

Board of Education Regular Meeting  
Monday, December 9, 2024 7:00 PM  
Humboldt Board Conference Room  
810 Central Ave  
Humboldt, NE 68376-9706

1. **OPEN MEETING NOTICE - CALL MEETING TO ORDER- ROLL CALL - PLEDGE OF ALLEGIANCE\***
2. **WELCOME PATRONS AND GUESTS**
3. **PATRON COMMENT**
4. **Early Learning Center Presentation**
5. **APPROVE CONSENT AGENDA**
  - 5.1. Meeting Minutes
  - 5.2. Bills for Payment
  - 5.3. Review Treasurer's report
6. **REPORTS**
  - 6.1. Principal Caniglia
  - 6.2. Principal Standerford
  - 6.3. NASB Report - Neal Kanel
  - 6.4. Committee Reports
  - 6.5. Audit Report
7. **AGENDA ITEMS**
  - 7.1. Approve board member's leave of absence
  - 7.2. Negotiations
    - 7.2.1. Sick Time Donation
  - 7.3. Classified Pay
    - Step \$0.50
    - Single insurance all hourly
    - \$141,692 = 3.48%
  - 7.4. Mid-Year Policy Updates
  - 7.5. Personnel Resignations
    - Samantha Wamsley
    - Candy Blecha
  - 7.6. Personnel Hires:
    - Taylor Schafer - Transition to teach Life Science effective Spring 2025.
  - 7.7. 2023 - 2024 Annual Report
8. **SUPERINTENDENT GRIFFITH REPORT**
9. **BOARD MEMBER CONCERNS**
10. **ADJOURN**

## **Board of Education Regular Meeting**

Monday, November 11, 2024 7:00 PM

Music Room, Humboldt

Attendance Taken at 7:00 PM. Kyle Hilgenfeld: Present, Mike Kanel: Present, Neal Kanel: Present, Dave Mezger: Absent, Scott Ogle: Present, Leah Reyes: Present.

### **1. OPEN MEETING NOTICE - CALL MEETING TO ORDER- ROLL CALL -PLEDGE OF ALLEGIANCE\***

### **2. WELCOME PATRONS AND GUESTS**

### **3. PATRON COMMENT**

Patron brought up the wrestling room being used by ISS and what the plan was for wrestlers. Dr. G said they would make the ISS smaller to try to accommodate wrestling.

### **4. APPROVE CONSENT AGENDA**

Motion to approve passed with a motion by Neal Kanel and a second by Mike Kanel. Yea: 5, Nay: 0

4.1. Meeting Minutes

4.2. Bills for Payment

4.3. Review Treasurer's report

### **5. REPORTS**

5.1. Principal Caniglia – Mrs. Caniglia discussed recent events at the school. She also provided a school counselor's report and activities report.

5.2. Principal Standerford – Mrs. Standerford discussed para training that is being completed, she provided an update on the restorative practice team & upcoming school events.

5.3. NASB Report - Neal Kanel

5.4. Committee Reports

Negotiations meets tomorrow 11/12/24 at 7pm.

Building Committee, we received a quote from AHRS for insulation

### **6. AGENDA ITEMS**

6.1. Approve board member's leave of absence

Motion to approve board member's leave of absence (Dave Mezger) passed with a motion by Neal Kanel and a second by Kyle Hilgenfeld. Yea: 5, Nay: 0

6.2. Soccer Cooperative with Auburn

Motion to approve the soccer cooperative with auburn passed with a motion by Mike Kanel and a second by Kyle Hilgenfeld. Yea: 4, Nay: 1

6.3. Personnel

6.3.1. Staffing

6.3.2. Donation of leave time

Employees have inquired about donating their sick or personal time to an employee. Need to talk about it in negotiations and will follow up next month.

**7. SUPERINTENDENT GRIFFITH REPORT** – Dr. Griffith discussed NDE audit, school improvement team and school bus fuel.

**8. BOARD MEMBER CONCERNS** - None

Staffing: Meeting went into executive session at 7:12pm passed with a motion by Mike Kanel and a second by Neal Kanel.

Meeting came out of executive session at 7:26pm with a motion by Neal Kanel and second by Mike Kanel. Yea: 5, Nay: 0

**9. ADJOURN** at 7:26pm with a motion by Neal Kanel and a second by Mike Kanel. Yea: 5, Nay: 0

Respectfully submitted,

Chantel Farwell

Account Number	Detail Description	Amount
01 3541 610 003	1YGP-XX9Q-CH9G PO: 8202	32.00
01 1100 610 001	1TXK-VVLJ-QCMT PO:8191	22.99
01 6988 610 000	PO 8208-STEAM	775.28
Total Amazon Capital Services		830.27
01 2710 610 000	Vehicle Parts/Supplies	299.93
Total BOOMGARN, RENEE		299.93
01 1100 890 001	DG	6.42
01 2220 610 000	PO 8197	16.06
01 2220 610 000	PO 8190	166.14
01 2710 610 000	VEHICLE PARTS/SUPPLIES	230.49
01 2510 531 000	POSTAGE	347.17
01 3541 610 003	PO 8193/8200	149.02
01 6988 610 000	PO 8170-STEAM	12.99
01 1100 580 000	INSTRUCTIONAL TRAVEL EXPENSES	277.84
01 2410 580 000	PRINC OFFICE TRAVEL EXPENSES	277.84
01 1100 610 003	PO 8179	24.65
01 1100 610 003	EL Teaching Supplies	61.50
01 1100 610 003	PO 8177	65.00
01 1100 610 001	Ind Arts	18.81
01 2130 610 000	PO 7174-Nurse	350.12
01 1200 580 000	Hotel for SPED Conf	321.00
01 2410 580 000	PO 8198-KC	16.25
01 2141 610 003	PO 8195-Pearson, psych	457.92
01 1100 580 000	INSTRUCTIONAL TRAVEL EXPENSES	138.92
01 2320 580 000	Meals	126.02
01 2320 580 000	Hotel	159.03
01 2320 580 000	Hotel	468.77
01 2710 340 000	Windshield Repair	915.01
01 1100 610 001	PO 8175-Music	33.74
01 1100 610 001	Tiny House	572.09
01 2620 610 000	MAINT Supplies	153.02
01 2620 610 000	PO 8192	206.29
01 2620 610 000	MAINT Supplies	190.35
01 2630 340 000	PO 8192	195.54
01 1100 580 000	INSTRUCTIONAL TRAVEL EXPENSES	(24.95)
01 1100 580 000	INSTRUCTIONAL TRAVEL EXPENSES	173.95
01 2510 310 000	Transaction Fee	0.83
01 2510 733 000	PO 8181	202.32
Total CARDMEMBER SERVICE		6,310.15
01 2620 410 000	21690.1	1,668.03
Total CITY OF HUMBOLDT		1,668.03
01 1100 111 000	1st gradeClass Project	40.46
Total CLEANING COUSINS, LLC		40.46
01 1100 580 000	Parking reimbursement	43.50
Total Coffey, Michael		43.50
01 2230 650 000	tech / OCIO	292.87
Total DAS STATE ACCOUNTING - CENTRAL FINANCE		292.87
01 2230 650 000	PO8183-replac screen & keyboard	216.00
Total DELL INC		216.00
01 1100 610 001	PO 8206	25.20
Total DIETZE MUSIC HOUSE		25.20
01 2620 431 000	Daycare repairs/parts-sink	85.00
01 2620 490 000	Daycare repairs/parts-sink	381.25
Total DSTK PHILLIPS, INC		466.25
01 1100 440 000	EGoldfax Contract	38.99

