an investigation of the individual's claims and a process for rendering a decision regarding whether the charges are substantiated at the lowest possible administrative level and in a prompt and equitable manner.

Due to the sensitivity surrounding complaints of unlawful discrimination or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) business days of the complaint being received).

In accordance with Federal and State law, employees will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Federal and/or State law pertaining to discrimination in employment.

In addition, employees will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights, the Equal Employment Opportunity Commission, or the Indiana Civil Rights Commission, as well as a concurrent criminal complaint with the law enforcement agency having jurisdiction in the Corporation.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop quickly inappropriate behavior and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for an employee or unsuccessful applicant for employment who believes s/he has been unlawfully discriminated or retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint or a concurrent criminal complaint.

The informal process is available only in those circumstances where the parties (the alleged target of the discrimination/retaliation and individual(s) alleged to have engaged in the discrimination) agree to participate in it.

Employees, or unsuccessful applicants for employment, who believe that they have been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complaints involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated, and a concurrent criminal complaint shall be filed.

As an initial course of action, if an individual feels that s/he is being unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment and s/he is able and feels safe doing so, the individual should tell or otherwise inform the person who engaged in the allegedly discriminatory/retaliatory conduct that it is inappropriate and must stop. The complaining individual should address the alleged misconduct as soon after it occurs as possible. A/The Compliance Officer is available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so.

An individual who is uncomfortable or unwilling to inform the person who allegedly engaged in the unlawful conduct of his/her concerns is not prohibited from otherwise filing an informal or a formal complaint and filing a concurrent criminal complaint if s/he desires to do so.

In addition, with regard to certain types of unlawful discrimination, such as sexual discrimination, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment may make an informal complaint, either orally or in writing: (1) to a building administrator; (2) directly to the Compliance Officer(s); and/or (3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to the Compliance Officer(s) who will either facilitate an informal resolution as described below or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide employees who believe they are being unlawfully discriminated/retaliated against with a range of options aimed at bringing about a prompt resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful discrimination/retaliation, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate his/her concerns to the person who allegedly engaged in the discriminatory/retaliatory behavior.
- B. Distributing a copy of Policy 1422 Nondiscrimination as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming discrimination/retaliation and the individual accused of engaging in the misconduct to work out a mutual resolution.

While there are no set time limits within which an informal complaint must be resolved, the Compliance Officer or designee will exercise his/her authority to attempt to resolve all informal complaints

(X) within twenty (20) business days of receiving the informal complaint.

Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

The Compliance Officer will retain all materials that are generated as part of the informal complaint process in accordance with the Board's records retention policy. (See Policy 8310)

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one of the parties requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, this formal complaint process shall be implemented.

An individual who believes that s/he has been subjected to unlawful discrimination/retaliation in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment (hereinafter referred to as the "Complainant"), may file a formal complaint, either orally or in writing, with an administrator, the Compliance Officer(s), Superintendent, or other Corporation-level official, as well as file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Due to the sensitivity surrounding complaints of unlawful discrimination and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs.

If a Complainant informs an administrator, supervisor, Superintendent, or other Corporation-level official, either orally or in writing, about any complaint of discrimination/retaliation, that employee or unsuccessful applicant for employment must report such information to the Compliance Officer

(X) within two (2) business days.

Throughout the course of the process, the Compliance Officer should keep the parties informed of the status of the investigation and the decision-making process.

All formal complaints must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, the discriminatory/retaliatory conduct; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further discrimination or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the person who allegedly engaged in the misconduct. In making such a determination, the Compliance Officer should consult the Complainant to assess his/her agreement to the proposed action. If the Complainant is unwilling to consent to the proposed change, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent.

[X] Within two (2) business days of receiving the complaint,

the Compliance Officer, or a designee, will initiate a formal investigation to determine whether the Complainant has been subjected to unlawful discrimination/retaliation.

Simultaneously, the Compliance Officer, or a designee, will inform the individual alleged to have engaged in the discriminatory or retaliatory conduct (hereinafter referred to as the "Respondent"), that a complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including Policy 1422 - Nondiscrimination. The Respondent also must be informed of the opportunity to submit a written response to the complaint

(X) within five (5) business days.

Although certain cases may require additional time, the Compliance Officer, or a designee, will attempt to complete an investigation into the allegations of discrimination/retaliation

(X) within twenty (20) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;
- C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations; and,
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation. The recommendations must be based upon the totality of the circumstances. In determining if discrimination or retaliation occurred, a preponderance of evidence standard will be used (*i.e.*, it is more likely than not that unlawful discrimination/retaliation occurred).

- (X)** The Superintendent or the designee, shall consult with the Board's legal counsel before finalizing the report .

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the charges have been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must delineate the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

If the Superintendent determines the Complainant was subjected to unlawful discrimination/retaliation, s/he must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate, effective, and tailored to the specific situation.

A Complainant or Respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board

- (X)** within five (5) business days of his/her receipt of the Superintendent's decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful discrimination/retaliation regardless of whether the employee or unsuccessful applicant for employment alleging the unlawful discrimination/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, Equal Employment Opportunity Commission, Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process will be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or designee will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to third parties any information that s/he learns and/or provides during the course of the investigation.

In accordance with the Board's records retention policy, the Compliance Officer will maintain all public records created as a part of an investigation of a complaint of discrimination/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records)

Remedial Action, Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful discrimination/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment by taking appropriate action reasonably calculated to stop and prevent further misconduct.

If warranted, appropriate remedial action shall be determined and implemented on behalf of the Complainant. Such remedial action may include, but is not limited to, counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter. In those cases where unlawful discrimination/retaliation is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any.

All sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effect. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the Corporation, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the Corporation other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Retaliation

Retaliation against a person who (1) makes a report or files a complaint alleging unlawful discrimination occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment, or (2) participates as a witness in an investigation, is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten or interfere with any individual because s/he opposed any act or practice made unlawful by Federal or State nondiscrimination laws, made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Training

The Compliance Officers also will oversee the training of Corporation employees so that all employees understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law.

Notice

Notice of the Board's policy on nondiscrimination in employment practices and the identity of the Compliance Officers will be posted throughout the Corporation and published in any Corporation statement regarding the availability of employment, in any staff handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

I.C. 20-28-10-12

I.C. 20-28-10-13

I.C. 20-33-1-6

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

29 U.S.C. 6101, The Age Discrimination in Employment Act of 1975

42 U.S.C. 1983

42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act of 2008

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

29 C.F.R. Part 1635

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

**PERSONAL BACKGROUND CHECKS AND MANDATORY
REPORTING OF CONVICTIONS (x) AND ARRESTS**

To protect students and staff members, the School Board requires an inquiry into the personal background of each applicant the Superintendent recommends for employment on the Corporation's administrative staff.

The Superintendent shall establish the necessary procedures for obtaining personal background information on each applicant recommended for employment as an administrator which shall include the following:

- A. an expanded national criminal history check as defined by I.C. 20-26-2-1.5
- B. a search of the national sex offender registry maintained by the United States Department of Justice
- C. telephone inquiry with former employer(s)
- D. explanations of any employment gaps to ensure the candidate has not omitted an employer where an offense occurred
- E. verification of the applicant's eligibility to work using the E-Verify database maintained by the Federal government as required by I.C. 12-32-1

- (X) a detailed background history including all prior employment and volunteer positions

- (X) an Indiana Bureau of Motor Vehicles driver history if the position involves driving

The Board may deny employment to an applicant who is convicted of an offense for which the applicant's license for the position may be revoked or suspended by State law.

Each applicant shall certify under penalty of perjury his/her eligibility to be employed by the Board as a United States citizen or a qualified alien. The Board may deny employment to an applicant who is convicted of an offense for which the applicant's license for the position may be revoked or suspended by State law.

[X] Should it be necessary to employ a person in order to maintain continuity of the program prior to receipt of the report, the Superintendent may provide for a substitute.

The procedures shall provide that information and records obtained from pre-employment inquiries under this policy are confidential and shall not be released except as necessary to implement this policy or defend a decision made pursuant to this policy.

Any costs associated with obtaining the criminal history record are to be borne by the applicant.

During the course of his/her employment with the School Corporation, each administrator shall be required to report his/her

(X) arrest or the filing of criminal charges against the employee; and

conviction of criminal charges to the Superintendent within two (2) business days of the occurrence. The Superintendent shall obtain a review of each reported conviction and shall recommend appropriate action to the Board considering the risk to members of the school community presented by the continued employment of the convicted administrator.

I.C. 10-13-3
I.C. 20-26-2-1.5
I.C. 20-26-5-10 and-11
I.C. 20-28-5-8

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

NON-RENEWAL OF ADMINISTRATIVE CONTRACTS

Before March 1st of the year in which the contract of an assistant superintendent, a principal, or an assistant principal is due to expire and before February 1st of the year in which the contract of a local director of special education is due to expire, the Board or an attorney, at its direction, shall give written notice of renewal or refusal to renew the individual's contract for the following school year.

At least thirty (30) days before giving written notice of refusal to renew a contract, the Board or an attorney, at its direction, shall inform the administrator by written preliminary notice that:

- A. the Board is considering a decision not to renew the contract; and
- B. if the administrator files a request for a private conference not later than five (5) days after receiving the notice, the administrator is entitled to a private conference with the Superintendent.

If the administrator files a request with the Board for an additional private conference not later than five (5) days after the initial conference with the Superintendent, the administrator is entitled to an additional private conference with the Board before being given written notice of refusal to renew the contract.

The written preliminary notice must include the Board's reasons for considering a decision not to renew the contract.

I.C. 20-28-8-3
I.C. 20-28-8-4
I.C. 20-28-8-11
I.C. 20-28-8-12

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

ANTI-HARASSMENT

General Policy Statement

It is the policy of the Board of School Trustees to maintain an education and work environment that is free from all forms of unlawful harassment, including sexual harassment, occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment (hereinafter referred to collectively as "unlawful harassment"). This commitment applies to all Corporation operations, employment opportunities, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct affects the Corporation environment.

The Board will vigorously enforce its prohibition against unlawful harassment (see definition above), which is based on race, color, national origin, sex (including transgender status, sexual orientation and/or gender identity), religion, disability, military status, ancestry, or genetic information that are classes protected by Federal and/or State civil rights laws (hereinafter referred to as "Protected Classes"), and encourages those within the Corporation community as well as third parties who feel aggrieved to seek assistance to rectify such problems occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment.

All Corporation employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition above) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment that the employee observes or which is reported to the employee.

The Board will investigate all allegations of unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment and, in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment, prevent its recurrence, and remedy its effects.

Individuals who are found to have engaged in unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment will be subject to appropriate disciplinary action, up to and including termination of employment or expulsion from school.

Furthermore, Corporation employees who fail to report any incident of alleged unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment that the employee observes or which is reported to the employee also are subject to appropriate disciplinary action, up to and including termination of employment.

For purposes of this policy, "Corporation community" means students, administrators, teachers, and staff, as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

For purposes of this policy, "third parties" include, but are not limited to, guests and/or visitors on Corporation property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the Board, and other individuals who come in contact with members of the Corporation community at school-related events/activities (whether on or off Corporation property).

Other Violations of the Anti-Harassment Policy

The Corporation also will take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

- A. Retaliating against a person who has made a report or filed a complaint alleging unlawful harassment (see definition on page 1) or who has participated as a witness in a harassment investigation.
- B. Filing a malicious or knowingly false report or complaint of unlawful harassment (see definition on page 1).

- C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of unlawful harassment (see definition on page 1), when responsibility for reporting and/or investigating unlawful harassment charges comprises part of one's supervisory duties.

Definitions

Bullying

Bullying rises to the level of unlawful harassment (see definition on page 1) when one (1) or more persons systematically and chronically inflict physical hurt or psychological distress on one (1) or more students with the intent to harass, ridicule, humiliate, intimidate or harm that/those student(s), and that bullying is based upon sex, race, color, national origin, religion, or disability, that is, characteristics that are protected by Federal civil rights laws. It is defined as any unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment; cause discomfort or humiliation; or unreasonably interfere with the individual's school performance or participation; and may involve:

- A. teasing;
- B. threats;
- C. intimidation;
- D. stalking;
- E. cyberstalking;
- F. cyberbullying;
- G. physical violence;
- H. sexual violence

- I. theft;
- J. sexual, religious, or racial harassment;
- K. public humiliation; or
- L. destruction of property.

In the bullying context, "harassment" means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a student that:

- A. places a student in reasonable fear of harm to his/her person or damage to his/her property;
- B. has the effect of substantially interfering with a student's educational performance, opportunities, or benefits; or
- C. has the effect of substantially disrupting the orderly operation of a school.

Sexual Harassment

Pursuant to Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, "sexual harassment" is defined as:

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

- A. Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, or status in a class, educational program, or activity.
- B. Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual.

- C. Such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity.

Sexual harassment may involve the behavior of a person of either gender against a person of the same or opposite gender.

Prohibited acts that constitute sexual harassment may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

- A. unwelcome sexual propositions, invitations, solicitations, and flirtations;
- B. sexual violence, including physical and/or sexual assault;
- C. threats or insinuations that a person's employment, wages, academic grade, promotion, classroom work or assignments, academic status, participation in athletics or extra-curricular programs or events, or other conditions of employment or education may be adversely affected by not submitting to sexual advances;
- D. unwelcome verbal expressions of a sexual nature, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls;
- E. sexually suggestive objects, pictures, videotapes, audio recordings or literature, placed in the work or educational environment, which may embarrass or offend individuals;
- F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;
- G. a pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another;

- H. remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history;
- I. in the context of employees, consensual sexual relationships where such relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment;
- J. inappropriate boundary invasions by a Corporation employee or other adult member of the Corporation community into a student's personal space and personal life;
- K. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Not all behavior with sexual connotations constitutes unlawful sexual harassment. Sex-based or gender-based conduct must be sufficiently severe, pervasive, and persistent such that it adversely affects, limits, or denies an individual's employment or education or creates a hostile or abusive employment or educational environment.

NOTE: Sexual conduct/relationships with students by a Corporation employee or any other adult member of the Corporation community is prohibited, and any teacher, administrator, coach, other school authority, or staff member who engages in certain sexual conduct with a student may be disciplined up to and including termination and also may be guilty of the criminal charge of "sexual battery" as set forth in I.C. 35-42-4-8. In the case of a child under fourteen (14) years of age, the person also may be guilty of "child molesting" under I.C. 35-42-4-3. In the case of a child between the ages of fourteen (14) and sixteen (16), the person also may be guilty of "sexual misconduct with a minor" under I.C. 35-42-4-9. The issue of consent is irrelevant in regard to the latter two (2) criminal charges. Any employee accused of sexual relations with a student (**X**) may be placed on leave until school administrative proceedings are completed. Proven sexual relationships with a student regardless of the age of the student will initiate the termination process for the employee.

Race/Color Harassment

Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.

Religious (Creed) Harassment

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's religious tradition, clothing, or surnames, and/or involving religious slurs.

National Origin Harassment

Prohibited national origin harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's national origin, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

Disability Harassment

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's disabling condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like. Such harassment also may include but is not limited to conduct directed at or pertaining to a person's genetic information.

Reports and Complaints of Harassing Conduct

Students, members of the Corporation community and third parties are encouraged to promptly report incidents of unlawful harassment (see definition on page 1) to an administrator, supervisor or other Corporation official so that the Corporation may address the conduct before it becomes severe, pervasive, or persistent. All Corporation employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition on page 1) that the employee observes or which is reported to the employee. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with the Corporation's Anti-Harassment Compliance Officer at his/her first convenience. Corporation employees who fail to comply with the reporting responsibility shall be subject to discipline, up to and including termination.

Members of the Corporation community or third parties who believe they have been subjected to unlawful harassment (see definition on page 1) by another member of the Corporation community or a third party are entitled to utilize the Board's complaint process set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the complaining individual's employment or participation in educational or extra-curricular programs unless the complaining individual makes the complaint maliciously or with knowledge that it is false. Individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available.

If, during an investigation of a reported act of bullying and/or harassment in accordance with Policy 5517.01 – Bullying, the principal or his/her designee believes that the reported misconduct may have created a hostile work or learning environment and may have constituted unlawful harassment (see definition on page 1) based "Protected Classes" (see definition on page 1), the principal or his/her designee will report the act of bullying and/or harassment to one of the Compliance Officers who shall investigate the allegation in accordance with this policy.

Anti-Harassment Compliance Officers

The following individuals serve as “Anti-Harassment Compliance Officers” for the Corporation. They are hereinafter referred to as the “Compliance Officers”.

Director of Business Operations or Superintendent
Designee _____
(School Corporation Title)

812-738-2168

(Telephone Number)

315 South Harrison Drive
Corydon, IN 47112 _____

(Office Address)

(_____)

The names, titles, and contact information for the Compliance Officers will be published annually:

(X) on the School Corporation's web site.

The Compliance Officers will be available during regular school/work hours to discuss concerns related to "unlawful harassment" (see definition on page 1), to assist students, other members of the Corporation community and third parties who seek support or advice when informing another individual about "unwelcome" conduct, or to intercede informally on behalf of the student.

Any Corporation employee who directly observes unlawful harassment (see definition on page 1) of a student is obligated, in accordance with this policy, to report such observations to one (1) of the Compliance Officers within **(X)** two (2) business days. Thereafter, the Compliance Officer or designee must contact the student if age eighteen (18) or older, or the student's parents if under the age of eighteen (18) within two (2) business days to advise him/her/them of the Corporation(s) intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or his/her designee to conduct an investigation following all the procedures outlined in this policy for a formal complaint. Additionally, if the alleged harasser is a student, the Compliance Officer or designee must contact the student, if age eighteen (18) or older, or the student's parents if under the age of eighteen (18), within two (2) business days to advise him/her/them of the Corporation's intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or designee to conduct an investigation following all the procedures outlined for a formal complaint. However, all complaints of harassment involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated.

The Compliance Officers are assigned to accept complaints of unlawful harassment (see definition on page 1) directly from any member of the School Corporation community or a visitor to the Corporation, or to receive complaints that are initially filed with a school building administrator. Upon receipt of a complaint either directly or through a school building administrator, a Compliance Officer will begin either an informal or formal process (depending on the request of the member of the School Corporation community alleging harassment or the nature of the alleged harassment), or the Compliance Officer will designate a specific individual to conduct such a process. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. However, if the alleged harasser is the Superintendent, the recommendations shall be submitted to the **(X)** Board President.

All Corporation employees must report incidents of unlawful harassment (see definition on page 1) that they observe or that are reported to them to the Compliance Officer within

(X) two (2) business days

of learning of the incident.

Investigation and Complaint Procedure (see Form 1662 F1)

Any employee or other member of the Corporation community or third party (e.g., visitor to the Corporation) who believes that s/he has been subjected to unlawful harassment (see definition on page 1) may seek resolution of his/her complaint through either the informal or formal procedures as described below. Further, a process for investigating claims of unlawful harassment (see definition on page 1) and a process for rendering a decision regarding whether the claim of unlawful harassment (see definition on page 1) was substantiated are set forth below.

Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1), time lines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within **(X)** twenty (20) business days of the complaint being received).

The informal and formal procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop inappropriate behavior and/or unlawful harassment (see definition on page 1) and to investigate and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for an employee who believes s/he has been unlawfully harassed or retaliated against in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint and/or filing a concurrent criminal complaint, and will be utilized only where the parties (alleged target of harassment and alleged harasser(s)) agree to participate in such process.

Employees, other members of the Corporation community, or third parties who believe that they have been subjected to unlawful harassment (see definition on page 1) or retaliated against may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint procedure.

However, all complaints of unlawful harassment (see definition on page 1) involving a Corporation employee, any adult member of the Corporation community, or a third party against a student will be formally investigated. Similarly, any allegations of sexual violence will be formally investigated.

As an initial course of action, if an individual feels that s/he is being unlawfully harassed (see definition on page 1) and s/he is able and feels safe doing so, the individual should tell or otherwise inform the harasser that the conduct is unwelcome and must stop. Such direct communication should not be utilized in circumstances involving sexual violence. The complaining individual should address the allegedly harassing conduct as soon after it occurs as possible. The Compliance Officer(s) is/are available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so. An individual who is uncomfortable or unwilling to inform the harasser of his/her complaint is not prohibited from otherwise filing an informal or a formal complaint. In addition, with regard to certain types of unlawful harassment, such as sexual harassment, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully harassed (see definition on page 1) may make an informal complaint, either orally or in writing: 1) to a teacher, other employee, or building administrator; 2) directly to one (1) of the Compliance Officers; and/or 3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to one of the Compliance Officers who will either facilitate an informal resolution as described below on his/her own, or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide employees, other members of the Corporation community or third parties who believe they are being subjected to unlawful harassment (see definition on page 1) with a range of options designed to bring about a resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful harassment, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate the unwelcome nature of the behavior to the alleged harasser.
- B. Distributing a copy of the anti-harassment policy as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works or attends.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming harassment and the individual accused of harassment to work out a mutual resolution. Such a meeting is not appropriate in circumstances involving sexual violence.

While there are no set time limits within which an informal complaint must be resolved, one of the Compliance Officers or a designee will exercise his/her authority to attempt to resolve all informal complaints within **(x)** twenty (20) business days of receiving the informal complaint, may file a complaint with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), and/or may file a concurrent criminal complaint with the law enforcement agency having jurisdiction. Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

One (1) of the Compliance Officers or a designee will retain all materials generated as part of the informal complaint process in accordance with the Board's records retention policy (see Policy 8310, Policy 8320, and Policy 8330).

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one of the parties has requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, the formal complaint process as described below shall be implemented.

The formal complaint process is not intended to interfere with the rights of an employee, other member of the Corporation community, or third party to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), and/or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

An individual who believes s/he has been subjected to offensive conduct/harassment/retaliation hereinafter referred to as the "Complainant", may file a formal complaint, either orally or in writing with a teacher, principal, the Compliance Officer, Superintendent, or other Corporation-level employee. Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1) and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a teacher, principal, Superintendent, or other Corporation-level employee, either orally or in writing, about any complaint of harassment or retaliation, the employee to whom the complaint is reported must report such information to the Compliance Officer or designee within two (2) business days.

Throughout the course of the process as described herein, the Compliance Officer should keep the parties informed of the status of the investigation and the decision making process.

All formal complaints of unlawful harassment (see definition on page 1) or retaliation must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, offensive conduct/harassment/retaliation; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the alleged harasser. In making such a determination, the Compliance Officer should consult the Complainant to assess his/her agreement to any action deemed appropriate. If the Complainant is unwilling to consent any change that is deemed appropriate by the Compliance Officer, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent and/or Board Attorney.

Within **(X)** two (2) business days of receiving the complaint, the Compliance Officer or a designee will initiate a formal investigation to determine whether the Complainant has been subjected to offensive conduct/unlawful harassment/retaliation.

[X] A principal will not conduct an investigation unless directed to do so by the Compliance Officer.

Contemporaneously, one of the Compliance Officers or a designee will inform the individual alleged to have engaged in the unlawful harassing or retaliatory conduct, hereinafter referred to as the "Respondent", that a complaint has been received. The Respondent will be informed about the nature of the allegations and a copy of the Board's anti-harassment policy shall be provided to the Respondent. The Respondent must also be informed of the opportunity to submit a written response to the complaint within **(X)** five (5) business days.

Although certain cases may require additional time, one of the Compliance Officers or a designee will attempt to complete an investigation into the allegations of harassment or retaliation within fifteen (15) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;
- C. interviews with any other witnesses who may reasonably be expected to have any information relevant to the allegations; and

- D. consideration of any documentation or other information, presented by the Complainant, Respondent, or any other witnesses that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer or the designee shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation. The Compliance Officer's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used (i.e., it is more likely than not that unlawful discrimination retaliation occurred).

- (X)** The Superintendent or designee shall consult with the Board's legal counsel before finalizing the report.

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

A Complainant or respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board of School Trustees within five (5) business days of his/her receipt of the Superintendent's final decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful harassment/retaliation regardless of whether the member of the Corporation community or third party alleging the unlawful harassment/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, Equal Employment Opportunity Commission, Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the privacy of the Complainant, the Respondent(s) (that is the individual(s) against whom the complaint is filed), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process should be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or his/her designee will instruct all members of the Corporation community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that s/he learns or that s/he provides during the course of the investigation.

In accordance with the Board's records retention policy and student records policy, the Compliance Officer will maintain all records created as a part of an investigation of a complaint of unlawful harassment/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records and/or Policy 8330 – Student Records)

Remedial Action, Sanctions, and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful harassment (see definition on page 1)/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further such harassment.

If warranted, appropriate remedial action shall be determined and implemented on behalf of the Complainant. Such remedial action may include, but is not limited to, counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter, including the ages and maturity levels of those involved. In those cases where unlawful harassment is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any.

All subsequent sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effects. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the Corporation, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the Corporation other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Retaliation

Any act of retaliation against a person who has made a report, filed a complaint alleging unlawful harassment, or participated as a witness in a harassment investigation is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten, or interfere with any individual because the person opposed any act or practice of unlawful harassment (see definition on page 1), or because that individual made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing pertaining to unlawful harassment, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by Federal or State laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Allegations Constituting Criminal Conduct: Child Abuse/Sexual Misconduct

State law requires any teacher or school employee who knows or suspects that a child under the age of eighteen (18) is a victim of child abuse or neglect to immediately report that knowledge or suspicion to the Department of Child Services. If, during the course of a harassment investigation, the Compliance Officer or a designee has reason to believe or suspect that the alleged conduct reasonably indicates abuse or neglect of the Complainant or the alleged victim, a report of such knowledge must be made in accordance with State law and Board Policy.

If the Compliance Officer or a designee has reason to believe that the Complainant has been the victim of criminal conduct as defined under State law, such knowledge should be reported to local law enforcement.

Any reports made to Child Protective Services or to local law enforcement shall not terminate the Compliance Officer's or a designee's obligation and responsibility to continue to investigate a complaint of harassment. While the Compliance Officer or a designee may work cooperatively with outside agencies to conduct concurrent investigations, in no event shall the harassment investigation be inhibited by the involvement of outside agencies.

Education and Training

In support of this Anti-Harassment Policy, the Board promotes preventative educational measures to create greater awareness of unlawful discriminatory practices. The Compliance Officers will oversee the training of Corporation employees and students so that they understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law. All training regarding the Board's policy and administrative guidelines and harassment in general will be age and content appropriate.

Notice

Notice of the Board's policy on anti-harassment related to employment practices and the identity of the Compliance Officers will be posted throughout the Corporation, and published in any Corporation statement regarding the availability of employment, in any staff handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

I.C. 35-42-4-3, 35-42-4-8, 35-42-4-9

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

20 U.S.C. 1681 et seq., Title IX of the Educational Amendments Act of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

42 U.S.C. 1983

42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

29 C.F.R. Part 1635

National School Boards Association Inquiry and Analysis - May 2008

BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY **SCHOOL CORPORATION**

ADMINISTRATION
1662/page 26 of 26

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

MANDATORY CURRICULUM

In compliance with the Indiana Code and Federal law, the School Board directs the Superintendent to prepare, implement, and supervise courses of instruction in the following areas as stipulated in the Indiana Code and the regulations of the State Department of Education:

- A. The Constitution of the United States and Indiana in grades 6 through 12
- B. the system of government in Indiana and the United States, methods of voting, party structures, election laws, and the responsibilities of citizen participation in government and in elections in grades 6 through 12
- C. American History in high school
- D. safety education in grade 8
- E. the principles of hygiene and sanitary science in grade 5, at a minimum
- F. the spread of disease by rats, flies, and mosquitoes, and its effects, and of disease prevention by the proper selection and consumption of food
- G. the nature of alcoholic beverages, tobacco, prescription drugs, narcotics, and their effects on the human system and society at large in grades K through 12
- H. Acquired Immune Deficiency Syndrome (AIDS), and to the extent possible, instruction on other dangerous communicable diseases

- I. instruction on human sexuality or sexually transmitted diseases including instruction that abstinence from sexual activity outside of marriage as the expected standard for all school age children, abstinence is the only certain way to avoid sexually transmitted diseases, pregnancy, and other associated health problems, and the best way to avoid sexually-transmitted diseases and other associated health problems is to establish a mutually faithful monogamous relationship in the context of marriage
- J. instruction regarding breast and testicular cancer, including the significance of early detection through self-examination, and in the case of breast cancer, regularly-scheduled mammograms in high school
- K. career-awareness, employment matters, and work values in grades 1 - 12
- L. human organ donor program and blood donor program as part of the high school health education curriculum
- M. good citizenship instruction
- N. personal financial responsibility and financial literacy in grades 6 through 12
- O. bullying prevention instruction not later than October 15 of each school year in grades 1 through 12 (see also Policy 5517.01)
- P. daily physical activity, which may include recess for students in full day kindergarten programs and other students in elementary school
- Q. dating violence instruction including warning signs, basic principles of prevention, and methods of parent education and outreach for grades 6 through 12 (see also Policy 5517.01)
- R. child abuse and child sexual abuse education for grades 2 through 5 (see also Policy 8462)

- S. safety and security while using e-mail, chat rooms, social media, and other forms of direct electronic communications (see Policy 7540.03)
- T. the dangers inherent with the online disclosure of personally identifiable information (see Policy 7540.03)
- U. the consequences of unauthorized access (e.g. "hacking"), cyberbullying and other unlawful or inappropriate activities by students online (see Policy 7540.03)
- V. morals instruction
- W. instruction in cardiopulmonary resuscitation and use of an automated external defibrillator as part of the high school health education curriculum
- X. instruction in Language Arts, Mathematics, Social Studies, Sciences, Fine Arts, and Health Education and Physical Fitness

The Superintendent shall prepare appropriate guidelines relative to the planning, teaching, and evaluation of these courses and ensure that each teacher present his/her instruction with special emphasis on honesty, morality, courtesy, obedience to the law, respect for the national flag, the constitutions of the United States and Indiana, respect for parents and the home, the dignity and necessity of honest labor, and other lessons of a steadying influence, which tend to promote and develop upright and desirable citizenry.

The Superintendent is prohibited from offering, supporting, or promoting any student program, class, or activity that provides student instruction that is contrary to a curriculum required to be provided to students under I.C. 20-30-5, set forth above.

When required by law, the Board shall approve the course of instruction.

I.C. 20-19-3-10 and 11

I.C. 20-30-5

511 IAC Article 6

47 U.S.C. 254(h), Children's Internet Protection Act

15 U.S.C. §§ 6551, Title II of the Broadband Data Improvement Act (aka Protecting Children in the 21st Century Act)

18 U.S.C. 2246

18 U.S.C. 2256

20 U.S.C. 6801 et seq., Part F, Elementary and Secondary Education Act of 1965, as amended (2003)

20 U.S.C. 6777

20 U.S.C. 9134 (2003)

47 C.F.R. Part 54

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

**NONDISCRIMINATION AND
ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY**

Any form of discrimination or harassment can be devastating to an individual's academic progress, social relationship, and/or personal sense of self worth.

As such, the Board of School Trustees does not discriminate on the basis of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's educational opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs, and activities, affecting the Corporation environment.

The Board also does not discriminate on the basis of Protected Classes in its employment policies and practices as they relate to students, and does not tolerate harassment of any kind.

Equal educational opportunities shall be available to all students, without regard to the Protected Classes, age (unless age is a factor necessary to the normal operation or the achievement of any legitimate objective of the program/activity), place of residence within the boundaries of the Corporation, or social or economic background, to learn through the curriculum offered in this Corporation. Educational programs shall be designed to meet the varying needs of all students.

In order to achieve the aforesaid goal, the Superintendent shall:

A. Curriculum Content

review current and proposed courses of study and textbooks to detect any bias based upon Protected Classes ascertaining whether or not supplemental materials, singly or taken as a whole, fairly depict the contribution of both genders, various races, ethnic groups, etc. toward the development of human society;

B. Staff Training

develop an ongoing program of in-service training for school personnel designed to identify and solve problems of bias based upon the Protected Classes in all aspects of the program;

C. Student Access

1. review current and proposed programs, activities, facilities, and practices to ensure that all students have equal access thereto and are not segregated on the basis of Protected Classes in any duty, work, play, classroom, or school practice, except as may be permitted under State regulations;
2. verify that facilities are made available, in accordance with Board Policy 7510 – Use of Corporation Facilities, for non-curricular student activities that are initiated by parents or other members of the community, including but not limited to any group officially affiliated with the Boy Scouts of America or any other youth group listed in Title 36 of the United States Code as a patriotic society;

D. Corporation Support

verify that like aspects of the Corporation program receive like support as to staff size and compensation, purchase and maintenance of facilities and equipment, access to such facilities and equipment, and related matters;

E. Student Evaluation

verify that tests, procedures, or guidance and counseling materials, which are designed to evaluate student progress, rate aptitudes, analyze personality, or in any manner establish or tend to establish a category by which a student may be judged, are not differentiated or stereotyped on the basis of Protected Classes.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

PROGRAM
2260/page 3 of 17

The Superintendent shall appoint and publicize the name of the Compliance Officer(s) who is/are responsible for coordinating the Corporation's efforts to comply with applicable Federal and State laws and regulations, including the Corporation's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) also shall verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, and Section 504 of the Rehabilitation Act of 1973 (as amended), is provided to students, their parents, staff members, and the general public.

Compliance Officer(s)

The following person(s) is/are designated as the Corporation's Compliance Officer(s) and, as such, shall handle inquiries regarding the nondiscrimination policies of the Corporation and address any complaint of discrimination:

Name and Title	Director of Business Operations or other Superintendent Designee
Address	315 South Harrison Drive, Corydon, IN 47112
Telephone No.	812-738-2168

Reports and Complaints of Unlawful Discrimination and Retaliation

Students are encouraged to promptly report incidents of unlawful discrimination and/or retaliation occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment to an administrator, supervisor, or other Corporation-level official so that the Board may address the conduct. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with a Compliance Officer

(X) within two (2) business days.

Students who believe they have been unlawfully discriminated/retaliated against in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment are entitled to utilize the complaint process set forth below. Initiating a complaint, whether formally or informally, in the Corporation and/or a concurrent criminal complaint will not adversely affect the complaining individual's educational status or opportunity. While there are no time limits for initiating complaints under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known and potential witnesses are available.

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to unlawful discrimination/retaliation. The Compliance Officer(s) shall accept complaints of unlawful discrimination/retaliation directly from any member of the Corporation community or a visitor to the Corporation, and receive complaints that are initially filed with a school building administrator, supervisor or other Corporation-level official. Upon receipt of a complaint, either directly or through a school building administrator or other Corporation-level official, a Compliance Officer will begin either an informal or formal process (depending on the request of the person alleging the discrimination/retaliation or the nature of the alleged discrimination/retaliation), or designate a specific individual to conduct such a process.

The Compliance Officer will provide a copy of this policy to any person who files a complaint. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or oversee the preparation of such recommendations by a designee. All members of the Corporation community must report incidents of discrimination/retaliation that are reported to them to the Compliance Officer

(X) within two (2) business days

of learning of the incident/conduct.

Any Corporation employee who directly observes unlawful discrimination/retaliation is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within two (2) business days. Additionally, any Corporation employee who observes an act of unlawful discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other Corporation employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the Compliance Officer or designee must contact the employee within two (2) business days to advise him/her of the Corporation's intent to investigate the wrongdoing.

Complaint Procedures

Any student who believes that s/he has been subjected to unlawful discrimination or retaliation may seek resolution of his/her complaint through the procedures described below. The formal complaint procedures involve an investigation of the individual's claims and a process for rendering a decision regarding whether the charges are substantiated at the lowest possible administrative level and in a prompt and equitable manner.

Due to the sensitivity surrounding complaints of unlawful discrimination or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) business days of the complaint being received).

In accordance with Federal and State law, students will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Federal and/or State law pertaining to discrimination in education.

In addition, students will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights or the Indiana Civil Rights Commission, as well as a concurrent criminal complaint with the law enforcement agency having jurisdiction in the Corporation.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop quickly inappropriate behavior and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for a student who believes s/he has been unlawfully discriminated or retaliated against in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint or a concurrent criminal complaint.

The informal process is available only in those circumstances where the parties (the alleged target of the discrimination/retaliation and individual(s) alleged to have engaged in the discrimination) agree to participate in it.

Students who believe that they have been unlawfully discriminated/retaliated against in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complaints involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated, and a concurrent criminal complaint shall be filed.

As an initial course of action, if an individual feels that s/he is being unlawfully discriminated/retaliated against in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment and s/he is able and feels safe doing so, the individual should tell or otherwise inform the person who engaged in the allegedly discriminatory/retaliatory conduct that it is inappropriate and must stop. The complaining individual should address the alleged misconduct as soon after it occurs as possible. A/The Compliance Officer is available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so.

An individual who is uncomfortable or unwilling to inform the person who allegedly engaged in the unlawful conduct of his/her concerns is not prohibited from otherwise filing an informal or a formal complaint and filing a concurrent criminal complaint if s/he desires to do so.

In addition, with regard to certain types of unlawful discrimination, such as sexual discrimination, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully discriminated/retaliated against in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment may make an informal complaint, either orally or in writing: (1) to a building administrator; (2) directly to the Compliance Officer(s); and/or (3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to the Compliance Officer(s) who will either facilitate an informal resolution as described below or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide students who believe they are being unlawfully discriminated/retaliated against with a range of options aimed at bringing about a prompt resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful discrimination/retaliation, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate his/her concerns to the person who allegedly engaged in the discriminatory/retaliatory behavior.
- B. Distributing a copy of Policy 2260 Nondiscrimination and Access to Equal Educational Opportunity as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works or attends school.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming discrimination/retaliation and the individual accused of engaging in the misconduct to work out a mutual resolution.

While there are no set time limits within which an informal complaint must be resolved, the Compliance Officer or designee will exercise his/her authority to attempt to resolve all informal complaints

(X) within twenty (20) business days of receiving the informal complaint.

Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

The Compliance Officer will retain all materials that are generated as part of the informal complaint process in accordance with the Board's records retention policy. (See Policy 8310 or Policy 8330)

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one of the parties requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, this formal complaint process shall be implemented.

An individual who believes that s/he has been subjected to unlawful discrimination/retaliation in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment (hereinafter referred to as the "Complainant"), may file a formal complaint, either orally or in writing, with an administrator, the Compliance Officer(s), Superintendent, or other Corporation-level official, as well as file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Due to the sensitivity surrounding complaints of unlawful discrimination and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs.

If a Complainant informs an administrator, Superintendent, or other Corporation-level official, either orally or in writing, about any complaint of discrimination/retaliation, the employee to whom the student complains must report such information to the Compliance Officer

(X) within two (2) business days.

Throughout the course of the process, the Compliance Officer should keep the parties informed of the status of the investigation and the decision-making process.

All formal complaints must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, the discriminatory/retaliatory conduct; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further discrimination or retaliation, including, but not limited to, a change of schedule for the Complainant and/or the person who allegedly engaged in the misconduct. In making such a determination, the Compliance Officer should consult with the Complainant to assess his/her agreement to the proposed action. If the Complainant is unwilling to consent to the proposed change, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent.

[X] Within two (2) business days of receiving the complaint,

the Compliance Officer, or a designee, will initiate a formal investigation to determine whether the Complainant has been subjected to unlawful discrimination/retaliation.

Simultaneously, the Compliance Officer, or a designee, will inform the individual alleged to have engaged in the discriminatory or retaliatory conduct (hereinafter referred to as the "Respondent"), that a complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including this policy. The Respondent also must be informed of the opportunity to submit a written response to the complaint

(X) within five (5) business days.

Although certain cases may require additional time, the Compliance Officer, or a designee, will attempt to complete an investigation into the allegations of discrimination/retaliation

(X) within twenty (20) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;
- C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations; and,
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation. The recommendations must be based upon the totality of the circumstances. In determining if discrimination or retaliation occurred, a preponderance of evidence standard will be used (*i.e.*, it is more likely than not that unlawful discrimination/retaliation occurred).

[X] The Superintendent or the designee should consult with the Board's legal counsel before finalizing the report.

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the charges have been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must delineate the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

If the Superintendent determines the Complainant was subjected to unlawful discrimination/retaliation, s/he must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate, effective, and tailored to the specific situation.

A Complainant or Respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board

(X) within five (5) business days of his/her receipt of the Superintendent's decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful discrimination/retaliation regardless of whether the student alleging the unlawful discrimination/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies, such as the filing of a complaint with the Office for Civil Rights or the Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process will be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or designee will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to third parties any information that s/he learns and/or provides during the course of the investigation.

In accordance with the Board's records retention policy, the Compliance Officer will maintain all public records created as a part of an investigation of a complaint of discrimination/retaliation occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records)

Remediation

In cases where the complaint investigation results in a finding that the allegation of discrimination/retaliation is substantiated, action must be taken by the Compliance Officer to remedy the past effects of such discrimination/retaliation on a student. This may include but is not limited to providing a contact person to monitor the student, providing tutoring to the student, allowing the student to retake tests or assignments, and counseling.

Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful discrimination/retaliation occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment by taking appropriate action reasonably calculated to stop and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any. With respect to violations of this policy by Respondents who are students, disciplinary action may be imposed up to and including expulsion from school, in accordance with applicable State law. Any discipline of students with disabilities will be in accordance with the Individuals with Disabilities Education Act ("IDEA") and the Federal and State regulations implementing the IDEA.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter. In those cases where unlawful discrimination/retaliation is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any, and with Federal and State laws and regulations.

All sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effect. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the Corporation, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the Corporation other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Retaliation

Retaliation against a person who (1) makes a report or files a complaint alleging unlawful discrimination occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment, or (2) participates as a witness in an investigation, is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten or interfere with any individual because s/he opposed any act or practice made unlawful by Federal or State nondiscrimination laws, made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Training

The Compliance Officers also will oversee the training of Corporation employees so that all employees understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law.

Notice

Notice of the Board's policy on nondiscrimination in educational programs and the identity of the Compliance Officers will be posted throughout the Corporation and published in any Corporation statement regarding the availability of educational opportunities, in any student handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

The Superintendent shall annually attempt to identify children with disabilities, ages 3-22, who reside in the Corporation but do not receive public education. In addition, s/he shall establish procedures to identify students who are Limited English Proficient (LEP), including immigrant children and youth, to assess their ability to participate in Corporation programs, and develop and administer a program that meets the English language and academic needs of these students. This program shall include procedures for student placement, services, evaluation and exit guidelines and shall be designed to provide students with effective instruction that leads to academic achievement and timely acquisition of proficiency in English. As a part of this program, the Corporation will evaluate the progress of students in achieving English language proficiency in the areas of listening, speaking, reading and writing, on an annual basis (see AG 2260F).

I.C. 20-33-1-1

Fourteenth Amendment, U.S. Constitution

20 U.S.C. Section 1681, Title IX of Education Amendment Act

20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974

20 U.S.C. Section 7905, Boy Scouts of America Equal Access Act

29 U.S.C. Section 794, Rehabilitation Act of 1973

29 C.F.R. Part 1635

42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964

42 U.S.C. Section 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990, as amended

42 U.S.C. 6101 et seq., Age Discrimination Act of 1975

34 CFR Part 110 (7/27/93)

Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, March 1979

Title III of the No Child Left Behind Act of 2001

REVISED POLICY - VOL. 28, NO. 1

GUIDANCE AND COUNSELING

The School Board requires that a planned program of guidance and counseling be an integral part of the educational program of the Corporation. Such a program should:

- (X) assist students in achieving educational goals;
- (X) enable students to draw benefit from the offerings of the instructional program of the school;
- (X) aid students in identifying options and making choices in vocational and academic course areas;
- (X) assist students in career awareness and planning;
- (X) help integrate all the student's experiences so that s/he can better relate school activity to life outside the school;
- (X) help students learn to make their own decisions and solve problems independently;
- (X) assist students with mental health or addiction concerns;

The Superintendent is directed to implement the counseling and guidance program which carries out these purposes and:

- (X) involves appropriate staff members at every level;
- (X) honors the individuality of each student;
- (X) integrates with the total educational program;
- (X) coordinates with available resources of the community;
- (X) cooperates with parents and recognizes their concern and ideas for the development of their children;
- (X) provides means for the sharing of information among appropriate staff members as may be in the best interests of the student;

BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY **SCHOOL CORPORATION**

PROGRAM
2411/page 2 of 3

- (X) establishes a referral system which utilizes all the aid the schools and community offer, guards the privacy of the student, and monitors the effectiveness of such referrals.

A student's guidance counselor, in consultation with the student and his/her parent, will review the student's career plan annually to determine if the student is progressing toward fulfillment of the plan.

I.C. 20-30-4-6
I.C. 20-34-3-21
511 IAC 4-1-5

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

ADOPTION OF CURRICULAR MATERIALS

For purposes of this policy, “curricular materials” means systematically organized materials designed to provide a specific level of instruction in a subject matter category, including:

- A. books;
- B. hardware that will be consumed, accessed, or used by a single student during a semester or school year;
- C. computer software; and
- D. digital content.

Curricular materials used as part of the educational program of the Corporation shall be approved by the Board, and the Board shall make approved curricular materials available for rental or purchase by each student enrolled in a public school located in the attendance area served by the Board if that school is in compliance with the minimum certification standards established by the State Board of Education.

The annual rental rate for curricular materials shall not exceed twenty-five percent (25%) of the retail price of the curricular materials. The Board may charge a student the cost of the student’s use of disposable materials, software copyright licenses, and hardware to utilize software provided. If a software site license is not charged on a per student per school year basis, the Board shall approve a sum to be paid by each student that divides the cost of the license between all students expected to use the licensed software. If hardware such as a laptop computer or a tablet is required to access the curricular materials approved by the Board, the Board shall approve a sum to be paid by each student expected to use the hardware.

BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY **SCHOOL CORPORATION**

PROGRAM
2510/page 2 of 4

- [X]** The Corporation may write-off any outstanding unpaid fees for rent or use of curricular materials of \$5.00 or less, if not paid by the first day of the school year following the school year or activity season in which the debt for nonpayment of fees for curricular materials was incurred.

Unpaid fees for rent or use of curricular materials in excess of \$5.00 may, at the discretion of the school treasurer or his/her designee, be written off one (1) year after the end of the school year or activity season in which the debt for nonpayment of fees for curricular materials was incurred. Fees in excess of \$5.00 may be written off at any time, if the principal, or his/her designee, determines the student's parents, or the student, if age eighteen (18) or older or an emancipated minor, is unable to pay.

The Board shall prescribe reasonable rules and regulations for the care, custody, and return of curricular materials and hardware.

If a student or his/her parents have purchased textbooks and/or electronic textbooks and move from the Corporation, the Corporation shall, pursuant to I.C. 20-26-12-26, evaluate the student's curricular materials and offer to purchase the curricular materials at a reasonable price for resale to any family that moves into the Corporation during the school term.

The curricular materials approved by the Board shall include a research based core reading program.

Supplementary materials required by a special education student's Individualized Education Program shall be provided without additional charge. The supplemental materials provided to students receiving special education services shall be in a format that allows the student to utilize the materials. When necessary for a special education student to benefit from curricular materials, the materials shall be provided in NIMAS (National Instructional Materials Accessibility Standard) format and shall be certified by NIMAC (National Instructional Materials Access Center), or the publisher of the materials may authorize the Board to reproduce the curricular materials in a format such as large type or audio that allows the special education student to benefit from the materials.

The Superintendent shall implement administrative guidelines for the selection of curricular materials that include effective consultation with an Advisory Committee of parents and professional staff members at all appropriate levels. Textbooks determined to be obsolete shall be disposed of in accordance with Board Policy 7310 - Disposition of Surplus Property and Superintendent's administrative guidelines. See AG 7310.

I.C. 20-18-2-2.7 - Curricular materials defined

I.C. 20-20-5.5 – Curricular materials

I.C. 20-26-12 – Textbooks

511 IAC 6.2-3.1 – Research based core reading program requirement

511 IAC 9 – Textbook adoption

IDOE Memo dated 2/8/2012 – “Updates to Textbook Adoption Procedures”

IDOE “FAQs Regarding New State Textbook Adoption Procedures, Textbook Rental Fees, and 1:1 Device Initiatives

IDOE Memo “Textbook and Computer Scenarios”

Indiana State Board of Accounts, *Public Schools Audit Manual*

Indiana State Board of Accounts, *School Administrator*

REVISED POLICY - VOL. 28, NO. 1

ANNUAL PERFORMANCE REPORT

Each year, not earlier than March 15th or later than March 31st the Board shall publish a performance report for presentation to the public and may make it available on the Corporation's Internet web site. It shall also provide a copy of the report free of charge to any person who requests it.

The report which is prepared by the Indiana Department of Education (IDOE), may contain information which is outlined in I.C. 20-20-8-8 and I.C. 20-42.5-3-5, including:

- A. student enrollment;
- B. graduation rate as defined in State law and the graduation rate excluding students that receive a graduation waiver under I.C. 20-32-4-4;
- C. attendance rate;
- D. the following test scores, including the number and percentage of students meeting academic standards: all State standardized assessment scores; scores for assessments under I.C. 20-32-5-21, if appropriate; for a freeway school, scores on a locally adopted assessment program, if appropriate;
- E. average class size;
- F. the school's performance category or designation of school improvement assigned under I.C. 20-31-8;
- G. the number and percentage of students in alternative education (if offered), career and technical education, special education, high ability, remediation; limited English language proficiency; students receiving free or reduced price lunch under the national school lunch program, school flex program (if offered);

- H.
 - 1. for advanced placement tests, the percentage of students scoring three (3), four (4), or five (5), and the percentage taking the test;
 - 2. test scores of all students taking the Scholastic Aptitude Test; test scores for students completing the academic honors diploma program; and the percentage of students taking the test;
- I. course completion, including the number and percentage of students completing the academic honors diploma, the Core 40 curriculum, and career and technical programs;
- J. the percentage of grade eight (8) students enrolled in algebra 1;
- K. the percentage of graduates considered college and career ready in a manner prescribed by the State Board;
- L. school safety, including the number of students receiving suspension or expulsion for the possession of alcohol, drugs, or weapons, the number of incidents of a school employee being a victim of threat, intimidation, battery or harassment which were filed with a law enforcement agency (I.C. 20-33-9), and the number of bullying incidents reported under I.C. 20-34-6 by category;
- M. financial information and various school cost factors including expenditures per student, average teacher salary, and remediation funding;
- N. interdistrict and intradistrict student mobility rates if that information is available;
- O. the number and percentage of teachers who are certificated employees; the number and percentage of teachers who teach the subject area for which the teacher is certified and holds a license; the number and percentage of teachers with national board certification;

- P. the percentage of grade 3 students reading at grade 3 level;
- Q. the number of students expelled, including the number participating in other recognized education programs during their expulsion, and the percentage of students expelled by race, grade, gender, free or reduced lunch status, and eligibility for special education;
- R. chronic absenteeism, which includes the number of students who have been absent for ten percent (10%) or more of a school year for any reason; and habitual truancy, which includes the number of students who have been absent more than ten (10) days from school within a school year without being excused or without being absent under a parental request that has been filed with the school;
- S. the number of students who have dropped out of school, including the reasons for dropping out, and the percentage of students who have dropped out by race, grade, gender, free or reduced lunch status, and eligibility for special education;
- T. the number of out of school suspensions assigned, including the percentage of students suspended by race, grade, gender, free or reduced lunch status, and eligibility for special education;
- U. the number of in school suspensions assigned, including the percentage of students suspended by race, grade, gender, free or reduced lunch status, and eligibility for special education;
- V. the number of student work permits revoked;

- W. the number of students receiving an international baccalaureate diploma;
- X. the percentage of expenditures for student academic achievement, student instructional support, overhead/operational expenses, and non-operational expenses, whether the Corporation met the goals established for the previous school year under I.C. 20-42.5-3-6, the trend line for each of the categories of expenditures during the previous school year, and the goals established under I.C. 20-42.5-3-6 for the current school year;
- Y. the number of instances in which either seclusion or restraint is used;
- Z. other indicators of performance as recommended by the education roundtable.

The information concerning each of these benchmarks will relate to the preceding three (3) years of operation and will provide a comparison of graduation rates, attendance rates and ISTEP+/GQE test scores with the Corporation's performance-based accreditation status.

In addition, to the above-described benchmarks, the report may provide information on:

- (X) results of nationally recognized assessments of students under programs other than the ISTEP program which a school corporation uses to determine if students are meeting or exceeding academic standards in grades that are tested under the ISTEP program;
- () results of assessments of students under programs other than the ISTEP program that a school corporation uses to determine if students are meeting or exceeding academic standards in grades that are not tested under the ISTEP program;
- (X) the number and types of staff development programs;
- (X) the number and types of partnerships with the community, businesses, or higher education;

BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

PROGRAM
2700/page 5 of 6

(X) levels of parental participation.

[X] The Board may provide for a public hearing, within sixty (60) days of publication of the report, at a designated Corporation facility for the purpose of presenting the report to the public and discussing its contents.

[X] This hearing may be done at a regularly-scheduled Board meeting.

The Superintendent shall ensure that a copy of the published report is submitted to the State Department of Education and is published prominently on the Corporation's website.

ADDITIONAL REPORT REQUIREMENTS FOR TITLE I PURPOSES

In any year that the Corporation receives Title I funding, its annual report must also include the following information:

- A. number and percentage of schools identified for school improvement and how long they have been in that category
- B. a comparison of the achievement by the Corporation's students on the statewide academic assessment to the achievement of students in the State as a whole

- C. for each school:
1. whether it has been identified for school improvement, and
 2. comparison of the school's student achievement on the statewide achievement assessments and other adequate yearly progress indicators to those students in the Corporation and the State as a whole

This information must be disseminated annually, not later than the beginning of the school year, to all buildings and all parents, and the Corporation must make the information widely available to the public through such means as posting on the Internet and distribution to local media and public agencies. Distribution to parents should be in an understandable format and in a language that parents can understand. This report to parents may be included with the student report cards at the end of the year, if all students receive report cards.

I.C. 20-20-8-3, -4, -5, -6, -8
I.C. 20-26-13-6
I.C.20-42.4-3-4, -5, -6
513 IAC 1-2-7(e)
20 U.S.C. 6311

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

SELECTING STUDENT TEACHERS/ADMINISTRATIVE INTERNS

The School Board encourages cooperation with State approved colleges and universities in the training of student teachers and administrative interns, because the public school offers an essential ingredient - direct experience with students and teachers at work in the classroom, but certain safeguards have been found to be necessary for the best interests of all concerned.

Colleges and universities should first make contact with the Superintendent regarding placement of a student teacher or administrative intern.

The Superintendent shall,

make the final placement of student teachers or administrative interns.

[X] The supervising staff member shall hold no less than a standard certificate and shall have had no less than three (3) years of successful teaching experience in the area of assignment.

A professional staff member who supervises a student teacher or administrative intern must have been rated as either highly effective or effective on his/her most recent annual performance evaluation. Professional staff members who agree to serve as supervisors of student teachers or administrative interns may accept honoraria or stipends directly from the college/university for those services rendered outside the regular school day and above and beyond the duties and responsibilities specified in their contract.

The following conditions also shall be met:

- (X) The institution making the assignment shall provide adequate follow-up supervision.
- (X) The institution making the assignment shall provide the School Corporation with an expanded criminal background check on the candidate prior to the placement of the student teacher/administrative intern with the Corporation.

- (X) The supervising teacher or administrator must agree to work effectively with both the student teacher or administrative intern and the institutional supervisor.
- (X) If at any time the quality of teaching or administrative internship is judged to be inferior or s/he is disruptive to the on-going program, the Superintendent may request withdrawal of that person from the program.

The Board also authorizes the Superintendent to provide, in cooperation with appropriate colleges and universities, a "field experience" program in order for selected interns to gain first-hand knowledge of and experience in a school environment.

The Superintendent may terminate a teaching program if one or more aspects of the program are not of high quality or meeting Corporation needs or expectations.

I.C. 20-26-5-23 and -24

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

**PERSONAL BACKGROUND CHECKS AND MANDATORY
REPORTING OF CONVICTIONS (X) AND ARRESTS**

To protect students and staff members, the School Board requires an inquiry into the personal background of each applicant the Superintendent recommends for employment on the Corporation's professional staff. Such an inquiry shall also be made for all substitutes.

The Superintendent shall establish the necessary procedures for obtaining personal background information on each applicant recommended for employment as a professional staff member which shall include the following:

- A. an expanded national criminal history check as defined by I.C. 20-26-2-1.5
- B. a search of the national sex offender registry maintained by the United States Department of Justice
- C. telephone inquiry with former employer(s)
- D. explanations of any employment gaps to ensure the candidate has not omitted an employer where an offense occurred
- E. verification of the applicant's eligibility to work using the E-Verify database maintained by the Federal government as required by I.C. 12-32-1

- (X) a detailed background history including all prior employment and volunteer positions

- (X) an Indiana Bureau of Motor Vehicles driver history if the position involves driving

The Board may deny employment to an applicant who is convicted of an offense for which the applicant's license for the position may be revoked or suspended by State law.

Each applicant shall certify under penalty of perjury his/her eligibility to be employed by the Board as a United States citizen or a qualified alien. The Board may deny employment to an applicant who is convicted of an offense for which the applicant's license for the position may be revoked or suspended by State law.

[X] Should it be necessary to employ a person in order to maintain continuity of the program prior to receipt of the report, the Superintendent may provide for a substitute.

The procedures shall provide that information and records obtained from pre-employment inquiries under this policy are confidential and shall not be released except as necessary to implement this policy or defend a decision made pursuant to this policy.

Any costs associated with obtaining the criminal history record are to be borne by the applicant.

During the course of his/her employment with the School Corporation, each professional employee and substitute teacher shall be required to report his/her

(X) arrest or the filing of criminal charges against the employee; and

conviction of criminal charges to the Superintendent within two (2) business days of the occurrence. The Superintendent shall obtain a review of each reported conviction and shall recommend appropriate action to the Board considering the risk to members of the school community presented by the continued employment of the convicted employee.

I.C. 10-13-3

I.C. 20-26-2-1.5

I.C. 20-26-5-10 and-11

I.C. 20-28-5-8

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

NONDISCRIMINATION AND
EQUAL EMPLOYMENT OPPORTUNITY

The School Board does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment.

The Superintendent shall appoint and publicize the name of the Compliance Officer(s) who is/are responsible for coordinating the Corporation's efforts to comply with applicable Federal and State laws and regulations, including the Corporation's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) also shall verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination in Employment Act is provided to staff members and the general public. Any sections of the Corporation's collectively bargained contracts dealing with hiring, promotion, and tenure should contain a statement of nondiscrimination similar to that in the Board's statement above. In addition, any gender specific terms should be eliminated from such contracts.

Compliance Officer(s)

The following person(s) is/are designated as the Corporation's Compliance Officer(s) and, as such, shall handle inquiries regarding the nondiscrimination policies of the Corporation and address any complaint of discrimination:

Name and Title _Director of Business Opeartions or other
Superintendent
Designee_____

Address 315 South Harrison Drive, Corydon, IN
47112_____

Telephone No. 812-738-
2168_____

Reports and Complaints of Unlawful Discrimination and Retaliation

Employees are encouraged to promptly report incidents of unlawful discrimination and/or retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment to an administrator, supervisor, or other Corporation-level official so that the Board may address the conduct. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with a Compliance Officer

(X) within two (2) business days.

Employees who believe they have been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment are entitled to utilize the complaint process set forth below. Initiating a complaint, whether formally or informally, in the Corporation and/or a concurrent criminal complaint will not adversely affect the complaining individual's employment status or opportunity. While there are no time limits for initiating complaints under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known and potential witnesses are available.

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to unlawful discrimination/retaliation. The Compliance Officer(s) shall accept complaints of unlawful discrimination/retaliation directly from any member of the Corporation community or a visitor to the Corporation, and receive complaints that are initially filed with a school building administrator, supervisor or other Corporation-level official. Upon receipt of a complaint, either directly or through a school building administrator, supervisor or other Corporation-level official, a Compliance Officer will begin either an informal or formal process (depending on the request of the person alleging the discrimination/retaliation or the nature of the alleged discrimination/retaliation), or designate a specific individual to conduct such a process.

The Compliance Officer will provide a copy of this policy to any person who files a complaint. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or oversee the preparation of such recommendations by a designee. All members of the Corporation community must report incidents of discrimination/retaliation that are reported to them to the Compliance Officer

(X) within two (2) business days

of learning of the incident/conduct.

Any Corporation employee who directly observes unlawful discrimination/retaliation is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within two (2) business days. Additionally, any Corporation employee who observes an act of unlawful discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other Corporation employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the Compliance Officer or designee must contact the employee within two (2) business days to advise him/her of the Corporation's intent to investigate the wrongdoing.

Complaint Procedures

Any employee who believes that s/he has been subjected to unlawful discrimination or retaliation may seek resolution of his/her complaint through the procedures described below. The formal complaint procedures involve an investigation of the individual's claims and a process for rendering a decision regarding whether the charges are substantiated at the lowest possible administrative level and in a prompt and equitable manner.

Due to the sensitivity surrounding complaints of unlawful discrimination or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) business days of the complaint being received).

In accordance with Federal and State law, employees will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Federal and/or State law pertaining to discrimination in employment.

In addition, employees will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights, the Equal Employment Opportunity Commission, or the Indiana Civil Rights Commission, as well as a concurrent criminal complaint with the law enforcement agency having jurisdiction in the Corporation.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop quickly inappropriate behavior and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for an employee or unsuccessful applicant for employment who believes s/he has been unlawfully discriminated or retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint or a concurrent criminal complaint.

The informal process is available only in those circumstances where the parties (the alleged target of the discrimination/retaliation and individual(s) alleged to have engaged in the discrimination) agree to participate in it.

Employees, or unsuccessful applicants for employment, who believe that they have been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complaints involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated, and a concurrent criminal complaint shall be filed.

As an initial course of action, if an individual feels that s/he is being unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment and s/he is able and feels safe doing so, the individual should tell or otherwise inform the person who engaged in the allegedly discriminatory/retaliatory conduct that it is inappropriate and must stop. The complaining individual should address the alleged misconduct as soon after it occurs as possible. A/The Compliance Officer is available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so.

An individual who is uncomfortable or unwilling to inform the person who allegedly engaged in the unlawful conduct of his/her concerns is not prohibited from otherwise filing an informal or a formal complaint and filing a concurrent criminal complaint if s/he desires to do so.

In addition, with regard to certain types of unlawful discrimination, such as sexual discrimination, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment may make an informal complaint, either orally or in writing: 1) to a building administrator; 2) directly to the Compliance Officer(s); and/or 3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to the Compliance Officer(s) who will either facilitate an informal resolution as described below or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide employees who believe they are being unlawfully discriminated/retaliated against with a range of options aimed at bringing about a prompt resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful discrimination/retaliation, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate his/her concerns to the person who allegedly engaged in the discriminatory/retaliatory behavior.
- B. Distributing a copy of Policy 3122 Nondiscrimination as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming discrimination/retaliation and the individual accused of engaging in the misconduct to work out a mutual resolution.

While there are no set time limits within which an informal complaint must be resolved, the Compliance Officer or designee will exercise his/her authority to attempt to resolve all informal complaints

(X) within twenty (20) business days of receiving the informal complaint.

Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

The Compliance Officer will retain all materials that are generated as part of the informal complaint process in accordance with the Board's records retention policy. (See Policy 8310)

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one of the parties requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, this formal complaint process shall be implemented.

An individual who believes that s/he has been subjected to unlawful discrimination/retaliation in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment (hereinafter referred to as the "Complainant"), may file a formal complaint, either orally or in writing, with an administrator, the Compliance Officer(s), Superintendent, or other Corporation-level official, as well as file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Due to the sensitivity surrounding complaints of unlawful discrimination and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs.

If a Complainant informs an administrator, supervisor, Superintendent, or other Corporation-level official, either orally or in writing, about any complaint of discrimination/retaliation, the employee who is informed of the complaint must report such information to the Compliance Officer

(X) within two (2) business days.

Throughout the course of the process, the Compliance Officer should keep the parties informed of the status of the investigation and the decision-making process.

All formal complaints must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, the discriminatory/retaliatory conduct; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further discrimination or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the person who allegedly engaged in the misconduct. In making such a determination, the Compliance Officer should consult the Complainant to assess his/her agreement to the proposed action. If the Complainant is unwilling to consent to the proposed change, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent.

[X] Within two (2) business days of receiving the complaint,

the Compliance Officer, or a designee, will initiate a formal investigation to determine whether the Complainant has been subjected to unlawful discrimination/retaliation.

Simultaneously, the Compliance Officer, or a designee, will inform the individual alleged to have engaged in the discriminatory or retaliatory conduct (hereinafter referred to as the "Respondent"), that a complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including Policy 3122 - Nondiscrimination. The Respondent also must be informed of the opportunity to submit a written response to the complaint

(x) within five (5) business days.

Although certain cases may require additional time, the Compliance Officer, or a designee, will attempt to complete an investigation into the allegations of discrimination/retaliation

(X) within twenty (20) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;
- C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations; and,
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation. The recommendations must be based upon the totality of the circumstances. In determining if discrimination or retaliation occurred, a preponderance of evidence standard will be used (*i.e.*, it is more likely than not that unlawful discrimination/retaliation occurred).

[X] The Superintendent or the designee shall consult with the Board's legal counsel before finalizing the report.

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the charges have been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must delineate the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

If the Superintendent determines the Complainant was subjected to unlawful discrimination/retaliation, s/he must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate, effective, and tailored to the specific situation.

A Complainant or Respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board

(X) within five (5) business days of his/her receipt of the Superintendent's decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful discrimination/retaliation regardless of whether the employee or unsuccessful applicant for employment alleging the unlawful discrimination/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, Equal Employment Opportunity Commission, Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process will be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or designee will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to third parties any information that s/he learns and/or provides during the course of the investigation.

In accordance with the Board's records retention policy, the Compliance Officer will maintain all public records created as a part of an investigation of a complaint of discrimination/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records)

Remedial Action, Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful discrimination/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment by taking appropriate action reasonably calculated to stop and prevent further misconduct.

If warranted, appropriate remedial action shall be determined and implemented on behalf of the Complainant. Such remedial action may include, but is not limited to, counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter. In those cases where unlawful discrimination/retaliation is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any.

All sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effect. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the Corporation, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the Corporation other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Retaliation

Retaliation against a person who (1) makes a report or files a complaint alleging unlawful discrimination occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment, or (2) participates as a witness in an investigation, is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten or interfere with any individual because s/he opposed any act or practice made unlawful by Federal or State nondiscrimination laws, made a complaint, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Training

The Compliance Officers also will oversee the training of Corporation employees so that all employees understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law.

Notice

Notice of the Board's policy on nondiscrimination in employment practices and the identity of the Compliance Officers will be posted throughout the Corporation and published in any Corporation statement regarding the availability of employment, in any staff handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

I.C. 20-28-10-12

I.C. 20-28-10-13

I.C. 20-33-1-6

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

29 U.S.C. 6101, The Age Discrimination in Employment Act of 1975

42 U.S.C. 1983

42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act of 2008

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

29 C.F.R. Part 1635

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

EMPLOYMENT CONTRACTS WITH PROFESSIONAL EMPLOYEES

The Board requires that each employee it employs in a certificated position sign a Regular Teacher's Contract, a Supplemental Service Teacher's Contract, or a Temporary Teacher's Contract using the form contract promulgated by the Superintendent of Public Instruction pursuant to I.C. 20-28-6-3, unless the teacher is taking a leave of absence or has been employed to serve in the absence of a teacher who is taking a leave of absence.

Each Board employee assigned to the position of principal, assistant principal, or director of special education shall sign an initial Regular Teacher's Contract, which by Statute shall have a term of the equivalent of at least two (2) school years.

- (X) A Board employee assigned to any other administrative position shall also sign an initial Regular Teacher's Contract with a term of the equivalent of at least two (2) school years.

After an initial contract, the length of a contract between the Board and an administrator shall be established by agreement of the parties. The minimum length of the Superintendent's initial Regular Teacher's Contract shall be thirty-six (36) months.

Contracts employing professional employees shall be approved by a majority of the full Board and shall be signed by the professional employee and the President and Secretary of the Board in compliance with I.C. 20-28-6-5 and I.C. 20-26-4-8. In the absence of either the President or Secretary of the Board, the Vice President shall sign the contracts with the Board officer who is present.

I.C. 20-26-4-8
I.C. 20-28-6-2
I.C. 20-28-6-3
I.C. 20-28-6-4
I.C. 20-28-6-5
I.C. 20-28-6-6
I.C. 20-28-6-7
I.C. 20-28-8-2
I.C. 20-28-8-6,
I.C. 20-28-8-10
I.C. 20-28-10-1

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

RESIGNATION

Pursuant to State law, following submission of a resignation to the Superintendent, the employee may not withdraw or otherwise rescind that resignation. A notice of retirement is functionally equivalent to a resignation and thus falls within the meaning of the word "resignation" for purposes of this policy. The Superintendent shall inform the Board of the submission of that resignation at its next meeting. The Board may choose to accept that resignation, deny that resignation or take any other appropriate action relating to the termination, suspension or cancellation of employment of the person submitting the resignation. A resignation, once submitted, may not then be rescinded unless the Board agrees.

I.C. 5-8-4-1

© **NEOLA 2015**

NEW POLICY - VOL. 28, NO. 1

SUSPENSION OF TEACHERS

The School Board recognizes its obligation to maintain a working and learning environment that is conducive to the education of students and understands that at times there may be members of the teaching staff who fail to meet the expectation of serving as an exemplar for those students and/or fail to meet their professional responsibilities. In situations in which those charged with supervising professional staff members determine that a suspension of a teacher is needed, whether as part of a system of progressive discipline or for the benefit of students, colleagues, and/or the community, the administration will provide due process as required by Federal law and, if a suspension without pay is sought, comply with the procedure established under State law for the suspension of teachers without pay.

It will be the responsibility of the Superintendent to establish administrative guidelines which ensure that the proper standards have been applied and the proper procedures have been followed when a principal makes a decision to suspend a teacher.

In acting on a principal's preliminary determination that a teacher will be suspended without pay, the Board will be guided by the procedure set out in I.C. 20-28-9-22.

I.C. 20-28-9-22

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

CANCELLATION OF A TEACHING CONTRACT

The School Board recognizes its obligation to employ only those professional staff members best trained and equipped to meet the educational needs of its students. This policy and Policy 3131 – Reduction in Force ("RIF") in Certificated Staff address this obligation, and the Board will continue to employ only those “probationary”, “professional”, and “established” teachers who meet the performance standards established in the evaluation plan adopted by the Board.

An employment contract may be terminated, upon a majority vote of the Board, for violation of the policies of the Board or for reasons set forth in law. In such cases, the Board shall abide by due process procedures.

(x) and such terms as may be set forth in a negotiated agreement.

It will be the responsibility of the Superintendent to establish administrative guidelines which ensure that the proper standards have been applied and the proper procedures have been followed when a principal makes a preliminary determination that a teacher’s contract should be cancelled.

In acting on a principal’s preliminary determination that a teacher’s contract be cancelled, the Board will be guided by the procedure set out in I.C. 20-28-7.5.

I.C. 20-28-7.5-1, 20-28-7.5-2

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

REQUIRED REPORTS AND PROTECTION OF WHISTLEBLOWERS

The School Board recognizes that its employees teach its students by example and serve as a role model for students. It therefore requires that they exemplify high standards of honesty and integrity and comply with Indiana and Federal law and Board policies and administrative guidelines in their words and actions. To implement these expectations, the Board requires its employees to report possible violations of these Board standards to their immediate supervisor.

An employee who is aware of words or acts of a Board member or employee that may violate Federal or Indiana law, Board policy, or administrative guidelines shall bring the words or actions to the attention of the employee's immediate supervisor. If the immediate supervisor does not respond within a reasonable time, or the immediate supervisor is the officer or employee whose words or actions are in question, the employee shall make the report required by this policy to the Superintendent. If the words or acts that violate this policy are the Superintendent's words or acts, the report shall be made to the Board president. An employee also may report suspected malfeasance, misfeasance, or nonfeasance by a public officer to the State Board of Accounts.

Employees are subject to disciplinary action, up to and including termination for knowingly or recklessly making a false report under this policy or failing to make a report required by this policy.

After a verbal report of a violation of this policy is made, the immediate supervisor will direct the reporting employee to put the report in writing. If a reporting employee requires assistance in making a written report, the immediate supervisor shall assist the reporting employee.

An employee making a report required by this policy shall be protected from discipline, retaliation, or reprisal for making a report required by this policy as long as the employee had a good faith belief in the truth and accuracy of the information reported at the time of the report. A report in compliance with this policy is not required if the employee confirms that another employee has reported the same words or actions.

I.C. 5-11-1-9.5
I.C. 36-1-8-8

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

STAFF EVALUATION

The School Board shall adopt a plan for annual performance evaluations of each certificated employee, as defined in I.C. 20-28-11.5-0.5, employed by the School Corporation. This includes each certificated employee as defined in I.C. 20-29-2-4 and, in each school year beginning after June 30, 2014, each teacher as defined in I.C. 20-18-2-22. This plan may be amended as needed, subject to any required discussion with the teachers or the teachers' representative if there is one.

The plan approved by the Board shall include the following components:

- A. performance evaluations for all certificated employees, as defined in I.C. 20-28-11.5-0.5, conducted at least annually;
- B. objective measures of student achievement and growth to significantly inform the evaluation. The objective measures must include:
 - 1. student assessment results from statewide assessments for certificated employees whose responsibilities include instruction in subjects measured in statewide assessments;
 - 2. methods for assessing student growth for certificated employees who do not teach in areas measured by statewide assessments; and
 - 3. student assessment results from locally developed assessments and other test measures for certificated employees whose responsibilities may or may not include instruction in subjects and areas measured by statewide assessments;
- C. rigorous measures of effectiveness, including observations and other performance indicators;

- D. an annual designation of each certificated employee, as defined in I.C. 20-28-11.5-0.5, in one (1) of the following rating categories:
 - 1. highly effective
 - 2. effective
 - 3. improvement necessary
 - 4. ineffective
- E. an explanation of the evaluator's recommendations for improvement, and the time in which improvement is expected;
- F. a provision that a teacher who negatively affects student achievement and growth cannot receive a rating of highly effective or effective;
- G. for annual performance evaluations for school years beginning after June 30, 2015, provide for a pre-evaluation planning session conducted by the Superintendent or equivalent authority for the Corporation with the principals in the Corporation;
- H. discussion of the evaluation between the evaluated employee and the evaluator.

In developing a performance evaluation model, the Corporation may consider the following:

- A. test scores of students (both formative and summative)
- B. classroom presentation observations
- C. observation of student-teacher interactions
- D. knowledge of subject matter
- E. dedication and effectiveness of the teacher through time and effort on task

- F. contributions of teachers through group teacher interactivity in fulfilling the school improvement plan
- G. cooperation of the teacher with supervisors and peers
- H. extracurricular contributions of the teacher
- I. outside performance evaluations
- J. compliance with Corporation rules and procedures
- K. other items considered important by the Corporation in developing each student to the student's maximum intellectual potential and performance

The Corporation's annual performance evaluation plan shall be in writing and shall be explained to the Board in a public meeting before the evaluations are conducted. Prior to the plan being explained to the Board, the Superintendent shall discuss the plan with the teachers or the teachers' representative, if there is one. This discussion is not subject to the Open Door Law. The plan is not subject to bargaining; however, discussion of the plan shall be held.

The Principal of each school in the Corporation shall report in the aggregate the results of staff performance evaluations for the school for the previous year to the Superintendent and the Board at a public Board meeting held before August 15 of each year on the schedule determined by the Board. Before presentation to the Board, the Superintendent shall discuss the report of completed evaluations with the teachers or the teachers' representative, if there is one. This discussion is not subject to the Open Door Law. The report of completed evaluations is not subject to bargaining; however, discussion of the report shall be held.

The Corporation annually shall provide the Indiana Department of Education with the disaggregated results of staff performance evaluations for all schools in the Corporation before November 15 of each year.

I.C. 20-18-2-22
I.C. 20-28-11.5-0.5
I.C. 20-28-11.5-4
I.C. 20-28-11.5-9
I.C. 20-29-2-4

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

ANTI-HARASSMENT

General Policy Statement

It is the policy of the Board of School Trustees to maintain an education and work environment that is free from all forms of unlawful harassment, including sexual harassment, occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment (hereinafter referred to collectively as "unlawful harassment"). This commitment applies to all School Corporation operations, employment opportunities, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct affects the Corporation environment.

The Board will vigorously enforce its prohibition against unlawful harassment (see definition above), which is based on race, color, national origin, sex (including transgender status, sexual orientation and/or gender identity), religion, disability, military status, ancestry, or genetic information that are classes protected by Federal and/or State civil rights laws (hereinafter referred to as "Protected Classes"), and encourages those within the School Corporation community as well as third parties who feel aggrieved to seek assistance to rectify such problems occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment.

All Corporation employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition above) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment that the employee observes or which is reported to the employee.

The Board will investigate all allegations of unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment and, in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment, prevent its recurrence, and remedy its effects.

Individuals who are found to have engaged in unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment will be subject to appropriate disciplinary action, up to and including termination of employment or expulsion from school.

Furthermore, Corporation employees who fail to report any incident of alleged unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment that the employee observes or which is reported to the employee also are subject to appropriate disciplinary action, up to and including termination of employment.

For purposes of this policy, "Corporation community" means students, administrators, teachers, and staff, as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

For purposes of this policy, "third parties" include, but are not limited to, guests and/or visitors on Corporation property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the Board, and other individuals who come in contact with members of the Corporation community at school-related events/activities (whether on or off Corporation property).

Other Violations of the Anti-Harassment Policy

The Corporation also will take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

- A. Retaliating against a person who has made a report or filed a complaint alleging unlawful harassment (see definition on page 1) or who has participated as a witness in a harassment investigation.
- B. Filing a malicious or knowingly false report or complaint of unlawful harassment (see definition on page 1).
- C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of unlawful harassment (see definition on page 1), when responsibility for reporting and/or investigating unlawful harassment charges comprises part of one's supervisory duties.

Definitions

Bullying

Bullying rises to the level of unlawful harassment (see definition on page 1) when one (1) or more persons systematically and chronically inflict physical hurt or psychological distress on one (1) or more students with the intent to harass, ridicule, humiliate, intimidate or harm that/those student(s), and that bullying is based upon sex, race, color, national origin, religion, or disability, that is, characteristics that are protected by Federal civil rights laws. It is defined as any unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment; cause discomfort or humiliation; or unreasonably interfere with the individual's school performance or participation; and may involve:

- A. teasing;
- B. threats;
- C. intimidation;
- D. stalking;
- E. cyberstalking;
- F. cyberbullying;
- G. physical violence;
- H. sexual violence;
- I. theft;
- J. sexual, religious, or racial harassment;
- K. public humiliation; or
- L. destruction of property.

In the bullying context, “harassment” means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a student that:

- A. places a student in reasonable fear of harm to his/her person or damage to his/her property;
- B. has the effect of substantially interfering with a student’s educational performance, opportunities, or benefits; or
- C. has the effect of substantially disrupting the orderly operation of a school.

Sexual Harassment

Pursuant to Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, "sexual harassment" is defined as:

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

- A. Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, or status in a class, educational program, or activity.
- B. Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual.
- C. Such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity.

Sexual harassment may involve the behavior of a person of either gender against a person of the same or opposite gender.

Prohibited acts that constitute sexual harassment may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

- A. unwelcome sexual propositions, invitations, solicitations, and flirtations;
- B. sexual violence, including physical and/or sexual assault;
- C. threats or insinuations that a person's employment, wages, academic grade, promotion, classroom work or assignments, academic status, participation in athletics or extra-curricular programs or events, or other conditions of employment or education may be adversely affected by not submitting to sexual advances;
- D. unwelcome verbal expressions of a sexual nature, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls;
- E. sexually suggestive objects, pictures, videotapes, audio recordings or literature, placed in the work or educational environment, which may embarrass or offend individuals;
- F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;
- G. a pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another;
- H. remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history;
- I. in the context of employees, consensual sexual relationships where such relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment;

- J. Inappropriate boundary invasions by a Corporation employee or other adult member of the Corporation community into a student's personal space and personal life;
- K. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Not all behavior with sexual connotations constitutes unlawful sexual harassment. Sex-based or gender-based conduct must be sufficiently severe, pervasive, and persistent such that it adversely affects, limits, or denies an individual's employment or education or creates a hostile or abusive employment or educational environment.

NOTE: Sexual conduct/relationships with students by a Corporation employee or any other adult member of the Corporation community is prohibited, and any teacher, administrator, coach, other school authority, or staff member who engages in certain sexual conduct with a student may be disciplined up to and including termination and also may be guilty of the criminal charge of "sexual battery" as set forth in I.C. 35-42-4-8. In the case of a child under fourteen (14) years of age, the person also may be guilty of "child molesting" under I.C. 35-42-4-3. In the case of a child between the ages of fourteen (14) and sixteen (16), the person also may be guilty of "sexual misconduct with a minor" under I.C. 35-42-4-9. The issue of consent is irrelevant in regard to the latter two (2) criminal charges. Any employee accused of sexual relations with a student (**X**) may be placed on leave until school administrative proceedings are completed. Proven sexual relationships with a student regardless of the age of the student will initiate the termination process for the employee.

Race/Color Harassment

Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.

Religious (Creed) Harassment

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's religious tradition, clothing, or surnames, and/or involving religious slurs.

National Origin Harassment

Prohibited national origin harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's national origin, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

Disability Harassment

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's disabling condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like. Such harassment also may include but is not limited to conduct directed at or pertaining to a person's genetic information.

Reports and Complaints of Harassing Conduct

Students, members of the Corporation community and third parties are encouraged to promptly report incidents of unlawful harassment (see definition on page 1) to an administrator, supervisor or other Corporation official so that the Board may address the conduct before it becomes severe, pervasive, or persistent. All Corporation employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition on page 1) that the employee observes or which is reported to the employee. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with the Corporation's Anti-Harassment Compliance Officer at his/her first convenience. Corporation employees who fail to comply with the reporting responsibility shall be subject to discipline, up to and including termination.