Account Number	Detail Description	Amount
01 1100 440 000	Copier Contract/Copies	4,177.70
Total EAKES OFFICE SOLUTIONS		4,216.69
01 2220 640 000	Magazine Subscriptions	299.69
Total EBSCO SUBSCRIPTION SERV		299.69
01 2620 340 000	alarm monitoring services	176.40
Total ELECTRONIC CONTRACTING CO.		176.40
01 2213 330 000	Network Open Time	18.75
01 6408 591 003	0-2 SPED Dir	291.60
01 6408 591 003	3-5 SPED Dir	291.60
01 6408 591 003	0-2 Audiology	129.19
01 6408 591 003	0-2 EC	111.00
01 6408 591 003	0-2 EC Consultant	254.17
01 2151 591 000	Secondary Deaf Educator	677.71
01 6408 591 003	3-5 Audiology	129.20
01 3535 610 003	HAL Goldberg	65.00
01 2213 330 000	Credit	(40.00)
01 6408 591 003	3-5 EC Consultant	254.16
01 1200 591 003	EL SPED Dir	2,624.40
01 1200 591 001	Secondary SPED Dir	2,624.40
01 2151 591 000	EL Audiology	1,162.73
01 2151 591 000	Secondary Audiology	1,162.73
01 1200 591 003	EL Behavior	695.00
Total ESU #4		10,451.64
01 2230 643 000	tech hosting services	61.23
Total ESU #6		61.23
01 2213 330 000	Speech to Print; JE.HC	60.00
Total ESU 5		60.00
01 2310 540 000	advertising	69.43
Total FALLS CITY JOURNAL		69.43
01 2510 890 000	FISCAL SERVICES MISC EXP	64.43
Total FALLS CITY MERCANTILE CO.		64.43
01 2620 420 000	trash-utilities	590.00
Total FALLS CITY SANITATION		590.00
01 1100 382 001	distance learning	428.98
Total FIBER PLATFORM, LLC		428.98
01 1100 610 001	Tiny House Supplies	405.00
Total Griffith, George		405.00
01 1100 440 000	Copier Lease	1,287.03
01 1100 440 000	Staple Copier Lease	90.77
Total Hometown Leasing		1,377.80
01 2310 540 000	advertising messages	162.00
Total HTMC		162.00
01 8000 913 000	Jr. Class Reimb-Indian Caves	450.00
Total HTRS ACTIVITY FUND		450.00
01 102	payroll expenses	601,368.26
Total HTRS PAYROLL ACCT		601,368.26
01 2310 810 000	post card hearing	40.71
Total JOHNSON COUNTY CLERK		40.71
01 2330 317 000	legal services	22.00
Total KSB School Law		22.00
01 2620 350 000	water soft contract	467.64
Total KURITA AMERICA INC		467.64
01 6408 340 003	3-5 yo	541.68
01 2161 340 000	SA	1,361.07

Account Number	Detail Description	Amount
Total MALCOLM, MARY		1,902.75
01 2620 610 000	PO 8207 maintenance	65.90
Total NASCO		65.90
01 6408 340 003	0-2 yo	605.08
01 6408 340 003	3-5 yo	268.55
01 2171 340 000	SA	1,508.12
Total NATIONAL THERAPEUTIC ASSOCIATES, INC		2,381.75
01 2141 610 002	NOVEMBER 2024	18.50
Total NCS PEARSON, INC		18.50
01 2310 810 000	election fees	112.75
01 2310 810 000	general election costs	100.00
Total NEMAHA COUNTY		212.75
01 2620 350 000	Repairs bkflw preventer	899.01
Total NIFCO Mechanical Systems		899.01
01 2310 540 000	Xmas advertising	96.00
01 2310 540 000	legals	87.75
01 2310 540 000	advertising	7.50
Total Pawnee Republican		191.25
01 2310 810 000	Election costs	732.54
Total RICHARDSON COUNTY CLERK		732.54
01 2660 590 000	SRO MONTHLY CONTRACT	5,879.10
Total RICHARDSON COUNTY TREASURER		5,879.10
01 2620 350 000	pest control-spraying	72.00
Total SCHENDEL PEST CONTROL		72.00
01 2130 610 000	PO 8053 nurse supplies	4,361.70
Total SCHOOL NURSE SUPPLY		4,361.70
01 2712 626 000	SPED GAS/DIESEL FUEL	132.00
01 2712 626 000	SPED GAS/DIESEL FUEL	4,669.00
Total STATION SERVICE CENTER INC., THE		4,801.00
01 1100 610 003	PO 8114 Keyboard Curr.	262.00
Total STEPWARE, INC		262.00
01 2710 890 000	Membership Dues	100.00
Total SURNALI, LLC		100.00
01 2710 610 000	Monthly Charges	177.81
Total T-Mobile USA INC		177.81
01 2620 350 000	elevator maintenance	543.26
Total TK ELEVATOR CORPORATION		543.26
01 2710 340 000	2020 Bus Labor	210.00
01 2710 610 000	2020 Bus Parts	31.50
Total TRUCK CENTER COMPANIES		241.50
01 1100 333 000	fuel reimbursement	25.05
Total Umland, Katie		25.05
01 2510 530 000	long distance	87.91
Total VERIZON BUSINESS		87.91
01 2161 340 000	OT SPED Services	3,138.75
01 2161 340 000	OT Travel Expenses	349.11
Total WILCOCK, JOY		3,487.86
01 2510 530 000	phone utilities	110.74
Total WINDSTREAM NEBRASKA		110.74
Checking Account ID 1		657,458.94

**HTRS ACCOUNT BALANCES - Cash on Hand****11.30.2024**

<b>Account</b>		<b>November</b>	<b>Previous Month</b>
ACTIVITY ACCOUNT	x488	\$ 93,049.13	\$ 93,734.15
BREAKFAST/LUNCH	x462	\$ 36,785.70	\$ 14,345.28
BUILDING FUND	x0640	\$ 1,115,114.95	\$ 1,115,706.82
DEPRECIATION	x3541	\$ 242,902.25	\$ 242,723.68
EMPLOYEE BEN FUND MM	x7455	\$ 136,621.34	\$ 136,520.90
GENERAL FUND	x2567	\$ 684,859.09	\$ 1,284,785.95
OFFICE ACCOUNT	x3638	\$ 2,603.64	\$ 2,771.64
PAYROLL FUND	x2648	\$ 99,089.54	\$ 16,321.90
QCPUF	x2583	\$ 7,294.63	\$ 7,289.26
STUDENT FEES	x5156	\$ 13,591.76	\$ 13,588.14
DAYCARE	x295	\$ 19,820.31	\$ 14,840.20