Members of the Corporation community or third parties who believe they have been subjected to unlawful harassment (see definition on page 1) by another member of the Corporation community or a third party are entitled to utilize the Board's complaint process set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the complaining individual's employment or participation in educational or extra-curricular programs unless the complaining individual makes the complaint maliciously or with knowledge that it is false. Individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available.

If, during an investigation of a reported act of bullying and/or harassment in accordance with Policy 5517.01 – Bullying, the principal or his/her designee believes that the reported misconduct may have created a hostile work or learning environment and may have constituted unlawful harassment (see definition on page 1) based on "Protected Classes" (see definition on page 1), the principal or his/her designee will report the act of bullying and/or harassment to one (1) of the Compliance Officers who shall investigate the allegation in accordance with this policy.

Anti-Harassment Compliance Officers

The following individuals serve as “Anti-Harassment Compliance Officers” for the Corporation. They are hereinafter referred to as the “Compliance Officers”.

Director of Business Operations or other _____
Superintendent Designee

812-738-2168

315 South Harrison Drive, Corydon, IN 47112

The names, titles, and contact information for the Compliance Officers will be published annually:

(X) on the School Corporation's web site.

A Compliance Officer will be available during regular school/work hours to discuss concerns related to "unlawful harassment" (see definition on page 1), to assist students, other members of the Corporation community, and third parties who seek support or advice when informing another individual about "unwelcome" conduct, or to intercede informally on behalf of the student.

Any Corporation employee who directly observes unlawful harassment (see definition on page 1) of a student is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within **(X)** two (2) business days. Thereafter, the Compliance Officer or designee must contact the student if age eighteen (18) or older, or the student's parents if under the age of eighteen (18) within two (2) business days to advise him/her/them of the Corporation's intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or his/her designee to conduct an investigation following all the procedures outlined in this policy for a formal complaint. Additionally, if the alleged harasser is a student, the Compliance Officer or designee must contact the student, if age eighteen (18) or older, or the student's parents if under the age of eighteen (18), within two (2) business days to advise him/her/them of the Corporation's intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or designee to conduct an investigation following all the procedures outlined for a formal complaint. However, all complaints of harassment involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated.

The Compliance Officers are assigned to accept complaints of unlawful harassment (see definition on page 1) directly from any member of the School Corporation community or a visitor to the Corporation, or to receive complaints that are initially filed with a school building administrator. Upon receipt of a complaint either directly or through a school building administrator, a Compliance Officer will begin either an informal or formal process (depending on the request of the member of the School Corporation community alleging harassment or the nature of the alleged harassment), or the Compliance Officer will designate a specific individual to conduct such a process. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. However, if the alleged harasser is the Superintendent, the recommendations shall be submitted to the **(X)** Board President

All Corporation employees must report incidents of unlawful harassment (see definition on page 1) that are reported to them to the Compliance Officer within

(X) two (2) business days

of learning of the incident.

Investigation and Complaint Procedure (see Form 3362 F1)

Any employee or other member of the Corporation community or third party (e.g., visitor to the Corporation) who believes that s/he has been subjected to unlawful harassment (see definition on page 1) may seek resolution of his/her complaint through either the informal or formal procedures as described below. Further, a process for investigating claims of unlawful harassment (see definition on page 1) and a process for rendering a decision regarding whether the claim of unlawful harassment (see definition on page 1) was substantiated are set forth below.

Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1), time lines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within **(X)** twenty (20) business days of the complaint being received).

The informal and formal procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop inappropriate behavior and/or unlawful harassment (see definition on page 1), and to investigate and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for an employee who believes s/he has been unlawfully harassed or retaliated against in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint and/or filing a concurrent criminal complaint, and will be utilized only where the parties (alleged target of harassment and alleged harasser(s)) agree to participate in such process.

Employees, other members of the Corporation community, or third parties who believe that they have been subjected to unlawful harassment (see definition on page 1) or retaliated against may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint procedure.

However, all complaints of unlawful harassment (see definition on page 1) involving a Corporation employee, any adult member of the Corporation community, or a third party against a student will be formally investigated. Similarly, any allegations of sexual violence will be formally investigated.

As an initial course of action, if an individual feels that s/he is being unlawfully harassed (see definition on page 1) and s/he is able and feels safe doing so, the individual should tell or otherwise inform the harasser that the conduct is unwelcome and must stop. Such direct communication should not be utilized in circumstances involving sexual violence. The complaining individual should address the allegedly harassing conduct as soon after it occurs as possible. The Compliance Officer(s) is/are available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so. An individual who is uncomfortable or unwilling to inform the harasser of his/her complaint is not prohibited from otherwise filing an informal or a formal complaint. In addition, with regard to certain types of unlawful harassment, such as sexual harassment, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully harassed (see definition on page 1) may make an informal complaint, either orally or in writing: 1) to a teacher, other employee, or building administrator; 2) directly to one of the Compliance Officers; and/or 3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to one of the Compliance Officers who will either facilitate an informal resolution as described below on his/her own, or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide employees, other members of the Corporation community or third parties who believe they are being subjected to unlawful harassment (see definition on page 1) with a range of options designed to bring about a resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful harassment, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate the unwelcome nature of the behavior to the alleged harasser.
- B. Distributing a copy of the anti-harassment policy as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works or attends.
- C. If both parties agree, the Compliance Officers may arrange and facilitate a meeting between the individual claiming harassment and the individual accused of harassment to work out a mutual resolution. Such a meeting is not appropriate in circumstances involving sexual violence.

While there are no set time limits within which an informal complaint must be resolved, one of the Compliance Officers or a designee will exercise his/her authority to attempt to resolve all informal complaints within **(x)** twenty (20) business days of receiving the informal complaint. Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint, may file a complaint with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights commission (ICRC) or Equal Employment Opportunity Commission (EEOC), and/or may file a concurrent criminal complaint with the law enforcement agency having jurisdiction. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

One of the Compliance Officers or a designee will retain all materials generated as part of the informal complaint process in accordance with the Board's records retention policy (see Policy 8310, Policy 8320 and Policy 8330).

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one of the parties has requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, the formal complaint process as described below shall be implemented.

The formal complaint process is not intended to interfere with the rights of an employee, other member of the Corporation community, or third party to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), and/or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

An individual who believes s/he has been subjected to offensive conduct/unlawful harassment/retaliation hereinafter referred to as the "Complainant", may file a formal complaint, either orally or in writing with a teacher, principal, the Compliance Officer, Superintendent, or other Corporation-level employee. Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1) and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a teacher, principal, Superintendent, or other Corporation-level employee, either orally or in writing, about any complaint of harassment or retaliation, the employee to whom the complaint is reported must report such information to the Compliance Officer or designee within two (2) business days.

Throughout the course of the process as described herein, the Compliance Officer should keep the parties informed of the status of the investigation and the decision making process.

All formal complaints of unlawful harassment (see definition on page 1) or retaliation must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, offensive conduct/harassment/retaliation; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the alleged harasser. In making such a determination, the Compliance Officer should consult the Complainant to assess his/her agreement to any action deemed appropriate. If the Complainant is unwilling to consent any change that is deemed appropriate by the Compliance Officer, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent and/or Board Attorney.

Within **(X)** two (2) business days of receiving the complaint, the Compliance Officer or a designee will initiate a formal investigation to determine whether the Complainant has been subjected to offensive conduct/unlawful harassment/retaliation.

A principal will not conduct an investigation unless directed to do so by the Compliance Officer.

Contemporaneously, one of the Compliance Officers or a designee will inform the individual alleged to have engaged in the unlawful harassing or retaliatory conduct, hereinafter referred to as the "Respondent", that a complaint has been received. The Respondent will be informed about the nature of the allegations and a copy of the Board's anti-harassment policy shall be provided to the Respondent. The Respondent must also be informed of the opportunity to submit a written response to the complaint within **(X)** five (5) business days.

Although certain cases may require additional time, one of the Compliance Officers or a designee will attempt to complete an investigation into the allegations of harassment or retaliation within fifteen (15) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;
- C. interviews with any other witnesses who may reasonably be expected to have any information relevant to the allegations; and
- D. consideration of any documentation or other information, presented by the Complainant, Respondent, or any other witnesses that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer or the designee shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation. The Compliance Officer's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used (i.e., it is more likely than not that unlawful discrimination retaliation occurred).

(X) The Superintendent or designee may consult with the Board's legal counsel before finalizing the report.

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

A Complainant or respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board of School Trustees within five (5) business days of his/her receipt of the Superintendent's final decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful harassment/retaliation regardless of whether the member of the Corporation community or third party alleging the unlawful harassment/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, Equal Employment Opportunity Commission, Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the privacy of the Complainant, the Respondent(s) (that is the individual(s) against whom the complaint is filed), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, to take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process should be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or his/her designee will instruct all members of the Corporation community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that s/he learns or that s/he provides during the course of the investigation.

In accordance with the Board's records retention policy and student records policy, the Compliance Officer will maintain all records created as a part of an investigation of a complaint of unlawful harassment/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records and/or Policy 8330 – Student Records)

Remedial Actions, Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful harassment (see definition on page 1) or retaliation by taking appropriate action reasonable calculated to stop the harassment and prevent further such harassment.

If warranted, appropriate remedial action shall be determined and implemented on behalf of the Complainant. Such remedial action may include, but is not limited to, counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter, including the ages and maturity levels of those involved. In those cases where unlawful harassment is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any.

All subsequent sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effects. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the Corporation, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the Corporation other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Retaliation

Any act of retaliation against a person who has made a report, filed a complaint alleging unlawful harassment, or participated as a witness in a harassment investigation is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten, or interfere with any individual because the person opposed any act or practice of unlawful harassment (see definition on page 1), or because that individual made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing pertaining to unlawful harassment, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by Federal or State laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Allegations Constituting Criminal Conduct: Child Abuse/Sexual Misconduct

State law requires any teacher or school employee who knows or suspects that a child under the age of eighteen (18) is a victim of child abuse or neglect to immediately report that knowledge or suspicion to the Department of Child Services, Office of Child Protective Services. If, during the course of a harassment investigation, the Compliance Officer or a designee has reason to believe or suspect that the alleged conduct reasonably indicates abuse or neglect of the Complainant or the alleged victim, a report of such knowledge must be made in accordance with State law and Board Policy.

If the Compliance Officer or a designee has reason to believe that the Complainant has been the victim of criminal conduct as defined under State law, such knowledge should be reported to local law enforcement.

Any reports made to the local Child Protective Services or to local law enforcement shall not terminate the Compliance Officer's or a designee's obligation and responsibility to continue to investigate a complaint of harassment. While the Compliance Officer or a designee may work cooperatively with outside agencies to conduct concurrent investigations, in no event shall the harassment investigation be inhibited by the involvement of outside agencies.

Education and Training

In support of this Anti-Harassment Policy, the Board promotes preventative educational measures to create greater awareness of unlawful discriminatory practices. The Compliance Officers will oversee training of Corporation employees and students so that they understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law. All training regarding the Board's policy and administrative guidelines and harassment in general will be age and content appropriate.

Notice

Notice of the Board's policy on anti-harassment related to employment practices and the identity of the Compliance Officers will be posted throughout the Corporation, and published in any Corporation statement regarding the availability of employment, in any staff handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

I.C. 35-42-4-3, 35-42-4-8, 35-42-4-9

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments Act of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

42 U.S.C. 1983

42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

29 C.F.R. Part 1635

National School Boards Association Inquiry and Analysis - May 2008

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

**PERSONAL BACKGROUND CHECKS AND MANDATORY
REPORTING OF CONVICTIONS () AND ARRESTS**

To protect students and staff members, the School Board requires an inquiry into the personal background of each applicant the Superintendent recommends for employment on the Corporation's support staff.

Such an inquiry shall also be made for substitutes.

The Superintendent shall establish the necessary procedures for obtaining personal background information on each applicant recommended for employment on the Corporation's support staff which shall include the following:

- A. an expanded national criminal history check as defined by I.C. 20-26-2-1.5
- B. a search of the national sex offender registry maintained by the United States Department of Justice
- C. telephone inquiry with former employer(s)
- D. explanations of any employment gaps to ensure the candidate has not omitted an employer where an offense occurred
- E. verification of the applicant's eligibility to work using the E-Verify database maintained by the Federal government as required by I.C. 12-32-1

- (X) a detailed background history including all prior employment and volunteer positions

- (X) an Indiana Bureau of Motor Vehicles driver history if the position involves driving

Each applicant shall certify under penalty of perjury his/her eligibility to be employed by the Board as a United States citizen or a qualified alien. The Board may deny employment to an applicant who is convicted of an offense for which the applicant's license for the position may be revoked or suspended by State law.

- [X] Should it be necessary to employ a person in order to maintain continuity of the program prior to receipt of the report, the Superintendent may provide for a substitute.

The procedures shall provide that information and records obtained from pre-employment inquiries under this policy are confidential and shall not be released except as necessary to implement this policy or defend a decision made pursuant to this policy.

Any costs associated with obtaining the criminal history record are to be borne by the applicant.

During the course of his/her employment with the School Corporation, each support staff employee shall be required to report his/her

- (X) arrest or the filing of criminal charges against the employee; and

conviction of criminal charges to the Superintendent within two (2) business days of the occurrence. The Superintendent shall obtain a review of each reported conviction and shall recommend appropriate action to the Board considering the risk to members of the school community presented by the continued employment of the convicted employee.

I.C. 10-13-3
I.C. 20-26-2-1.5
I.C. 20-26-5-10 and-11
I.C. 20-28-5-8

REVISED POLICY - VOL. 28, NO. 1

NONDISCRIMINATION AND
EQUAL EMPLOYMENT OPPORTUNITY

The School Board does not discriminate on the basis of the Protected Classes of race, color, national origin, sex (including transgender status, sexual orientation and gender identity), disability, age, religion, military status, ancestry, or genetic information which are classes protected by Federal and/or State law (collectively, "Protected Classes") occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment.

The Superintendent shall appoint and publicize the name of the Compliance Officer(s) who is/are responsible for coordinating the Corporation's efforts to comply with applicable Federal and State laws and regulations, including the Corporation's duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination or denial of equal access. The Compliance Officer(s) also shall verify that proper notice of nondiscrimination for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 (as amended), and the Age Discrimination in Employment Act is provided to staff members and the general public. Any sections of the Corporation's collectively bargained contracts dealing with hiring, promotion, and tenure should contain a statement of nondiscrimination similar to that in the Board's statement above. In addition, any gender specific terms should be eliminated from such contracts.

Compliance Officer(s)

The following person(s) is/are designated as the Corporation's Compliance Officer(s) and, as such, shall handle inquiries regarding the nondiscrimination policies of the Corporation and address any complaint of discrimination:

Name and Title _Director of Business Operations or other
Superintendent Designee

Address _315 South Harrison Drive, Corydon, IN 47112

Telephone No. 812-738-2168

Reports and Complaints of Unlawful Discrimination and Retaliation

Employees are encouraged to promptly report incidents of unlawful discrimination and/or retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment to an administrator, supervisor, or other Corporation-level official so that the Board may address the conduct. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with a Compliance Officer

(X) within two (2) business days.

Employees who believe they have been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment are entitled to utilize the complaint process set forth below. Initiating a complaint, whether formally or informally, in the Corporation and/or a concurrent criminal complaint will not adversely affect the complaining individual's employment status or opportunity. While there are no time limits for initiating complaints under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known and potential witnesses are available.

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to unlawful discrimination/retaliation. The Compliance Officer(s) shall accept complaints of unlawful discrimination/retaliation directly from any member of the Corporation community or a visitor to the Corporation, and receive complaints that are initially filed with a school building administrator, supervisor or other Corporation-level official. Upon receipt of a complaint, either directly or through a school building administrator, supervisor or other Corporation-level official, a Compliance Officer will begin either an informal or formal process (depending on the request of the person alleging the discrimination/retaliation or the nature of the alleged discrimination/retaliation), or designate a specific individual to conduct such a process.

The Compliance Officer will provide a copy of this policy to any person who files a complaint. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or oversee the preparation of such recommendations by a designee. All members of the Corporation community must report incidents of discrimination/retaliation that are reported to them to the Compliance Officer

(X) within two (2) business days

of learning of the incident/conduct.

Any Corporation employee who directly observes unlawful discrimination/retaliation is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within two (2) business days. Additionally, any Corporation employee who observes an act of unlawful discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other Corporation employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the Compliance Officer or designee must contact the employee within two (2) business days to advise him/her of the Corporation's intent to investigate the wrongdoing.

Complaint Procedures

Any employee who believes that s/he has been subjected to unlawful discrimination or retaliation may seek resolution of his/her complaint through the procedures described below. The formal complaint procedures involve an investigation of the individual's claims and a process for rendering a decision regarding whether the charges are substantiated at the lowest possible administrative level and in a prompt and equitable manner.

Due to the sensitivity surrounding complaints of unlawful discrimination or retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) business days of the complaint being received).

In accordance with Federal and State law, employees will be notified of their right to file an internal complaint regarding an alleged violation, misinterpretation or misapplication of Federal and/or State law pertaining to discrimination in employment.

In addition, employees will be notified of their right to file a complaint with the U.S. Department of Education's Office for Civil Rights, the Equal Employment Opportunity Commission, or the Indiana Civil Rights Commission, as well as a concurrent criminal complaint with the law enforcement agency having jurisdiction in the Corporation.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop quickly inappropriate behavior and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for an employee or unsuccessful applicant for employment who believes s/he has been unlawfully discriminated or retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint or a concurrent criminal complaint.

The informal process is available only in those circumstances where the parties (the alleged target of the discrimination/retaliation and individual(s) alleged to have engaged in the discrimination) agree to participate in it.

Employees, or unsuccessful applicants for employment, who believe that they have been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint process.

All complaints involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated, and a concurrent criminal complaint shall be filed.

As an initial course of action, if an individual feels that s/he is being unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment and s/he is able and feels safe doing so, the individual should tell or otherwise inform the person who engaged in the allegedly discriminatory/retaliatory conduct that it is inappropriate and must stop. The complaining individual should address the alleged misconduct as soon after it occurs as possible. A/The Compliance Officer is available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so.

An individual who is uncomfortable or unwilling to inform the person who allegedly engaged in the unlawful conduct of his/her concerns is not prohibited from otherwise filing an informal or a formal complaint and filing a concurrent criminal complaint if s/he desires to do so.

In addition, with regard to certain types of unlawful discrimination, such as sexual discrimination, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully discriminated/retaliated against in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment may make an informal complaint, either orally or in writing: (1) to a building administrator; (2) directly to the Compliance Officer(s); and/or (3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to the Compliance Officer(s) who will either facilitate an informal resolution as described below or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide employees who believe they are being unlawfully discriminated/retaliated against with a range of options aimed at bringing about a prompt resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful discrimination/retaliation, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate his/her concerns to the person who allegedly engaged in the discriminatory/retaliatory behavior.
- B. Distributing a copy of Policy 4122 Nondiscrimination as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming discrimination/retaliation and the individual accused of engaging in the misconduct to work out a mutual resolution.

While there are no set time limits within which an informal complaint must be resolved, the Compliance Officer or designee will exercise his/her authority to attempt to resolve all informal complaints

(X) within twenty (20) business days of receiving the informal complaint.

Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

The Compliance Officer will retain all materials that are generated as part of the informal complaint process in accordance with the Board's records retention policy. (See Policy 8310)

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one of the parties requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, this formal complaint process shall be implemented.

An individual who believes that s/he has been subjected to unlawful discrimination/retaliation in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment (hereinafter referred to as the "Complainant"), may file a formal complaint, either orally or in writing, with an administrator, the Compliance Officer(s), Superintendent, or other Corporation-level official, as well as file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Due to the sensitivity surrounding complaints of unlawful discrimination and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs.

If a Complainant informs an administrator, supervisor, Superintendent, or other Corporation-level official, either orally or in writing, about any complaint of discrimination/retaliation, the employee who is informed of the complaint must report such information to the Compliance Officer

(X) within two (2) business days.

Throughout the course of the process, the Compliance Officer should keep the parties informed of the status of the investigation and the decision-making process.

All formal complaints must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, the discriminatory/retaliatory conduct; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further discrimination or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the person who allegedly engaged in the misconduct. In making such a determination, the Compliance Officer should consult the Complainant to assess his/her agreement to the proposed action. If the Complainant is unwilling to consent to the proposed change, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent.

[X] Within two (2) business days of receiving the complaint,

the Compliance Officer, or a designee, will initiate a formal investigation to determine whether the Complainant has been subjected to unlawful discrimination/retaliation.

Simultaneously, the Compliance Officer, or a designee, will inform the individual alleged to have engaged in the discriminatory or retaliatory conduct (hereinafter referred to as the "Respondent"), that a complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including Policy 4122 - Nondiscrimination. The Respondent also must be informed of the opportunity to submit a written response to the complaint

(X) within five (5) business days.

Although certain cases may require additional time, the Compliance Officer, or a designee, will attempt to complete an investigation into the allegations of discrimination/retaliation

(X) within twenty (20) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;
- C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations; and,
- D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation. The recommendations must be based upon the totality of the circumstances. In determining if discrimination or retaliation occurred, a preponderance of evidence standard will be used (*i.e.*, it is more likely than not that unlawful discrimination/retaliation occurred).

[X] The Superintendent or designee, shall consult with the Board's legal counsel before finalizing the report.

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the charges have been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must delineate the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

If the Superintendent determines the Complainant was subjected to unlawful discrimination/retaliation, s/he must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate, effective, and tailored to the specific situation.

A Complainant or Respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board

(X) within five (5) business days of his/her receipt of the Superintendent's decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful discrimination/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful discrimination/retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful discrimination/retaliation regardless of whether the employee or unsuccessful applicant for employment alleging the unlawful discrimination/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, Equal Employment Opportunity Commission, Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process will be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or designee will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to third parties any information that s/he learns and/or provides during the course of the investigation.

In accordance with the Board's records retention policy, the Compliance Officer will maintain all public records created as a part of an investigation of a complaint of discrimination/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records)

Remedial Action, Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful discrimination/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment by taking appropriate action reasonably calculated to stop and prevent further misconduct.

If warranted, appropriate remedial action shall be determined and implemented on behalf of the Complainant. Such remedial action may include, but is not limited to, counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter. In those cases where unlawful discrimination/retaliation is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any.

All sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effect. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the Corporation, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the Corporation other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Retaliation

Retaliation against a person who (1) makes a report or files a complaint alleging unlawful discrimination occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment, or (2) participates as a witness in an investigation, is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten or interfere with any individual because s/he opposed any act or practice made unlawful by Federal or State nondiscrimination laws, made a complaint, testified, assisted or participated in any manner in an investigation, proceeding, or hearing under those laws, or exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Training

The Compliance Officers also will oversee the training of Corporation employees so that all employees understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law.

Notice

Notice of the Board's policy on nondiscrimination in employment practices and the identity of the Compliance Officers will be posted throughout the Corporation and published in any Corporation statement regarding the availability of employment, in any staff handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

I.C. 20-28-10-12

I.C. 20-28-10-13

I.C. 20-33-1-6

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

29 U.S.C. 6101, The Age Discrimination in Employment Act of 1975

42 U.S.C. 1983

42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act of 2008

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

29 C.F.R. Part 1635

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

REQUIRED REPORTS AND PROTECTION OF WHISTLEBLOWERS

The School Board recognizes that its employees teach its students by example and serve as a role model for students. It therefore requires that they exemplify high standards of honesty and integrity and comply with Indiana and Federal law and Board policies and administrative guidelines in their words and actions. To implement these expectations, the Board requires its employees to report possible violations of these Board standards to their immediate supervisor.

An employee who is aware of words or acts of a Board member or employee that may violate Federal or Indiana law, Board policy, or administrative guidelines shall bring the words or actions to the attention of the employee's immediate supervisor. If the immediate supervisor does not respond within a reasonable time, or the immediate supervisor is the officer or employee whose words or actions are in question, the employee shall make the report required by this policy to the Superintendent. If the words or acts that violate this policy are the Superintendent's words or acts, the report shall be made to the Board president. An employee also may report suspected malfeasance, misfeasance or nonfeasance by a public officer to the State Board of Accounts.

Employees are subject to disciplinary action, up to and including termination for knowingly or recklessly making a false report under this policy or failing to make a report required by this policy.

After a verbal report of a violation of this policy is made, the immediate supervisor will direct the reporting employee to put the report in writing. If a reporting employee requires assistance in making a written report, the immediate supervisor shall assist the reporting employee.

An employee making a report required by this policy shall be protected from discipline, retaliation, or reprisal for making a report required by this policy as long as the employee had a good faith belief in the truth and accuracy of the information reported at the time of the report. A report in compliance with this policy is not required if the employee confirms that another employee has reported the same words or actions.

I.C. 5-11-1-9.5
I.C. 36-1-8-8

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

ANTI-HARASSMENT

General Policy Statement

It is the policy of the Board of School Trustees to maintain an education and work environment that is free from all forms of unlawful harassment, including sexual harassment, occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment (hereinafter referred to collectively as "unlawful harassment"). This commitment applies to all School Corporation operations, employment opportunities, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment occurring in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct affects the Corporation environment.

The Board will vigorously enforce its prohibition against unlawful harassment (see definition above), which is based on race, color, national origin, sex (including transgender status, sexual orientation and/or gender identity), religion, disability, military status, ancestry, or genetic information that are classes protected by Federal and/or State civil rights laws (hereinafter referred to as "Protected Classes"), and encourages those within the Corporation community as well as third parties who feel aggrieved to seek assistance to rectify such problems occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment.

All Corporation employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition above) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment that the employee observes or which is reported to the employee.

The Board will investigate all allegations of unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment and, in those cases where unlawful harassment is substantiated, the Board will take immediate steps to end the harassment, prevent its recurrence, and remedy its effects.

Individuals who are found to have engaged in unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment will be subject to appropriate disciplinary action, up to and including termination of employment or expulsion from school.

Furthermore, Corporation employees who fail to report any incident of alleged unlawful harassment (see definition on page 1) occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment that the employee observes or which is reported to the employee also are subject to appropriate disciplinary action, up to and including termination of employment.

For purposes of this policy, "Corporation community" means students, administrators, teachers, and staff, as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

For purposes of this policy, "third parties" include, but are not limited to, guests and/or visitors on Corporation property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the Board, and other individuals who come in contact with members of the Corporation community at school-related events/activities (whether on or off Corporation property).

Other Violations of the Anti-Harassment Policy

The Corporation also will take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

- A. Retaliating against a person who has made a report or filed a complaint alleging unlawful harassment (see definition on page 1) or who has participated as a witness in a harassment investigation.
- B. Filing a malicious or knowingly false report or complaint of unlawful harassment (see definition on page 1).

- C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of unlawful harassment (see definition on page 1), when responsibility for reporting and/or investigating unlawful harassment charges comprises part of one's supervisory duties.

Definitions

Bullying

Bullying rises to the level of unlawful harassment (see definition on page 1) when one or more persons systematically and chronically inflict physical hurt or psychological distress on one (1) or more students with the intent to harass, ridicule, humiliate, intimidate or harm that/those student(s), and that bullying is based upon sex, race, color, national origin, religion, or disability, that is, characteristics that are protected by Federal civil rights laws. It is defined as any unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment; cause discomfort or humiliation; or unreasonably interfere with the individual's school performance or participation; and may involve:

- A. teasing;
- B. threats;
- C. intimidation;
- D. stalking;
- E. cyberstalking;
- F. cyberbullying;
- G. physical violence;

- H. sexual violence;
- I. theft;
- J. sexual, religious, or racial harassment;
- K. public humiliation; or
- L. destruction of property.

In the bullying context, “harassment” means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a student that:

- A. places a student in reasonable fear of harm to his/her person or damage to his/her property;
- B. has the effect of substantially interfering with a student’s educational performance, opportunities, or benefits; or
- C. has the effect of substantially disrupting the orderly operation of a school.

Sexual Harassment

Pursuant to Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, "sexual harassment" is defined as:

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

- A. Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's employment, or status in a class, educational program, or activity.
- B. Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual.

- C. Such conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity.

Sexual harassment may involve the behavior of a person of either gender against a person of the same or opposite gender.

Prohibited acts that constitute sexual harassment may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

- A. unwelcome sexual propositions, invitations, solicitations, and flirtations;
- B. sexual violence, including physical and/or sexual assault;
- C. threats or insinuations that a person's employment, wages, academic grade, promotion, classroom work or assignments, academic status, participation in athletics or extra-curricular programs or events, or other conditions of employment or education may be adversely affected by not submitting to sexual advances;
- D. unwelcome verbal expressions of a sexual nature, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls;
- E. sexually suggestive objects, pictures, videotapes, audio recordings or literature, placed in the work or educational environment, which may embarrass or offend individuals;
- F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;
- G. a pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another;

- H. remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history;
- I. in the context of employees, consensual sexual relationships where such relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment;
- J. inappropriate boundary invasions by a Corporation employee or other adult member of the Corporation community into a student's personal space and personal life;
- K. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Not all behavior with sexual connotations constitutes unlawful sexual harassment. Sex-based or gender-based conduct must be sufficiently severe, pervasive, and persistent such that it adversely affects, limits, or denies an individual's employment or education or creates a hostile or abusive employment or educational environment.

NOTE: Sexual conduct/relationships with students by a Corporation employee or any other adult member of the Corporation community is prohibited, and any teacher, administrator, coach or other school authority, or staff member who engages in certain sexual conduct with a student may be disciplined up to and including termination and also may be guilty of the criminal charge of "sexual battery" as set forth in I.C. 35-42-4-8. In the case of a child under fourteen (14) years of age, the person also may be guilty of "child molesting" under I.C. 35-42-4-3. In the case of a child between the ages of fourteen (14) and sixteen (16), the person also may be guilty of "sexual misconduct with a minor" under I.C. 35-42-4-9. The issue of consent is irrelevant in regard to the latter two (2) criminal charges. Any employee accused of sexual relations with a student (**x**) maybe placed on leave until school administrative proceedings are completed. Proven sexual relationships with a student regardless of the age of the student will initiate the termination process for the employee.

Race/Color Harassment

Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.

Religious (Creed) Harassment

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's religious tradition, clothing, or surnames, and/or involving religious slurs.

National Origin Harassment

Prohibited national origin harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's national origin, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

Disability Harassment

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability and when the conduct has the purpose or effect of interfering with the individual's work or educational performance; of creating an intimidating, hostile, or offensive working and/or learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's disabling condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like. Such harassment also may include but is not limited to conduct directed at or pertaining to a person's genetic information.

Reports and Complaints of Harassing Conduct

Students, members of the Corporation community and third parties are encouraged to promptly report incidents of unlawful harassment (see definition on page 1) to an administrator, supervisor or other Corporation official so that the Corporation may address the conduct before it becomes severe, pervasive, or persistent. All Corporation employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition on page 1) that the employee observes or which is reported to the employee. Any administrator, supervisor, or other Corporation-level official who receives such a complaint shall file it with the Corporation's Anti-Harassment Compliance Officer at his/her first convenience. Corporation employees who fail to comply with the reporting responsibility shall be subject to discipline, up to and including termination.

Members of the Corporation community or third parties who believe they have been subjected to unlawful harassment (see definition on page 1) by another member of the Corporation community or a third party are entitled to utilize the Board's complaint process set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the complaining individual's employment or participation in educational or extra-curricular programs unless the complaining individual makes the complaint maliciously or with knowledge that it is false. Individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available.

If, during an investigation of a reported act of bullying and/or harassment in accordance with Policy 5517.01 – Bullying, the principal or his/her designee believes that the reported misconduct may have created a hostile work environment and may have constituted unlawful harassment (see definition on page 1) based on "Protected Classes" (see definition on page 1), the principal or his/her designee will report the act of bullying and/or harassment to one (1) of the Compliance Officers who shall investigate the allegation in accordance with this policy.

Anti-Harassment Compliance Officers

The following individuals serve as “Anti-Harassment Compliance Officers” for the Corporation. They are hereinafter referred to as the “Compliance Officers”.

Director of Business Operations or Other Superintendent Designee

(School Corporation Title)

812-738-2168

(Telephone Number)

315 South Harrison Drive, Corydon, IN 47112

(Office Address)

The names, titles, and contact information for the Compliance Officers will be published annually:

(X) on the School Corporation's web site.

The Compliance Officers will be available during regular school/work hours to discuss concerns related to "unlawful harassment" (see definition on page 1), to assist students, other members of the Corporation community and third parties who seek support or advice when informing another individual about "unwelcome" conduct, or to intercede informally on behalf of the student.

Any Corporation employee who directly observes unlawful harassment (see definition on page 1) of a student is obligated, in accordance with this policy, to report such observations to one of the Compliance Officers within **(X)** two (2) business days. Thereafter, the Compliance Officer or designee must contact the student if age eighteen (18) or older, or the student's parents if under the age of eighteen (18) within two (2) business days to advise him/her/them of the Corporation's intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or his/her designee to conduct an investigation following all the procedures outlined in this policy for a formal complaint. Additionally, if the alleged harasser is a student, the Compliance Officer or designee must contact the student, if age eighteen (18) or older, or the student's parents if under the age of eighteen (18), within two (2) business days to advise him/her/them of the Corporation's intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or designee to conduct an investigation following all the procedures outlined for a formal complaint. However, all complaints of harassment involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated.

The Compliance Officers are assigned to accept complaints of unlawful harassment (see definition on page 1) directly from any member of the School Corporation community or a visitor to the Corporation, or to receive complaints that are initially filed with a school building administrator. Upon receipt of a complaint either directly or through a school building administrator, a Compliance Officer will begin either an informal or formal process (depending on the request of the member of the School Corporation community alleging harassment or the nature of the alleged harassment), or the Compliance Officer will designate a specific individual to conduct such a process. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. However, if the alleged harasser is the Superintendent, the recommendations shall be submitted to the **(X)** Board President. All Corporation employees must report incidents of harassment that are reported to them to the Compliance Officer within **(X)** two (2) business days of learning of the incident.

Investigation and Complaint Procedure (see Form 4362 F1)

Any employee or other member of the Corporation community or third party (e.g., visitor to the Corporation) who believes that s/he has been subjected to unlawful harassment (see definition on page 1) may seek resolution of his/her complaint through either the informal or formal procedures as described below. Further, a process for investigating claims of harassment (see definition on page 1) and a process for rendering a decision regarding whether the claim of unlawful harassment (see definition on page 1) was substantiated are set forth below.

Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1), time lines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within **(X)** twenty (20) business days of the complaint being received).

The informal and formal procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop inappropriate behavior and/or unlawful harassment (see definition on page 1) to investigate and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for an employee who believes s/he has been unlawfully harassed or retaliated against in the Corporation's employment opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs, and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint and/or filing a concurrent criminal complaint, and will be utilized only where the parties (alleged target of harassment and alleged harasser(s)) agree to participate in such process.

Employees, other members of the Corporation community, or third parties who believe that they have been subjected to unlawful harassment (see definition on page 1) or retaliated against may proceed immediately to the formal complaint process and individuals who seek resolution through the informal procedure may request that the informal process be terminated at any time to move to the formal complaint procedure.

However, all complaints of unlawful harassment (see definition on page 1) involving a Corporation employee, any adult member of the Corporation community, or a third party against a student will be formally investigated. Similarly, any allegations of sexual violence will be formally investigated.

As an initial course of action, if an individual feels that s/he is being unlawfully harassed (see definition on page 1) and s/he is able and feels safe doing so, the individual should tell or otherwise inform the harasser that the conduct is unwelcome and must stop. Such direct communication should not be utilized in circumstances involving sexual violence. The complaining individual should address the allegedly harassing conduct as soon after it occurs as possible. The Compliance Officer(s) is/are available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so. An individual who is uncomfortable or unwilling to inform the harasser of his/her complaint is not prohibited from otherwise filing an informal or a formal complaint. In addition, with regard to certain types of unlawful harassment, such as sexual harassment, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully harassed (see definition on page 1) may make an informal complaint, either orally or in writing: 1) to a teacher, other employee, or building administrator; 2) directly to one of the Compliance Officers; and/or 3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to one (1) of the Compliance Officers, who will either facilitate an informal resolution as described below on his/her own or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide employees, other members of the Corporation community or third parties who believe they are being subjected to unlawful harassment (see definition on page 1) with a range of options designed to bring about a resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful harassment, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate the unwelcome nature of the behavior to the alleged harasser.
- B. Distributing a copy of the anti-harassment policy as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works or attends.

- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming harassment and the individual accused of harassment to work out a mutual resolution. Such a meeting is not appropriate in circumstances involving sexual violence.

While there are no set time limits within which an informal complaint must be resolved, one of the Compliance Officers or a designee will exercise his/her authority to attempt to resolve all informal complaints within **(x)** twenty (20) business days of receiving the informal complaint. Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint, may file a complaint with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), and/or may file a concurrent criminal complaint with the law enforcement agency having jurisdiction. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

One (1) of the Compliance Officers or a designee will retain all materials generated as part of the informal complaint process in accordance with the Board's records retention policy (see Policy 8310, Policy 8320 and Policy 8330).

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one (1) of the parties has requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, the formal complaint process as described below shall be implemented.

The formal complaint process is not intended to interfere with the rights of an employee, other members of the Corporation community, or third party to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR), the Indiana Civil Rights Commission (ICRC) or Equal Employment Opportunity Commission (EEOC), and/or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

An individual who believes s/he has been subjected to offensive conduct/unlawful harassment/retaliation hereinafter referred to as the "Complainant", may file a formal complaint, either orally or in writing with a teacher, principal, the Compliance Officer, Superintendent, or other Corporation-level employee. Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1) and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a teacher, principal, Superintendent, or other Corporation-level employee, either orally or in writing, about any complaint of harassment or retaliation, the employee to whom the complaint is reported must report such information to the Compliance Officer or designee within two (2) business days.

Throughout the course of the process as described herein, the Compliance Officer should keep the parties informed of the status of the investigation and the decision making process.

All formal complaints of unlawful harassment (see definition on page 1) or retaliation must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, offensive conduct/harassment/retaliation; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the alleged harasser. In making such a determination, the Compliance Officer should consult the Complainant to assess his/her agreement to any action deemed appropriate. If the Complainant is unwilling to consent any change that is deemed appropriate by the Compliance Officer, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent and/or Board Attorney.

Within **(X)** two (2)business days of receiving the complaint, the Compliance Officer or a designee will initiate a formal investigation to determine whether the Complainant has been subjected to offensive conduct/unlawful harassment/retaliation.

[] A principal will not conduct an investigation unless directed to do so by the Compliance Officer.

Contemporaneously, one (1) of the Compliance Officers or a designee will inform the individual alleged to have engaged in the unlawful harassing or retaliatory conduct, hereinafter referred to as the “Respondent”, that a complaint has been received. The Respondent will be informed about the nature of the allegations and a copy of the Board’s anti-harassment policy shall be provided to the Respondent. The Respondent must also be informed of the opportunity to submit a written response to the complaint within **(X)** five (5)business days.

Although certain cases may require additional time, one (1) of the Compliance Officers or a designee will attempt to complete an investigation into the allegations of harassment or retaliation within fifteen (15) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. (interview(s) with the Respondent;
- C. interviews with any other witnesses who may reasonably be expected to have any information relevant to the allegations; and
- D. consideration of any documentation or other information, presented by the Complainant, Respondent, or any other witnesses that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer or the designee shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation. The Compliance Officer's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used (i.e., it is more likely than not that unlawful discrimination retaliation occurred).

(X) The Superintendent or designee shall consult with the Board's legal counsel before finalizing the report.

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

A Complainant or respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board of School Trustees within five (5) business days of his/her receipt of the Superintendent's final decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful harassment/retaliation regardless of whether the member of the Corporation community or third party alleging the unlawful harassment/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, Equal Employment Opportunity Commission, Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the privacy of the Complainant, the Respondent(s) (that is the individual(s) against whom the complaint is filed), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, to take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process should be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or his/her designee will instruct all members of the Corporation community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that s/he learns or that s/he provides during the course of the investigation.

In accordance with the Board's records retention policy and student records policy, the Compliance Officer will maintain all records created as a part of an investigation of a complaint of unlawful harassment/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records and/or Policy 8330 – Student Records)

Remedial Action, Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful harassment (see definition on page 1)/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further such harassment.

If warranted, appropriate remedial action shall be determined and implemented on behalf of the Complainant. Such remedial action may include, but is not limited to, counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter, including the ages and maturity levels of those involved. In those cases where unlawful harassment is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any.

All subsequent sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effects. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

The Board may appoint an individual, who may be an employee of the Corporation, to monitor the Respondent to ensure no further discrimination or retaliation occurs. Likewise, the Board may appoint an individual, who may be an employee of the Corporation other than the Respondent, to follow up with the Complainant to ensure that no further discrimination or retaliation has occurred and to take action to promptly address any reported occurrences.