**INTERNAL TRANSFERS - Current FY**GENERAL to LUNCH FUNDGENERAL to Activity FUNDGENERAL to PAYROLL



Regular: Beginning Month 11/2024; Processing Month 11/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05	ACTIVITY FUND								
Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance			
05 704 0098	2030	1,334.15	13.00	0.00	0.00	1,321.15			
05 704 0099	2026	8,152.10	0.00	0.00	0.00	8,152.10			
05 704 0100	Athletics - Miscellaneous	(1,483.75)	1,653.52	1,875.24	0.00	(1,262.03)			
05 704 0102	2029	655.25	0.00	32.00	0.00	687.25			
05 704 0122	2025	6,734.33	1,065.78	0.00	0.00	5,668.55			
05 704 0123	2021	2,174.69	0.00	0.00	0.00	2,174.69			
05 704 0124	2023	1,624.08	0.00	0.00	0.00	1,624.08			
05 704 0125	2024	766.55	0.00	0.00	0.00	766.55			
05 704 0132	2027	1,227.20	0.00	0.00	0.00	1,227.20			
05 704 0133	2028	2,109.00	0.00	0.00	0.00	2,109.00			
05 704 0135	Annual	(1,660.56)	0.00	400.00	0.00	(1,260.56)			
05 704 0136	Drill Team	1,100.19	0.00	0.00	0.00	1,100.19			
05 704 0137	Track	265.89	0.00	0.00	0.00	265.89			
05 704 0138	Concession	3,875.20	3,281.29	1,089.66	0.00	1,683.57			
05 704 0139	FCS	429.76	0.00	0.00	0.00	429.76			
05 704 0140	Industrial Arts	3,976.12	0.00	0.00	0.00	3,976.12			
05 704 0141	One Act	402.15	228.80	535.00	0.00	708.35			
05 704 0142	Student Council - H S	490.86	115.08	0.00	0.00	375.78			
05 704 0143	H.S. Youth Leadership	5,020.03	0.00	0.00	0.00	5,020.03			
05 704 0144	H.S. Cheerleading	2,574.08	0.00	115.00	0.00	2,689.08			
05 704 0145	Legion Scholarship	1,621.96	0.00	0.00	0.00	1,621.96			
05 704 0146	Foundation Scholarship	775.00	0.00	0.00	0.00	775.00			
05 704 0147	Donations	4,027.12	0.00	0.00	0.00	4,027.12			
05 704 0148	Activities	5,541.77	3,218.31	1,601.62	0.00	3,925.08			
05 704 0149	Library	5,373.55	0.00	0.00	0.00	5,373.55			
05 704 0151	Grants & Scholarships	4,058.73	187.80	0.00	0.00	3,870.93			
05 704 0152	Elementary	671.21	0.00	0.00	0.00	671.21			
05 704 0154	Music (new)	1,532.51	215.30	40.00	0.00	1,357.21			
05 704 0155	Snack Cart	1,116.42	648.62	826.24	0.00	1,294.04			
05 704 0156	Leap Program	4,564.00	0.00	0.00	0.00	4,564.00			
05 704 0157	COF	2,461.99	0.00	0.00	0.00	2,461.99			
05 704 0160	Cheerleading-Mid School	65.00	0.00	0.00	0.00	65.00			
05 704 0161	StuCo - Middle School	2,186.19	0.00	0.00	0.00	2,186.19			
05 704 0162	Mock Trial	705.43	0.00	0.00	0.00	705.43			
05 704 0163	Volleyball Club	495.69	0.00	0.00	0.00	495.69			
05 704 0164	Golf Club	858.36	27.19	0.00	0.00	831.17			

Regular: Beginning Month 11/2024; Processing Month 11/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0165	Middle School-Youth Leadership	946.66	0.00	0.00	0.00	946.66
05 704 0166	Power Lifting	2,957.30	0.00	0.00	0.00	2,957.30
05 704 0168	Speech	375.74	0.00	0.00	0.00	375.74
05 704 0169	MS Robotics	2,425.66	0.00	0.00	0.00	2,425.66
05 704 0171	Boys Basketball	2,483.36	0.00	0.00	0.00	2,483.36
05 704 0172	Girls Basketball	1,488.88	0.00	0.00	0.00	1,488.88
05 704 0173	Sport Posters	717.98	0.00	2,036.25	0.00	2,754.23
05 704 0174	Football Club	1,128.56	0.00	0.00	0.00	1,128.56
05 704 0175	FFA	11,239.63	456.35	890.30	0.00	11,673.58
05 704 0176	HS Robotics	(1,198.42)	0.00	0.00	0.00	(1,198.42)
05 704 0995	Interest	393.53	0.00	4.03	0.00	397.56
05 704 0996	Service Charge	(4,064.05)	2.25	0.00	0.00	(4,066.30)
Fund Total: 05		94,717.08	11,113.29	9,445.34	0.00	93,049.13

**Humboldt Table Tock S Rock Steinauer School  
Breakfast/Lunch Program**

Nov.2024

**RECEIPTS**

Lunches	\$10,863.81
State	\$28,282.26
Int.	\$0.79
<b>TOTAL RECEIPTS</b>	<b>\$39,146.86</b>

**EXPENSES**

Falls City Merc.	\$7,791.27
Cash-Wa	\$7,477.64
Niders	\$10.25
US Foods	\$1,204.38
Neb. Food Dist.	\$222.90
<b>TOTAL EXPENSE</b>	<b>\$16,706.44</b>
<b>BALANCE</b>	<b>\$36,785.70</b>

**Expenditure Report by Function/Object -  
Detail\_KW**

12/06/2024 03:00 PM

User ID: CMF

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01	General Fund				
1100	REGULAR INSTRUCTIONAL PROGRAMS				
01 1100 111 000	Extra Duty Salary	240,561.00	18,400.77	38.33	148,349.43
01 1100 111 001	HS Teacher Salaries	770,758.00	47,204.35	25.82	571,769.26
01 1100 111 002	MS Teacher Salaries	394,575.00	29,048.54	29.45	278,380.84
01 1100 111 003	EL Teacher Salaries	569,184.00	43,447.64	30.53	395,393.44
111	SALARIES TCHR/PROF	1,975,078.00	138,101.30	29.43	1,393,892.97
01 1100 112 002	MS AIDE/PARA	3,706.00	242.27	45.20	2,031.06
01 1100 112 003	EL AIDE/PARA	32,871.00	2,069.34	25.66	24,434.77
112	SALARIES AIDE/PARA	36,577.00	2,311.61	27.64	26,465.83
01 1100 113 001	HS SUB TCHR	34,459.00	5,273.75	50.23	17,150.25
01 1100 113 002	MS SUB TCHR	34,119.00	3,266.25	38.44	21,005.25
01 1100 113 003	EL SUB TCHR	62,580.00	3,776.50	19.80	50,190.18
113	SALARIES SUB TCHR	131,158.00	12,316.50	32.64	88,345.68
01 1100 153 000	TEACH SUB/CLASS COVERAGE	2,558.00	0.00	0.00	2,558.00
01 1100 153 001	EXTRA DUTY / STIPENDS	18,150.00	3,341.42	38.82	11,104.32
01 1100 153 002	CERT Unused Leave Payouts	13,168.00	0.00	0.00	13,168.00
153	EXTRA DUTY / STIPENDS	33,876.00	3,341.42	20.80	26,830.32
01 1100 211 000	D GROUP INSURANCE TCHR/PROF	35,376.00	2,695.55	37.55	22,090.86
01 1100 211 001	HS GROUP INSURANCE TCHR/PROF	228,840.00	16,511.31	30.80	158,358.73
01 1100 211 002	MS GROUP INSURANCE TCHR/PROF	100,924.00	6,610.60	25.22	75,475.16
01 1100 211 003	EL GROUP INSURANCE TCHR/PROF	185,596.00	15,929.02	34.13	122,251.73
211	GROUP INS TCHR/PROF	550,736.00	41,746.48	31.33	378,176.48
01 1100 212 003	EL GROUP INSURANCE AIDE/PARA	6,017.00	416.03	35.95	3,853.89
212	GROUP INSURANCE AIDE/PARA	6,017.00	416.03	35.95	3,853.89
01 1100 213 001	CERTIFIED CLASS COVG-BCBS	3,292.00	201.26	24.26	2,493.44
01 1100 213 003	CERTIFIED CLASS COVG-BCBS	293.00	0.00	0.00	293.00
213	CERTIFIED CLASS COVG-BCBS	3,585.00	201.26	22.28	2,786.44
01 1100 221 000	D SOCIAL SECURITY TCHR/PROF	18,349.00	1,392.28	38.02	11,372.38
01 1100 221 001	HS SOCIAL SECURITY TCHR/PROF	58,306.00	3,572.11	25.80	43,261.94
01 1100 221 002	MS SOCIAL SECURITY TCHR/PROF	30,071.00	2,205.81	29.36	21,243.46
01 1100 221 003	EL SOCIAL SECURITY TCHR/PROF	43,327.00	3,306.05	30.52	30,102.43
221	SOCIAL SECURITY TCHR/PROF	150,053.00	10,476.25	29.37	105,980.21
01 1100 222 001	HS SOCIAL SECURITY AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 222 002	MS SOCIAL SECURITY AIDE/PARA	285.00	18.57	45.06	156.59
01 1100 222 003	EL SOCIAL SECURITY AIDE/PARA	2,463.00	152.47	25.36	1,838.27
222	SOCIAL SECURITY AIDE/PARA	2,748.00	171.04	27.41	1,994.86
01 1100 223 000	SOCIAL SECURITY Tchr Sub Pay	196.00	0.00	0.00	196.00
01 1100 223 001	HS SOCIAL SECURITY SUB TCHR	4,016.00	658.45	46.34	2,155.15
01 1100 223 002	MS SOCIAL SECURITY SUB TCHR	3,626.00	249.88	27.67	2,622.79
01 1100 223 003	EL SOCIAL SECURITY SUB TCHR	4,788.00	288.91	19.80	3,840.12
223	SOCIAL SECURITY SUB TCHR	12,626.00	1,197.24	30.19	8,814.06
01 1100 231 000	D RETIREMENT TCHR/PROF	19,433.00	1,143.94	33.39	12,944.05
01 1100 231 001	HS RETIREMENT TCHR/PROF	57,074.00	4,633.53	33.68	37,850.85
01 1100 231 002	MS RETIREMENT TCHR/PROF	29,642.00	2,859.58	38.59	18,203.69

Expenditure Report by Function/Object -  
Detail\_KW

12/06/2024 03:00 PM

User ID: CMF

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01 1100 231 003	EL RETIREMENT TCHR/PROF	42,771.00	4,276.98	40.00	25,663.10
231 RETIREMENT TCHR/PROF		148,920.00	12,914.03	36.43	94,661.69
01 1100 232 001	HS RETIREMENT AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 232 002	MS RETIREMENT AIDE/PARA	355.00	23.93	46.61	189.55
01 1100 232 003	EL RETIREMENT AIDE/PARA	3,594.00	204.41	23.19	2,760.69
232 RETIREMENT AIDE/PARA		3,949.00	228.34	25.29	2,950.24
01 1100 233 000	RETIREMENT Tchr Class Covg	251.00	0.00	0.00	251.00
01 1100 233 001	HS RETIREMENT SUB TCHR	1,687.00	321.25	33.31	1,125.04
01 1100 233 002	MS RETIREMENT SUB TCHR	3,370.00	0.00	0.00	3,370.00
01 1100 233 003	EL RETIREMENT SUB TCHR	124.00	0.00	0.00	124.00
233 RETIREMENT SUB TCHR		5,432.00	321.25	10.35	4,870.04
01 1100 237 000	D RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
01 1100 237 001	Increased Retirement Contribution Rate	17,951.00	0.00	0.00	17,951.00
01 1100 237 002	MSIncreased Retirement Contribution Rate	9,323.00	0.00	0.00	9,323.00
01 1100 237 003	ELIncreased Retirement Contribution Rate	13,452.00	0.00	0.00	13,452.00
237 Inc Ret Contribution Rate		40,726.00	0.00	0.00	40,726.00
01 1100 260 000	D UNEMPLOYMENT PMTS	0.00	0.00	0.00	0.00
260 UNEMPLOYMENT PMTS		0.00	0.00	0.00	0.00
01 1100 281 000	D LTD/STD TCHR/PROF	605.00	19.22	14.61	516.58
01 1100 281 001	HS LTD/STD TCHR/PROF	4,975.00	449.15	37.94	3,087.67
01 1100 281 002	MS LTD/STD TCHR/PROF	2,662.00	257.72	38.39	1,639.93
01 1100 281 003	EL LTD/STD TCHR/PROF	3,758.00	391.64	41.62	2,193.78
281 LTD/STD TCHR/PROF		12,000.00	1,117.73	38.02	7,437.96
01 1100 282 001	HS LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
01 1100 282 002	MS LTD/STD AIDE/PARA	16.00	0.60	34.94	10.41
01 1100 282 003	EL LTD/STD AIDE/PARA	183.00	12.43	24.87	137.49
282 LTD/STD AIDE/PARA		199.00	13.03	25.68	147.90
01 1100 283 001	LTD/STD SUB TCHR	21.00	0.83	15.71	17.70
01 1100 283 002	LTD/STD SUB TCHR	111.00	0.00	0.00	111.00
01 1100 283 003	LTD/STD SUB TCHR	4.00	0.00	0.00	4.00
283 LTD/STD SUB TCHR		136.00	0.83	2.43	132.70
01 1100 320 000	PROF EDUC SERVICES	410.00	0.00	0.00	410.00
320 PROF EDUC SERVICES		410.00	0.00	0.00	410.00
01 1100 333 000	MILEAGE PAID TO STAFF	836.00	25.05	57.49	355.35
333 MILEAGE TO STAFF		836.00	25.05	57.49	355.35
01 1100 382 001	Tuition - Distance Learning	21,886.00	428.98	21.96	17,080.80
01 1100 382 002	Tuition - Distance Learning	0.00	0.00	0.00	0.00
382 DISTANCE LEARNING		21,886.00	428.98	21.96	17,080.80
01 1100 440 000	DISTRICT RENTALS/LEASES	25,522.00	5,594.49	45.72	13,854.60
440 LEASE/RENTALS		25,522.00	5,594.49	45.72	13,854.60
01 1100 580 000	INSTRUCTIONAL TRAVEL EXPENSES	1,834.00	609.26	59.43	744.14
580 TRAVEL EXPENSES		1,834.00	609.26	59.43	744.14
01 1100 610 001	HS Teaching Supplies	36,878.00	1,077.83	33.18	24,642.02
01 1100 610 002	MS Teaching Supplies	7,909.00	0.00	292.97	(15,262.25)
01 1100 610 003	EL Teaching Supplies	7,700.00	413.15	69.17	2,374.27
610 SUPPLIES		52,487.00	1,490.98	77.61	11,754.04