Remediation

In cases where the complaint investigation results in a finding that the allegation of harassment is substantiated, action must be taken by the Compliance Officer to remedy the past effects of such harassment. This may include but is not limited to providing a contact person to monitor the harassed student, providing tutoring to the student, allowing the student to retake tests or assignments, and counseling. Counseling shall be offered to all students who have been subjected to harassment.

Retaliation

Any act of retaliation against a person who has made a report, filed a complaint alleging unlawful harassment, or participated as a witness in a harassment investigation is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten, or interfere with any individual because the person opposed any act or practice of unlawful harassment (see definition on page 1), or because that individual made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing pertaining to unlawful harassment, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by Federal or State laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Allegations Constituting Criminal Conduct: Child Abuse/Sexual Misconduct

State law requires any teacher or school employee who knows or suspects that a child under the age of eighteen (18) is a victim of child abuse or neglect to immediately report that knowledge or suspicion to the Department of Child Services, Office of Child Protective Services. If, during the course of a harassment investigation, the Compliance Officer or a designee has reason to believe or suspect that the alleged conduct reasonably indicates abuse or neglect of the Complainant or the alleged victim, a report of such knowledge must be made in accordance with State law and Board Policy.

If the Compliance Officer or a designee has reason to believe that the Complainant has been the victim of criminal conduct as defined under State law, such knowledge should be reported to local law enforcement.

Any reports made to Child Protective Services or to local law enforcement shall not terminate the Compliance Officer's or a designee's obligation and responsibility to continue to investigate a complaint of harassment. While the Compliance Officer or a designee may work cooperatively with outside agencies to conduct concurrent investigations, in no event shall the harassment investigation be inhibited by the involvement of outside agencies.

Education and Training

In support of this Anti-Harassment Policy, the Board promotes preventative educational measures to create greater awareness of unlawful discriminatory practices. The Compliance Officers will oversee training of Corporation employees and students so that they understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law. All training regarding the Board's policy and administrative guidelines and harassment in general will be age and content appropriate.

Notice

Notice of the Board's policy on anti-harassment related to employment practices and the identity of the Compliance Officers will be posted throughout the Corporation, and published in any Corporation statement regarding the availability of employment, in any staff handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

I.C. 35-42-4-3, 35-42-4-8, 35-42-4-9

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments Act of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

42 U.S.C. 1983

42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

29 C.F.R. Part 1635

National School Boards Association Inquiry and Analysis - May 2008

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

**DETERMINATION OF LEGAL SETTLEMENT AND ELIGIBILITY
FOR ENROLLMENT OF STUDENTS WITHOUT LEGAL SETTLEMENT
IN THE CORPORATION**

The Board establishes the following policy for determining student eligibility to attend the schools of this Corporation.

- A. The Board will educate, tuition free, students who have legal settlement in the Corporation, and students enrolled according to the requirements of I.C. 20-26-11.
- B. Where the legal settlement of a student cannot reasonably be determined by reference to the residence of the student's parent or legal guardian and the student is being supported by and living with a person whose residence is within the Corporation, the student may be enrolled without payment of tuition. If the parents are able to support the student and have placed the student in the home of another person primarily for the purpose of attending school in this Corporation without establishing legal guardianship as required by Indiana law, tuition **(X) will not be charged unless otherwise required by law according to Board Policy 6150.**
- C. A child who is placed in foster care by a court of competent jurisdiction shall be admitted tuition free, without regard to residency, to a school within the Corporation, as selected by the State Department of Human Services or the child placing agency responsible for placement of that child.
- D. Foreign students participating in a foreign-exchange program approved by the Indiana State Board of Education and living with a resident host family will be admitted tuition free.

- E. The Corporation will provide a free education to those students who are considered by Federal law to be illegal aliens, if the student's parent or legal guardian has legal settlement within the Corporation, or considered to be homeless by criteria established by the State (see Policy 5111.01 and AG 5111.01 - Homeless Students).
- F. Students who have completed the eleventh grade and have changed legal settlement to another school corporation may complete the twelfth grade in this Corporation.
- G. A married student living with a spouse or a married or unmarried emancipated minor is eligible to attend school without payment of tuition if the student resides in the Corporation.
- H. Children of Divorced Parents

Children of divorced parents may attend school in this Corporation without the payment of tuition if one (1) parent resides in this Corporation and an election is made utilizing the "Custodial Statement and Agreement: Divorce, Separation, or Abandonment" form provided by the Indiana State Board of Education.

The parent with physical custody of the student or the student, if the student is at least eighteen (18) years of age, must notify the Superintendent of the school corporation in which the parents/student seek to have the student enrolled of their election to enroll the student in the Corporation. The election shall be made on a yearly basis and applies throughout the school year unless the student's parent no longer resides within the attendance area of the Corporation.

- (X) A student who has been expelled from another school corporation or who is expelled from a nonpublic school or withdraws from a public or a nonpublic school to avoid expulsion may be enrolled in the Corporation in compliance with I.C. 20-33-8-20 during the actual or proposed expulsion if:
1. the student's parent informs the Corporation of the student's expulsion or withdrawal to avoid expulsion;
 2. the Corporation consents to the student's enrollment;
 3. the student agrees to the terms and conditions of enrollment established by the Corporation.

Such students **(X) will not be charged unless otherwise required by law** according to Board Policy 6150 if they do not have legal settlement in the Corporation.

If a student's parent fails to inform the Corporation of the expulsion or withdrawal to avoid expulsion or the student fails to follow the terms and conditions established for enrollment, the Corporation may withdraw consent and prohibit the student's enrollment during the period of the actual or proposed expulsion. Before consent is withdrawn, the student must be given an opportunity for an informal meeting with the principal. At the informal meeting, the student is entitled to:

1. a written or verbal statement of the reasons for the withdrawal of consent;
2. a summary of the evidence against him/her;
3. an opportunity to explain his/her conduct.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

STUDENTS
5111/page 4 of 7

- (X) Students whose parents do not have legal settlement within the Corporation but who present evidence that they will move into the Corporation within a short period of time may enroll in the schools of this Corporation as tuition students for the time not in residence.
- (X) Students who do not have legal settlement may/will be enrolled in the special education program of this Corporation pursuant to the provisions of a Cooperative agreement
- (X) Nonresident students may be accepted into the Summer School Program provided by this Corporation.

Transfer Students

[X] Option #2

In addition to students with legal settlement in the Corporation, students without legal settlement in the Corporation (hereafter referred to as “transfer students”) will be enrolled in compliance with I.C. 20-26-11-32 and the following procedure:

- A. By the last day of the preceding school year, , the Board will establish the number of transfer students that can be accepted in each building and grade level.
- B. The Board will establish a date by which requests to enroll a transfer student must be submitted to the Superintendent. This date shall be submitted to the Indiana Department of Education and published on the Corporation Internet website.
- C. Requests to enroll a student without legal settlement in the Corporation shall not be denied if the student to be transferred:
 - 1. has been enrolled in the Corporation in the prior school year;
 - 2. is a member of a household in which any other member of the household is a student in the transferee school; or
 - 3. has a parent who is an employee of the Corporation.
- D. If the number of requests to enroll in each building and grade level exceeds the number established by the Board reduced by the number of transfers that may not be denied as described in paragraph (C) above, the students to be enrolled in each building and grade level shall be determined by random selection in which each application submitted on or before the date established by the Board pursuant to paragraph (A) above has an equal chance of being selected.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

STUDENTS
5111/page 6 of 7

Pursuant to State law, a student's application to transfer to the Corporation may be denied if the student has been suspended for ten (10) or more school days, or suspended or expelled for possession of a firearm, deadly weapon, or a destructive device, causing physical injury to a person, or a violation of the Corporation's drug or alcohol rules during the twelve (12) months preceding the student's request to transfer.

For purposes of computing the number of days of suspension of the student requesting enrollment, student discipline received from a teacher pursuant to I.C. 20-33-8-25(b)(7) and I.C. 20-26-11-32(j) shall be included in the calculation of the number of school days that a student has been suspended.

No transfer student shall be accepted for enrollment for athletic reasons.

Transfer students

- (X) will not be charged unless otherwise required by law.

I.C. 20-18-2-11 (legal settlement defined)
I.C. 20-33-2-12 (transfer to another accredited or non-accredited school)
I.C. 20-33-8-17 (expulsion for lack of legal settlement)
I.C. 20-26-11-1 (residence defined)
I.C. 20-26-11-2.5 (divorced parent election)
I.C. 20-26-11-6(e) (option to not charge transfer tuition)
I.C. 20-26-11-6.5 (children of school employees)
I.C. 20-26-11-6.7 (nonpublic school students)
I.C. 20-26-11-32 (lottery selection of student transfer requests, HEA 1381 – 2013)
Plyer v. Doe, 457 U.S. 202 (1982) (State Statute denying free public education to illegal immigrants violated the Equal Protection Clause of the Fourteenth Amendment)
Divorced Parents Agreement:
<http://www.doe.in.gov/sites/default/files/legal/formiii.pdf>
Third Party Agreement:
<http://www.doe.in.gov/sites/default/files/legal/custodialstatementinstructions.pdf>

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

ENTRANCE REQUIREMENTS

The School Board shall establish student entrance requirements which are consistent with Indiana law and sound educational practice and which ensure equitable treatment and proper placement.

A. Kindergarten

Each child of legal settlement shall be eligible for Kindergarten providing that s/he has attained the age of five (5) on or before August 1st. This requirement also shall apply to children who transfer into the School Corporation and who may have attended private or public kindergarten in another locality.

B. First Grade

If a child seeking to enroll in first grade has not attended kindergarten, the Superintendent shall make a determination as to whether the student will enroll in kindergarten or first grade based upon the assessment model found in the administrative guidelines (see AG 5112C).

The Superintendent shall establish administrative guidelines which ensure compliance with State law, proper documentation of birth as well as a certified copy of any custody order or decree, appropriate screening, placement, and periodic assessment of children in kindergarten and first grade programs, certification that proper immunization is completed or in process, and the prompt transfer of records. Any indication that a student might be a missing child should be reported immediately to the Superintendent who, in turn, shall communicate with the appropriate authorities.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

STUDENTS
5112/page 2 of 2

I.C. 20-33-2-7

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

WITHDRAWAL FROM SCHOOL

The School Board affirms that, while Indiana Law requires attendance of each student until eighteen (18) years of age, it is in the best interests of both the students and the community that they complete the educational program that will equip them with skills and increase their chances for a successful and fulfilling life beyond the schools.

The Board directs that whenever a student, sixteen (16) to eighteen (18) years of age, wishes to withdraw from school, an exit interview will be conducted. The following individuals shall attend the exit interview

- A. the student;
- B. the parent(s);
- (X) the principal;

The exit interview will include a determination of whether or not the student is withdrawing for reason of financial hardship, requiring the student to be employed to support the student's family or a dependent, illness, or an order by a court that has jurisdiction over the student.

During the exit interview, the individual(s) designated by the Board to attend, shall provide the student and the student's parent(s) a copy of statistics concerning the likely consequences of life without a high school diploma.

The student may not withdraw from school unless the student, the student's parent or guardian, and the principal agree to the withdrawal and the parent or guardian and the principal provide written consent for the student to withdraw from school. If the principal (this duty may not be delegated to a designee) does not consent to the student's withdrawal, the student's parent may appeal the denial to the Board.

At least five (5) days before holding an exit interview, the Corporation shall give notice by certified mail or personal delivery to the student, the student's parent(s), or the student's guardian that the student's failure to attend an exit interview or return to school if the student does not meet the requirements to withdraw from school will result in the revocation or denial of the student's driver's license or learner's permit and employment certificate.

The Superintendent shall develop a withdrawal form (Form 5130 F4) which is to be signed by the student, his/her parent, and the principal in accordance with this policy.

I.C. 9-24-2-1

I.C. 20-33-2-9

I.C. 20-33-2-28.5

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

ATTENDANCE

The School Board, as an agency of the State, is required to enforce regular attendance of students. The Board recognizes that the presence in the classroom enables the student to participate in instruction, class discussions, and other related activities. As such, regular attendance and classroom participation are integral to instilling incentives for the student to excel.

Attendance shall mean to be physically present in a school or at another location where the school's educational program is being conducted during regular school hours on a day in which the educational program in which the student is enrolled is being offered.

Attendance shall be required of all Corporation students, except those exempted under other provisions of State law, during the days and hours that the school is in session.

(X) or during the attendance sessions to which s/he has been assigned.

Exceptions to compulsory attendance that shall be recognized by the school corporation as provided by state statute are:

- A. service as a page or honoree of the general assembly (I.C. 20-33-2-14)
- B. service on a precinct election board or helper to a political candidate on the date of an election (I.C. 20-33-2-15)
- C. subpoena to appear in court as a witness in a judicial proceeding (I.C. 20-33-2-16)
- D. service in active duty with the National Guard for not more than ten (10) days (I.C. 20-33-2-17)
- E. participating as a member of the Indiana wing of the civil air patrol for not more than five (5) days (I.C. 20-33-2-17.2)

BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION

STUDENTS
5200/page 2 of 6

For any of these exceptions a student shall not be recorded as absent from school.

The Superintendent shall require, from the parent of each student or from an adult student who has been absent for any reason, a **(X)** written statement of the cause for such absence. The Board reserves the right to verify such statements and to investigate the cause of each:

- (X) single absence;
- (X) prolonged absence;
- (X) absence of more than three (3) days duration;
- (X) repeated unexplained absence and tardiness.

The Board considers the following for excused absences (with Principal verification of the validity and appropriateness of the documentation/absence):

- (X) illness verified by a note from the parent
- (X) illness verified by a note from a physician
- (X) recovery from accident, with appropriate physician documentation
- (X) required court attendance

- (X) professional appointments – Parents are encouraged to schedule medical, dental, legal, and other necessary appointments other than during school hours. When appointments are necessary during the school day, the student shall report back to school immediately after the appointment with a signed statement from the doctor, dentist, lawyer, counselor, etc.
- (X) death **(X)** in the immediate family **(X)** or of a relative
- (X) observation or celebration of a bona fide religious holiday in accordance with Policy 5223
- (X) maternity
- (X) military connected families’ absences related to deployment and return
- (X) participating in an educationally related non-classroom activity which is consistent with and promotes educational philosophy and goals of the school corporation, facilitates the attainment of specific educational objectives, is part of the goals and objectives of an approved course or curriculum, represents a unique educational opportunity, cannot reasonably occur without interrupting the school day, and is approved in advance by the school principal (I.C. 20-33-2-17.5)
- (X) such other good cause as may be acceptable to the Superintendent or permitted by law

An unexcused absence is any absence not covered under the definition of excused absence or an exception to compulsory attendance. An out of school suspension shall not be considered an unexcused absence.

Repeated instances of unexcused absences may result in disciplinary action up to suspension or expulsion of a student.

Truancy is defined as absence from school without permission of the parent.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

STUDENTS
5200/page 4 of 6

The Superintendent or an attendance officer having jurisdiction shall report a child who is habitually absent from school to an intake officer of the juvenile court or the Department of Child Services.

- [X] Attendance need not always be within the school facilities, but a student will be considered to be in attendance if present at any place where school is in session by authority of the Board.
- [X] The Board shall consider each student assigned to a program of other guided learning experiences, authorized under Policy 2370, to be in regular attendance for the program provided that s/he reports

to such staff member s/he is assigned for guidance at the place in which s/he is conducting study, and regularly demonstrates progress toward the objectives of the course of study.

The Superintendent shall develop administrative guidelines for the attendance of students which:

- (X) ensure a school session which is in conformity with the requirements of the law;
- (X) ensure that students absent for any excusable reason have an opportunity to make up work they missed;
- (X) govern the keeping of attendance records in accordance with the rules of the State Board;
- (X) ensure that any student who, due to a specifically identifiable physical or mental impairment, exceeds or may exceed the Corporation's limit on excused absence is referred for evaluation for eligibility either under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act of 1973.

Such guidelines should provide that a student's grade in any course is based on his/her performance in the instructional setting and is not reduced for reasons of conduct. Such guidelines should also provide that if a student or a member of the student's household is in good academic standing, and has an exhibit at the Indiana State Fair for educational purposes, that student may receive up to five (5) excused absences. If a student violates the attendance or other rules of the school, s/he should be disciplined appropriately for the misconduct, but his/her grades should be based upon what the student can demonstrate s/he has learned.

Such guidelines also shall provide for the reporting to the Bureau of Motor Vehicles those students who have been suspended for the second time during a school year, expelled, or excluded for misconduct.

- [X]** The Superintendent shall ensure that the administrative guidelines on attendance properly address the matter of truancy by including a process which:
- A. identifies the habitual truant, that is, a student who is chronically absent by having unexcused absences from school for more than ten (10) school days in one (1) school year;
 - B. investigates the cause(s) of his/her truant behavior;
 - C. considers, when appropriate, modification of his/her educational program to meet particular needs which may be causing the truancy;
 - D. ensures that truant students are disciplined in accordance with the Corporation's policies and administrative guidelines on student discipline;
- [X]** provides for reporting to the Bureau of Motor Vehicles those students who are habitual truants.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

STUDENTS
5200/page 6 of 6

The Superintendent also shall ensure that the Board's policy on attendance and the Corporation's administrative guidelines are made available to all parents and adult students.

I.C. 9-24-2-1, -4
I.C. 20-33-2
511 IAC 1-3-1

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

IMMUNIZATION

The School Board requires that all students be properly immunized against diphtheria, pertussis (whooping cough), tetanus, measles, rubella (German measles), poliomyelitis, mumps, varicella (chicken pox), Hepatitis A, Hepatitis B, and meningitis. From time to time other communicable diseases may be designated by the State Board of Health.

The current list of required student immunizations at each grade level is listed in AG 5320 - Immunization of Students in School.

The Superintendent shall require parents to furnish to their child's school, no later than the student's first day of school attendance after enrollment, proof of the student's immunization status, either as a written document from the health care provider who administered the immunization or documentation provided from the State immunization data registry. Students whose parents do not provide the required documentation by the opening day of school may be admitted to school provided the documentation is received within twenty (20) school days and is in accord with the Superintendent's administrative guidelines on immunization. If the student remains unimmunized at the close of the twenty (20) school day period, the Superintendent shall commence expulsion proceedings, unless the parents have filed a religious objection or submitted a health care provider's statement that the needed immunizations are contraindicated.

Information concerning meningococcal disease (meningitis) and its vaccine shall be provided to students and parents at the beginning of the school year by the Superintendent. The information must include information concerning the causes, symptoms and spread of meningococcal diseases and places where parents may obtain additional information and vaccinations for their children. The Superintendent shall consult with the State Department of Education and the State Board of Health to develop necessary information and needed materials.

Materials concerning immunizations and immunization preventable diseases shall be provided to parents and guardians of students by each Building Principal, who shall obtain these materials from the State Department of Education. Posting the materials on the school building's website shall satisfy the distribution requirement.

Exemptions to the immunization requirements shall be granted, in accordance with State law, only for medical, religious, or other reasons allowed by the State.

The parent of each student who is entering grade six (6) shall be provided with information prescribed by the State Department of Health concerning cancer and the human papillomavirus (HPV) infection and that an immunization against the HPV infection is available.

The Superintendent shall ensure that all applicable immunization information is complete in the State immunization data registry not later than the first Friday in February each year.

I.C. 20-30-5-18

I.C. 20-34-3-2

I.C. 20-34-4-2 thru 6

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

GRADUATION REQUIREMENTS

It shall be the policy of the School Board to acknowledge each student's successful completion of the instructional program appropriate to the achievement of Corporation goals and objectives as well as personal proficiency by the awarding of a diploma at fitting graduation ceremonies.

The Board shall award a high school diploma to every student enrolled in this Corporation who meets the requirements of graduation established by this Board as provided by the State.

The Corporation may award a Core 40 diploma, a Core 40 with Academic Honors diploma, or a Core 40 with Technical Honors diploma. A general diploma may be awarded by the Corporation to students who complete the formal opt-out process.

Students with disabilities who have completed and are ready to exit their programs may participate in graduation activities and shall be awarded, as appropriate,

- (X) a diploma, a certificate of attendance.
- (x) a certificate of achievement.
- (x) a certificate of course completion.

The Board shall award a certificate of achievement to a student who is on a nondiploma track as determined by that student's case conference committee and indicated on the student's Individualized Education Program (IEP).

The Board shall award a certificate of course completion to a student who completes the minimum courses required for high school graduation but does not meet the Graduation Qualifying Examination requirement.

The Board shall award a high school equivalency certificate to any individual who meets the criteria established by State law.

Additional Requirements for Students with Disabilities

During the student's annual case review held when a student with a disability is enrolled in 8th grade, the case conference committee shall review and discuss with the student's parent (and the student, if appropriate):

- A. the types of diplomas available for students to receive in the State of Indiana;
- B. the course requirements for each type of diploma; and
- C. employment and career options for the student and the type of academic, technical, and vocational preparation necessary to achieve the employment or career.

The student's IEP must include the type of diploma the student will seek and courses that will allow the student to progress toward the diploma in a timely manner.

Beginning in grade 9 and in addition to the annual case review, the student's teacher of record shall communicate at least once each grading period with the student's parent concerning the student's progress toward the selected diploma. If the parent requests a meeting with the teacher of record to discuss the student's progress, the teacher must meet with the parent in a timely manner. Such a meeting does not constitute a case conference committee meeting, and a request for such a meeting does not abrogate a parent's right to call for a meeting of the case conference committee at any time.

Beginning with the class of students who expect to graduate in the 2010 - 2011 school year, each student is required to meet:

- A. the academic standards tested in the graduation examination;
- B. the Core 40 course and credit requirements adopted by the State Department of Education;
- C. additional graduation requirements established by the Board of School Trustees.

Upon the request of the student's parents, the student may be exempted from the Core 40 curriculum requirements and be required to complete the general curriculum to graduate as required by State law. Also, school officials may initiate a discussion with the parents about exempting a student from the Core 40 curriculum if the student does not pass at least three (3) courses required under the Core 40 curriculum or if the student scores in the twenty-fifth percentile or lower the first time the student takes the graduation exam. If the parent makes the decision to exempt the student from the Core 40 requirement, the student will be required to complete the general curriculum as required by State law.

Commencement exercises will include those students who are eligible for a diploma, certificate of attendance, **(X)** certificate of achievement, or **(x)** certificate of course completion as certified by the high school principal. No student who has completed the requirements for graduation shall be denied a diploma as a disciplinary measure. A student may be denied participation in the ceremony of graduation when personal conduct so warrants.

NOTE: DENYING PARTICIPATION IN COMMENCEMENT EXERCISES TO SPECIAL EDUCATION STUDENTS WHO HAVE COMPLETED THEIR PROGRAM VIOLATES 511-IAC 7-27-9(b).

I.C. 20-32-4-1 through 11
I.C. 20-35-4-11
511 IAC 5-3-2, 6-7.1-4 through 7

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

ANTI-HARASSMENT

General Policy Statement

It is the policy of the Board of School Trustees to maintain an education and work environment that is free from all forms of unlawful harassment, including sexual harassment, occurring in the Corporation's educational opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs, and activities, affecting the Corporation environment (hereinafter referred to collectively as "unlawful harassment"). This commitment applies to all Corporation operations, educational opportunities, programs, and activities. All students, administrators, teachers, staff, and all other school personnel share responsibility for avoiding, discouraging, and reporting any form of unlawful harassment occurring in the Corporation's educational opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs, and activities, affecting the Corporation environment. This policy applies to unlawful conduct occurring on school property, or at another location if such conduct affects the Corporation environment.

The Board will vigorously enforce its prohibition against unlawful harassment (see definition on page 1), that is based on race, color, national origin, sex (including transgender status, sexual orientation and/or gender identity), religion, disability, military status, ancestry, or genetic information, which are classes protected by Federal and/or State civil rights laws (hereinafter referred to as "Protected Classes"), and encourages those within the Corporation community as well as third parties who feel aggrieved to seek assistance to rectify such problems occurring in the Corporation's educational opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs and activities, affecting the Corporation environment.

All Corporation employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition on page 1) that the employee observes or which is reported to the employee.

The Corporation will investigate all allegations of unlawful harassment (see definition on page 1) and, in those cases where unlawful harassment is substantiated, will take immediate steps to end the harassment, prevent its recurrence, and remedy its effects.

Individuals who are found to have engaged in unlawful harassment (see definition on page 1) will be subject to appropriate disciplinary action, up to and including termination of employment or expulsion from school.

Furthermore, Corporation employees who fail to report any incident of alleged unlawful harassment (see definition on page 1) that the employee observes or which is reported to the employee also are subject to appropriate disciplinary action, up to and including termination of employment.

For purposes of this policy, "Corporation community" means students, administrators, teachers, and staff, as well as Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the Board.

For purposes of this policy, "third parties" include, but are not limited to, guests and/or visitors on Corporation property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the Board, and other individuals who come in contact with members of the Corporation community at school-related events/activities (whether on or off Corporation property).

Other Violations of the Anti-Harassment Policy

The Corporation also will take immediate steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

- A. Retaliating against a person who has made a report or filed a complaint alleging unlawful harassment (see definition on page 1) or who has participated as a witness in a harassment investigation.
- B. Filing a malicious or knowingly false report or complaint of unlawful harassment (see definition on page 1).
- C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of unlawful harassment (see definition on page 1), when responsibility for reporting and/or investigating unlawful harassment charges comprises part of one's supervisory duties.

Definitions

Bullying

Bullying rises to the level of unlawful harassment (see definition on page 1) when one (1) or more persons systematically and chronically inflict physical hurt or psychological distress on one (1) or more students with the intent to harass, ridicule, humiliate, intimidate or harm that/those student(s), and that bullying is based upon sex, race, color, national origin, religion, or disability, that is, characteristics that are protected by Federal civil rights laws. It is defined as any unwanted and repeated written, verbal, or physical behavior, including any threatening, insulting, or dehumanizing gesture, by an adult or student, that is severe or pervasive enough to create an intimidating, hostile, or offensive educational environment; cause discomfort or humiliation; or unreasonably interfere with the individual's school performance or participation; and may involve:

- A. teasing;
- B. threats;
- C. intimidation;
- D. stalking;
- E. cyberstalking;
- F. cyberbullying;
- G. physical violence;
- H. sexual violence;
- I. theft;
- J. sexual, religious, or racial harassment;
- K. public humiliation; or
- L. destruction of property.

In the bullying context, “harassment” means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a student that:

- A. places a student or school employee in reasonable fear of harm to his/her person or damage to his/her property;
- B. has the effect of substantially interfering with a student’s educational performance, opportunities, or benefits; or
- C. has the effect of substantially disrupting the orderly operation of a school.

Sexual Harassment

Pursuant to Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972, "sexual harassment" is defined as:

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

- A. Submission to such conduct is made either implicitly or explicitly a term or condition of an individual's status in a class, educational program, or activity.
- B. Submission or rejection of such conduct by an individual is used as the basis for educational decisions affecting such individual.
- C. Such conduct has the purpose or effect of interfering with the individual's educational performance; of creating an intimidating, hostile, or offensive learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity.

Sexual harassment may involve the behavior of a person of either gender against a person of the same or opposite gender.

Prohibited acts that constitute sexual harassment may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

- A. unwelcome sexual propositions, invitations, solicitations, and flirtations;
- B. sexual violence, including physical and/or sexual assault;
- C. threats or insinuations that a person's academic grade, promotion, classroom work or assignments, academic status, participation in athletics or extra-curricular programs or events, or other conditions of education may be adversely affected by not submitting to sexual advances;
- D. unwelcome verbal expressions of a sexual nature, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls;
- E. sexually suggestive objects, pictures, videotapes, audio recordings or literature, placed in the educational environment, which may embarrass or offend individuals;
- F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;
- G. a pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another;
- H. remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history;

- I. inappropriate boundary invasions by a Corporation employee or other adult member of the Corporation community into a student's personal space and personal life;
- J. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature;
- K. in the context of employees, consensual sexual relationships where such relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment.

Not all behavior with sexual connotations constitutes unlawful sexual harassment. Sex-based or gender-based conduct must be sufficiently severe, pervasive, and persistent such that it adversely affects, limits, or denies an individual's employment or education or creates a hostile or abusive employment or educational environment.

NOTE: Sexual conduct/relationships with students by a Corporation employee or any other adult member of the School Corporation community is prohibited, and any teacher, administrator, coach, other school authority, or staff member who engages in certain sexual conduct with a student may be disciplined up to and including termination and also may be guilty of the criminal charge of "sexual battery" as set forth in I.C. 35-42-4-8. In the case of a child under fourteen (14) years of age, the person also may be guilty of "child molesting" under I.C. 35-42-4-3. In the case of a child between the ages of fourteen (14) and sixteen (16), the person also may be guilty of "sexual misconduct with a minor" under I.C. 35-42-4-9. The issue of consent is irrelevant in regard to the latter two (2) criminal charges. Any employee accused of sexual relations with a student (**X**) may be placed on leave until school administrative proceedings are completed. Proven sexual relationships with a student regardless of the age of the student will initiate the termination process for the employee.

Race/Color Harassment

Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of interfering with the individual's educational performance; of creating an intimidating, hostile, or offensive learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references relative to racial customs.

Religious (Creed) Harassment

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's educational performance; of creating an intimidating, hostile, or offensive learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's religious tradition, clothing, or surnames, and/or involving religious slurs.

National Origin Harassment

Prohibited national origin harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin and when the conduct has the purpose or effect of interfering with the individual's educational performance; of creating an intimidating, hostile, or offensive learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's national origin, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

Disability Harassment

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability and when the conduct has the purpose or effect of interfering with the individual's educational performance; of creating an intimidating, hostile, or offensive learning environment; or of interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may include but is not limited to conduct directed at the characteristics of a person's disabling condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like.

Reports and Complaints of Harassing Conduct

Students, members of the Corporation community and third parties are encouraged to promptly report incidents of unlawful harassment (see definition on page 1) to an administrator, supervisor or other Corporation official so that the Board may address the conduct before it becomes severe, pervasive, or persistent. All Corporation-level employees, including administrators, professional staff and support staff, shall report any incident of alleged unlawful harassment (see definition on page 1) that the employee observes or which is reported to the employee. Any administrator or other Corporation-level official who receives such a complaint shall file it with the Corporation's Anti-Harassment Compliance Officer at his/her first convenience. Corporation employees who fail to comply with the reporting responsibility shall be subject to discipline, up to and including termination.

Members of the Corporation community or third parties who believe they have been subjected to unlawful harassment (see definition on page 1) by another member of the Corporation community or a third party are entitled to utilize the Board's complaint process set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the complaining individual's participation in educational or extra-curricular programs unless the complaining individual makes the complaint maliciously or with knowledge that it is false. Individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available.

If, during an investigation of a reported act of bullying and/or harassment in accordance with Policy 5517.01 – Bullying, the principal or his/her designee believes that the reported misconduct may have created a hostile work or learning environment and may have constituted unlawful harassment (see definition on page 1) based on "Protected Classes" (see definition on page 1), the principal or his/her designee will report the act of bullying and/or harassment to one (1) of the Compliance Officers who shall investigate the allegation in accordance with this policy.

Anti-Harassment Compliance Officers

The following individuals serve as “Anti-Harassment Compliance Officers” for the Corporation. They are hereinafter referred to as the “Compliance Officers”.

Director of Business Operations or Other Superintendent Designee

(School Corporation Title)
812-738-2168

(School Corporation Title)

(Telephone Number)
315 South Harrison Drive, Corydon, IN 47112

(Telephone Number)

(Office Address)

(Office Address)

The names, titles, and contact information for the Compliance Officers will be published annually:

(x) on the School Corporation's web site

The Compliance Officers will be available during regular school/work hours to discuss concerns related to "unlawful harassment" (see definition on page 1), to assist students, other members of the Corporation community and third parties who seek support or advice when informing another individual about "unwelcome" conduct, or to intercede informally on behalf of the student.

Any Corporation employee who directly observes unlawful harassment (see definition on page 1) of a student is obligated, in accordance with this policy, to report such observations to one (1) of the Compliance Officers within **(X)** two (2) business days. Thereafter, the Compliance Officer or designee must contact the student if age eighteen (18) or older, or the student's parents if under the age of eighteen (18) within two (2) business days to advise him/her/them of the Corporation intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or his/her designee to conduct an investigation following all the procedures outlined in this policy for a formal complaint. Additionally, if the alleged harasser is a student, the Compliance Officer or designee must contact the student, if age eighteen (18) or older, or the student's parents if under the age of eighteen (18), within two (2) business days to advise him/her/them of the Corporation's intent to investigate the alleged misconduct, including the obligation of the Compliance Officer or designee to conduct an investigation following all the procedures outlined for a formal complaint. However, all complaints of harassment involving a Corporation employee or any other adult member of the Corporation community against a student will be formally investigated.

The Compliance Officers are assigned to accept complaints of unlawful harassment (see definition on page 1) directly from any member of the Corporation community or a visitor to the Corporation, or to receive complaints that are initially filed with a school building administrator. Upon receipt of a complaint either directly or through a school building administrator, a Compliance Officer will begin either an informal or formal process (depending on the request of the member of the Corporation community alleging harassment or the nature of the alleged harassment), or the Compliance Officer will designate a specific individual to conduct such a process. In the case of a formal complaint, the Compliance Officer will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. However, if the alleged harasser is the Superintendent, the recommendations shall be submitted to the **(X)** Board President

All Corporation employees must report incidents of unlawful harassment (see definition on page 1) that they observe or that are reported to them to the Compliance Officer within **(X)** two (2) business daysbusiness days of learning of the incident.

Investigation and Complaint Procedure (see Form 5517 F1)

Any employee or other member of the Corporation community or third party (e.g., visitor to the Corporation) who believes that s/he has been subjected to unlawful harassment (see definition on page 1) may seek resolution of his/her complaint through either the informal or formal procedures as described below. Further, a process for investigating claims of unlawful harassment (see definition on page 1) and a process for rendering a decision regarding whether the claim of unlawful harassment (see definition on page 1) was substantiated are set forth below.

Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1), time lines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. Once the formal complaint process is begun, the investigation will be completed in a timely manner (ordinarily, within **(X)** twenty (20) business days of the complaint being received).

The informal and formal procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR) or the Indiana Civil Rights Commission (ICRC), or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

Informal Complaint Procedure

The goal of the informal complaint procedure is to stop inappropriate behavior and/or unlawful harassment (see definition on page 1), and to investigate and facilitate resolution through an informal means, if possible. The informal complaint procedure is provided as a less formal option for a student who believes s/he has been unlawfully harassed or retaliated against in the Corporation's educational opportunities, programs, and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's educational opportunities, programs, and activities, affecting the Corporation environment. This informal procedure is not required as a precursor to the filing of a formal complaint and/or filing a concurrent criminal complaint, and will be utilized only where the parties (alleged target of harassment and alleged harasser(s)) agree to participate in such process.

Students who believe that they have been unlawfully harassed (see definition on page 1) or retaliated against may proceed immediately to the formal complaint process and individuals who seek resolution through the information procedure may request that the informal process be terminated at any time to move to the formal complaint procedure.

However, all complaints of unlawful harassment (see definition on page 1) involving a Corporation employee, any adult member of the Corporation community, or a third party against a student will be formally investigated. Similarly, any allegations of sexual violence will be formally investigated.

As an initial course of action, if an individual feels that s/he is being unlawfully harassed (see definition on page 1) and s/he is able and feels safe doing so, the individual should tell or otherwise inform the harasser that the conduct is unwelcome and must stop. Such direct communication should not be utilized in circumstances involving sexual violence. The complaining individual should address the allegedly harassing conduct as soon after it occurs as possible. The Compliance Officer(s) is/are available to support and counsel individuals when taking this initial step or to intervene on behalf of the individual if requested to do so. An individual who is uncomfortable or unwilling to inform the harasser of his/her complaint is not prohibited from otherwise filing an informal or a formal complaint. In addition, with regard to certain types of unlawful harassment, such as sexual harassment, the Compliance Officer may advise against the use of the informal complaint process.

An individual who believes s/he has been unlawfully harassed (see definition on page 1) may make an informal complaint, either orally or in writing: 1) to a teacher, other employee, or building administrator; 2) directly to one (1) of the Compliance Officers; and/or 3) to the Superintendent or other Corporation-level employee.

All informal complaints must be reported to one (1) of the Compliance Officers who will either facilitate an informal resolution as described below on his/her own, or appoint another individual to facilitate an informal resolution.

The Corporation's informal complaint procedure is designed to provide employees, other members of the Corporation community or third parties who believe they are being subjected to unlawful harassment (see definition on page 1) with a range of options designed to bring about a resolution of their concerns. Depending upon the nature of the complaint and the wishes of the individual claiming unlawful harassment, informal resolution may involve, but not be limited to, one or more of the following:

- A. Advising the individual about how to communicate the unwelcome nature of the behavior to the alleged harasser.

- B. Distributing a copy of the anti-harassment policy as a reminder to the individuals in the school building or office where the individual whose behavior is being questioned works or attends school.
- C. If both parties agree, the Compliance Officer may arrange and facilitate a meeting between the individual claiming harassment and the individual accused of harassment to work out a mutual resolution. Such a meeting is not appropriate in circumstances involving sexual violence.

While there are no set time limits within which an informal complaint must be resolved, one (1) of the Compliance Officers or a designee will exercise his/her authority to attempt to resolve all informal complaints within **(x) twenty** (20) business days of receiving the informal complaint. Parties who are dissatisfied with the results of the informal complaint process may proceed to file a formal complaint, may file a complaint with the United States Department of Education, Office for Civil Rights (OCR) or the Indiana Civil Rights Commission (ICRC), and/or may file a concurrent criminal complaint with the law enforcement agency having jurisdiction. And, as stated above, parties may request that the informal process be terminated at any time to move to the formal complaint process.

One of the Compliance Officers or a designee will retain all materials generated as part of the informal complaint process in accordance with the Board's records retention policy (see Policy 8310, Policy 8320 and Policy 8330).

Formal Complaint Procedure

If a complaint is not resolved through the informal complaint process, if one (1) of the parties has requested that the informal complaint process be terminated to move to the formal complaint process, or if the individual elects to file a formal complaint initially, the formal complaint process as described below shall be implemented.

The formal complaint process is not intended to interfere with the rights of an employee, other member of the Corporation community, or third party to pursue a complaint of unlawful harassment with the United States Department of Education, Office for Civil Rights (OCR) or the Indiana Civil Rights Commission (ICRC), and/or to file a concurrent criminal complaint with the law enforcement agency having jurisdiction.

An individual who believes s/he has been subjected to offensive conduct/unlawful harassment/retaliation, hereinafter referred to as the "Complainant", may file a formal complaint, either orally or in writing with a teacher, principal, the Compliance Officer, Superintendent, or other Corporation-level employee. Due to the sensitivity surrounding complaints of unlawful harassment (see definition on page 1) and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) calendar days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a teacher, principal, Superintendent, or other Corporation-level employee, either orally or in writing, about any complaint of harassment or retaliation, the employee to whom the student reports the complaint must report such information to the Compliance Officer or designee within two (2) business days.

Throughout the course of the process as described herein, the Compliance Officer should keep the parties informed of the status of the investigation and the decision making process.

All formal complaints of unlawful harassment (see definition on page 1) or retaliation must include the following information to the extent it is available: the identity of the individual believed to have engaged in, or be engaging in, offensive conduct/harassment/retaliation; a detailed description of the facts upon which the complaint is based; a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer shall ask for such details in an oral interview. Thereafter, the Compliance Officer will prepare a written summary of the oral interview and the Complainant will be asked to verify the accuracy of the reported complaint by signing the document.

Upon receiving a formal complaint, the Compliance Officer will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including but not limited to a change of building or class assignment or class schedule for the Complainant and/or the alleged harasser. In making such a determination, the Compliance Officer should consult the Complainant to assess his/her agreement to any action deemed appropriate. If the Complainant is unwilling to consent any change that is deemed appropriate by the Compliance Officer, the Compliance Officer may still take whatever actions s/he deems appropriate in consultation with the Superintendent and/or Board Attorney.

Within **(x)** two (2) business days of receiving the complaint, the Compliance Officer or a designee will initiate a formal investigation to determine whether the Complainant has been subjected to offensive conduct/unlawful harassment/retaliation.

[x] A principal will not conduct an investigation unless directed to do so by the Compliance Officer.

Contemporaneously, one of the Compliance Officers or a designee will inform the individual alleged to have engaged in the unlawful harassing or retaliatory conduct, hereinafter referred to as the "Respondent", that a complaint has been received. The Respondent will be informed about the nature of the allegations and a copy of the Board's anti-harassment policy shall be provided to the Respondent. The Respondent also must be informed of the opportunity to submit a written response to the complaint within five (5) business days.

Although certain cases may require additional time, one (1) of the Compliance Officers or a designee will attempt to complete an investigation into the allegations of harassment or retaliation within fifteen (15) business days of receiving the formal complaint.

The investigation will include:

- A. interview(s) with the Complainant;
- B. interview(s) with the Respondent;

- C. interviews with any other witnesses who may reasonably be expected to have any information relevant to the allegations; and
- D. consideration of any documentation or other information, presented by the Complainant, Respondent, or any other witnesses that is reasonably believed to be relevant to the allegations.

At the conclusion of the investigation, the Compliance Officer or the designee shall prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation. The Compliance Officer's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of the evidence standard will be used (i.e., it is more likely than not that unlawful harassment or retaliation occurred).