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Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01 1100 640 001	HS Textbooks	5,516.00	0.00	0.46	5,490.38
01 1100 640 002	MS Textbooks	0.00	0.00	0.00	0.00
01 1100 640 003	EL Textbooks	6,206.00	0.00	48.32	3,207.00
640	BOOKS/PERIODICALS	11,722.00	0.00	25.80	8,697.38
01 1100 643 000	WEB/CLOUD BASED SOFTWARE	9,445.00	0.00	18.75	7,674.46
643	WEB/CLOUD BASED SOFTWARE	9,445.00	0.00	18.75	7,674.46
01 1100 733 001	HS Furniture And Equipment	17,149.00	0.00	2.58	16,706.88
01 1100 733 002	MS Furniture And Equipment	1,100.00	0.00	21.23	866.45
01 1100 733 003	EL Furniture And Equipment	1,513.00	0.00	6.38	1,416.40
733	FURNITURE/FIXTURES	19,762.00	0.00	3.91	18,989.73
01 1100 890 001	HS Other Expense	10,976.00	6.42	16.48	9,166.66
01 1100 890 002	MS Other Expense	5,461.00	0.00	36.56	3,464.24
01 1100 890 003	EL Other Expense	7,131.00	0.00	44.20	3,978.92
890	MISC EXPENDITURES	23,568.00	6.42	29.52	16,609.82
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,281,288.00	233,029.52	30.39	2,284,237.59
1150	LIMITED ENGLISH PROF PROGRAMS				
01 1150 111 003	LEP/ESL SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
111	SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
01 1150 211 003	ELA GROUP INSURANCE TCHR/PROF	0.00	0.00	0.00	0.00
211	GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
01 1150 221 003	ELA SOCIAL SECURITY TCHR/PROF	0.00	0.00	0.00	0.00
221	SOCIAL SECURITY TCHR/PROF	0.00	0.00	0.00	0.00
01 1150 231 003	ELA RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
231	RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
01 1150 281 003	ELA LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
281	LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
1150	LIMITED ENGLISH PROF PROGRAMS	0.00	0.00	0.00	0.00
1160	POVERTY PROGRAMS				
01 1160 111 003	Teacher Salaries - Poverty	176,804.00	12,045.00	27.25	128,624.00
111	SALARIES TCHR/PROF	176,804.00	12,045.00	27.25	128,624.00
01 1160 113 003	Substitute Salaries - Poverty	0.00	0.00	0.00	0.00
113	SALARIES SUB TCHR	0.00	0.00	0.00	0.00
01 1160 211 003	Health Insurance - Poverty	42,603.00	3,033.66	28.48	30,468.36
211	GROUP INS TCHR/PROF	42,603.00	3,033.66	28.48	30,468.36
01 1160 221 003	Social Security - Poverty	13,185.00	897.27	27.22	9,595.91
221	SOCIAL SECURITY TCHR/PROF	13,185.00	897.27	27.22	9,595.91
01 1160 231 003	Retirement - Poverty	13,286.00	1,189.78	35.82	8,526.88
231	RETIREMENT TCHR/PROF	13,286.00	1,189.78	35.82	8,526.88
01 1160 237 003	Inc Ret Contribution Rate	4,179.00	0.00	0.00	4,179.00
237	Inc Ret Contribution Rate	4,179.00	0.00	0.00	4,179.00
01 1160 281 003	Long Term Disability - Poverty	1,154.00	102.38	35.49	744.48
281	LTD/STD TCHR/PROF	1,154.00	102.38	35.49	744.48
01 1160 610 003	Teaching Supplies - Poverty	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
01 1160 890 003	Other Expense - Poverty	0.00	0.00	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
890	MISC EXPENDITURES	0.00	0.00	0.00	0.00
1160	POVERTY PROGRAMS	251,211.00	17,268.09	27.50	182,138.63
1190	EARLY CHILDHOOD ED PROGRAMS				
01 1190 111 003	Early Childhood Salary	163,198.00	13,517.16	33.13	109,129.36
111	SALARIES TCHR/PROF	163,198.00	13,517.16	33.13	109,129.36
01 1190 112 003	EC Early Childhood Aide	1,379.00	0.00	0.00	1,379.00
112	SALARIES AIDE/PARA	1,379.00	0.00	0.00	1,379.00
01 1190 113 003	EC Substitute Salaries	216.00	0.00	0.00	216.00
113	SALARIES SUB TCHR	216.00	0.00	0.00	216.00
01 1190 211 003	EC Health Insurance	68,177.00	6,610.43	38.78	41,735.28
211	GROUP INS TCHR/PROF	68,177.00	6,610.43	38.78	41,735.28
01 1190 212 003	GROUP INSURANCE AIDE/PARA	216.00	0.00	0.00	216.00
212	GROUP INSURANCE AIDE/PARA	216.00	0.00	0.00	216.00
01 1190 221 003	EC Social Security	12,264.00	1,001.78	32.67	8,256.86
221	SOCIAL SECURITY TCHR/PROF	12,264.00	1,001.78	32.67	8,256.86
01 1190 222 003	EC SOC SEC AIDE/PARA	105.00	0.00	0.00	105.00
222	SOCIAL SECURITY AIDE/PARA	105.00	0.00	0.00	105.00
01 1190 223 003	EC SOC SEC SUB TCHR	16.00	0.00	0.00	16.00
223	SOCIAL SECURITY SUB TCHR	16.00	0.00	0.00	16.00
01 1190 231 003	EC Retirement	16,120.00	1,335.19	33.13	10,779.23
231	RETIREMENT TCHR/PROF	16,120.00	1,335.19	33.13	10,779.23
01 1190 232 003	RETIREMENT AIDE/PARA	72.00	0.00	0.00	72.00
232	RETIREMENT AIDE/PARA	72.00	0.00	0.00	72.00
01 1190 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 1190 281 003	EC LTD/STD TCHR/PROF	1,115.00	95.92	34.41	731.32
281	LTD/STD TCHR/PROF	1,115.00	95.92	34.41	731.32
01 1190 282 003	LTD/STD AIDE/PARA	5.00	0.00	0.00	5.00
282	LTD/STD AIDE/PARA	5.00	0.00	0.00	5.00
01 1190 283 003	LTD/STD SUB TCHR	0.00	0.00	0.00	0.00
283	LTD/STD SUB TCHR	0.00	0.00	0.00	0.00
01 1190 330 003	EC STAFF DEVELOPMENT/TRAINING	334.00	0.00	26.95	244.00
330	STAFF DEVELOPMENT/TRAINING	334.00	0.00	26.95	244.00
01 1190 333 003	EC Mileage	0.00	0.00	0.00	0.00
333	MILEAGE TO STAFF	0.00	0.00	0.00	0.00
01 1190 610 003	EC Supplies	3,146.00	0.00	14.46	2,691.00
610	SUPPLIES	3,146.00	0.00	14.46	2,691.00
01 1190 733 003	EC Furniture & Equipment	1,137.00	0.00	0.00	1,137.00
733	FURNITURE/FIXTURES	1,137.00	0.00	0.00	1,137.00
1190	EARLY CHILDHOOD ED PROGRAMS	267,500.00	22,560.48	33.94	176,713.05
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS				
01 1200 111 001	HS SPED Teacher Salaries	143,770.00	16,597.54	46.18	77,379.84
01 1200 111 002	MS SPED Teacher Salaries	147,255.00	5,633.04	15.30	124,722.84
01 1200 111 003	EL SPED Teacher Salaries	256,891.00	15,714.71	24.47	194,032.16