(x) The Superintendent or designee shall consult with the Board's legal counsel before finalizing the report.

Absent extenuating circumstances, within five (5) business days of receiving the report of the Compliance Officer or the designee, the Superintendent must either issue a decision regarding whether the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) business days. At the conclusion of the additional investigation, the Superintendent must issue a written decision as described above.

A Complainant or respondent who is dissatisfied with the decision of the Superintendent may appeal through a signed written request to the Board of Trustees within five (5) business days of his/her receipt of the Superintendent's final decision.

If the Superintendent is the Respondent, the appeal process will skip the review by the Superintendent and move directly to the Board. In such circumstances, the Compliance Officer, or the designee, shall prepare and deliver a written report to the Board that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of unlawful harassment/retaliation as provided in Board policy and State and Federal law as to whether the Complainant has been subjected to unlawful harassment (see definition on page 1) or retaliation.

The Board shall meet with the concerned parties and their representatives within twenty (20) business days of the receipt of a written request to appeal. At this meeting, the parties have the right to present evidence, including testimony and/or exhibits, to the Board in support of their position. A copy of the Board's disposition of the appeal shall be sent to each concerned party within ten (10) business days of this meeting. The decision of the Board will be final.

The Board reserves the right to investigate and resolve a complaint or report of unlawful harassment/retaliation regardless of whether the member of the Corporation community or third party alleging the unlawful harassment/retaliation pursues the complaint. The Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the Board or its designee.

The Complainant and the Respondent may be represented, at his/her own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint shall not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights or the Indiana Civil Rights Commission, or the filing of a concurrent criminal complaint. Use of the complaint procedures is not a prerequisite to the pursuit of other remedies. Furthermore, the complaint must be investigated even if a separate investigation is being conducted by another agency, including but not limited to the local police department.

Privacy/Confidentiality

The Corporation will employ all reasonable efforts to protect the privacy of the Complainant, the Respondent(s) (that is the individual(s) against whom the complaint is filed), and the witnesses to the extent possible, consistent with the Corporation's legal obligations to investigate, to take appropriate action, and comply with any discovery or disclosure obligations.

All records generated under the terms of this policy shall be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed.

All Complainants proceeding through the formal investigation process should be advised that their identities may be disclosed to the Respondent(s).

During the course of a formal investigation, the Compliance Officer or his/her designee will instruct all members of the Corporation community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that s/he learns or that s/he provides during the course of the investigation.

In accordance with the Board's records retention policy and student records policy, the Compliance Officer will maintain all records created as a part of an investigation of a complaint of unlawful harassment/retaliation occurring in the Corporation's employment opportunities, programs and/or activities, or, if initially occurring off Corporation grounds or outside the Corporation's employment opportunities, programs and activities, affecting the Corporation environment. (See Policy 8310 – Public Records and/or Policy 8330 – Student Records)

Remediation

In cases where the complaint investigation results in a finding that the allegation of unlawful harassment/retaliation is substantiated, action must be taken by the Compliance Officer to remedy the past effects of such unlawful harassment/retaliation on a student. This may include but is not limited to providing a contact person to monitor the student, providing tutoring to the student, allowing the student to retake tests or assignments, and counseling.

Sanctions and Monitoring

The Board shall vigorously enforce its prohibitions against unlawful harassment (see definition on page 1)/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further such harassment.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable State law and the terms of the relevant collective bargaining agreement(s), if any. Any discipline of students with disabilities will be in accordance with the Individuals with Disabilities Education Act (“IDEA”) and the Federal and State regulations implementing the IDEA.

When imposing discipline, the Superintendent shall consider the totality of the circumstances involved in the matter, including the ages and maturity levels of those involved. In those cases where unlawful harassment is not substantiated, the Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other Board policies, consistent with the terms of the relevant collective bargaining agreement(s), if any, and with Federal and State laws and regulations.

All sanctions imposed by the Board and/or Superintendent shall be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effects. Prior sanctions imposed on the Respondent(s) for similar past conduct shall be considered in determining the appropriateness of the sanction(s) imposed for the present conduct.

Retaliation

Any act of retaliation against a person who has made a report, filed a complaint alleging unlawful harassment, or participated as a witness in a harassment investigation is prohibited.

Specifically, the Board will not discriminate/retaliate against, coerce, intimidate, threaten, or interfere with any individual because the person opposed any act or practice of unlawful harassment (see definition on page 1), or because that individual made a charge, testified, assisted or participated in any manner in an investigation, proceeding, or hearing pertaining to unlawful harassment, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by Federal or State laws.

Individuals found to have engaged in retaliation shall be subject to disciplinary action, up to and including termination of employment or expulsion from school.

Allegations Constituting Criminal Conduct: Child Abuse/Sexual Misconduct

State law requires any teacher or school employee who knows or suspects that a child under the age of eighteen (18) is a victim of child abuse or neglect to immediately report that knowledge or suspicion to the Department of Child Services, Office of Child Protective Services. If, during the course of a harassment investigation, the Compliance Officer or a designee has reason to believe or suspect that the alleged conduct reasonably indicates abuse or neglect of the Complainant or the alleged victim, a report of such knowledge must be made in accordance with State law and Board Policy.

If the Compliance Officer or a designee has reason to believe that the Complainant has been the victim of criminal conduct as defined under State law, such knowledge should be reported to local law enforcement.

Any reports made to Child Protective Services or to local law enforcement shall not terminate the Compliance Officer's or a designee's obligation and responsibility to continue to investigate a complaint of harassment. While the Compliance Officer or a designee may work cooperatively with outside agencies to conduct concurrent investigations, in no event shall the harassment investigation be inhibited by the involvement of outside agencies.

Education and Training

In support of this Anti-Harassment Policy, the Board promotes preventative educational measures to create greater awareness of unlawful discriminatory practices. The Compliance Officers will oversee training of Corporation employees and students so that they understand their rights and responsibilities under Federal and State law and are informed of the Board's policies and practices with respect to fully implementing and complying with the requirements of Federal and State law. All training regarding the Board's policy and administrative guidelines and harassment in general will be age and content appropriate.

Notice

Notice of the Board's policy on anti-harassment related to employment practices and the identity of the Compliance Officers will be posted throughout the Corporation, and published in any Corporation statement regarding the availability of employment, in any staff handbooks, and in general information publications of the Corporation as required by Federal and State law and this policy.

I.C. 35-42-4-3, 35-42-4-8, 35-42-4-9

20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004)

20 U.S.C. 1681 et seq., Title IX of the Education Amendments Act of 1972

29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

42 U.S.C. 1983

42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964

42 U.S.C. 2000e et seq., Titles VII of the Civil Rights Act of 1964

42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

29 C.F.R. Part 1635

National School Boards Association Inquiry and Analysis - May 2008

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

DRUG PREVENTION

The School Board recognizes that the misuse of drugs is a serious problem with legal, physical, and social implications for the entire school community.

[X] As the educational institution of this community, the schools should strive to prevent drug abuse and help drug abusers by educational, rather than punitive, means.

For purposes of this policy, "drugs" shall mean:

- (X) all dangerous controlled substances as so designated and prohibited by Indiana statute;
- (X) any synthetic drug or derivative thereof defined as a controlled substance by Indiana statute;
- (X) all chemicals which release toxic vapors;
- (X) all alcoholic beverages;
- (X) tobacco and tobacco products;
- (X) any prescription or patent drug, except those for which permission to use in school has been granted pursuant to Board policy;
- (X) anabolic steroids;
- (X) any "look-alike" substances;
- (X) any other illegal substance so designated and prohibited by law.

The Board prohibits the use, possession, concealment, or distribution of any drug and any drug-related paraphernalia at any time on Corporation property or at any school-related event. It further establishes a drug-free zone within 1000 feet of any facility used by the Corporation for educational purposes.

The Superintendent shall prepare guidelines for the identification, amelioration, and regulation of drug use in the schools. Such guidelines shall:

- A. emphasize the prevention of drug use;
- B. provide for a comprehensive, age-appropriate, developmentally-based drug and alcohol education and prevention program which:
 - 1. addresses the legal, social, psychological, and health consequences of drug and alcohol use;

- 2. provides information about effective techniques for resisting peer pressure to use illicit drugs and alcohol;
- (X) assists students to develop skills to make responsible decisions about substance abuse and other important health issues;
- (X) promotes positive emotional health, self-esteem, and respect for one's body;
- (X) meets the minimal objectives as stated in the essential performance objectives for health education as established by the State's Department of Education;
- C. include a statement to students that the use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful;
- D. provide standards of conduct that are applicable to all students which clearly prohibit, at a minimum, the unlawful possession, use, or distribution of illicit drugs and alcohol by students on school premises or as a part of any school activity;
- E. include a clear statement that disciplinary sanctions, up to and including expulsion and referral for prosecution, will be imposed on students who violate the school standards of conduct and a description of those sanctions;
- F. provide information about any drug and alcohol counseling and rehabilitation and reentry programs available to students and provide procedures to direct students and their parents to the appropriate programs;
- G. require that all parents and students be given a copy of the standards of conduct regarding the unlawful possession, use, or distribution of illicit drugs and alcohol by students;

- H. require the notification to parents and students that compliance with the standards of conduct is mandatory;
- I. provide a biennial review of the School Corporation's program to determine its effectiveness and implement changes as needed and to ensure that disciplinary sanctions are consistently enforced;
- (X) provide for a student assistance program which includes guidelines for prevention activities and programs, for referrals of students to outside treatment providers, and for cooperative follow-up after treatment has been provided;
- (X) establish means for dealing with students suspected of drug use or suspected of possessing or distributing drugs in school and ensure that the Corporation's policy and administrative guidelines on Search and Seizure are complied with fully.

I.C. 20-30-5-11

I.C. 35-48-2-4

20 U.S.C. 7101 et seq., The Safe and Drug-Free Schools and Communities Act
(Title IV, Part A of the Elementary and Secondary Education Act)

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

STUDENT FEES AND CHARGES

Because of limited financial means, the School Board may need to levy certain charges to students to facilitate the utilization of adequate, appropriate learning materials. Such charges would be made on expendable items such as, but not limited to, magazines, workbook materials, paperback selections, and laboratory supplies as well as for lost or damaged books and materials for independent study or special projects, and School Corporation-sponsored trips. No student, however, shall be deprived of participation in an activity because of lack of financial ability to pay a charge.

A charge shall not exceed the combined cost of the material used, freight and/or handling and processing charges, and nominal add-on for loss.

When Corporation property, equipment, or supplies are damaged, lost, or taken by a student, a fee will be assessed. The fee will be reasonable, seeking only to compensate the Corporation for the expense or loss incurred.

The late return of borrowed books or materials from the Corporation's school libraries will be subject to appropriate fees.

Any fees collected by members of the staff are to be turned in to the Business Office within twenty-four (24) hours after collection.

In the event the above course of action does not result in the fee being collected, the Board authorizes the Superintendent or designee to take the student and/or his/her parents to Small Claims Court for collection.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

FINANCES
6152/page 2 of 3

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

FINANCES
6152/page 3 of 3

- [X] The Corporation may write-off any outstanding unpaid student fees of \$5.00 or less, if not paid by the first day of the school year following the school year or activity season in which the debt for nonpayment of student fees was incurred.

Unpaid student fees in excess of \$5.00 may, at the discretion of the School Treasurer or his/her designee, be written off one (1) year after the end of the school year or activity season in which the debt for nonpayment of student fees was incurred. Fees in excess of \$5.00 may be written off at any time, if the principal, or his/her designee, determines the student's parents, or the student, if age eighteen (18) or older or an emancipated minor, is unable to pay.

Indiana State Board of Accounts, *Public Schools Audit Manual*
Indiana State Board of Accounts, *School Administrator*

© NEOLA 2015

REVISED POLICY - VOL. 28, NO. 1

PAYROLL DEDUCTIONS

For those employees not covered by the terms of a negotiated agreement, the School Board authorizes that certain deductions may be made from an employee's paycheck upon receipt of proper written authorization on the appropriate form. Subject to I.C. 22-2-6-2 and other applicable law, deductions may be made for:

- A. Federal, State, and local income tax;
- B. Social Security and Medicare (FICA);
- C. Indiana State Teachers Retirement Fund or Public Employees Retirement Fund;
- (X) county local option income tax;
- (X) Section 125 deductions (cafeteria plans);
- (X) Section 403(b) deductions;
- (X) Section 457(b) deductions;

- (X) savings in a chartered credit union;
- (X) contributions to charitable or nonprofit organizations;
- (X) payment of dues to labor organizations of which the employee is a member;
- (X) payment of group health or life insurance premiums for a plan in which at least ten (10) percent of the Corporation employees participate;
- (X) other deductions as permitted by I.C. 22-2-6-2;

Employees shall notify the Corporation's administrative offices in writing if they wish to participate in this payroll deduction program. Any payroll deduction agreement provided by an employee must otherwise comply with all of the provisions of applicable law and may be terminated as said law provides upon notice given in writing by either party.

To the extent permitted by law, the Board also declares its willingness to enter into an agreement with any of its employees whereby the employee agrees to take a reduction in salary with respect to amounts earned after the effective date of such agreement in return for the Board's agreement to contribute such withheld amounts to an employee benefit plan described in section 403(b) or 457(b) of the Internal Revenue Code, which has been made available by the Corporation ("403(b) or 457(b) Plan"). Such contributions will be subject to the terms and conditions of the employee's salary reduction agreement and the Corporation's administrative guidelines that are adopted from time to time with respect to the 403(b) or 457(b) Plan, including the following:

- A. Amounts withheld at an employee's election for contribution to a 403(b) or 457(b) Plan will only be forwarded to a company/vendor that has been previously approved by the board and continues to remain on the Board's approved list of vendors.
- B. An employee must complete a standard salary reduction agreement that has been pre-approved by the Corporation.
- C. By providing employees with payroll deduction services for contributions to a benefit plan, the Board is not providing any financial advice to employees.
- D. The Board does not guarantee the return or quality of any tax-sheltered annuity, mutual fund, or other investment selected by an employee, and it is intended that the Board and the Corporation shall have no liability whatsoever for any investment alternative offered by an approved vendor or selected by an employee.

- E. All costs incurred in the administration of the 403(b) or 457(b) Plan and corresponding investment fees shall be paid from the assets of the applicable 403(b) or 457(b) Plan.

I.C. 22-2-6-2
Internal Revenue Service Code Section 403(b)

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

DISPOSITION OF REAL PROPERTY

The School Board believes that the efficient administration of the Corporation requires the disposition of property and goods no longer necessary for the maintenance of the educational program or the operation of the School Corporation.

The Board shall direct the periodic review of all Corporation property and authorize the disposition by sale, donation, trade, or discard of any property not required for school purposes.

- [X] All written offers on real property under consideration for disposition shall be presented as an item on the agenda of a public School Board meeting. A preliminary review of offers to purchase or lease shall include: source of offer, date of offer, expiration date of offer, and intended use of property.

- [X] All property considered for disposition (sale) shall be subjected to two (2) current, outside, professional appraisals prior to the solicitation of offers.

- [X] All property considered for lease or sale shall be reviewed by the Board prior to solicitation of offers. The solicitation of offers by the Board shall include an expiration date.

- [X] In consideration of the best interest of the Corporation and of the residents and taxpayers, the Board reserves the right to reject any and all offers at its sole discretion, regardless of price and terms.

- [X] Potential purchasers or lessees shall demonstrate financial capability to meet the terms and conditions of their purchase or lease offer.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

PROPERTY
7300/page 2 of 4

- [X] Potential purchasers shall demonstrate reasonable likelihood of obtaining necessary city/township approvals and/or compliance with city/township zoning ordinances.
- [X] Money derived from the sale or exchange of property that is no longer needed for school purposes shall be placed in any school fund established by law that the Board considers appropriate.

Lease or Sale of Property to Charter School:

[NOTE: The following section does not apply to a school building that on or before July 1, 2011, was leased or loaned by the Corporation to another entity if the entity is not a building corporation or other entity that is related in any way to, or created by, the Corporation or the Board.]

Except as specified below, before the Board may dispose of real property previously used for instruction, the Board shall make available for lease or purchase to any charter school any school building owned by the Corporation or any other entity that is related in any way to, or created by, the Corporation or the Board, including but not limited to a building corporation, that either is not used in whole or in part for classroom instruction at the time the charter school seeks to lease the building or appears on the list compiled by the State Department of Education (SDOE) of available properties described below in order for the charter school to conduct classroom instruction.

No later than August 1 each calendar year, the Board shall inform the SDOE if a school building that previously was used for classroom instruction is closed, unused, or unoccupied. The SDOE shall maintain a list of such closed, unused, or unoccupied school buildings and make the list available on its Internet website.

A school building that appears for the first time on SDOE's list shall be designated as "Unavailable until (a date two (2) years after the school building first appears on the list)" if the Board indicates to the SDOE, on a form prescribed by the SDOE, that the school building may be reclaimed during that period for classroom instruction. If the Board does not indicate that a school building may be reclaimed, the Board shall designate the school building as "Available" on the SDOE's list. The Board may change the designation of a building from unavailable to available at any time. If a school building that is designated as unavailable on the SDOE's list remains unused for classroom instruction one (1) year after being reclaimed, the Board shall designate the school building as "Available" on the SDOE's list. The Board may reclaim a school building only one (1) time.

Within thirty (30) days after receiving notification from the SDOE that a charter school wishes to use a school building, the Board shall lease the school building to the charter school for one dollar (\$1.00) per year for as long as the charter school uses the school building for classroom instruction or for a term at the charter school's discretion, or sell the school building to the charter school for one dollar (\$1.00). The charter school must begin to use the school building for classroom instruction not later than two (2) years after acquiring the school building. If the school building is not used for classroom instruction within two (2) years after acquiring the school building, the school building shall be placed on the SDOE's list. If during the term of the lease the charter school closes or ceases using the school building for classroom instruction, the school building shall be placed on the SDOE's list.

If a Corporation school building is sold to a charter school pursuant to this procedure, and the charter school or any entity related to the charter school subsequently sells or transfers the school building to a third party, the charter school or related entity must transfer an amount equal to the gain in the property minus the adjusted basis (including costs of improvements to the school building) to the Corporation. Gain and adjusted basis shall be determined in the manner prescribed by the Internal Revenue Code and the applicable Internal Revenue Service regulations and guidelines.

During the term of a lease under this section, the charter school is responsible for the direct expenses related to the school building leased, including utilities, insurance, maintenance, repairs, and remodeling. The Corporation is responsible for any debt incurred for or liens that attached to the school building before the charter school leased the school building.

Notwithstanding anything to the contrary in this section, and with the sole exception of a waiver referenced below, when a school building is designated as "Available", the school building must remain designated as "Available" and may not be sold or otherwise disposed of for at least two (2) years. When the two (2) year period has elapsed, the Board may sell or otherwise dispose of the school building in accordance with I.C. 36-1-11.

The Board may request from the SDOE a waiver from the requirement to make a school building available to a charter school. In order for the Board to receive a waiver, the Board must apply to the SDOE for the waiver on a form prescribed by the SDOE. The application must include a statement that the Board believes that a charter school would not be interested in leasing or purchasing the vacant or unused school building.

A charter school may submit a written qualified objection to the Board's request for a waiver to the SDOE. In order to be considered a qualified objection, it must include:

- A. the name of the charter school that is interested in leasing or purchasing the vacant or unused school building; and
- B. a time frame, which may not exceed one (1) year from the date of the objection, in which the charter school intends to begin providing classroom instruction in the vacant or unused school building.

If the SDOE received a qualified objection, the school building will remain on the SDOE's list. If the SDOE does not, it will grant the waiver, and the Board may sell or otherwise dispose of the unused or vacant school building in accordance with I.C. 36-1-11.

I.C. 20-23-6-9
I.C. 20-26-5-4
I.C. 20-26-7-1
I.C. 36-1-11

REVISED POLICY - VOL. 28, NO. 1

DISPOSITION OF SURPLUS PROPERTY

The School Board requires the Superintendent to review the property of the School Corporation periodically and to dispose of that material and equipment which is no longer usable in accordance with the terms of this policy.

A. Instructional Material

The Corporation shall review instructional materials (i.e. textbooks, library books, manuals, support materials, etc.) periodically to determine the relevance of such materials to the present world and current instructional programs. The following criteria will be used to review instructional materials for redistribution and possible disposal:

1. concepts or content that do not support the current goals of the curriculum
2. information that may not be current
3. worn beyond salvage

B. Equipment

The Corporation shall inspect the equipment used in the instructional program periodically, to determine the condition and usability of such equipment in the current educational program. Should the equipment be deemed no longer serviceable or usable, the following criteria will be used to determine possible disposal:

1. repair parts for the equipment no longer readily available
2. repair records indicate equipment has no usable life remaining
3. obsolete and no longer contributing to the educational program

4. some potential for sale at a school auction
5. creates a safety or environmental hazard

C. Textbooks

The Corporation shall dispose of textbooks in accordance with the procedures prescribed by statute.

The Corporation shall dispose of textbooks determined by Corporation officials to no longer be of use in the Corporation pursuant to Section D below.

D. Disposition

The Superintendent is authorized to dispose of obsolete instructional and other property by selling it to the highest bidder, by donation to appropriate parties, or by proper waste disposal. Disposal of surplus property purchased with Federal funds shall be disposed of in accordance with Federal guidelines.

I.C. 20-26-5-4

I.C. 36-1-11

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

USE OF CORPORATION PHYSICAL FITNESS FACILITIES

In addition to the use of the Corporation's physical fitness facilities by students and staff, the Board authorizes use of these facilities by community participants other than students and staff subject to the requirements of this policy.

For purposes of this policy:

- A. "Corporation physical fitness facilities" means Corporation property, Corporation equipment, or a Corporation facility used by a community participant to participate in a physical fitness activity.
- B. "Community participant" means a
 - (X) resident of the community served by the Corporation
 - (X) personwho uses one or more Corporation physical fitness facilities. Excluded from this definition and therefore this policy are students participating in an activity as part of an official school function, and current employees who use one or more Corporation physical fitness facilities in the course of their employment by the Board.
- C. "Inherent risk of injury in a physical fitness activity" means a condition, danger, or hazard that is an integral part of a physical fitness activity, the use of exercise equipment, or the use of a facility provided by the Corporation as determined by a reasonable person considering the nature of the activity, equipment, or facility. The term includes the negligent acts of a community participant that may contribute to injury to the community participant or others, including failing to follow instructions; failing to exercise reasonable caution while engaging in an activity; or failing to obey written warnings or postings.
- D. "Operator" means an elementary school (as defined under I.C. 20-18-2-4) or an approved secondary school (as defined under I.C. 21-12-1-5) that owns, manages, controls, directs, or has operational responsibility for a recreational facility.

- E. "Recreation" includes physical exercise, leisure, or sports.
- F. "Recreational facility" means a building, location, or area primarily designed and used for purposes of recreation. The term includes:
 - 1. a gymnasium;
 - 2. a park;
 - 3. a playground;
 - 4. a swimming pool;
 - 5. a fieldhouse;
 - 6. a beach;
 - 7. a stadium;
 - 8. a golf course;
 - 9. a campground;
 - 10. a boat launching site;
 - 11. an arboretum;
 - 12. a bicycle path;
 - 13. a bridle path;
 - 14. a community center;
 - 15. a bowling alley;
 - 16. a billiard hall;
 - 17. a court, field, or other area designated for sports; and
 - 18. any other building, location, or area specifically set aside for recreation.

Corporation physical fitness facilities that are operated by an elementary school or an approved secondary school fall within the definition of “recreational facility” for purposes of this policy.

- G. "Recreational user" means an authorized user of a recreational facility who is using the facility for the recreational purpose for which it was primarily designed. However, the term does not include a person participating in or attending an intercollegiate or interscholastic event. A community participant is considered to be a “recreational user” for purposes of this policy when using Corporation physical fitness facilities that fall within the meaning of “recreational facility” for recreation.

Community participants and recreational users may use the Corporation physical fitness facilities and recreational facilities at times and in a manner approved by the Superintendent.

[X] OPTION 2

Community participants and recreational users shall pay a fee as determined by the Board as a condition for the use of Corporation physical fitness facilities or recreational facilities.

As an additional condition for the use of Corporation physical fitness facilities and recreational facilities, a community participant or recreational user and the parent/guardian of a community participant or recreational user under eighteen (18) years of age shall execute a release in which s/he agrees to assume the inherent risk of injury in physical fitness activities and acknowledges receipt of the following written warning:

WARNING

Under Indiana law, a school is not liable for an injury to, or the death of, a participant in physical fitness activities at this location if the death or injury results from the inherent risks of the physical fitness activity. Inherent risks of physical fitness activities include risks of injury inherent in exercise, the nature of a sport, the use of exercise equipment, or the use of a facility provided by a school. Inherent risks also include the potential that you may act in a negligent manner that may contribute to your injury or death, or that other participants may act in a manner that may result in injury or death to you.

You are assuming the risk of participating in this physical fitness activity.

The WARNING language set out above shall be included verbatim in a written agreement executed by each community participant and recreational user before their first use of Corporation physical fitness facilities or recreational facilities. The WARNING shall be set out in the written agreement in bold font no smaller than fourteen (14) point. A copy of this written agreement shall be given to each community participant and recreational user at the time the agreement is signed.

The WARNING also shall be posted in letters at least one (1) inch in height on a sign placed in a location in Corporation physical fitness facilities and recreational facilities where community participants and recreational users are likely to be present and where it is visible to community participants and recreational users.

The operator of a recreational facility shall:

- A. post the duties of recreational users and the duties, obligations and liabilities of the operator in at least three (3) conspicuous locations in or along the recreational facility;
- B. maintain the stability and legibility of all signs, symbols, and posted notices required by this policy;
- C. ensure that, with respect to a recreational facility that is located in a building, at least one (1) floor supervisor is on duty when the recreational facility is open;

A floor supervisor must have received appropriate training to carry out the floor supervisor's duties and must use reasonable care in carrying out the floor supervisor's duties.

- D. maintain the floor or surface of the recreational facility in proper and reasonably safe condition;
- E. if the recreational facility is located in a building or includes a building, maintain in good and safe condition the areas of the building open to recreational users;

- F. maintain equipment in good mechanical condition;
- G. comply with all applicable State and local fire safety codes, building codes, and other safety codes applicable to a recreational facility;

Recreational users have the following duties:

- A. Maintain reasonable control of the recreational user's speed and course at all times.
- B. Use due care while operating or using equipment.
- C. Heed all posted signs and warnings.
- D. Maintain a proper view to avoid other recreational users, individuals, and objects.
- E. Accept responsibility for knowing the range of the recreational user's ability and using the recreational facility within the limits of the recreational user's ability.
- F. Refrain from acting in a manner that may cause or contribute to the injury of the recreational user or any other individual.

Recreational users are considered to have knowledge of and assume the risks of using the recreational facility.

For purposes of this policy, risks of using a recreational facility include the following:

- A. Injuries that result from collisions or incidental contact with other recreational users or other individuals who are properly present at the recreational facility.
- B. Injuries that result from falls caused by loss of balance.

- C. Injuries that involve objects or artificial structures that are not otherwise attributable to an operator's breach of the operator's duties or responsibilities under this policy.
- D. Injuries that result from the recreational user's violation of the recreational user's duties listed above.

Unless an operator violates the operator's duties or responsibilities, the assumption of risk set forth above is a complete defense to an action against an operator by a recreational user for injuries and property damage resulting from the assumed risks.

The measures taken by the Board in this policy to implement the limitation of liability permitted by I.C. 34-31-10 and I.C. 34-31-11.4 are not intended to be an election of a defense or a waiver of any other defense or limitation on Board or employee liability.

I.C. 34-6-2-91; Definition of operator

I.C. 34-6-2-129.4; Definition of recreation

I.C. 34-6-2-129.5; Definition of recreational facility

I.C. 34-6-2-129.6; Definition of recreational user

I.C. 34-13-3; Immunity of governmental entity or employee for tort claims

I.C. 34-13-4; Personal civil liability under civil rights laws

I.C. 34-31-10; Limited liability arising from the public use of school facilities for physical fitness activities

I.C. 34-31-11.4; Limited liability for operators of recreational facilities

REVISED POLICY - VOL. 28, NO. 1

PERSONAL BACKGROUND CHECK – CONTRACTED SERVICES

To protect students and staff members, the Board requires an inquiry into the personal background of each employee of a contractor or sub-contractor who is likely to have direct, on-going contact with children within the scope of their employment.

The Superintendent shall establish the necessary procedures to provide that contractors and sub-contractors conduct an inquiry into the background information of these employees that shall include the following:

- A. an expanded national criminal history check as defined by I.C. 20-26-2-1.5
- B. a search of the national sex offender registry maintained by the United States Department of Justice
- C. arrest and/or filing of criminal charges against each employee within two (2) business days of the occurrence and the disposition of such arrest or filing of charges concerning employees of contractors and sub-contractors
- D. verification of enrollment in and use of the Federal E-Verify program to check eligibility to be employed (all employees)

- (X) a detailed background history including all prior employment and volunteer positions
- (X) an Indiana Bureau of Motor Vehicles driver history if the position involves driving

Personally identifiable information reported to the Corporation in the implementation of this policy shall not be released except as necessary to implement this policy or to defend a decision made pursuant to this policy.

Each contractor and sub-contractor providing services to the Corporation shall screen all employees who are likely to have direct, on-going contact with children in the course of providing services to the Corporation. Screening shall only be required one (1) time during the period of the current contract with the Corporation as long as the contractor has continuously screened new hires, and required the same of its sub-contractors and required that these employees report arrest and the filing of criminal charges against them. Compliance with this requirement shall be verified by either:

- A. inclusion of the requirement as material term of the contractor's or sub-contractor's contract; or
- B. execution of a certificate of compliance with this policy which shall be maintained with the contract in the Corporation's files.

Non-compliance with these requirements shall be a breach of a material term of any contract between a contractor/sub-contractor and the Corporation.

The Superintendent shall develop administrative guidelines to implement this policy. These procedures shall provide for the review of each reported arrest and/or criminal charge and for a response to the reported information that protects members of the school community from persons who may be dangerous to them. Failure of a contractor or sub-contractor to remove an employee from direct contact with students, upon request from the Superintendent, shall be considered to be a material breach of the contractor's or sub-contractor's contract with the Corporation.

I.C. 10-13-3
I.C. 20-26-2-1.5
I.C. 20-26-5-10, -11

REVISED POLICY - VOL. 28, NO. 1

STUDENT RECORDS

In order to provide appropriate educational services and programming, the School Board must collect, retain, and use information about individual students. Simultaneously, the Board recognizes the need to safeguard student's privacy and restrict access to student's personally identifiable information.

Student "personally identifiable information" ("PII") includes, but is not limited to: the student's name; the name of the student's parent or other family members; the address of the student or student's family; a personal identifier, such as the student's social security number, student number, or biometric record; other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name; other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty; or information requested by a person whom the School Corporation reasonably believes knows the identity of the student to whom the education record relates.

A social security number of a student contained in the records of the Corporation may be disclosed if the record is specifically required by a State or a Federal Statute or is ordered by a court under the rules of discovery.

PII concerning students shall be protected against theft, unauthorized access, alteration, disclosure, misuse, or invasion of privacy. Unless specifically authorized by the Superintendent or produced pursuant to a request under the Indiana Access to Public Records Act, PII concerning students shall not be left unprotected, shared or transferred from Corporation records to any place not within the control of the Corporation. This includes any laptop computer or portable storage medium.

The Board is responsible for maintaining records of all students attending schools in this Corporation. In addition to records mandated by the Federal Government, the State of Indiana requires that the Corporation record or include in the official high school transcript for each high school student the following information:

- A. attendance records
- B. the students' latest ISTEP/GQE test results
- C. any secondary level and postsecondary level certificates of achievement earned by the student
- D. immunization information from the student's immunization record
- E. any dual credit courses taken that are included in the core transfer library under I.C. 21-42-5-4

The Board also authorizes the collection of other student information including, but not limited to:

- A. observations and ratings of individual students by professional staff members acting within their sphere of competency;
- B. samples of student work;
- C. information obtained from professionally acceptable standard instruments of measurement such as:
 - 1. interest inventories and aptitude tests,
 - 2. vocational preference inventories,
 - 3. achievement tests,
 - 4. standardized intelligence tests,
- D. verified reports of serious or recurrent behavior patterns;
- E. rank in class and academic honors earned;

- F. psychological tests;
- G. custodial arrangements.

In all cases, permitted, narrative information in student records shall be objectively-based on the personal observation or knowledge of the originator.

Student records shall be available only to students and their parents, eligible students, designated school officials and designated school personnel, who have a legitimate educational interest in the information, or to other individuals or organizations as permitted by law.

The term "parents" includes legal guardians or other persons standing in loco parentis (such as a grandparent or stepparent with whom the child lives, or a person who is legally responsible for the welfare of the child). The term "eligible student" includes any student who is eighteen (18) years of age or older, or who is enrolled in a postsecondary institution regardless of his/her age.

In situations in which a student has both a custodial and a noncustodial parent, both shall have access to the student's educational records unless stated otherwise by court order. In the case of an eligible student, that is a student who is eighteen (18) years of age or older, parents will be allowed access to the records without the student's consent, provided the student is considered a dependent under Section 152 of the Internal Revenue Code.

A "school official" is a person employed by the Board as an administrator, supervisor, teacher/instructor (including substitutes), school psychologist, therapist, or support staff member (including health or medical staff and law enforcement unit personnel); and a person serving on the Board. The Board further designates the following individuals and entities as "school officials" for purposes of FERPA:

- A. persons or companies with whom the Board has contracted to perform a specific task (such as an attorney, auditor, insurance representative, or medical consultant);
- B. school psychologists, whether employed by a special education cooperative, interlocal, joint services organization, or an outside contractor, for purposes of the referral, evaluation and identification of students suspected to have a disability;

- C. contractors, consultants, volunteers or other parties to whom the Board has outsourced a service or function otherwise performed by Board employees (e.g. a therapist, authorized information technology (IT) staff, and approved online educational service providers).

The above-identified outside parties must (a) perform institutional services or functions for which the Board would otherwise use its employees, (b) be under the direct control of the Board with respect to the use and maintenance of education records, and (c) be subject to the requirements of 34 C.F.R. 99.33(a) governing the use and re-disclosure of PII from education records.

Finally, a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his/her tasks (including volunteers) is also considered a "school official" for purposes of FERPA provided s/he meets the above-referenced criteria applicable to other outside parties. "Designated school personnel" may include but is not limited to employees or agents of an insurance carrier providing a defense to the Corporation or its employees or agents.

"Legitimate educational interest" shall be defined as a "direct or delegated responsibility for helping the student achieve one (1) or more of the educational goals of the Corporation" or if the record is necessary in order for the designated school personnel official to perform an administrative, supervisory or instructional task for the Corporation or to perform a service or benefit for the student or the student's family or to provide a defense to the Corporation with respect to any of these tasks. The Board directs that reasonable and appropriate methods (including but not limited to physical and/or technological access controls) are utilized to control access to student records and to make certain that school officials obtain access to only those education records in which they have a legitimate educational interest.

The Board authorizes the administration to:

- A. forward student records including disciplinary records with respect to suspensions and expulsions upon request to a private or public school or school corporation in which a student of this Corporation seeks or intends to enroll, or is instructed to enroll, on a full-time or part-time basis, upon condition that:
 - 1. a reasonable attempt is made to notify the student's parent or eligible student of the transfer (unless the disclosure is initiated by the parent or eligible student; or the Board's annual notification – Form 8330 F9 - includes a notice that the Board will forward education records to other agencies or institutions that have requested the records and in which the student seeks or intends to enroll or is already enrolled so long as the disclosure is for purposes related to the student's enrollment or transfer);
 - 2. the parent or eligible student, upon request, receives a copy of the record; and
 - 3. the parent or eligible student, upon request, has an opportunity for a hearing to challenge the content of the record;
- B. provide "personally-identifiable" information to appropriate parties, including parents of an eligible student, whose knowledge of the information is necessary to protect the health or safety of the student or other individuals, if there is an articulable and significant threat to the health or safety of a student or other individuals, considering the totality of the circumstances;
- C. request each person or party requesting access to a student's record to abide by the Federal and State regulations concerning the disclosure of information to a third party;
- D. report a crime committed by a child to appropriate authorities, and, with respect to reporting a crime committed by a student with a disability, to transmit copies of the student's special education and disciplinary records to the authorities for their consideration;

- E. disclose personally identifiable information from education records, without consent, to organizations conducting studies "for, or on behalf of" the Corporation for purposes of developing, validating or administering predictive tests, administering student aid programs, or improving instruction;

Information disclosed under this exception must be protected so that students and parents cannot be personally identified by anyone other than representative(s) of the organization conducting the study, and must be destroyed when no longer needed for the study. In order to release information under this provision, the Corporation will enter into a written agreement with the recipient organization that specifies the purpose of the study. (See Form 8330 F14) Further, the following personally identifiable information will not be disclosed to any entity: a student or his/her family member's social security number(s); religion; political party affiliation; voting history; or biometric information.

While the disclosure of personally identifiable information (other than social security numbers, religion, political party affiliation, voting record, or biometric information) is allowed under this exception, it is recommended that de-identified information be used whenever possible. This reduces the risk of unauthorized disclosure.

- F. disclose personally identifiable information from education records without consent, to authorized representatives of the Comptroller General, the Attorney General, and the Secretary of Education, as well as state and local educational authorities. The disclosed records must be used to audit or evaluate a federal or state supported education program, or to enforce or comply with federal requirements related to those education programs. A written agreement between the parties is required under this exception (see Form 8330 F16).

[x] Option A [NOTE: The following sentence should be selected by corporations with administrative guidelines.]

The Corporation will verify that the authorized representative complies with FERPA regulations.

- G. disclose or report educational records to a State or local juvenile agency when the disclosure or reporting relates to the ability of the juvenile justice system to serve, before adjudication, the student whose records are being released; and the juvenile justice agency receiving the information certifies, in writing, that the agency or individual receiving the information has agreed not to disclose it to a third party, other than other juvenile justice agency, without the consent of the child's parent, guardian, or custodian.

A disclosure or reporting of educational records concerning a child who has been adjudicated as a delinquent child shall be treated as related to the ability of the juvenile justice system to serve the child before adjudication if the agency provides documentation to the Corporation that the agency seeks the information in order to identify and intervene with the child as a juvenile at risk of delinquency rather than to obtain information solely related to the supervision of the child as an adjudicated delinquent child.

The juvenile court may grant a school access to all or a portion of the juvenile court records of a child who is a student at the school if the Superintendent submits a written request establishing that the juvenile court records are necessary for the school to serve the educational needs of the child whose records are requested or to protect the safety or health of a student, an employee, or a volunteer at the school.

The school shall keep the records confidential. However, the confidentiality order does not prohibit the school from forwarding the juvenile records to another school or a person if a parent, guardian, or custodian of the child consents to the release of the juvenile court records to the person.

The Corporation will comply with a legitimate request for access to a student's records within a reasonable period of time but not more than forty-five (45) days after receiving the request or within such shorter period as may be applicable to students with disabilities. Upon the request of the viewer, a record shall be reproduced, unless said record is copyrighted, and the viewer may be charged a fee equivalent to the cost of handling and reproduction. Based upon reasonable requests, viewers of education records will receive explanation and interpretation of the records.

The Corporation shall maintain a record of those persons to whom information about a student has been disclosed. Such disclosure records will indicate the student, person viewing the record, information disclosed, date of disclosure, and date parental/eligible student consent was obtained (if required).

Only "directory information" regarding a student shall be released to any person or party, other than the student or his/her parent, without the written consent of the parent; or, if the student is an eligible student, the written consent of the student, except those persons or parties stipulated by the Corporation's policy and administrative guidelines and/or those specified in the law.

DIRECTORY INFORMATION

Each year the Superintendent shall provide public notice to students and their parents of the Corporation's intent to make available, upon request, certain information known as "directory information". The Board designates as student "directory information": a student's **(X)** name; **(X)** address; **(X)** telephone number; **(X)** date and place of birth; **(X)** photograph **(X)** major field of study; **(X)** grade level; **(X)** participation in officially recognized activities and sports; **(X)** height and weight, if a member of an athletic team; **(X)** dates of attendance; (x) date of graduation; **(X)** type of diploma awarded; **(X)** awards received; **(X)** honor rolls; **(X)** scholarships.

- [X] The Board designates school-assigned email accounts as "directory information" for the limited purpose of facilitating students' registration for access to various online educational services, including mobile applications/apps that will be utilized by the student for educational purposes. School assigned email accounts shall not be released as directory information beyond this limited purpose and to any person or entity but the specific online educational service provider.

Directory information shall not be provided to any organization for profit-making purposes. The Superintendent may allow access to a school campus or give students' directory information to organizations that make students aware of educational or occupational options.

In accordance with Federal law, the Board shall comply with FERPA when releasing students' information to a recruiting officer for any branch of the United States Armed Forces or an institution of higher education who requests such information.

Parents and eligible students may refuse to allow the Corporation to disclose any or all of such "directory information" upon written notification to the Corporation within ten (10) days after receipt of the Superintendent's annual public notice.

Whenever consent of the parent(s)/eligible student is required for the inspection and/or release of a student's health or education records or for the release of directory information, either parent may provide such consent unless specifically stated otherwise by court order.

The Corporation may disclose "directory information" on former students without consent of the parent(s)/eligible student, unless the parent or eligible student previously submitted a request that such information not be disclosed without their prior written consent.

Disclosure of Lists of Students for Political or Commercial Purposes

It is the policy of the Board not to release the lists of students for commercial or political purposes. This policy shall be equally applied to similarly situated organizations and persons. (I.C. 5-14-3-3(f))

Inspection of Information Collection Instrument

The parent of a student or an eligible student has the right to inspect upon request any instrument used in the collection of personal information before the instrument is administered or distributed to a student. Personal information for this section is defined as individually identifiable information including a student or parent's first and last name, a home or other physical address (including street name and the name of the city or town), a telephone number, or a Social Security identification number. In order to review the instrument, the parent or eligible student must submit a written request to the building principal at least ten (10) business days before the scheduled date of the activity. The instrument will be provided to the parent or eligible student within five (5) business days of the principal receiving the request.

The Superintendent shall directly notify the parent(s) of a student and eligible students, at least annually at the beginning of the school year, of the specific or approximate dates during the school year when such activities are scheduled or expected to be scheduled.

This section does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as the following:

- A. college or other postsecondary education recruitment, or military recruitment
- B. book clubs, magazine, and programs providing access to low-cost literary products
- C. curriculum and instructional materials used by elementary and secondary schools
- D. tests and assessments used by elementary and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments
- E. the sale by students of products or services to raise funds for school-related or education-related activities
- F. student recognition programs

The Superintendent shall prepare procedures to ensure that students and parents are adequately informed each year regarding their rights to:

- A. inspect and review the student's education records;
- B. request amendments if the record is inaccurate, misleading, or otherwise in violation of the student's privacy rights;
- C. consent to disclosures of personally-identifiable information contained in the student's education records, except disclosures allowed without parental consent;
- D. challenge Board noncompliance with a parent's request to amend the records through a hearing;

- E. file a complaint of Corporation noncompliance with the United States Department of Education;
- F. obtain a copy of the Corporation's policy and administrative guidelines on student records.

The Superintendent also shall develop procedural guidelines for:

- (X) the proper storage and retention of records including a list of the type and location of records;
- (X) informing Corporation employees of the Federal and State laws concerning student records.

The Board authorizes the use of the microfilm process or electromagnetic processes of reproduction for the recording, filing, maintaining, and preserving of records.

No liability shall attach to any member, officer, or employee of this Corporation specifically as a consequence of permitting access or furnishing students' records in accordance with this policy and administrative guidelines.

Any entity receiving personally identifiable information pursuant to a study, audit, evaluation or enforcement/compliance activity must comply with all FERPA regulations. Further, such an entity must enter into a written contract with the Board delineating its responsibilities in safeguarding the disclosed information. Specifically, the entity must demonstrate the existence of a sound data security plan or data stewardship program, and must also provide assurances that the personally identifiable information will not be redisclosed without prior authorization from the Board. Further, the entity conducting the study, audit, evaluation, or enforcement/compliance activity is required to destroy the disclosed information once it is no longer needed or when the time frame for the activity has ended, as specified in its written agreement with the Board. See Form 8330 F14 and Form 8330 F16 for additional contract requirements.

Violation of this Policy

As provided for by State law, an employee or agent of the Board:

- (X) who knowingly or intentionally discloses information classified as confidential by State statute commits a Class A infraction;
- (x) who intentionally, knowingly, or recklessly discloses or fails to protect information classified as confidential by this policy may be disciplined or terminated.

Additionally, State law provides that a person who recklessly, knowingly, or intentionally destroys or damages any public record commits a Level 6 felony unless the destruction is pursuant to a record retention scheduled adopted by the County Public Records Commission.

I.C. 5-14-3-3(f)

I.C. 5-14-3-4(a)(3) and (12)

I.C. 5-14-3-4(c)

I.C. 5-14-3-10

I.C. 5-15-6-8

I.C. 20-33-2-13I.C. 20-33-7-1 et seq.

I.C. 31-39-2-13.8

511 I.A.C. 7-38-1 et seq.

26 U.S.C. 152

Family Educational Rights and Privacy Act of 1974, 20 U.S.C. 1232g

Individuals with Disabilities Education Act of 2004, 20 U.S.C. 1400 et seq.

20 U.S.C. 7165(b)

20 U.S.C. 7908

34 C.F.R. Part 99

34 C.F.R. Part 300

REVISED POLICY - VOL. 28, NO. 1

SCHOOL SAFETY

The Board of School Trustees is committed to maintaining a safe environment in all of the Corporation's schools. To that end, in accordance with State law,

- (x) the Corporation shall establish a *Safe School Committee* for the entire Corporation, the composition of which shall be in accordance with the Superintendent's guidelines.

[X] OPTION 2

- (X) each school within the Corporation shall establish a *Safe School Committee*, the composition of which shall be in accordance with the Superintendent's guidelines.

Each *School Safety Committee* may include at least one (1) member who is a member of the school or Corporation career and technical education school.

The *School Safety Committee* shall be responsible for developing a plan that addresses the following issues:

- A. Unsafe conditions, crime prevention, school violence, bullying, and other issues that prevent the maintenance of safe schools.
- B. Professional development needs for faculty and staff to implement methods that decrease problems identified above.
- C. Methods to encourage involvement by the community and students, development of relationships between students and school faculty and staff, and use of problem solving teams.
- D. Provide a copy of the floor plans for each building that clearly indicates each exit, the interior rooms and hallways, and the location of any hazardous materials located in the building to the local law enforcement agency and the fire departments that have jurisdiction over the school. The Corporation shall not disclose any record or part of any record if the disclosure of which would have a reasonable likelihood of threatening public safety by compromising the Corporation's security.

In developing the plan, the *School Safety Committee* **(X)** may seek input from representatives of the following:

- (X) local law enforcement **(X) agencies**;
- (X) the local Fire Marshal(s) or his/her designee(s);
- (X) emergency medical services;
- (X) a member of the Board;
- (X) building administrators;

- (X) the local emergency management service agency;
- (X) School Resource Officer(s);
- [X]** The Superintendent shall recommend the approval and adoption of the Corporation's plan.

Security Police Training

In the case of a special police officer who is assigned as a security police officer for the Corporation, the Board shall require that the police officer receives training and education, approved by the State Board of Education, that will enable the police officer to appropriately deal with individuals with Autism and Asperger's Syndrome.

Persistently Dangerous Schools

The Board recognizes that State and Federal law requires that the Corporation report annually incidents which meet the statutory definition of violent criminal offenses that occur in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. It is further understood that the State Department of Education will then use this data to determine whether or not a school is considered "persistently dangerous" as defined by State policy.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

OPERATIONS
8400/page 4 of 5

Pursuant to the Board's stated intent to provide a safe school environment, the Corporation's school administrators are expected to respond appropriately to any and all violations of the Student Code of Conduct, especially those of a serious, violent nature. In any year where the number of reportable incidents of violent criminal offenses in any school exceeds the threshold number established in State policy, the Superintendent shall refer this to the *School Safety Committee*

for the Corporation

so that a plan of corrective action can be developed and implemented in an effort to reduce the number of these incidents in the subsequent year.

When developed, the Superintendent shall make a report to the Board about this plan of corrective action and recommend approval and adoption of it.

In the unexpected event that the number of reportable incidents in three (3) consecutive school years exceeds the statutory threshold and the school is identified as persistently dangerous, students attending the school shall have the choice option as provided in Policy 5113.02 and AG 5113.02.

In addition, the Superintendent shall meet with the *School Safety Committee*

for the Corporation,

discuss the school's designation as a persistently dangerous school, and develop a plan of corrective action that can be implemented in an effort to reduce the number of these incidents in the subsequent year.

Victims of Violent Crime

The Board further recognizes that, despite the diligent efforts of school administrators and staff to provide a safe school environment, an individual student may be a victim of a violent crime in a school, on school grounds, on a school conveyance, or at a school-sponsored activity. In accordance with Federal and State law the parents of the eligible student shall have the choice options provided by Policy 5113.02 and AG 5113.02.

I.C. 5-2-10.1-12, 20-26-16, 20-26-5-31, 20-34-3-20-9
Title IX, Section 9532 of the No Child Left Behind Act of 2001

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

EMERGENCY PREPAREDNESS PLANS AND DRILLS

The School Board recognizes that its responsibility for the safety of students extends to possible natural and man-made disasters and such emergencies are best met by preparedness and planning.

The Superintendent shall ensure that a written emergency preparedness plan is developed for the School Corporation and each school in the Corporation in consultation with local public safety agencies. The plan shall contain the following:

- A. appropriate warning systems
- B. procedures for notifying other agencies and organizations
- C. posting of evacuation routes
- D. emergency preparedness instruction for staff and students
- E. public information procedures
- F. steps that will be taken prior to a decision to evacuate buildings or dismiss classes, and

- G. provisions to protect the safety and well-being of staff, students and the public in case of:
1. fire;
 2. natural disaster, such as tornado, flood or earthquake;
 3. adverse weather conditions, such as winter storms or extreme heat;
 4. nuclear contamination, such as power plant or transport vehicle spills;
 5. exposure to chemicals, such as pesticides, industrial spills and contaminants, laboratory chemicals and cleaning agents; and
 6. man-made occurrences, such as student disturbance, weapon, weapon of mass destruction, contamination of water or air supply, hostage, and kidnapping incidents

Within sixty (60) days after the beginning of each school year, the Superintendent shall certify to the Indiana Department of Education that the emergency preparedness plans for the Corporation and each school have been reviewed and revised, if necessary. Within sixty (60) days of opening a new or significantly remodeled school, the Superintendent shall certify to the Indiana Department of Education that a new plan has been developed or that the existing plan has been reviewed and revised, if necessary.

In order to prepare students and staff for emergency situations, the Board requires the principal of each school in the Corporation to conduct emergency preparedness drills during the school year in compliance with the rules adopted by the State Board of Education, the State Fire Marshal and the Fire Prevention and Building Safety Commission, as applicable. Each school and attendance center will conduct at least one (1) tornado and one (1) man-made occurrence disaster drill per semester. These drills may be conducted instead of the monthly fire evacuation drill required by the State Fire Marshal; provided, however, that tornado and man-made occurrence drills conducted in place of a monthly fire drill may not be conducted in two (2) consecutive months and may not be conducted more than twice in a semester.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

OPERATIONS
8420/page 3 of 3

- [X] The Board requires the principal of each school to also conduct lock-down, earthquake and other drills considered necessary in order to adequately prepare students and staff for emergency situations.

Each principal shall file a certified statement that all required drills have been conducted.

All threats to the safety of Corporation facilities shall be identified by appropriate personnel and responded to promptly in accordance with the plan for emergency preparedness.

The Superintendent shall develop procedures for the handling of emergencies which include a plan for the prompt and safe evacuation of the schools.

I.C. 20-34-3-20
511 IAC 6.1-2-2.5
675 IAC 22

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

COACH TRAINING

The Corporation shall comply with State law governing the training and certification of all coaches and athletic activity sponsors. This applies to all coaches, whether employees, volunteers, or other individuals, who are participating in activities with student athletes.

All coaches, athletic activity sponsors and marching band instructors shall receive training regarding State law governing concussions and sudden cardiac arrest. All football coaches shall also complete a certified coaching education course that is sport specific; contains player safety content on concussion awareness, equipment fitting, heat emergency preparedness, and proper technique; requires the football coach/activity sponsor to complete a test demonstrating comprehension of the content of the course; and awards a certificate of completion to a football coach who successfully completes the course. The certification course must be completed prior to coaching. The course must be approved by the Indiana Department of Education, and each football coach must complete a course not less than once during a two-year period. However, each football coach must again complete instruction and successfully complete a test if s/he receives notice that new information has been added to the course prior to the end of the two (2) year period.

- [x] All coaches, athletic activity sponsors and marching band instructors, other than football coaches, shall be required to complete a coaching education course that should contain player safety content on concussion awareness, equipment fitting, heat emergency preparedness, and proper technique. The course must be completed prior to coaching or serving as an athletic activity sponsor. Each coach and athletic activity sponsor must complete a course not less than once during a two-year period.

The Superintendent shall establish administrative guidelines to ensure that each person employed as a coach or athletic activity sponsor has the appropriate qualifications, has been properly interviewed, has cleared a criminal background check, and has received the required training.

The guidelines shall also provide that all coaches and athletic activity sponsors must be informed of Corporation policies regarding reporting requirements and investigation requirements for complaints of bullying or harassment and suspected child abuse/sexual abuse.

I.C. 20-34-7

I.C. 20-34-8

© **NEOLA 2015**

NEW POLICY - VOL. 28, NO. 1

REGISTERED SEX OR VIOLENT OFFENDERS

Indiana's "Sex Offender Registration and Community Notification" law requires all "sex or violent offenders" to register with the chief of police of the consolidated city or the sheriff of the county (if it does not contain a consolidated city) in which they reside, work, or study. The chief of police or sheriff must then immediately update the Indiana Sex and Violent Offender Registry website established under I.C. 36-2-13-5.5 by making and publishing a photograph of the sex or violent offender on the Indiana Sex and Violent Offender Registry website, notify every law enforcement agency having jurisdiction in the county where the sex or violent offender resides, and update the National Crime Information Center National Sex Offender Registry data base via the Indiana data and communications system (IDACS). The School Board is committed to assisting the chief of police/sheriff and the local law enforcement agency with their responsibility for Community Notification of registered sex or violent offenders as required by law.

- [x]** The Superintendent may request that the chief of police/sheriff provide notice to the Superintendent at the same time that s/he provides notice to every law enforcement agency having jurisdiction in the county where the sex or violent offender resides, works, or studies when a sex or violent offender registers in the county where the School Corporation is located.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

OPERATIONS
8470/page 2 of 3

[x] The Superintendent or designee shall periodically, but no less than once every

(x) semester

during the school year, check the Indiana Sex and Violent Offender Registry website to assess whether any new sex or violent offenders have registered in the county where the Corporation is located.

[x] Employees who receive said information shall promptly notify the building principal if a registered sex or violent offender who does not attend the school is observed in the vicinity of the school or a bus stop area.

[x] The building principal shall promptly notify the Superintendent if s/he is informed by an employee that if a registered sex or violent offender who does not attend the school is observed in the vicinity of the school or a bus stop area.

The Superintendent shall notify the local law enforcement agency if, in the judgment of the Superintendent, the presence of a registered sex or violent offender on school property appears to be without a legitimate purpose or otherwise creates concern for the safety of children. The Superintendent shall cooperate with the local law enforcement agency if any additional action is to be taken.

I.C. 35-42-4-14(b) makes it a Level 6 felony for a registered sex or violent offender who also is a “serious sex offender” within the meaning of I.C. 35-42-4-14(a) to enter school property. The Superintendent shall notify the local law enforcement agency if s/he learns that a registered sex or violent offender who also is a “serious sex offender” within the meaning of I.C. 35-42-4-14(a) is on school property.

I.C. 11-8-8, Sex Offender Registration (“Zachary’s Law”)
I.C. 35-42-4-14
I.C. 36-2-13-5.5

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

FOOD SERVICES

The Board will provide cafeteria or serving facilities in all schools where space and facilities permit and food service for the purchase and consumption of lunch for all students.

[X] The Board also will provide a breakfast program in accordance with procedures established by the State Department of Education.

The food-service program will comply with Federal and State regulations pertaining to the selection, preparation, consumption, and disposal of food and beverages, including but not limited to the current USDA school meal pattern requirements and the USDA Smart Snacks in School nutrition standards, as well as to the fiscal management of the program. In addition, as required by law, a food safety program that is based on the principles of the Hazard Analysis and Critical Control Point (HACCP) system shall be implemented with the intent of preventing food-borne illnesses. For added safety and security, access to the facility and the food stored and prepared therein shall be limited to food service program staff and other authorized persons.

Substitutions to the standard meal requirements shall be made, at no additional charge, for students for whom a health care provider who has prescriptive authority in the State of Indiana has provided medical certification that the student has a disability that restricts his/her diet, in accordance with the criteria set forth in 7 C.F.R. Part 15b. To qualify for such substitutions the medical certification must identify:

- A. the student's disability and the major life activity affected by the disability;
- B. an explanation of why the disability affects the student's diet; and
- C. the food(s) to be omitted from the student's diet and the food or choice of foods that must be substituted (e.g., caloric modifications or use of liquid nutritive formula).

- [X]** On a case-by-case basis, substitutions to the standard meal requirements may be made, at no additional charge, for students who are not "disabled persons," but have a signed statement from a qualified medical authority that the student cannot consume certain food items due to medical or other special dietary needs. To qualify for such consideration and substitutions the medical statement must identify:
- A. the medical or dietary need that restricts the student's diet; and
 - B. the food(s) to be omitted from the student's diet and the food(s) or choice of foods that may be substituted.

For non-disabled students who need a nutritionally equivalent milk substitute, only a signed request by a parent or guardian is required.

Lunches sold by the school may be purchased by students and staff members and community residents in accordance with the procedures established by the Superintendent.

The operation and supervision of the food-service program is the responsibility of the Superintendent or designee. Food services will be operated on a self-supporting basis with revenue from students, staff, Federal reimbursement, and surplus food. The Board will assist the program by furnishing available space, initial major equipment, and utensils.

In accordance with Federal law, the Superintendent or designee will take such actions as are necessary to obtain a minimum of two (2) food safety inspections per school year, which are conducted by the State or local governmental agency responsible for food safety inspections. The report of the most recent inspection will be posted in a publicly visible location, and a copy of the report will be available upon request. **[Please note: Schools participating in more than one (1) child nutrition program are only required to obtain two (2) food safety inspections per school year if the nutrition programs offered use the same facilities for the preparation and service of meals. Also, the requirement for two (2) inspections does not apply to schools that only offer the Special Milk Program.]**

A periodic review of the food-service accounts will be made by the Superintendent or designee. Any surplus funds from the National School Lunch Program will be used to reduce the cost of the service to students or to purchase cafeteria equipment. Surplus funds from à la carte foods may accrue to the food services program.

With regard to the operation of the school food service program, the Superintendent shall require:

- A. maintenance of sanitary, neat premises free from fire and health hazards;
- B. preparation of food that complies with Federal food safety regulations;
- C. planning and execution of menus in compliance with USDA requirements;
- D. purchase of food and supplies in accordance with State and Federal law, USDA regulations, and Board policy; (see Policy 1130, Policy 1214, Policy 3113, Policy 3214, Policy 4113, Policy 4214, and Policy 6460)
- E. compliance with food holds and recalls in accordance with USDA regulations;
- F. accounting and disposition of food-service funds pursuant to Federal and State law and USDA regulations;
- G. safekeeping and storage of food and food equipment pursuant to USDA regulations;
- H. regular maintenance and replacement of equipment;
- I. compliance with the District's time and effort record-keeping policy by all School Corporation employees whose salaries are paid from USDA funds or with non-Federal funds used to meet a match or cost share requirement.

No foods or beverages, other than those associated with the Corporation's food-service program, are to be sold during food-service hours. The Corporation's food service program will serve only food items and beverages as determined by the Food Service Department to be in compliance with the current USDA Dietary Guidelines for Americans. Any competitive food items and beverages that are available for sale to students à la carte in the dining area between midnight and thirty (30) minutes following the end of the last lunch period also shall comply with the current USDA *Nutrition Standards for the National School Lunch and School Breakfast Programs*, and the USDA *Smart Snacks in Schools* regulations. Foods and beverages unassociated with the food-service program may be vended subject to the rules and regulations set forth in Policy 8540.

The Superintendent will require that the food service program serve foods in the schools of the Corporation that are wholesome and nutritious and reinforce the concepts taught in the classroom.

Healthy, Hunger-Free Kids Act of 2010 and Richard B. Russell National School Lunch Act, 42 U.S.C. 1751 et seq.

Child Nutrition Act of 1966, 42 U.S.C. 1771 et seq.

7 CFR Parts 15b, 210, 215, 220, 225, 226, 227, 235, 240, 245, 3015

2 C.F.R. Part 200

USDA Smart Snacks in School Food Guidelines (effective July 1, 2014)

SP 32-2015 Statements Supporting Accommodations for Children with Disabilities in the Child Nutrition Programs

REVISED POLICY - VOL. 28, NO. 1

TRANSPORTATION

It is the policy of the Board to provide transportation for students when the distance between their home and school makes the service advisable. This policy and any administrative guideline implementing it shall be implemented in compliance with Federal and State law, regulations of the Indiana State Board of Education and the State School Bus Committee.

- [X] School buses shall be purchased, housed, and maintained by the Board for the transportation of students between their home areas and the schools of the Corporation to which they are assigned. All use of tobacco including smoking is prohibited on a school bus. A school bus is a motor vehicle that is designed and constructed for the accommodation of at least ten (10) passengers and used for the transportation of school children to and from school, school athletic games or contests, and other school functions. The term "school bus" does not include a privately owned automobile with a capacity of not more than five (5) passengers that is used for the purpose of transporting school children to and from school.
- [X] The Board may enter into a contractual agreement with a qualified contractor for the transportation of students.
- [X] A special purpose bus is any motor vehicle designed and constructed for the accommodation of more than ten (10) passengers that meets the Federal school bus safety standards, except the requirement for stop arms and flashing lights, and that is used by the Board for transportation purposes not appropriate for school buses.

A special purpose bus may not be used to provide regular transportation of school children (except for persons enrolled in a special program, i.e., for the habilitation or rehabilitation of students with developmental disabilities, orthopedic impairments, or multiple disabilities between their residence and the school.

A special purpose bus may be used to transport students and their supervisors, including coaches, managers, and sponsors to athletic, other extracurricular school activities, and field trips.

A special purpose bus also may be used to transport homeless students.

- [X] If the special purpose bus has a capacity of less than sixteen (16) passengers, the operator must hold a valid operator's, chauffeur's, commercial drivers, or public passenger chauffeur's license. If the special purpose bus has a capacity of more than fifteen (15) passengers, the operator must meet the requirements of a regular school bus driver.

A special purpose bus is not required to be constructed, equipped, or painted as specified for a regular school bus.

Transportation of eligible vocational or special education children between their home areas and schools outside the Corporation shall be arranged through the use of Corporation-owned vehicles, through cooperation with other corporations, through commercial carriers, and/or by other means in the most efficient and economical manner.

The Board shall provide transportation to non-public school students with legal settlement in the Corporation when seats are available on a bus on an existing route. This transportation shall be provided without charge when the Board does not incur additional expense, and shall be to and from the students' non-public school or the point on an established bus route that is nearest or most easily accessible to the non-public school.

Vehicle routes shall be established so that an authorized vehicle stop is available within reasonable walking distance of the home of a student entitled to transportation services.

The Board authorizes the installation and use of video recording devices in the school buses to assist the drivers in providing for the safety and well-being of the students while on a bus.

**BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY SCHOOL CORPORATION**

OPERATIONS
8600/page 3 of 3

I.C. 16-41-37-2.3, 16-41-37-4 (“school bus” defined, smoking prohibited)

I.C. 9-13-2-161 (“school bus” defined)

I.C. 20-26-5-4(a)(5) (purchase of buses) and (8) (employ drivers)

I.C. 20-27-3 (State School Bus Committee)

I.C. 20-27-9 (use of school buses)

I.C. 20-27-11-1

Hoagland v. Franklin Township Community School Corporation,

No. 49S02-1410-PL-643, 27 N.E.3d 737 (Ind. 2015) (school corporation may discontinue transportation services for students)

Archdiocese of Indpls. v. MSD of Lawrence Twp., 945 N.E.2d 757 (Ind. App. 2011);

Frame v. South Bend Schools, 480 N.E.2d 261 (Ind. App. 1985) (transporting non-public school students)

© **NEOLA 2015**

REVISED POLICY - VOL. 28, NO. 1

PUBLIC ATTENDANCE AT SCHOOL EVENTS

The School Board welcomes the attendance of members of the community at athletic and other public events held by the schools in the Corporation, but the Board also acknowledges its duty to maintain order and preserve the facilities of the Corporation during the conduct of such events.

The Board holds the legal authority to bar the attendance of or remove any person whose conduct may constitute a disruption at a school event. School administrators have the authority to call law enforcement officials if a person violates posted regulations or does not leave school property when requested. They are also authorized to use detectors and other devices to better ensure the safety and well-being of participants and visitors.

If a student or adult is asked to leave or is removed from a school event, no admission fees shall be refunded.

[X] The Board directs that no alcoholic beverage or other controlled substance be possessed, consumed, or distributed

(X) nor any betting occur

(X) at any function sponsored by the Corporation.

(X) at any function occurring on Corporation premises.

[X] Raffles and similar forms of fund-raising by Corporation-related organizations may be permitted by the Superintendent in accordance with Policy 9211 - Corporation Support Organizations and Policy 9700 - Relations with Special Interest Groups.

No qualified person with a disability will, because the Corporation's facilities are inaccessible to or unusable by persons with disabilities, be denied the benefits of, be excluded from participation in, or otherwise be subjected to discrimination under any program or activity to which Section 504/ADA applies.

For facilities constructed or altered after June 3, 1977, the Corporation will comply with applicable accessibility standards. For those existing facilities constructed prior to June 3, 1977, the Corporation is committed to operating its programs and activities so that they are readily accessible to persons with disabilities. This includes, but is not limited to, providing accommodations to parents with disabilities who desire access to their child's educational program or meetings pertinent thereto.

Individuals with disabilities have an equal opportunity to purchase tickets for events that have been sanctioned or approved by the Board in accordance with the provisions of the Americans with Disabilities Act, as amended.

Further, in accordance with the provisions of the Americans with Disabilities Act, as amended, the Board shall permit individuals with disabilities to be accompanied by their service animals in all areas of the District's facilities where members of the public, as participants in services, programs or activities, or as invitees, are allowed to go (see also Policy 8390 and AG 8390).

The Board is aware of the increasing desire of many parents and other members of an audience to make audio and/or video recordings of school events.

Such recordings can be made by parents or other members of the audience without restriction if the performance is not of copyrighted material. However, if the performance is of copyrighted material, recording can be made if the appropriate license authorizing such recordings has been secured in advance by the Corporation. If the performance is of copyrighted material and the necessary license has not been secured in advance by the Corporation, the audience shall be advised before the performance begins that audio and/or video recordings that will be re-broadcast or distributed in any way, such as posting on the internet, are prohibited.

The Board authorizes the Superintendent to establish rules and procedures governing the use of noncorporation audio/visual recording equipment at any Corporation-sponsored event or activity. Such rules are to be distributed in such a manner that members of the audience who wish to record the event are aware of the rules early enough to make proper arrangements to obtain their recordings without causing delay or disruption to an activity.

Any person or organization seeking to film students or a school activity which is not a public event shall obtain prior permission from the Superintendent.

The Superintendent shall ensure that all notices, signs, schedules, and other communications about school events contain the following language: "The activity site is fully-accessible. Any person requiring further accommodation should contact the _____, at the School Corporation's central office."

[X] For any school-related activity at which tickets for admission are sold, the Superintendent is authorized to allocate a certain number of tickets to be available

(X) at no charge

(X) at a reduced fee determined by the Superintendent

BOARD OF SCHOOL TRUSTEES
SOUTH HARRISON COMMUNITY **SCHOOL CORPORATION**

RELATIONS
9160/page 4 of 4

I.C. 20-26-8-1

29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended

34 C.F.R. Part 104

42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended

© **NEOLA 2015**

GOP backs accountability reprieve

Schools superintendent Ritz had sought change

CHELSEA SCHNEIDER
INDIANAPOLIS STAR



Gov. Mike Pence and Republican legislative leaders are poised to give State Superintendent of Public Instruction Glenda Ritz exactly what she wants—stopping school A-F accountability grades and teacher performance pay from dropping due to a decline in ISTEP scores. Key GOP leaders announced Monday

that the General Assembly will fast track removing any negative influences 2015 ISTEP scores could have on A-F grades and teacher pay — controversial and high-stakes hallmarks of the Indiana's education accountability system. The relief was long sought by Ritz, a Democrat, and the state's largest teachers union. Republican support to reduce the role of the 2015 ISTEP galvanized after

Pence indicated he didn't want a drop in scores to hurt educators or schools. Pence publicly announced his support in October, soon after the state learned to expect double-digit drops in math and English/language arts scores on the 2015 test. Like ISTEP scores, A-F grades are expected to plummet without intervention. Preliminary data obtained by the Indianapolis Star indicates a sharp increase in the number of schools that would be marked as failing. "Everyone involved in addressing the ISTEP issue did our due diligence to ensure we came to the right conclusion.

The plans being introduced in the Senate and House are the best way to put the 2015 ISTEP challenges behind us," said Senate President Pro Tem David Long in a statement.

The proposals were unveiled just before lawmakers convene Tuesday to begin the 2016 General Assembly session. They also are part of the governor's agenda, which he released Monday. Notably absent from Pence's list of legislative priorities is the most controversial issue that will come before law-

See SCHOOLS, Page 4A

Schools

Continued from Page 3A

2016 Indiana General Assembly

makers during this year's session, a proposed expansion of civil rights protections for gay and transgender Hoosiers. Pence has yet to publicly state a position on the issue but has pledged to do so soon.

Lawmakers will return to the Indiana Statehouse on Tuesday to open the 2016 General Assembly session. The so-called "short" 10-week session comes every other year and generally focuses on non-budget issues. It can last until mid-March.

Intervention drug

What Pence is pursuing is his \$1 billion plan to improve the state's roads and bridges, a \$418 million Senate Republican plan to improve local infrastructure and an extra \$42 million to add another region in the state to one of his pet economic development initiatives. He is also advocating for a number of efforts to fight the state's growing drug problem, including increasing penalties on drug dealers and allowing pharmacies to dispense Naloxone, an overdose-in-

tervention drug. Those items with a sizeable price tag could be a difficult sell in a non-budget year, but legislative leaders said proposals to limit the impact of ISTEP could be on the governor's desk by late January.

Republican legislative leaders had appeared united on a solution for teacher performance pay in the weeks before session. But on Monday, they erased any concern being divided on A-F grades with the announcement of a proposal by Sen. Dennis

Kruse. The proposal by Kruse, an Auburn Republican, would not penalize schools on their A-F grades because of the anticipated drop in scores on the 2015 ISTEP. Under Kruse's Senate Bill 200, schools' high-stakes A-F accountability grades could not drop no matter how low their 2015 ISTEP test results fall. The newest-round of A-F grades are expected to be publicly released later this month.

Ritz said she supports Kruse's bill. Lawmakers acting to reduce ISTEP's influence on school accountability is a legislative win for Ritz and a departure from the rocky relationship she's had with the GOP-dominated General Assembly. Just last year, she saw the legislature effectively remove her as chair of the Indiana State Board of Education if she's re-

-elected to office this year. "The current version of Senate Bill 200 is common sense legislation that allows schools time to adjust to our new standards and prevents unnecessary economic harm to our schools and communities," Ritz said in a statement. "This bill has my strong support."

The Senate Education and Career Development Committee, which Kruse chairs, will hear his proposal Wednesday.

Last year's administration of the ISTEP, which students took in grades 3-8, was marred by a series of glitches and a computer malfunction that could have led to incorrect scores being assigned to students.

Scores from the 2015 ISTEP test have yet to be publicly released.

Follow Star reporter Chelsea Schneider on Twitter: @indystarChelsea.

STATE OF THE LOUISVILLE REGIONAL LABOR MARKET



▶ LABOR MARKET QUARTERLY REPORT

THIRD QUARTER 2015





STATE OF THE LOUISVILLE REGIONAL LABOR MARKET



▶ TABLE OF CONTENTS

Executive Summary of the Local Labor Market Data	3
Top 15 High-Demand & High-Wage Job Fields in Louisville, June 2014 - 2015	4
Highest-Paying Occupations Targeted for Training Funds by KentuckianaWorks, July 1, 2015 - June 30, 2016	5
Top 30 Job Postings in the Louisville MSA in the Third Quarter of 2015 – 25th to 75th Percentile Pay Ranges for Each Job	6
Top 30 Job Postings in Louisville MSA in the Third Quarter of 2015 Paying Above a Living Wage – 25th to 75th Percentile Pay Ranges for Each Job	7
Career Pathways Charts	
Advanced Manufacturing Career Pathway Chart	8
Consumer and Business Services Career Pathway Chart	9
Food and Beverage Career Pathways Chart	10
Health Enterprises and Lifelong Wellness & Aging Career Pathways Chart	11
Information Technology Career Pathways Chart	12
Logistics and Supply Chain Management Career Pathways Chart	13
Louisville MSA Unemployment Rates, September 2005 - 2015	14
Louisville MSA Size of Labor Force in the Last Ten Years, September 2005 - 2015	15
Louisville MSA Total Jobs in the Last Ten Years, 2005 - 2015	16
Louisville MSA Jobs by Industry, 2015	17
Median Annual Wages Adjusted for Cost of Living, Louisville vs. Peer Cities	18
Median Annual Wages Adjusted for Cost of Living in the Louisville MSA, Kentucky and the United States from Third Quarter 2008 - 2014	19
Sources and Methodology	20
About KentuckianaWorks	21

› Executive Summary of the Local Labor Market Data

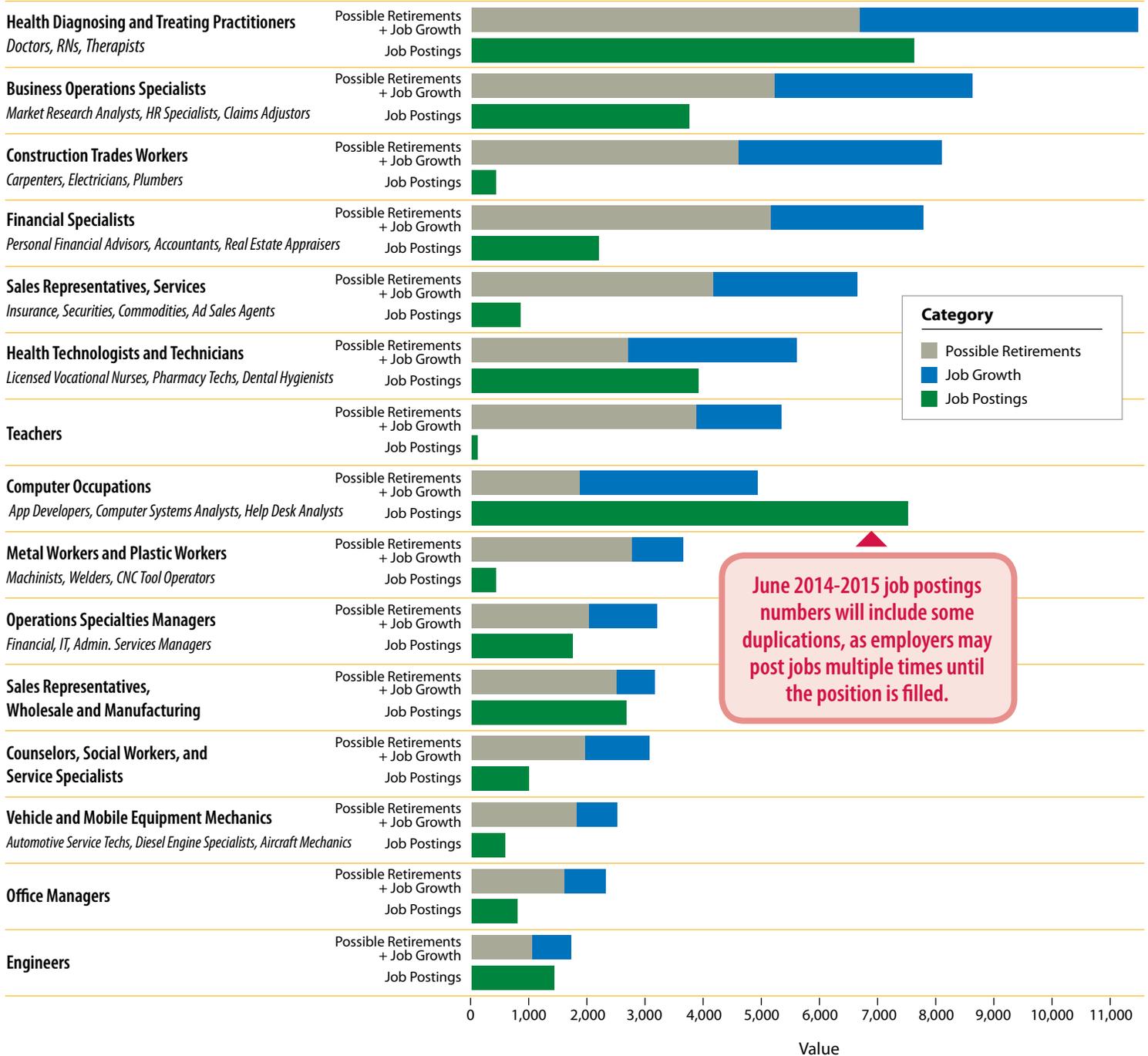
The Louisville area job market continued its strongest showing in more than a decade. The unemployment rate for September 2015 was 4.0 percent — the lowest September unemployment rate in 15 years. Jobs were most plentiful in healthcare, technology, logistics, and sales.

The greatest number of jobs paying above a family-supporting wage were available in the Health Enterprises and Lifelong Wellness & Aging industry cluster, which includes registered nurses, doctors, and therapists. Registered nurses, in particular, showed robust demand — up more than 300 jobs over the same quarter last year. The Information Technology sector also showed continued high demand, with 1,600 job postings.

Detailed career pathways charts show six target industry clusters by online job postings as well as the education levels and wage ranges for each of the job categories. The charts provide job seekers, employers, students and families with useful and current employment data and analysis that can be used to plan areas of study or training, determine career goals and learn more about the regional labor market.

New to this report are a chart showing wage ranges of occupations for which KentuckianaWorks offers training assistance to qualified applicants, and a chart showing the Louisville region's median wages adjusted for cost of living and a chart showing the median wages adjusted for cost of living Louisville versus peer cities.

Top 15 High-Demand & High-Wage Job Fields in Louisville, June 2014 - 2015

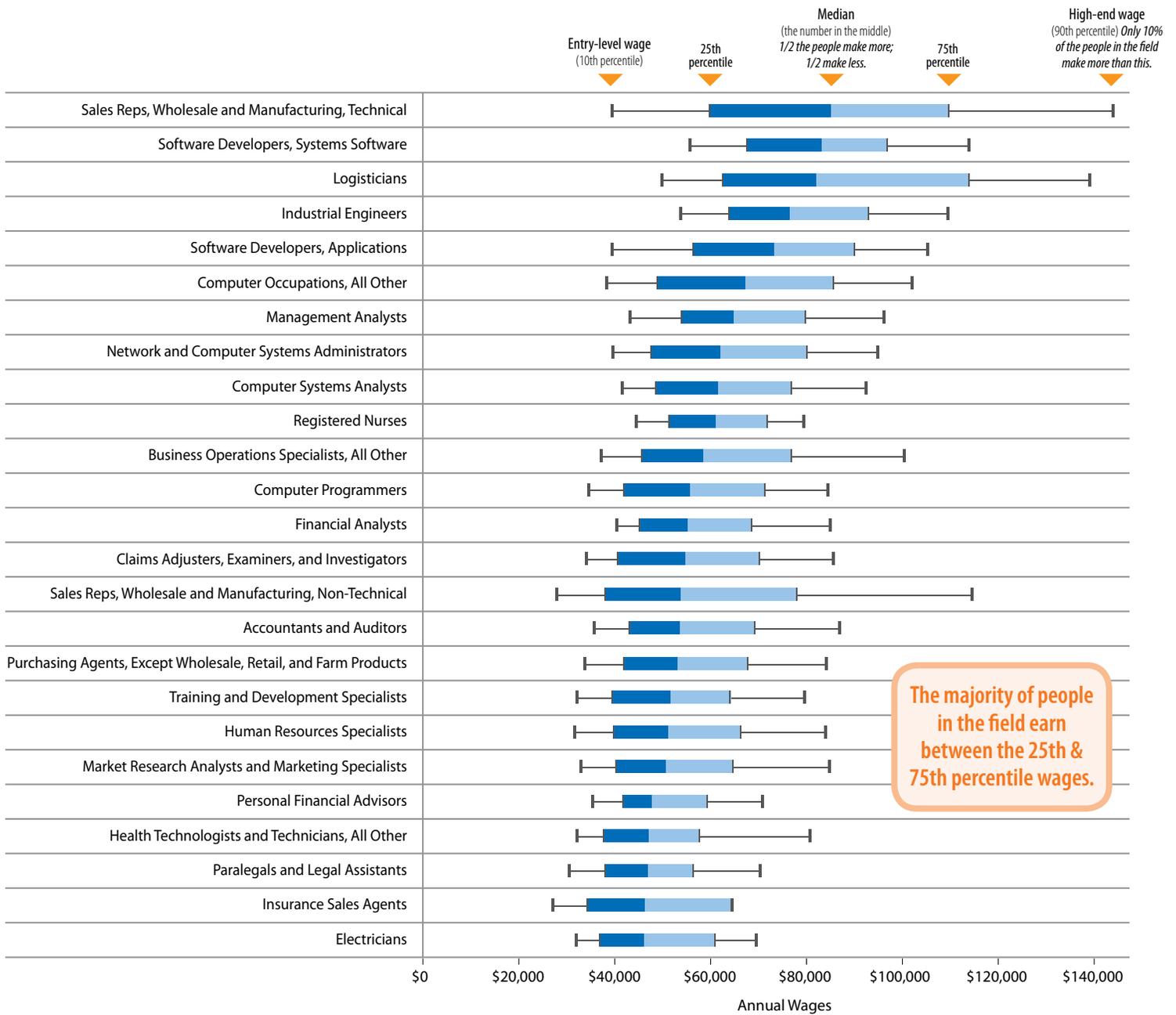


SOURCE: Burning Glass/Labor Insight for Job Postings of Fields from June 2014 – June 2015, discounted by 20 percent to account for possible duplications; Job Growth and Possible Retirements reflects ten-year estimates from EMSI Analyst

These are the job fields paying a median wage above \$36,795 with the highest demand in the Louisville MSA. The top bar shows a combination of projected job growth and possible retirements. These are best estimates of the number of jobs that will be open in the next ten years, but they are by no means guarantees.