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111	SALARIES TCHR/PROF	547,916.00	37,945.29	27.70	396,134.84
01 1200 112 001	HS SPED Teacher Aide	46,859.00	5,641.91	52.14	22,425.62
01 1200 112 002	MS SPED Teacher Aide	16,373.00	2,180.45	52.18	7,830.34
01 1200 112 003	EL SPED Teacher Aide	249,808.00	24,614.20	41.35	146,507.25
112	SALARIES AIDE/PARA	313,040.00	32,436.56	43.53	176,763.21
01 1200 113 001	HS SPED Substitute Salaries	0.00	0.00	0.00	0.00
01 1200 113 002	MS SPED Substitute Salaries	0.00	0.00	0.00	0.00
01 1200 113 003	EL SPED Substitute Salaries	0.00	0.00	0.00	0.00
113	SALARIES SUB TCHR	0.00	0.00	0.00	0.00
01 1200 211 001	HS SPED GROUP INS TCHR/PROF	54,441.00	4,925.75	36.19	34,739.04
01 1200 211 002	MS SPED GROUP INS TCHR/PROF	60,631.00	2,235.85	14.75	51,688.65
01 1200 211 003	EL SPED GROUP INS TCHR/PROF	99,352.00	6,189.13	24.92	74,595.93
211	GROUP INS TCHR/PROF	214,424.00	13,350.73	24.90	161,023.62
01 1200 212 003	EL SPED GROUP INS AIDE/PARA	54,115.00	5,616.73	49.53	27,310.04
212	GROUP INSURANCE AIDE/PARA	54,115.00	5,616.73	49.53	27,310.04
01 1200 221 001	HS SPED SOCIAL SECURITY TCHR/PROF	10,861.00	1,247.17	45.93	5,872.31
01 1200 221 002	MS SPED SOCIAL SECURITY TCHR/PROF	11,114.00	422.30	15.20	9,424.91
01 1200 221 003	EL SPED SOCIAL SECURITY TCHR/PROF	19,504.00	1,193.52	24.48	14,730.00
221	SOCIAL SECURITY TCHR/PROF	41,479.00	2,862.99	27.61	30,027.22
01 1200 222 001	SOCIAL SECURITY AIDE/PARA	3,601.00	431.19	51.87	1,733.04
01 1200 222 002	MS SPED SOCIAL SECURITY AIDE/PARA	1,258.00	167.23	52.08	602.82
01 1200 222 003	EL SPED SOCIAL SECURITY AIDE/PARA	18,860.00	1,787.36	40.25	11,267.91
222	SOCIAL SECURITY AIDE/PARA	23,719.00	2,385.78	42.65	13,603.77
01 1200 223 003	EL SPED SOCIAL SECURITY SUB TCHR	0.00	0.00	0.00	0.00
223	SOCIAL SECURITY SUB TCHR	0.00	0.00	0.00	0.00
01 1200 231 001	HS SPED RETIREMENT TCHR/PROF	10,279.00	1,639.47	63.80	3,721.10
01 1200 231 002	MS SPED RETIREMENT TCHR/PROF	11,046.00	556.43	20.15	8,820.31
01 1200 231 003	EL SPED RETIREMENT TCHR/PROF	19,304.00	1,552.29	32.16	13,094.92
231	RETIREMENT TCHR/PROF	40,629.00	3,748.19	36.90	25,636.33
01 1200 232 001	RETIREMENT AIDE/PARA	4,424.00	557.30	54.55	2,010.51
01 1200 232 002	MS RETIREMENT AIDE/PARA	1,496.00	215.38	56.41	652.17
01 1200 232 003	EL SPED RETIREMENT AIDE/PARA	24,960.00	2,431.34	40.82	14,772.05
232	RETIREMENT AIDE/PARA	30,880.00	3,204.02	43.54	17,434.73
01 1200 237 001	Increased Retirement Contribution Rate	3,233.00	0.00	0.00	3,233.00
01 1200 237 002	Increased Retirement Contribution Rate	3,474.00	0.00	0.00	3,474.00
01 1200 237 003	Increased Retirement Contribution Rate	6,071.00	0.00	0.00	6,071.00
237	Inc Ret Contribution Rate	12,778.00	0.00	0.00	12,778.00
01 1200 281 001	HS SPED LTD/STD TCHR/PROF	872.00	134.52	61.67	334.24
01 1200 281 002	MS SPED LTD/STD TCHR/PROF	996.00	50.14	20.13	795.50
01 1200 281 003	HS SPED LTD/STD TCHR/PROF	2,020.00	135.92	26.92	1,476.21
281	LTD/STD TCHR/PROF	3,888.00	320.58	32.97	2,605.95

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01 1200 282 001	LTD/STD AIDE/PARA	208.00	24.48	49.86	104.30
01 1200 282 002	LTD/STD AIDE/PARA	75.00	5.40	28.88	53.34
01 1200 282 003	EL SPED LTD/STD AIDE/PARA	1,554.00	140.08	34.37	1,019.90
282	LTD/STD AIDE/PARA	1,837.00	169.96	35.90	1,177.54
01 1200 330 000	SPED STAFF DEV/TRAINING	2,371.00	0.00	23.20	1,821.00
330	STAFF DEVELOPMENT/TRAINING	2,371.00	0.00	23.20	1,821.00
01 1200 333 000	SPED Mileage to Staff	0.00	0.00	0.00	0.00
333	MILEAGE TO STAFF	0.00	0.00	0.00	0.00
01 1200 340 003	Non-ESU OTHER PROF SERVICES	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 1200 431 000	SPED NON-TECH BLDG REPAIRS/MAINT	0.00	0.00	0.00	0.00
431	NON-TECH REPAIRS/MAINT	0.00	0.00	0.00	0.00
01 1200 580 000	SPED TRAVEL EXPENSES	973.00	321.00	32.99	652.00
580	TRAVEL EXPENSES	973.00	321.00	32.99	652.00
01 1200 591 001	HS PURCHASED SERVICES	21,107.00	2,624.40	37.30	13,233.80
01 1200 591 002	MS PURCHASED SERVICES	221.00	0.00	0.00	221.00
01 1200 591 003	EL PURCHASED SERVICES	40,530.00	3,319.40	22.86	31,266.80
591	PURCHASED SERVICES	61,858.00	5,943.80	27.70	44,721.60
01 1200 610 001	HS SPED Supplies	2,473.00	0.00	0.00	2,473.00
01 1200 610 002	MS SPED Supplies	2,645.00	0.00	0.00	2,645.00
01 1200 610 003	EL SPED Supplies	5,677.00	0.00	0.83	5,629.75
610	SUPPLIES	10,795.00	0.00	0.44	10,747.75
01 1200 640 001	HS SPED Textbooks	0.00	0.00	0.00	0.00
01 1200 640 002	MS SPED Textbooks	0.00	0.00	0.00	0.00
01 1200 640 003	EL SPED Textbooks	0.00	0.00	0.00	0.00
640	BOOKS/PERIODICALS	0.00	0.00	0.00	0.00
01 1200 643 000	SPED Web/Cloud Based Software	7,054.00	0.00	0.00	7,054.00
643	WEB/CLOUD BASED SOFTWARE	7,054.00	0.00	0.00	7,054.00
01 1200 650 000	SPED Computer Hardware	4,338.00	0.00	0.00	4,338.00
650	TECH SUPPLIES	4,338.00	0.00	0.00	4,338.00
01 1200 733 001	HS SPED Furniture And Equipment	533.00	0.00	521.95	(2,249.00)
01 1200 733 002	MS SPED Furniture And Equipment	2,371.00	0.00	0.00	2,371.00
01 1200 733 003	EL SPED Furniture And Equipment	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	2,904.00	0.00	95.80	122.00
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	1,374,998.00	108,305.63	32.08	933,951.60
1291	SPED 3-5 YO				
01 1291 111 003	SPED PREK SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
111	SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
01 1291 211 003	Sped BAF - BCBS	0.00	0.00	0.00	0.00
211	GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
01 1291 221 003	SPED BAF - Fica	0.00	0.00	0.00	0.00
221	SOCIAL SECURITY TCHR/PROF	0.00	0.00	0.00	0.00
01 1291 231 003	SPED BAF - Retire	0.00	0.00	0.00	0.00
231	RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
01 1291 281 003	SPED BAF - LTD	0.00	0.00	0.00	0.00
281	LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00