The bottom bar in each job field group is the number of online job postings for that field in June 2014 - 2015. This number will include duplications, as employers re-post jobs they have a hard time filling. However, this number does give us an idea of where the highest job demand is and which jobs employers are having the hardest time filling. And, from that standpoint, Computer Occupations are clearly the job field most in demand or which employers are having the hardest time filling. Healthcare Practitioners and Business Operations Specialists follow in second place and third place, respectively.

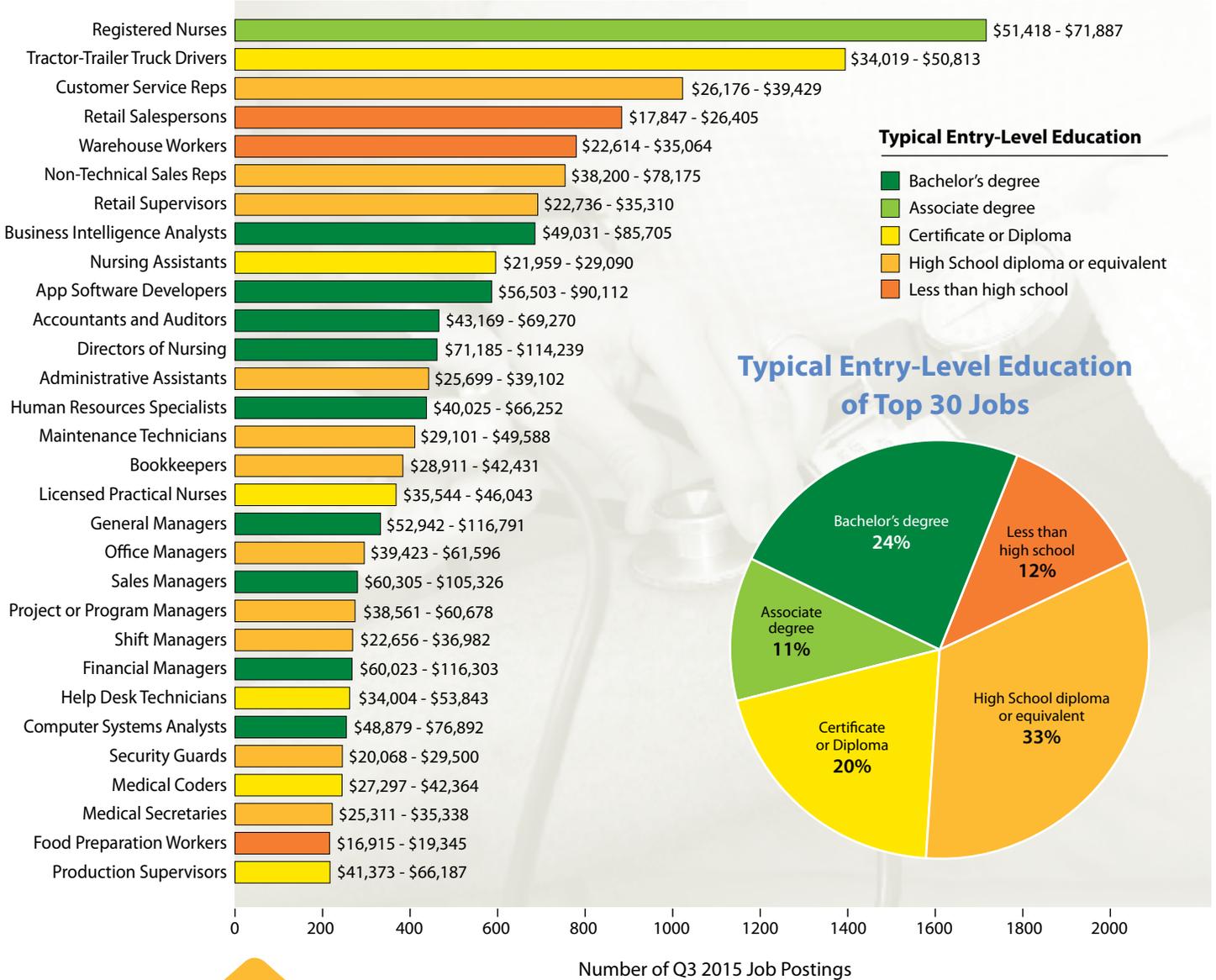
➤ Highest-Paying Occupations Targeted for Training Funds by KentuckianaWorks, July 1, 2015 - June 30, 2016



SOURCE: EMSI Analyst and Burning Glass/Labor Insight

Top 30 Job Postings in the Louisville MSA in the Third Quarter of 2015

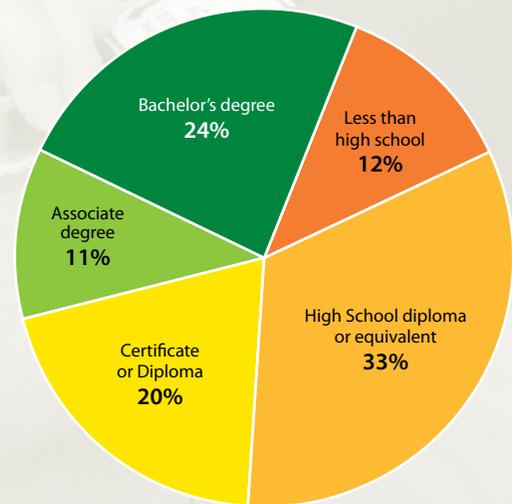
25th - 75th Percentile Pay Ranges for Each Job



Typical Entry-Level Education

- Bachelor's degree
- Associate degree
- Certificate or Diploma
- High School diploma or equivalent
- Less than high school

Typical Entry-Level Education of Top 30 Jobs



Number of Q3 2015 Job Postings

NEW TO THE LIST

- Shift Manager (#22)
- Medical Secretaries (#28)
- Production Supervisors (#29)

ON THE RISE

(Ranking jump from Q2 2015 to Q3 2015)

- Human Resources Specialists (from #17 to #14)
- General Managers (from #22 to #18)
- Sales Managers (from #25 to #20)

Top 10 Basic Skills in Louisville MSA

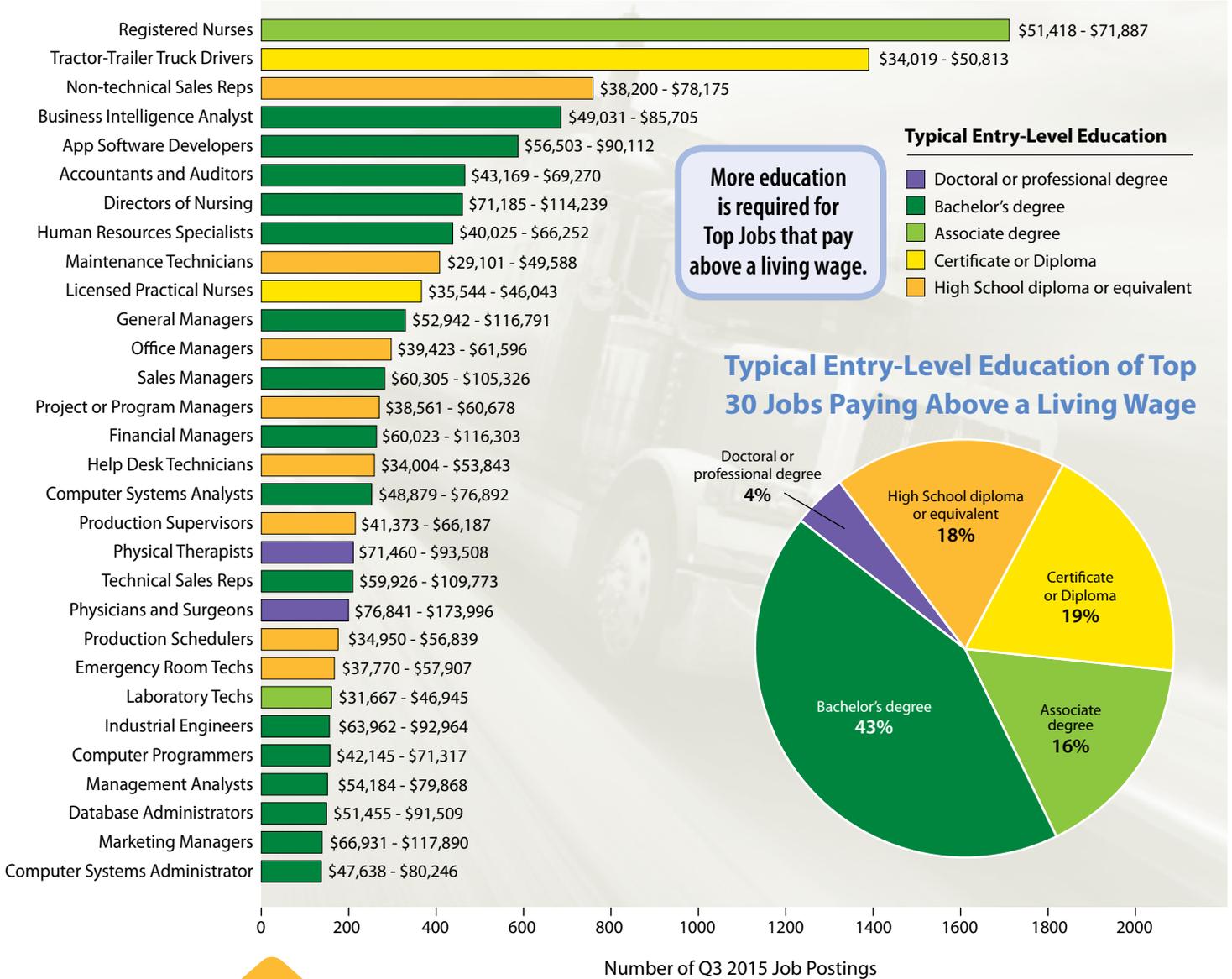
(based on employer preferences in online job postings)

1. Communication Skills
2. Organizational Skills
3. Customer Service
4. Writing
5. Microsoft Office
6. Problem Solving
7. Computer Skills
8. Attention to Detail
9. Planning
10. Research

SOURCE: Burning Glass Labor/Insight and EMSI Analyst

Top 30 Job Postings in the Louisville MSA in the Third Quarter of 2015

Paying above a Living Wage, 25th - 75th Percentile Pay Ranges for Each Job



NEW TO THE LIST
 Industrial Engineers (#25)
 Computer Systems Administrators (#30)

ON THE RISE
(Ranking jump from Q2 2015 to Q3 2015)
 Operations Managers (from #13 to #11)
 Directors of Nursing (from #27 to #24)
 Computer Programmers (from #30 to #26)

Top 10 Specialized Skills in Louisville MSA
(based on employer preferences in online job postings)

1. Patient Care
2. Sales
3. Repair
4. Accounting
5. Scheduling
6. Data Entry
7. Interaction with Patients/ Medical Personnel
8. Mathematics
9. Inspection
10. Collaboration

SOURCE: Burning Glass Labor/Insight and EMSI Analyst

Advanced Manufacturing Career Pathways

Louisville Metropolitan Statistical Area • July - September 2015

<p>1,079 TOTAL JOB POSTINGS</p>	 PRODUCTION	 QUALITY ASSURANCE	 MAINTENANCE
 BA/BS (4 YRS) 353 JOB POSTINGS IN THE LAST 3 MONTHS	<p>Industrial Production Managers; Manufacturing and Sales Engineers; Cost Estimators</p> <p>32 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$27.23 to \$42.82 HOURLY RATE</p>	<p>Industrial Engineers</p> <p>127 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$30.75 to \$44.69 HOURLY RATE</p>	<p>Electrical and Mechanical Engineers</p> <p>194 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$31.83 to \$46.99 HOURLY RATE</p>
 ASSOCIATE DEGREE (2 YRS) 29 JOB POSTINGS IN THE LAST 3 MONTHS	<p>Mechanical Drafters</p> <p>29 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$19.75 to \$28.99 HOURLY RATE</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>
 CERTIFICATE OR DIPLOMA (1-2 YRS) 242 JOB POSTINGS IN THE LAST 3 MONTHS	<p>Production Supervisors; Welders; CNC Machine Tool Programmers</p> <p>242 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$17.79 to \$27.62 HOURLY RATE</p>	<p>No high-growth jobs at the certificate level in this pathway</p>	<p>No high-growth jobs at the certificate level in this pathway</p>
 HIGH SCHOOL OR GED 455 JOB POSTINGS IN THE LAST 3 MONTHS	<p>Machinists; Production Workers; Tool and Die Makers</p> <p>253 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$13.84 to \$21.85 HOURLY RATE</p>	<p>Quality Control Technicians</p> <p>66 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$13.00 to \$24.01 HOURLY RATE</p>	<p>Millwrights; Maintenance Supervisors; Maintenance Assistants; Industrial Mechanics; Operations Specialists; Installation, Machinery and Maintenance Workers</p> <p>136 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$15.84 to \$26.23 HOURLY RATE</p>

SOURCE: Job postings data comes from Burning Glass Labor/Insight job postings 7/1/15 through 9/30/15, discounted by 20 percent to account for possible duplication. All other data is from EMSI Analyst from 2013-2014. Numbers are not guarantees of job placement.

Consumer and Business Services Career Pathways

Louisville Metropolitan Statistical Area • July - September 2015

<p>2,955 TOTAL JOB POSTINGS</p>	 <p>FINANCIAL SERVICES/ PAYMENT PROCESSING</p>	 <p>LEGAL SERVICES/ CONSULTING</p>	 <p>ADVERTISING AND PR</p>
<p>PROFESSIONAL DEGREE/PHD/ MASTER'S DEGREE</p> <p>38 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>No high-growth jobs at the professional level in this pathway</p>	<p>Lawyers</p> <p>38 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$34.03 to \$54.00 HOURLY RATE</p>	<p>No high-growth jobs at the professional level in this pathway</p>
<p>BA/BS (4 YRS)</p> <p>1,491 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Financial Managers and Analysts; Compliance Officers; Accountants; Budget Analysts; Personal Financial Advisors; Bankers</p> <p>792 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$21.29 to \$36.17 HOURLY RATE</p>	<p>Management Consultants; Operations Analysts</p> <p>162 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$25.82 to \$38.58 HOURLY RATE</p>	<p>Marketing and Sales Managers; Event Planners; Marketing Specialists</p> <p>537 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$24.74 to \$41.22 HOURLY RATE</p>
<p>ASSOCIATE DEGREE (2 YRS)</p> <p>44 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>	<p>Paralegals and Legal Assistants</p> <p>44 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$18.26 to \$27.10 HOURLY RATE</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>
<p>CERTIFICATE (1-2 YRS)</p>	<p>No high-growth jobs at the certificate level in this pathway</p>	<p>No high-growth jobs at the certificate level in this pathway</p>	<p>No high-growth jobs at the certificate level in this pathway</p>
<p>HIGH SCHOOL OR GED</p> <p>1,382 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Tax Preparers; Billing and Collections Specialists; Bookkeepers; Correspondence Clerks</p> <p>1,227 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$13.51 to \$19.74 HOURLY RATE</p>	<p>Receptionists</p> <p>129 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$11.23 to \$15.25 HOURLY RATE</p>	<p>Office Assistants; Artists; Photographers; Administrative Assistants</p> <p>26 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$11.88 to \$17.89 HOURLY RATE</p>

SOURCE: Job postings data comes from Burning Glass Labor/Insight job postings 7/1/15 through 9/30/15, discounted by 20 percent to account for possible duplication. All other data is from EMSI Analyst from 2013-2014. Numbers are not guarantees of job placement.

Food and Beverage Career Pathways

Louisville Metropolitan Statistical Area • July - September 2015

	 FOOD PRODUCTION	 RESTAURANT	 HOSPITALITY	 CORPORATE HEADQUARTERS
1,671 TOTAL JOB POSTINGS				
 BA/BS (4 YRS) 39 JOB POSTINGS IN THE LAST 3 MONTHS	No high-growth jobs at the bachelor's degree level in this pathway	General Managers 12 JOB POSTINGS IN THE LAST 3 MONTHS \$25.45 to \$56.15 HOURLY RATE	Marketing Specialists; Sales Managers 10 JOB POSTINGS IN THE LAST 3 MONTHS \$24.15 to \$40.66 HOURLY RATE	Database Administrators; Event Planners; Human Resources Managers; Accountants; Training Specialists 17 JOB POSTINGS IN THE LAST 3 MONTHS \$21.39 to \$34.17 HOURLY RATE
 ASSOCIATE DEGREE (2 YRS)	No high-growth jobs at the associate degree level in this pathway	No high-growth jobs at the associate degree level in this pathway	No high-growth jobs at the associate degree level in this pathway	No high-growth jobs at the associate degree level in this pathway
 CERTIFICATE OR DIPLOMA (1-2 YRS) 21 JOB POSTINGS IN THE LAST 3 MONTHS	Food & Beverage Long-Haul Truck Drivers 21 JOB POSTINGS IN THE LAST 3 MONTHS \$16.36 to \$24.43 HOURLY RATE	No high-growth jobs at the certificate level in this pathway	No high-growth jobs at the certificate level in this pathway	No high-growth jobs at the certificate level in this pathway
 HIGH SCHOOL OR GED 805 JOB POSTINGS IN THE LAST 3 MONTHS	Delivery Drivers; Maintenance Techs; Production Workers 382 JOB POSTINGS IN THE LAST 3 MONTHS \$13.37 to \$24.00 HOURLY RATE	Shift Managers; Assistant Managers; Chefs 352 JOB POSTINGS IN THE LAST 3 MONTHS \$12.11 to \$18.42 HOURLY RATE	Maintenance Workers; Housekeeping Supervisors; Security Guards 51 JOB POSTINGS IN THE LAST 3 MONTHS \$12.28 to \$19.86 HOURLY RATE	Bookkeepers; Customer Service Representatives; Office Managers and Assistants 20 JOB POSTINGS IN THE LAST 3 MONTHS \$13.65 to \$20.84 HOURLY RATE
 LESS THAN HIGH SCHOOL 806 JOB POSTINGS IN THE LAST 3 MONTHS	Order Fillers; Butchers 27 JOB POSTINGS IN THE LAST 3 MONTHS \$10.90 to \$16.88 HOURLY RATE	Restaurant Team Members; Servers; Line and Prep Cooks; Dishwashers; Bartenders; Hosts and Hostesses 558 JOB POSTINGS IN THE LAST 3 MONTHS \$8.41 to \$10.30 HOURLY RATE	Housekeepers; Janitors 221 JOB POSTINGS IN THE LAST 3 MONTHS \$8.71 to \$11.59 HOURLY RATE	No high-growth jobs at the less-than-high-school level in this pathway

SOURCE: Job postings data comes from Burning Glass Labor/Insight job postings 7/1/15 through 9/30/15, discounted by 20 percent to account for possible duplication. All other data is from EMSI Analyst from 2013-2014. Numbers are not guarantees of job placement.

Health Enterprises and Lifelong Wellness & Aging Career Pathways

Louisville Metropolitan Statistical Area • July - September 2015

<p>3,709 TOTAL JOB POSTINGS</p>	 <p>DIRECT PATIENT CARE</p>	 <p>DIAGNOSTIC/THERAPEUTIC</p>	 <p>ADMINISTRATIVE/CORPORATE</p>
<p>DOCTORAL OR PROFESSIONAL DEGREE 354 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Physical Therapists; Physicians and Surgeons; Anesthesiologists; Audiologists; Medical Scientists 297 JOB POSTINGS IN THE LAST 3 MONTHS \$46.07 to \$75.76 HOURLY RATE</p>	<p>Dentists; Pharmacists; Optometrists; Chiropractors; Psychologists; Psychiatrists 48 JOB POSTINGS IN THE LAST 3 MONTHS \$45.74 to \$60.75 HOURLY RATE</p>	<p>Healthcare Lawyers 9 JOB POSTINGS IN THE LAST 3 MONTHS \$34.03 to \$54.00 HOURLY RATE</p>
<p>MASTER'S DEGREE 182 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Speech-Language Pathologists; Nurse Practitioners; Physician Assistants; Nurse Midwives 128 JOB POSTINGS IN THE LAST 3 MONTHS \$35.48 to \$48.00 HOURLY RATE</p>	<p>Occupational Therapists; Nurse Anesthetists; Genetic, Rehabilitation and Mental Health Counselors; Healthcare Social Workers 41 JOB POSTINGS IN THE LAST 3 MONTHS \$25.46 to \$36.22 HOURLY RATE</p>	<p>Statisticians 13 JOB POSTINGS IN THE LAST 3 MONTHS \$31.88 to \$45.05 HOURLY RATE</p>
<p>BA/BS (4 YRS) 689 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Directors of Nursing; Recreational Therapists 251 JOB POSTINGS IN THE LAST 3 MONTHS \$33.55 to \$53.77 HOURLY RATE</p>	<p>Dietitians and Nutritionists; Family Advocates; Laboratory Technologists; Mental Health Social Workers 25 JOB POSTINGS IN THE LAST 3 MONTHS \$18.24 to \$25.06 HOURLY RATE</p>	<p>Management Consultants; Computer Systems Analysts; IT Directors; Systems Administrators; Accountants; Financial Managers and Analysts; Compliance Officers; Actuaries; Operations Analysts; Human Resources Managers and Specialists 413 JOB POSTINGS IN THE LAST 3 MONTHS \$24.48 to \$40.18 HOURLY RATE</p>
<p>ASSOCIATE DEGREE (2 YRS) 1,186 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Registered Nurses; Respiratory Therapists; Cardiovascular Technicians; MRI Technologists; Radiation Therapists; Respiratory Therapy Technicians; Physical Therapist Assistants 1,076 JOB POSTINGS IN THE LAST 3 MONTHS \$24.30 to \$34.07 HOURLY RATE</p>	<p>Dental Hygienists; Radiologic Technologists; Sonographers; Occupational Therapy Assistants; Laboratory Technicians 110 JOB POSTINGS IN THE LAST 3 MONTHS \$21.51 to \$30.64 HOURLY RATE</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>
<p>CERTIFICATE (1-2 YRS) 808 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Nursing Assistants; Medical Assistants; Licensed Nurses; Surgical Technologists; Paramedics 623 JOB POSTINGS IN THE LAST QUARTER \$12.48 to \$16.76 HOURLY RATE</p>	<p>Dental Assistants; Ophthalmic Medical Technicians; Psychiatric Technicians 59 JOB POSTINGS IN THE LAST QUARTER \$14.97 to \$21.08 HOURLY RATE</p>	<p>Medical Coders; Medical Transcriptionists; Help Desk Technicians 126 JOB POSTINGS IN THE LAST QUARTER \$14.87 to \$22.91 HOURLY RATE</p>
<p>HIGH SCHOOL OR GED 490 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Medical Secretaries; Physical Therapist Aides; Sterile Processing Technicians; Security Guards; Orderlies 191 JOB POSTINGS IN THE LAST QUARTER \$10.62 to \$15.30 HOURLY RATE</p>	<p>Social Services Assistants; Pharmacy Technicians; Substance Abuse Counselors; Occupational Therapy Aides; Pharmacy Aides 63 JOB POSTINGS IN THE LAST QUARTER \$11.04 to \$16.52 HOURLY RATE</p>	<p>Customer Service Representatives; Office Managers; Bookkeepers 236 JOB POSTINGS IN THE LAST QUARTER \$14.61 to \$22.08 HOURLY RATE</p>

SOURCE: Job postings data comes from Burning Glass Labor/Insight job postings 7/1/15 through 9/30/15, discounted by 20 percent to account for possible duplication. All other data is from EMSI Analyst from 2013-2014. Numbers are not guarantees of job placement.

Information Technology Career Pathways

Louisville Metropolitan Statistical Area • July - September 2015

<p>1,556 TOTAL JOB POSTINGS</p>	 INFORMATION SUPPORT/SERVICES	 PROGRAMMING & SOFTWARE DEV	 NETWORK SYSTEMS	 WEB & DIGITAL COMMUNICATIONS
 BA/BS (4 YRS) 1,228 JOB POSTINGS IN THE LAST 3 MONTHS	<p>IT Directors; Information Security Analysts; Database Administrators</p> <p>195 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$33.78 to \$54.99 HOURLY RATE</p>	<p>Computer Programmers; Systems Engineers</p> <p>178 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$25.92 to \$40.00 HOURLY RATE</p>	<p>Systems Analysts; Systems Administrators; Network Architects; Hardware Engineers</p> <p>383 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$24.15 to \$40.41 HOURLY RATE</p>	<p>App Developers; Animators</p> <p>472 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$24.60 to \$38.81 HOURLY RATE</p>
<p>ASSOCIATE DEGREE (2 YRS) OR SOME COLLEGE, NO DEGREE</p> <p>108 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>	<p>Network Support Specialists</p> <p>9 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$17.35 to \$29.08 HOURLY RATE</p>	<p>Web Developers</p> <p>99 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$15.64 to \$22.81 HOURLY RATE</p>
<p>CERTIFICATE OR DIPLOMA (1-2 YRS)</p> <p>220 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Help Desk Technicians; PC Technicians</p> <p>220 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$14.49 to \$22.58 HOURLY RATE</p>	<p>No high-growth jobs at the certificate level in this pathway</p>	<p>No high-growth jobs at the certificate level in this pathway</p>	<p>No high-growth jobs at the certificate level in this pathway</p>
<p>HIGH SCHOOL OR GED</p>	<p>No high-growth jobs at the entry level in this pathway</p>	<p>No high-growth jobs at the entry level in this pathway</p>	<p>No high-growth jobs at the entry level in this pathway</p>	<p>No high-growth jobs at the entry level in this pathway</p>

SOURCE: Job postings data comes from Burning Glass Labor/Insight job postings 7/1/15 through 9/30/15, discounted by 20 percent to account for possible duplication. All other data is from EMSI Analyst from 2013-2014. Numbers are not guarantees of job placement.

Top 10 Software and Programming Skills in the Louisville MSA

(based on employer preferences in online job postings)

- | | | | |
|-----------|---------------------|---------------------------------------|------------|
| 1. SQL | 4. .NET Programming | 7. Enterprise Resource Planning (ERP) | 9. AutoCAD |
| 2. SAP | 5. Microsoft C# | 8. JavaScript | 10. C++ |
| 3. Oracle | 6. SQL Server | | |

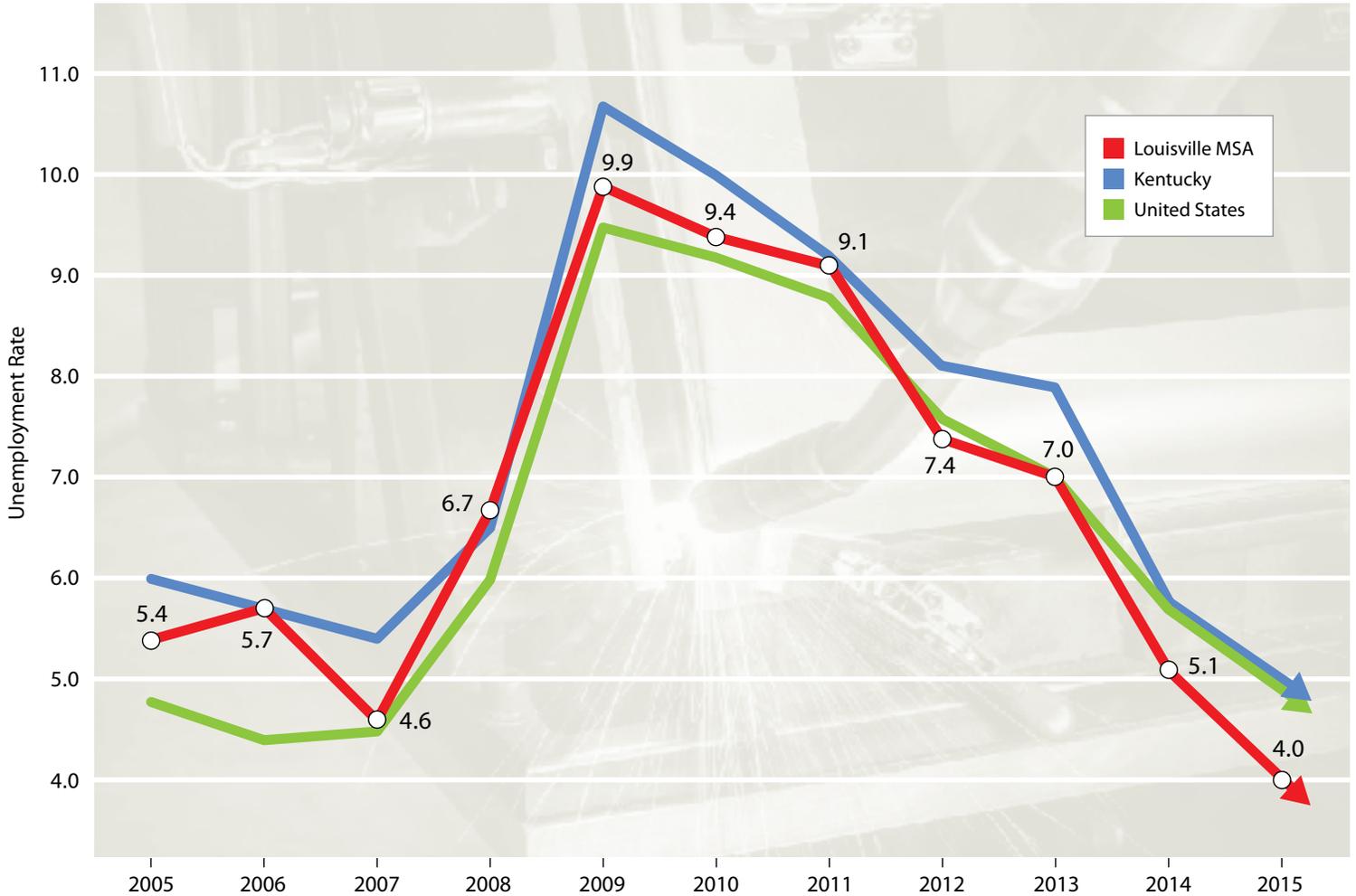
Logistics and Supply Chain Management Career Pathways

Louisville Metropolitan Statistical Area • July - September 2015

<p>1,901 TOTAL JOB POSTINGS</p>	 <p>PROCUREMENT (SOURCING/BUYING)</p>	 <p>TRANSPORTATION OPERATIONS</p>	 <p>WAREHOUSING & DISTRIBUTION</p>
 <p>BA/BS (4 YRS)</p> <p>116 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Sales Executives; Logistics Specialists</p> <p>94 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$29.09 to \$53.22 HOURLY RATE</p>	<p>No high-growth jobs at the bachelor's degree level in this pathway</p>	<p>Operations Managers; Sales Managers</p> <p>22 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$26.05 to \$55.21 HOURLY RATE</p>
 <p>ASSOCIATE DEGREE (2 YRS)</p> <p>10 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>	<p>Aircraft Maintenance</p> <p>10 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$27.99 to \$54.89 HOURLY RATE</p>	<p>No high-growth jobs at the associate degree level in this pathway</p>
 <p>CERTIFICATE OR DIPLOMA (1-2 YRS)</p> <p>1,114 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>No high-growth jobs at the certificate level in this pathway</p>	<p>CDL Tractor-Trailer Truck Drivers</p> <p>1,114 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$16.36 to \$24.43 HOURLY RATE</p>	<p>No high-growth jobs at the certificate level in this pathway</p>
 <p>HIGH SCHOOL OR GED</p> <p>661 JOB POSTINGS IN THE LAST 3 MONTHS</p>	<p>Sales Specialists; Customer Service Representatives; Administrative Assistants; Office Assistants; Buyers</p> <p>29 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$13.42 to \$22.43 HOURLY RATE</p>	<p>Delivery Drivers; Couriers; Dock Supervisors; Diesel Mechanics; Operations Clerks; Dispatchers; Auto Mechanics; Railroad Conductors; Airfield Operations Specialists</p> <p>382 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$14.20 to \$23.29 HOURLY RATE</p>	<p>Warehouse and Package Center Supervisors; Order Clerks; Operations Specialists</p> <p>250 JOB POSTINGS IN THE LAST 3 MONTHS</p> <p>\$19.03 to \$30.89 HOURLY RATE</p>

SOURCE: Job postings data comes from Burning Glass Labor/Insight job postings 7/1/15 through 9/30/15, discounted by 20 percent to account for possible duplication. All other data is from EMSI Analyst from 2013-2014. Numbers are not guarantees of job placement.

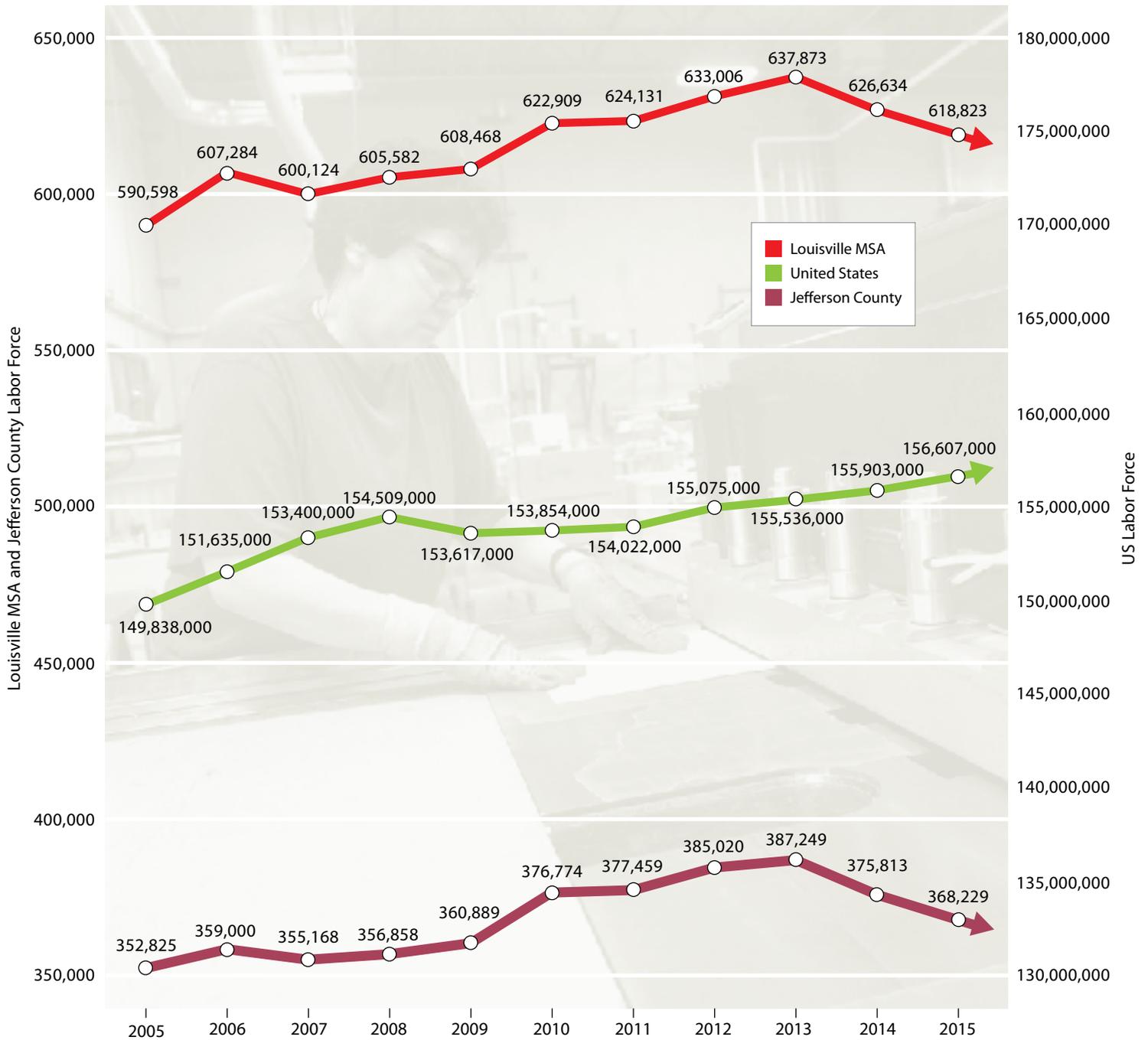
› Louisville MSA Unemployment Rates, September 2005 - 2015



SOURCE: BLS Local Area Unemployment Statistics

In September 2015, the unemployment rate for the Louisville region was 4.0 percent flat — easily the best rate in ten years. However, just two months earlier, the reported rate was 5.2 percent. To some extent, this dramatic spike and decline is probably best explained as statistical noise. Still, the overall message remains — the unemployment rate is low and has been continually at or under 5.5 percent for the last year.

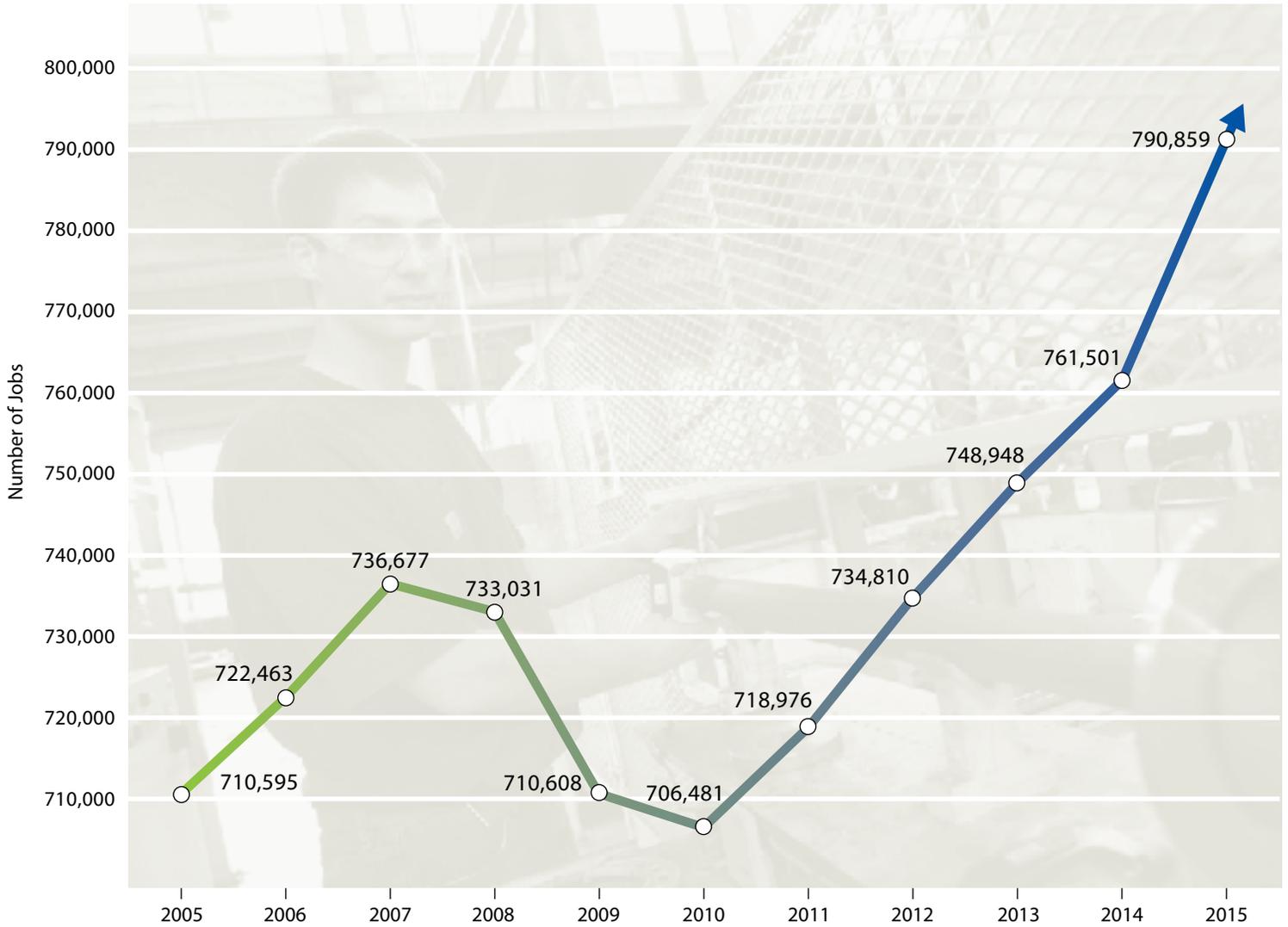
› Size of Labor Force in the Last Ten Years, September 2005 - 2015



SOURCE: BLS Local Area Unemployment Statistics

Part of the reason the local unemployment rate is so low is that there are fewer people in the labor force compared to the past two years -- a decline of about 3.0 percent in the Louisville MSA and 4.8 percent at the Jefferson County level since 2013. However, these BLS numbers represent only one of the ways of measuring the size of a labor force, at the local level there may be a significant amount of statistical "noise" in the monthly numbers. We are currently working to explore other options to provide a more complete and accurate picture of the labor force in the Louisville region.

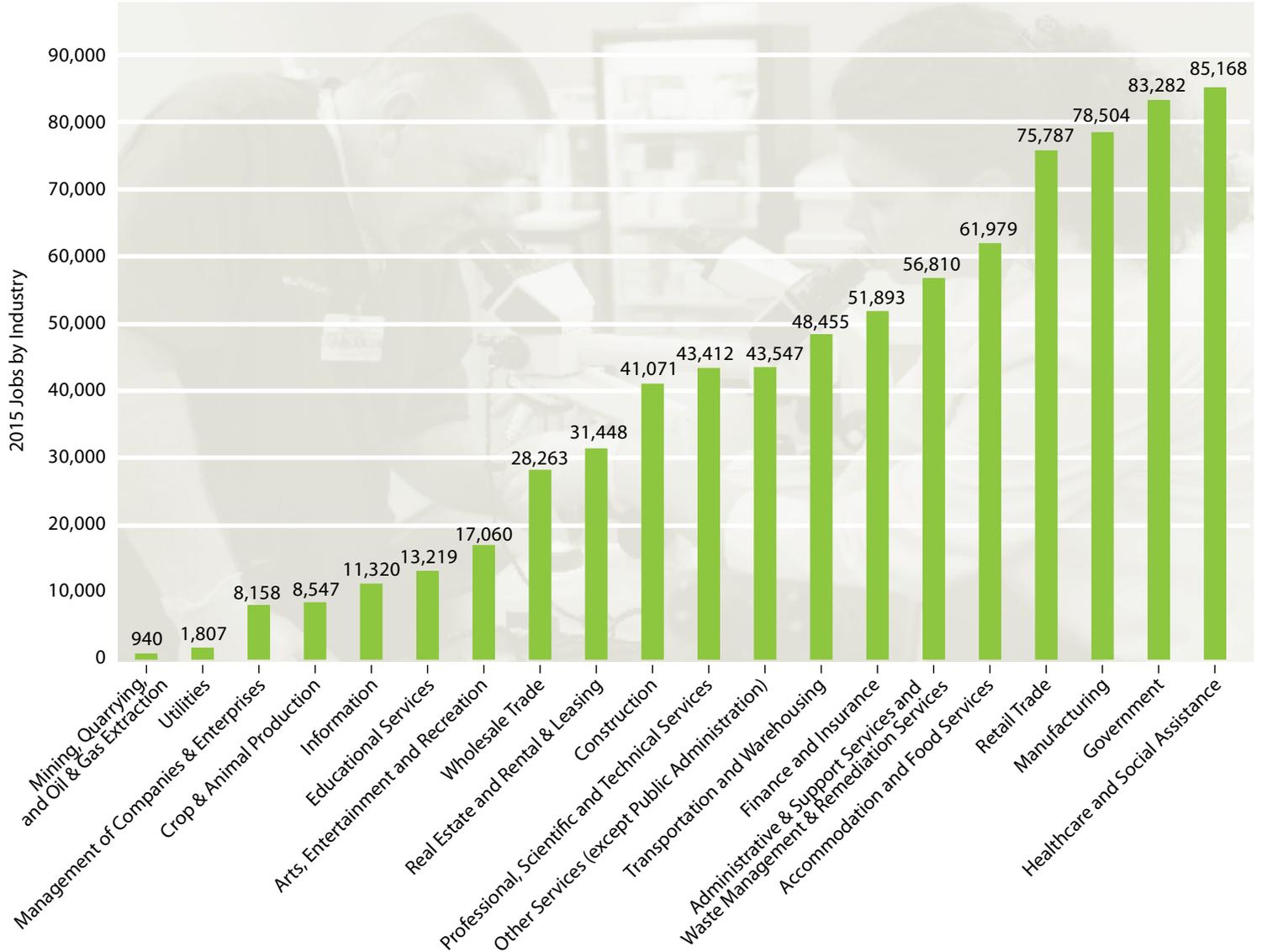
› Louisville MSA Total Jobs over the Last Ten Years, 2005 - 2015



SOURCE: EMSI Analyst

The number of jobs in the Louisville MSA continues to go steeply upward, after bottoming out in 2010. These numbers include part-time jobs and self-employment (including second or third jobs) but do not, as previously stated, include job openings.

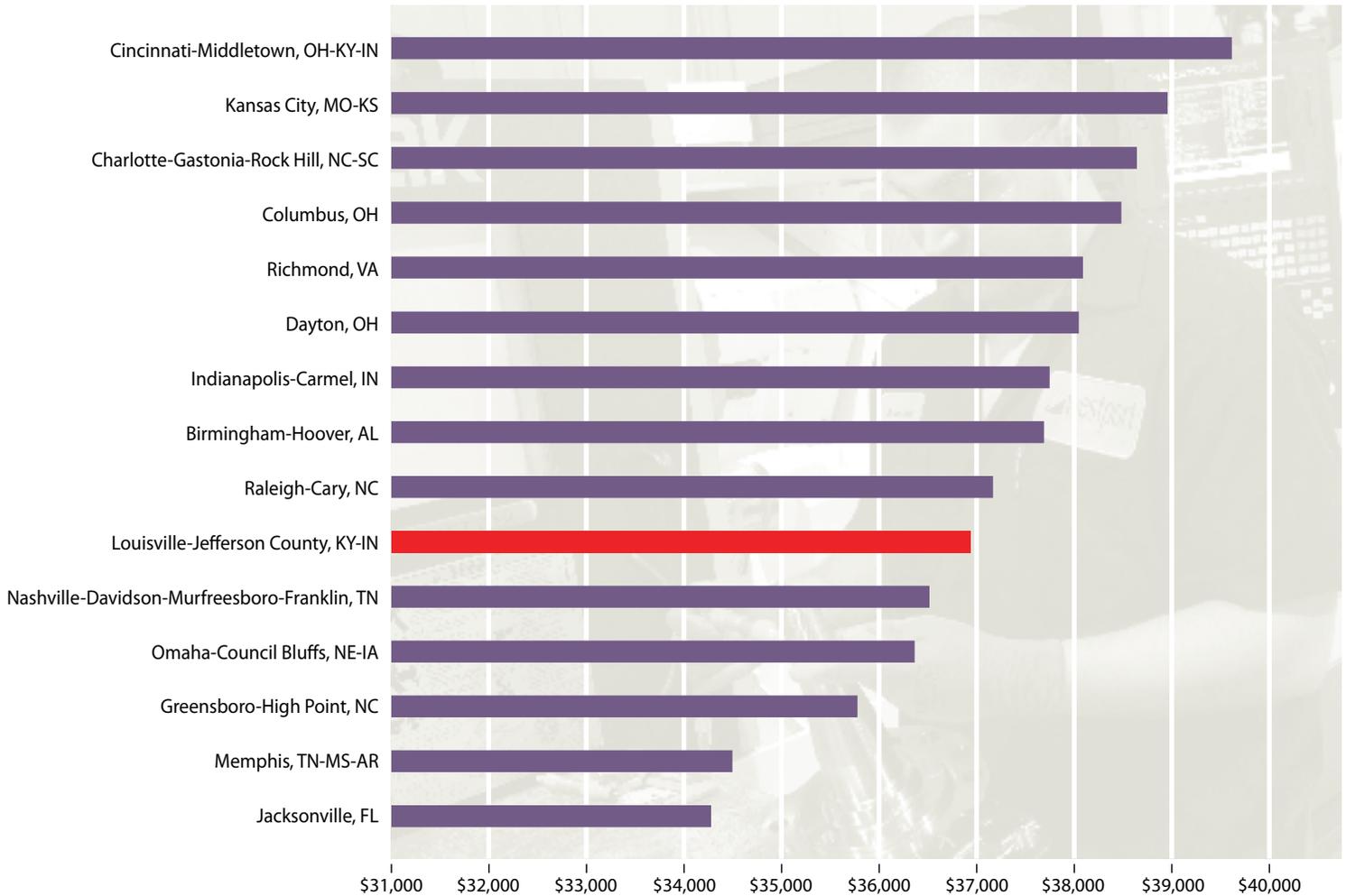
› Louisville MSA Jobs by Industry, 2015



SOURCE: EMSI Analyst

These industry groups are based on the North American Industry Classification System, or NAICS. Industries can have any number of different occupations within them. For example, Health Care & Social Assistance includes Nurses, IT professionals and Custodians. However, because this classification system originated in 1937, the categories can be awkward in today's economy. For example, "Information" refers not to Information Technology, but to sub-industries such as Telecommunications, Motion Pictures, Publishing (print) and Data Processing. In other words, these industry groups are much better at classifying traditional industries, such as manufacturing, than new industries such as IT.

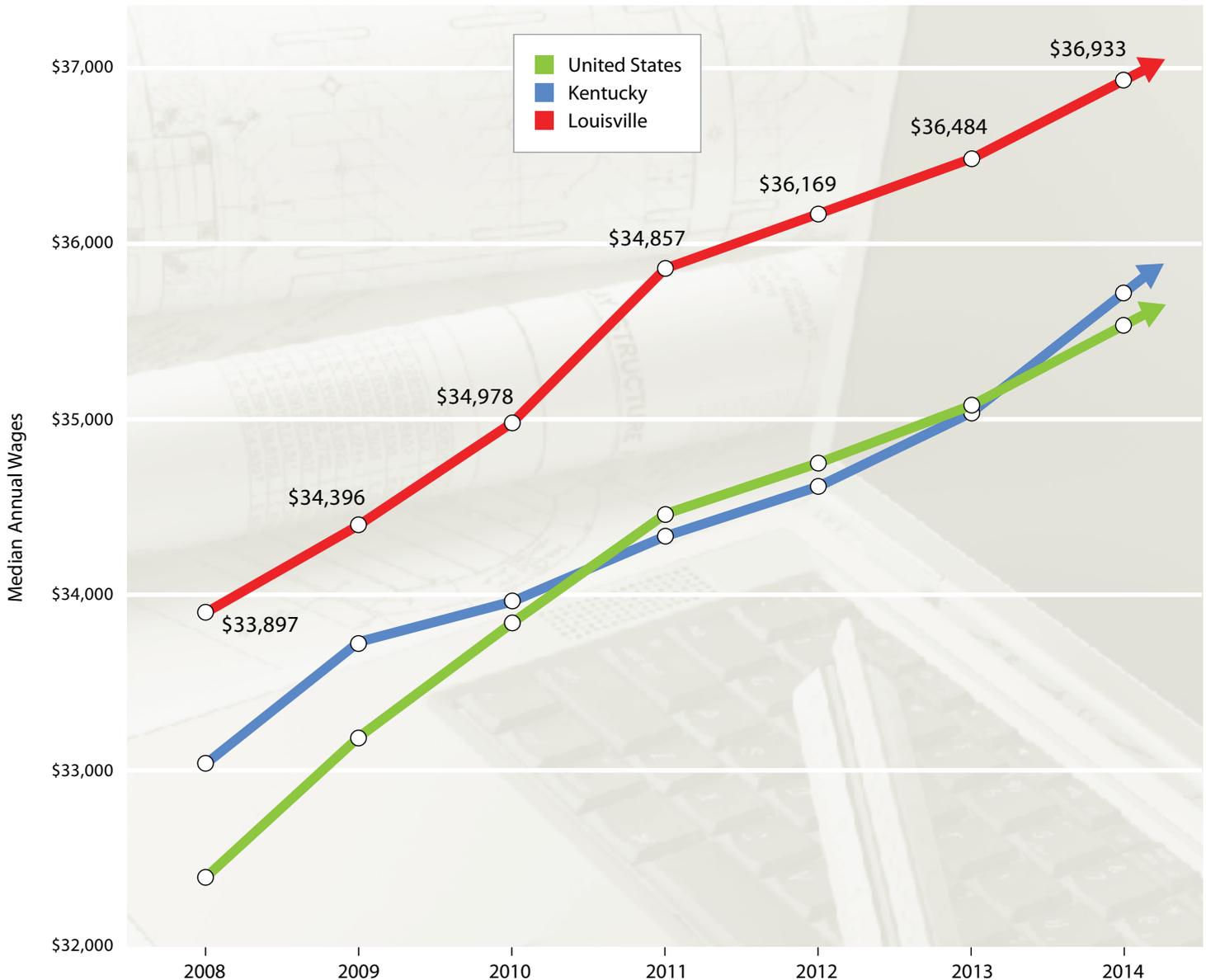
› Median Wage Adjusted by Cost of Living, Louisville vs. Peer Cities, 2015



SOURCE: U.S. Bureau of Economic Analysis

In 2015, Louisville Mayor Greg Fischer set a goal to raise Louisville's median annual wages, adjusted for the cost of living, to the top half of peer cities by 2020. This goal is designed to measure whether most Louisvillians are truly getting ahead, rather than simply paying more for the same things (as, indeed, appears to be happening in Nashville). Louisville is currently two places behind its 2020 target.

› Median Annual Wages Adjusted for Cost of Living in the Louisville MSA, Kentucky and the United States from Third Quarter, 2008 - 2014



SOURCE: U.S. Bureau of Economic Analysis

In previous quarterly reports, we published charts showing the average and median annual wages adjusted for inflation using the Bureau of Labor Statistics' Consumer Price Index (CPI) Inflation Calculator. However, the CPI inflation adjustment puts a national cast on local data. For this report we have, instead, used a cost of living (COL) index provided by the U.S. Bureau of Economic Analysis to adjust the state and local numbers. The purpose is the same — to see whether wages are actually going up relative to rising prices — but the results are substantially different. The CPI adjustment causes the numbers to trend downward in the last several years, while the COL adjustment still has median wages rising.

› Sources and Methodology:

KentuckianaWorks used data based on online job postings aggregated by Burning Glass Labor/Insight to understand labor market demand for different jobs and skills in the workforce of the 12-county Louisville Metropolitan Statistical Area (MSA). Burning Glass gathers data from multiple online sources, including major job-posting sites, and employer-specific job boards. Burning Glass then removes duplicate results. We have discounted the Burning Glass numbers by 20 percent to account for jobs that may not have been de-duplicated. Job postings do not guarantee the existence of an open job. Some industries, such as manufacturing, or occupations, such as welders, may be particularly prone to under-representation in online job postings data, meaning the real demand may be higher. Similarly, some employers may post continuous listings for positions they do not intend to fill in the near term. Thus, while Burning Glass provides the best available data, it does not provide a complete representation of the job market.

KentuckianaWorks used Economic Modeling Specialist International's Analyst tool (EMSI Analyst) for local data on the number of jobs, median and percentile wages, typical entry-level education for jobs, the composition of jobs within industry clusters, occupational age demographics (to gauge possible retirements), and projected 10-year job growth. EMSI Analyst draws data from multiple sources, including the Bureau of Labor Statistics, the Census Bureau's American Community Surveys, the Bureau of Economic Analysis, and their own proprietary models. KentuckianaWorks annualized data for the median annual wage by assuming 2,080 hours of work during a year.

For the living-wage threshold, KentuckianaWorks used the Massachusetts Institute of Technology Living Wage Calculator's 2013 living wage for a family of two adults and two children without childcare in Jefferson County, Kentucky. That number is \$36,795.

The Top 15 High-Demand and High-Wage Job Fields were developed by creating composite ranking that takes Burning Glass job postings and EMSI Analyst projected growth/possible retirements into account. Possible retirements come from the number of people in a job field who are 55 or older. Both criteria were ranked separately, then the average ranking was used as a composite score. Composite scores were ranked to create the Top 15 Job Fields list. To be considered high-wage, a field must have a median annual wage of at least \$36,795.

The unemployment rate is based on the number of people looking for work who could not find work; it does not count people who are not looking for work. The most recent data available for the unemployment rate was for June 2015. This rate was not seasonally adjusted. Seasonal adjustments account for job increases due to phenomena such as summer hiring at amusement parks or holiday hiring at distribution centers. Unadjusted data should be compared only to the same month in previous years, not previous months in the same year. Therefore, this report shows unemployment rates in every June from 2005 – 2015. The data comes from the Bureau of Labor Statistics (BLS) Local Area Unemployment Statistics (LAUS).

Data for the median annual wages adjusted for cost of living is from the BLS Annual Occupational Employment Statistics, released yearly in May. The cost of living adjustment is based on the Bureau of Economic Analysis Regional Price Parity (RPP) index. The most recent RPP data was for 2013.

› About KentuckianaWorks



KentuckianaWorks, an agency of Louisville Metro Government, is the Workforce Development Board for the Greater Louisville region consisting of Jefferson, Bullitt, Henry, Oldham, Spencer, Shelby and Trimble counties. Funding is primarily provided by the U.S. Department of Labor and the Workforce Innovation and Opportunity Act of 2014, through the Kentucky Education Workforce Development Cabinet. KentuckianaWorks oversees the region's system of Kentucky Career Center offices where job seekers can find jobs and education and training opportunities and apply for unemployment insurance. Kentucky Career Center offices also help employers meet their workforce needs by linking them with qualified employees. In addition, KentuckianaWorks publishes workforce-related research and data. KentuckianaWorks also works in conjunction with

economic development and workforce development partners in the region. The KentuckianaWorks Board is composed of regional leaders from business, education, labor and government. The board, working together with KentuckianaWorks staff and partners, provides strategic leadership for workforce development efforts in the region. Michael Gritton is executive director of KentuckianaWorks.



About the State of the Louisville Metropolitan Statistical Area (MSA) Labor Market Third Quarter 2015 Report

This publication is designed to provide useful information to many segments of the region's population, including job seekers, students, and their parents. Providing current, local data about careers in six job sectors in the Louisville Metropolitan Statistical Area can help residents become more aware of career possibilities and the education levels and job skills needed to attain those careers, as well as how many jobs are available and how to move up the career ladder in each pathway.

KentuckianaWorks will post this report and the accompanying career pathways charts on its website at www.kentuckianaworks.org. All information can be downloaded and printed.

This report is compiled by Eric Burnette, director of Workforce Intelligence at KentuckianaWorks. He can be contacted at (502) 574-4722 or eric.burnette@kentuckianaworks.org. Media inquiries should go to Phil Miller, director of Communications at KentuckianaWorks, (502) 574-3136 or phil.miller@kentuckianaworks.org.

Equal Service, Education and Employment Opportunities M/F/D/V

NEOLA UPDATE

Volume 28, No. 1
November 2015

OVERVIEW AND COMMENTS

Policy 0100 - Definitions (Revised)

House Enrolled Act 1483 amended the definition of “teacher” in I.C. 20-18-2-22 and, as a result, revision is proposed to add school psychologist to the definition of “Teacher.”

Adoption of the proposed revision to this bylaw should be recommended, and the Board should take action to adopt this revision to keep its policies legally correct as well as informative to staff and constituents.

Policy 1422 - Nondiscrimination and Equal Employment Opportunity (Revised)

Policy 2260 - Nondiscrimination and Access to Equal Educational Opportunity (Revised)

Policy 3122 - Nondiscrimination and Equal Employment Opportunity (Revised)

Policy 4122 - Nondiscrimination and Equal Employment Opportunity (Revised)

Revisions are proposed to the nondiscrimination policies so that these four policies are consistent with the “Dear Colleague” letter from the Office for Civil Rights (OCR) with regard to discrimination on the basis of transgender status, sexual orientation, and gender identity being included under the protected class of “sex”. Revisions also are proposed for these policies so that the complaint procedures are included in the policies, in accordance with the compliance requirements imposed by OCR in recent complaint investigations and settlements.

Policy 1543 - Non-renewal of Administrative Contracts (Revised)

Revision is proposed to this policy because Senate Enrolled Act 500, Section 212 eliminated the subsection in I.C. 20-28-8-3 which formerly provided for the automatic extension of an administrator’s contract for only the following school year if notice of nonrenewal is not provided by March 1 of the school year in which the administrator’s contract is due to expire.

The revisions proposed to Policy 1543 reflect the requirements set forth in current State law. Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 1662 - Anti-Harassment (Revised)

Policy 3362 - Anti-Harassment (Revised)

Policy 4362 - Anti-Harassment (Revised)

Policy 5517 - Anti-Harassment (Revised)

Revisions are proposed to the anti-harassment policies so that these four policies are consistent with the “Dear Colleague” letter from the Office for Civil Rights with regard to harassment on the basis of transgender status, sexual orientation, and gender identity being included under the protected class of “sex”. Revisions also are proposed throughout these policies so that the policies

are aligned with OCR's stated expectations in recent resolution agreements entered into with Indiana school corporations following the completion of complaint investigations by OCR.

The revisions proposed to these four policies are intended to align the policies with OCR's interpretation of the Federal laws and regulations. The Superintendent should recommend adoption of the revised policies, and the Board should take action to do so to keep its policies legally correct, as well as informative to staff and constituents. Further, the Superintendent should approve the revised guidelines so they will assist in the implementation of the policies and ensure consistency in the application of the policies.

Policy 1411 - Required Reports and Protection of Whistleblowers (Revised)

Policy 3211 - Required Reports and Protection of Whistleblowers (Revised)

Policy 4211 - Required Reports and Protection of Whistleblowers (Revised)

IC 5-11-1-9.5 was amended by Senate Enrolled Act 394, which resulted in proposed revision of these policies to include reference to the statutory assurance that employees can report malfeasance, misfeasance or nonfeasance by a public officer to the State Board of Accounts.

The revisions proposed to these three policies reflect current State law. Adoption of the revised policy should be recommended, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 1521 - Personal Background Checks and Mandatory Reporting of Convictions () and Arrests (Revised)

Policy 3121 - Personal Background Checks and Mandatory Reporting of Convictions () and Arrests (Revised)

Policy 4121 - Personal Background Checks and Mandatory Reporting of Convictions () and Arrests (Revised)

Policy 8121 - Personal Background Check - Contracted Services (Revised)

House Enrolled Act 1068 amended the definition of expanded criminal history check in I.C. 20-26-2-1.5. Revisions are proposed to these policies to incorporate the revisions made to I.C. 20-26-2-1.5.

Adoption of the revised policy should be recommended, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 3120.06 - Selecting Student Teachers/Administrative Interns (Revised)

Revisions are proposed to this policy to incorporate the amendment of I.C. 20-26-5-24 by House Enrolled Act 1188, Section 1 to add the requirement that student teachers be supervised by highly effective or effective teachers.

The revisions proposed to Policy 3120.06 reflect the requirements set forth in current State law. Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 3124 - Employment Contracts with Professional Employees (Revised)

Revisions are proposed to this policy to incorporate the changes made by the amendments of I.C. 20-28-6-6 and I.C. 20-28-10-1 by Senate Enrolled Act 500, Sections 206 and 219 to eliminate the need for the execution of a contract with a teacher taking a leave of absence and with a teacher employed to serve in the absence of a teacher taking a leave.

The revisions proposed to Policy 3124 reflect the requirements set forth in current Federal and State law. Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 3140 - Resignation (Revised)

Policy 3140, which previously addressed both termination and resignation, has been revised to address only resignation. With the changes made to the statutes governing teacher resignation, suspension and contract cancellation by Senate Enrolled Act 500, it made sense to reorganize these policies to provide separate policies for the resignation, suspension, and contract cancellation of teachers. Policy 3140 now addresses only the resignation of teachers, Policy 3141 is a new policy that addresses the suspension of teachers, and Policy 3142 has been revised to address the amendments to the teacher contract cancellation process.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents. Further, the Superintendent should approve the revised guideline so that it is consistent with the approved, revised policy.

Policy 3141 - Suspension of Teachers (New)

Policy 3141 is a new policy that addresses the suspension of teacher contracts. Administrative Guideline 3141 sets forth the procedure for suspensions, with a detailed chart for the procedure that should be followed if the suspension is without pay, pursuant to I.C. 20-28-9-22.

The Superintendent should recommend the adoption of the new policy, and the Board should take action to adopt this policy to keep its policies legally correct as well as informative to staff and constituents. Further, the Superintendent should approve the new guideline in order to implement the policy in compliance with I.C. 20-28-9-22.

Policy 3142 - Cancellation of a Teaching Contract (Revised)

Revisions are proposed to this policy and administrative guideline to reflect the changes made to I.C. 20-28-7.5-1 and -2 by Sections 208 and 209 of Senate Enrolled Act 500. Policy 3142 also incorporates the portion of former Policy 3140 that referenced teacher termination.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 3220 - Staff Evaluation (Revised)

Revisions are proposed to this policy to incorporate the changes made to I.C. 20-28-11.5-4 and -9 by Sections 7 and 8 of Senate Enrolled Act 566.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 2221 - Mandatory Curriculum (Revised)

House Enrolled Act 1483 amended I.C. 20-30-5-21 by adding a prohibition against offering, supporting, or promoting any student program, class, or activity that provides student instruction

that is contrary to a curriculum required to be provided to students under State law. The policy has been revised to incorporate that amendment.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 2411 - Guidance and Counseling (Revised)

House Enrolled Act 1269 added I.C. 20-34-3-21 to the Indiana Code. I.C. 20-34-3-21 authorizes a school corporation to enter into a Memorandum of Understanding with a mental health care provider or a community mental health center to refer students for services and establishes the conditions under which such referrals are to be made. An optional provision is offered for this policy for school corporations who wish to exercise this discretionary authority granted by State law.

Adoption of the revisions to this policy should be recommended by the Superintendent if the Corporation chooses to exercise its authority to enter into a MOU regarding referrals for mental health concerns, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 2510 - Adoption of Curricular Materials (Revised)

Senate Enrolled Act 500 made a number of significant changes to the statutes governing curricular materials, in particular, amendment of the amount that may be charged for textbook rental and the repeal of several statutory provisions that mandated a certain procedure to dispose of curricular materials. The policy has been revised to incorporate the amendment of I.C. 20-26-12-1, -2, -23 and -24 and the repeal of I.C. 20-26-12-3 through -22 and changes made by the Indiana Department of Education to the manner in which curricular materials are adopted. The policy also has been revised to add some options that the Board may choose to adopt concerning refunds and write offs of fees. The State Board of Accounts has indicated that there must be a Board Policy in place in order to issue refunds or write off fees. These same options have been included in the revised Policy 6152, and the Board should be sure to select the same options in Policy 6152 that it selects in Policy 2510. The guidelines have been revised to incorporate changes in the law and to provide consistent procedures for the collection of textbook rental fees.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 2700 - Annual Performance Report (Revised)

House Enrolled Act 1635, Section 2 amended I.C. 20-20-8-8 by revising the information that must be included on the annual performance report and adding a section that requires school corporations located in a consolidated city to include the information disaggregated by race, grade, gender, free or reduced lunch status, and eligibility for special education. Senate Enrolled Act 500, Section 40 amended I.C. 20-20-8-3 by requiring that the school corporation's annual report be posted on a prominent page of the corporation's website. These amendments have been incorporated in this policy. The policy also has been revised to include in the annual performance report the data regarding seclusion and restraint required by the regulation adopted by the Commission on Seclusion and Restraint in Schools at 513 IAC 1-2-7(e).

Furthermore, revisions proposed for this policy include a correction to the deadlines. They should be changed from January 15 and January 31 to March 15 and March 31 to reflect current law.

The Superintendent should recommend adoption of the revised policy, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 5111 - Determination of Legal Settlement and Eligibility for Enrollment of Students Without Legal Settlement in the Corporation (Revised)

House Enrolled Act 1056, Sections 1 and 2 added new sections to the Indiana Code, I.C. 20-26-11-6.5 and I.C. 20-26-11-6.7. The former requires school corporations to accept as transfer students the children of their employees, even if they do not permit transfer students, if the corporation has the capacity to accept students, and the latter requires school corporations with only one high school who do not accept transfer students to permit private school students to transfer into their high school if they attended the private school for at least two years immediately preceding the transfer, the nonpublic school does not offer grades 9-12, the majority of students at the nonpublic school in the same grade as the transferring student have legal settlement and will attend the corporation's high school, and the corporation has the capacity to accept students.

House Enrolled Act 1483 amended I.C. 20-26-11-2.5 by eliminating the requirement that the election by a custodial parent, in the case of divorce, must be made no later than fourteen (14) days before the first student day of the school year and adding a provision that the election must be made on an yearly basis and applies throughout the school year unless the parent no longer lives within the school corporation's attendance area.

Policy 5111 has been revised to incorporate the changes to State law made by House Enrolled Acts 1056 and 1483.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 5112 - Entrance Requirements (Revised)

Senate Enrolled Act 500, Section 246 amended I.C. 20-33-2-7 to clarify that the entrance age for kindergarten (5 years old) is determined as of August 1 of the year the child enters school and to eliminate the mandatory requirement for school corporations to maintain an early entrance appeal procedure. The statute is now permissive so that school corporations may but are not required to have such an appeal procedure. Policy 5112 has been revised to make the appeal procedure optional and to consolidate the last few paragraphs.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 5130 - Withdrawal from School (Revised)

Senate Enrolled Act 500, Section 247 amended I.C. 20-33-2-9 to eliminate the list of persons who must attend exit interviews and permit school corporations to designate who must attend. Policy 5130 has been revised to reflect the changes in State law.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 5200 - Attendance (Revised)

Senate Enrolled Act 500, Sections 248 and 264 amended I.C. 20-33-2-11 and 20-33-8-33 to eliminate the mandatory requirement to include a habitual truant rule in the student discipline code and to eliminate the mandatory reporting requirement of habitual truants to the Bureau of Motor Vehicles on February 1st and October 1st. Policy 5200 has been revised to incorporate these changes. It also was revised to conform to a recent memorandum issued by the Indiana Department of Education on October 5, 2015 regarding exempt absences to clarify that absences for Education Related Non-Classroom Activity may be excused but must be reported as absences. The guideline also has been revised accordingly.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 5320 - Immunization (Revised)

Senate Enrolled Act 461, Section 12 amended I.C. 20-34-4-2 to add varicella, hepatitis A, hepatitis b, and meningitis to the list of required immunizations. Senate Enrolled Act 461, Section 13 amended I.C. 20-34-4-3 to eliminate the option for parents to provide a written signed statement that the student has indicated a history of chicken pox in lieu of documentation of immunity, to require that information prescribed by the State Board of Health concerning the link between cancer and the human papillomavirus (HPV) infection and that an immunization against the HPV infection is available be provided by schools to the parents of each student entering 6th grade, not just the female students, and to require schools to distribute to parents material concerning immunizations and immunization preventable diseases (which may be satisfied by posting the materials on the corporation's website). Senate Enrolled Act 461, Section 14 amended I.C. 20-34-4-4 to authorize health care providers to administer immunizations and to enter the immunization information into the state immunization data registry rather than providing a certificate or other documentation of the immunizations to the individual who presented the student for immunization. Senate Enrolled Act 461, Section 15 amended I.C. 20-34-4-5 to require that parents who enroll a student furnish by the student's first day of attendance proof of the student's immunization status, either as a written document from the health care provider who administered the immunization or documentation provided from the state immunization registry and clarifies that the school may grant a waiver of this requirement for up to 20 school days. Senate Enrolled Act 461, Section 16 repealed I.C. 20-34-4-5.5, which previously had required the parents of each female student entering 6th grade to submit a written statement within twenty (20) days after the first day of school that the parent has received the information regarding the HPV infection, its link to cervical cancer, and the availability of an immunization against the HPV virus, and that (1) the student has received or is receiving the immunization; (2) the parent has decided not to have the student immunized; or (3) the parent chooses not to provide the information to the school concerning whether the student was immunized against the human papillomavirus (HPV) infection. Senate Enrolled Act 461, Section 17 amended I.C. 20-34-4-6 to require school corporations to ensure that all applicable immunization information is complete in the state immunization data registry by the first Friday in February each year rather than submitting a written report to the State Department of Health within sixty (60) days of the enrollment of students for the first time and when additional immunizations are required by statute or rule.

Policy 5320 has been revised to add meningitis to the list of required immunizations, reflect the changes in the law regarding providing proof of immunization status, add the new requirement to distribute information regarding immunizations and immunization preventable diseases to parents and guardians, incorporate the amendments to the state statute concerning providing information to parents of 6th grade students regarding the HPV infection, omit the requirement that parents of female 6th grade students submit the written statement formerly required by I.C. 20-34-4-5.5, which was eliminated by Senate Enrolled Act 461, Section 16, and include the requirement that the Corporation ensure that all applicable immunization information is complete in the state immunization registry not later than the first Friday in February each year.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 5460 - Graduation Requirements (Revised)

House Enrolled Act 1194 added a new section to the Indiana Code, I.C. 20-32-4-11, which requires the case conference committee of a student with a disability to discuss with the parent and the student, if appropriate, at the annual case review (ACR) held when the student is in 8th grade: (1) the type of diplomas available for students to receive in Indiana; (2) the course requirements for each type of diploma; (3) employment and career options for the student and the type of academic, technical, and vocational preparation necessary to achieve the employment or career. I.C. 20-32-4-11 requires that the student's individualized education program (IEP) include the type of diploma the student will seek and courses that allow the student to progress toward the diploma in a timely manner. I.C. 20-32-4-11 also requires that beginning in grade 9 and in addition to the ACR, the student's teacher of record (TOR) must communicate with the student's parent at least one time each grading period concerning the student's progress toward the selected diploma and provides that if the parent requests a meeting with the TOR to discuss the student's progress, the TOR must meet with the parent in a timely manner. Policy 5460 has been revised to reflect the current types of diplomas available to students in the State of Indiana and the additional requirements provided in I.C. 20-32-4-11 for students with disabilities.

The Superintendent should recommend adoption of the revised policy, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 5530 - Drug Prevention (Revised)

Senate Enrolled Act 500 repealed I.C. 20-34-2, which formerly required that Corporations have drug-free schools committees at each school. The revisions to this policy propose that this requirement be deleted pursuant to State Law; however, the Board could, if it chooses, retain the requirement for drug-free schools committees at each school under its home rule authority.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so if the Corporation chooses to eliminate the requirement for the Superintendent to establish drug-free schools committees at each school. Such action would be consistent with current State law.

Policy 6152 - Student Fees and Charges (Revised)

Policy 6152 has been revised to add some options that the Board may choose to adopt concerning refunds and write offs of fees. The State Board of Accounts has indicated that there must be a Board Policy in place in order to issue refunds or write off fees. These same options have been included in the revised Policy 2510, and the Board should be sure to select the same options in Policy 6152 that it selected in Policy 2510.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to adopt the policy and any options it would like to be able to utilize to keep its policies compliant with the State Board of Accounts' audit rules and informative to staff and constituents.

Policy 6520 - Payroll Deductions (Revised)

House Enrolled Act 1469, Section 2 amended I.C. 22-2-6-2 to expand the list of deductions that can be made from an employee's pay. In order to simplify the current policy, rather than continuing to add new deductions as options each time a change is made to I.C. 22-2-6-2, the policy has been revised to include a single option at the end of the list for "other deductions as permitted by I.C. 22-2-6-2 and approved by the Board."

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so to keep its policies legally correct as well as informative to staff and constituents.

Policy 7300 - Disposition of Real Property (Revised)

House Enrolled Act 1635, Section 3 amended I.C. 20-23-6-9 to require a consolidated school corporation to offer to transfer the property to a township, city or town the corporation originally received the property from, if the property is no longer needed by the corporation. The policy has been amended to incorporate the changes made by House Enrolled Act 1635. The policy also has been amended to incorporate the requirements of I.C. 20-26-7-1 for the lease or sale of property to charter schools.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy 7310 - Disposition of Surplus Property (Revised)

Senate Enrolled Act 500, Sections 152 through 154 repealed I.C. 20-26-12-3 through -5 concerning the disposition of curricular materials. The policy has been revised to reflect the changes in the law made by Senate Enrolled Act 500.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy 7510.01 - Use of Corporation Physical Fitness Facilities (Revised)

House Enrolled Act 1045 created immunity for the operator of a recreational facility by amending I.C. 34-6-2-91 and adding I.C. 34-6-2-129.4, -129.5, and -129.6 and I.C. 34-31-11.4 to the Indiana Code. The policy has been revised to incorporate those changes to allow the Board to take advantage of this immunity provision.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy 8330 - Student Records (Revised)

Senate Enrolled Act 500, Section 267 repealed I.C. 20-33-10, which prescribed access to student information by military organizations. House Enrolled Act 1637, Section 15 amended I.C. 20-33-2-13, which sets forth the information that must be included in a student's transcript. The policy has been revised to omit reference to the repealed requirements of I.C. 20-33-10 and to indicate that the regulations of the Family Educational Rights and Privacy Act (FERPA) will apply to requests for student information by military organizations. The policy also has been updated to incorporate the current definition of directory information provided by FERPA. Furthermore, the policy has been revised to reflect the information currently required to be included in student transcripts by I.C. 20-33-2-13.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy 8400 - School Safety (Revised)

Senate Enrolled Act 500, Section 7 amended I.C. 5-2-10.1-12 to omit the requirement that each school building establish a safe school committee and to require only one safe school committee for the entire school corporation. The policy has been revised to provide two options, one to eliminate all but the single safe school committee for the entire school corporation and the other to maintain the current requirement of having a safe school committee at each school within the school corporation. The Board should be consistent in making this election throughout the policy.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to select the option that they believe is most appropriate for their school corporation and adopt the revised policy so that the Board's policies are legally correct and informative to staff and constituents.

Policy 8420 - Emergency Preparedness Plans and Drills (Revised)

House Enrolled Act 1414 amended I.C. 20-34-3-20 to permit a tornado preparedness drill or a manmade occurrence disaster drill to be conducted in lieu of a monthly fire evacuation drill so long as they are not done in consecutive months and are substituted for fire evacuation drills only once per semester. The policy has been revised to reflect the changes in the law. The policy also has been revised to incorporate the requirements of 511 IAC 6.1-2-2.5 concerning safe schools and emergency preparedness planning.

The Superintendent should recommend adoption of the revised policy, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy 8455 - Coach Training (Revised)

Policy 8455 has been revised to reflect that the paragraph regarding the training of coaches on concussions and sudden cardiac arrest and the certified coaching education course for football coaches is mandatory, not optional, and to make the policy consistent with Policies 3120.08, 4120.08, and 5340.01.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy 8470 - Registered Sex or Violent Offenders (New)

Senate Enrolled Act 522, Section 4 added I.C. 35-42-4-14 to the Indiana Code, which provides a definition of serious sex offender and makes it a Level 6 felony for unlawful entry by a serious sex offender on school property, i.e., when s/he knowingly or intentionally enters school property. As well, clients have requested a policy that addresses registered sex or violent offenders on school grounds. Policy 8470 has been drafted in keeping with the new law and client requests for a policy to address handling the presence of registered sex or violent offenders on school grounds. It provides a number of optional provisions that the Board may choose to include in its policy, depending on the extent of oversight it desires to assign the Superintendent and other administrators in order to maintain the safety of students, while at the same time prevent infringement of the rights of students and parents who are registered sex or violent offenders.

Adoption of this new policy should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to maintain the safety of its students while preventing infringement of the rights of students and parents who are registered sex or violent offenders so that the Board's policies are legally correct and informative to staff and constituents.

Policy 8500 Food Services (Revised)

Senate Enrolled Act 500, Sections 135, 136 and 137 amended I.C. 20-26-9-18, added I.C. 20-26-9-18.5, and repealed I.C. 20-26-9-19. These changes eliminated the requirement of establishing a Corporation School Health Advisory Council, repealed the Indiana standards for nutritional value of food sold to students during school in vending machines and for school lunches, and instead now require that all food and beverages sold to students during the school day must meet or exceed the federal nutritional requirements. Policy 8500 has been revised to reflect these changes and ensure compliance with federal nutritional requirements.

Adoption of the revised policies should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy - 8600 Transportation (Revised)

House Enrolled Act 1637, Section 4 amended I.C. 20-27-11-1 to require rural school corporations who currently are required to provide bus transportation to private school students similarly must provide transportation to charter school students who reside along the route when the charter school is located within the school corporation boundaries. Senate Enrolled Act 500, Section 98 amended I.C. 20-26-5-4 to omit the provision that previously prevented school corporations from considering the distance students live from school in making transportation decisions. The policy has been revised to reflect the changes in the law.

The Superintendent should recommend adoption of the revised policy, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.

Policy 9160 - Public Attendance at School Events (Revised)

Senate Enrolled Act 500, Section 99 repealed I.C. 20-26-5-5, which required that a school board have a policy on the allocation of tickets to school events or programs at no charge or a reduced rate. The Board may continue to have the policy but it is no longer required. The policy has been revised to reflect the change in the law and to delete the citation to I.C. 20-26-5-5.

Adoption of the revised policy should be recommended by the Superintendent, and the Board should take action to do so in keeping with its responsibility to make changes to policies when necessary so that the Board's policies are legally correct and informative to staff and constituents.