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Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01 1291 591 003	SPED 3-5 YO PURCH SERVICES	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
1291	SPED 3-5 YO	0.00	0.00	0.00	0.00
1292	SPED DIRECTOR				
01 1292 591 003	EC SPED DIR 0-2 yo	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
1292	SPED DIRECTOR	0.00	0.00	0.00	0.00
1300	SUMMER SCHOOL				
01 1300 111 001	Driver's Education Salary	4,113.00	0.00	3.46	3,970.50
111	SALARIES TCHR/PROF	4,113.00	0.00	3.46	3,970.50
01 1300 211 001	Driver's Ed Summer School	1,145.00	0.00	3.41	1,105.92
211	GROUP INS TCHR/PROF	1,145.00	0.00	3.41	1,105.92
01 1300 221 001	DrEd Social Security	315.00	0.00	3.36	304.42
221	SOCIAL SECURITY TCHR/PROF	315.00	0.00	3.36	304.42
01 1300 231 001	DrEd Retirement	406.00	0.00	3.47	391.91
231	RETIREMENT TCHR/PROF	406.00	0.00	3.47	391.91
01 1300 237 001	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 1300 281 001	DrEd LTD/STD	21.00	0.00	3.48	20.27
281	LTD/STD TCHR/PROF	21.00	0.00	3.48	20.27
01 1300 338 001	DrEd Repairs	0.00	0.00	0.00	0.00
338	REPAIRS AND MAINTENANCE	0.00	0.00	0.00	0.00
01 1300 580 001	DrEd GAS & OIL	0.00	0.00	0.00	0.00
580	TRAVEL EXPENSES	0.00	0.00	0.00	0.00
1300	SUMMER SCHOOL	6,000.00	0.00	3.45	5,793.02
2120	GUIDANCE SERVICES				
01 2120 111 001	HS Counselor's Salary	85,636.00	5,353.33	25.01	64,222.68
01 2120 111 002	MS Counselor's Salary	34,340.00	1,525.70	8.89	31,288.60
01 2120 111 003	EL Counselor's Salary	51,510.00	3,559.97	14.65	43,963.51
111	SALARIES TCHR/PROF	171,486.00	10,439.00	18.67	139,474.79
01 2120 211 001	HS Group Ins Counselor	31,504.00	2,174.22	23.29	24,167.20
01 2120 211 002	MS Group Ins Counselor	7,449.00	641.44	17.22	6,166.12
01 2120 211 003	EL Group Ins Counselor	11,173.00	1,496.72	26.79	8,179.56
211	GROUP INS TCHR/PROF	50,126.00	4,312.38	23.17	38,512.88
01 2120 221 001	HS Social Security	6,579.00	412.95	25.11	4,927.18
01 2120 221 002	MS Social Security	2,638.00	113.55	8.61	2,410.90
01 2120 221 003	EL Social Security	3,958.00	265.00	13.39	3,428.00
221	SOCIAL SECURITY TCHR/PROF	13,175.00	791.50	18.28	10,766.08
01 2120 231 001	HS Retirement COUNSELOR	6,361.00	528.79	33.25	4,245.84
01 2120 231 002	MS Retirement COUNSELOR	3,257.00	150.71	9.25	2,955.58
01 2120 231 003	EL Retirement COUNSELOR	4,885.00	351.65	14.40	4,181.70
231	RETIREMENT TCHR/PROF	14,503.00	1,031.15	21.51	11,383.12
01 2120 237 001	Increased Retirement Contribution Rate	2,001.00	0.00	0.00	2,001.00
01 2120 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	2,001.00	0.00	0.00	2,001.00

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01 2120 281 001	HS LTD/STD COUNSELOR	535.00	52.57	38.37	329.70
01 2120 281 002	MS LTD/STD COUNSELOR	212.00	14.02	13.23	183.96
01 2120 281 003	EL LTD/STD COUNSELOR	318.00	32.71	20.57	252.58
281 LTD/STD TCHR/PROF		1,065.00	99.30	28.05	766.24
01 2120 330 001	HS Counselor DEV/TRAINING	316.00	0.00	56.96	136.00
01 2120 330 002	MS Counselor DEV/TRAINING	0.00	0.00	0.00	0.00
01 2120 330 003	EL Counselor DEV/TRAINING	0.00	0.00	0.00	(180.00)
330 STAFF DEVELOPMENT/TRAINING		316.00	0.00	113.92	(44.00)
01 2120 610 001	HS Guidance Supplies	0.00	0.00	0.00	0.00
01 2120 610 002	MS Guidance Supplies	14.00	0.00	0.00	14.00
01 2120 610 003	EL Guidance Supplies	0.00	0.00	0.00	0.00
610 SUPPLIES		14.00	0.00	0.00	14.00
01 2120 890 001	HS Other Expense	228.00	0.00	0.00	228.00
01 2120 890 002	MS Other Expense	0.00	0.00	0.00	0.00
01 2120 890 003	EL Other Expense	0.00	0.00	0.00	0.00
890 MISC EXPENDITURES		228.00	0.00	0.00	228.00
2120 GUIDANCE SERVICES		252,914.00	16,673.33	19.70	203,102.11
2130 HEALTH SERVICES					
01 2130 116 000	SALARIES NURSE	75,288.00	5,383.56	28.61	53,745.07
116 SALARIES PROF CLASS		75,288.00	5,383.56	28.61	53,745.07
01 2130 216 000	GROUP INSURANCE NURSE	32,008.00	2,352.83	29.40	22,596.68
216 GROUP INSURANCE PROF CLASS		32,008.00	2,352.83	29.40	22,596.68
01 2130 226 000	SOCIAL SECURITY NURSE	5,756.00	361.87	25.86	4,267.59
226 SOCIAL SECURITY PROF CLASS		5,756.00	361.87	25.86	4,267.59
01 2130 236 000	RETIREMENT NURSE	6,949.00	531.78	30.62	4,821.03
236 RETIREMENT PROF CLASS		6,949.00	531.78	30.62	4,821.03
01 2130 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237 Inc Ret Contribution Rate		0.00	0.00	0.00	0.00
01 2130 286 000	LTD/STD NURSE	417.00	17.60	16.88	346.60
286 LTD/STD PROF CLASS		417.00	17.60	16.88	346.60
01 2130 320 000	Student Health Screenings	3,371.00	0.00	0.00	3,371.00
320 PROF EDUC SERVICES		3,371.00	0.00	0.00	3,371.00
01 2130 610 000	Nurse Supplies	23,297.00	4,711.82	26.80	17,052.96
610 SUPPLIES		23,297.00	4,711.82	26.80	17,052.96
2130 HEALTH SERVICES		147,086.00	13,359.46	27.80	106,200.93
2141 SPED SA Psych Services					
01 2141 111 000	School Psych Salaries	0.00	9,583.33	0.00	(38,333.32)
01 2141 111 001	School Psych Salaries HS	0.00	0.00	0.00	0.00
01 2141 111 002	School Psych Salaries MS	0.00	0.00	0.00	0.00
01 2141 111 003	School Psych Salaries EL	0.00	0.00	0.00	0.00
111 SALARIES TCHR/PROF		0.00	9,583.33	0.00	(38,333.32)
01 2141 211 000	School Psych Insurance	0.00	84.95	0.00	(339.80)
211 GROUP INS TCHR/PROF		0.00	84.95	0.00	(339.80)
01 2141 221 000	School Psych Social Security	0.00	717.00	0.00	(2,868.00)
221 SOCIAL SECURITY TCHR/PROF		0.00	717.00	0.00	(2,868.00)
01 2141 231 000	School Psych Retirement	0.00	946.62	0.00	(3,786.48)

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231	RETIREMENT TCHR/PROF	0.00	946.62	0.00	(3,786.48)
01 2141 260 000	SCHOOL PSYCH UNEMPLOYMENT PMTS	0.00	0.00	0.00	0.00
260	UNEMPLOYMENT PMTS	0.00	0.00	0.00	0.00
01 2141 281 000	SCHOOL PSYCH LTD/STD TCHR/PROF	0.00	62.20	0.00	(248.80)
281	LTD/STD TCHR/PROF	0.00	62.20	0.00	(248.80)
01 2141 330 000	SPED SA Psych STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	(415.00)
330	STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	(415.00)
01 2141 591 000	SPED SA Psych Services	107,726.00	0.00	0.00	107,726.00
591	PURCHASED SERVICES	107,726.00	0.00	0.00	107,726.00
01 2141 610 000	School Psych Supplies	1,427.00	0.00	0.00	1,427.00
01 2141 610 001	School Psych HS Supplies	0.00	0.00	0.00	0.00
01 2141 610 002	School Psych MS Supplies	0.00	18.50	0.00	(177.14)
01 2141 610 003	School Psych EL Supplies	0.00	457.92	0.00	(500.92)
610	SUPPLIES	1,427.00	476.42	47.52	748.94
01 2141 733 000	SPED SA Psych FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 2141 890 000	SPED SA Psych MISC EXPENDITURES	0.00	0.00	0.00	0.00
890	MISC EXPENDITURES	0.00	0.00	0.00	0.00
2141	SPED SA Psych Services	109,153.00	11,870.52	42.76	62,483.54
2142	SPED 3-5 Pscyh Services				
01 2142 591 003	SPED 3-5 Psych Services	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
2142	SPED 3-5 Pscyh Services	0.00	0.00	0.00	0.00
2143	SPED 0-2 Psych Services				
01 2143 591 003	SPED 0-2 Psych Services	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
2143	SPED 0-2 Psych Services	0.00	0.00	0.00	0.00
2151	SPED SA Speech/Audiology				
01 2151 111 001	Speech Path HS SALARIES TCHR/PROF	22,480.00	1,480.42	26.34	16,558.32
01 2151 111 002	Speech Path MS RETIREMENT TCHR/PROF	17,747.00	1,168.75	26.34	13,072.00
01 2151 111 003	Speech Path EL SALARIES TCHR/PROF	41,410.00	2,727.08	26.34	30,501.68
111	SALARIES TCHR/PROF	81,637.00	5,376.25	26.34	60,132.00
01 2151 211 001	Speech Path HS GROUP INS TCHR/PROF	4,686.00	425.50	36.32	2,984.00
01 2151 211 002	Speech Path MS GROUP INS TCHR/PROF	3,700.00	335.91	36.31	2,356.36
01 2151 211 003	Speech Path EL GROUP INS TCHR/PROF	8,632.00	783.80	36.32	5,496.80
211	GROUP INS TCHR/PROF	17,018.00	1,545.21	36.32	10,837.16
01 2151 221 001	Speech Path HS SOC SECTCHR/PROF	1,723.00	113.54	26.36	1,268.80
01 2151 221 002	Speech Path MS SOC SEC TCHR/PROF	1,360.00	89.64	26.36	1,001.44
01 2151 221 003	Speech Path EL SOC SEC	3,173.00	209.15	26.37	2,336.40

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	TCHR/PROF				
221	SOCIAL SECURITY TCHR/PROF	6,256.00	412.33	26.36	4,606.64
01 2151 231 001	Speech Path HS RETIREMENT TCHR/PROF	2,221.00	146.22	26.33	1,636.10
01 2151 231 002	Speech Path MS RETIREMENT TCHR/PROF	1,753.00	115.45	26.34	1,291.20
01 2151 231 003	Speech Path EL RETIREMENT TCHR/PROF	4,090.00	269.38	26.35	3,012.48
231	RETIREMENT TCHR/PROF	8,064.00	531.05	26.34	5,939.78
01 2151 237 001	HS Speech Inc Ret Contr Rate	0.00	0.00	0.00	0.00
01 2151 237 002	MS Speech Inc Ret Contr Rate	0.00	0.00	0.00	0.00
01 2151 237 003	EL Speech Inc Ret Contr Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 2151 281 001	Speech Path HS LTD/STD TCHR/PROF	116.00	11.82	40.76	68.72
01 2151 281 002	Speech Path MS LTD/STD TCHR/PROF	92.00	9.33	40.57	54.68
01 2151 281 003	Speech Path HS LTD/STD TCHR/PROF	214.00	21.77	40.69	126.92
281	LTD/STD TCHR/PROF	422.00	42.92	40.68	250.32
01 2151 591 000	SPED SA Speech/Audiology	25,958.00	3,003.17	37.39	16,253.49
591	PURCHASED SERVICES	25,958.00	3,003.17	37.39	16,253.49
01 2151 610 000	SPED Speech Path SUPPLIES	735.00	0.00	35.92	471.01
610	SUPPLIES	735.00	0.00	35.92	471.01
2151	SPED SA Speech/Audiology	140,090.00	10,910.93	29.69	98,490.40
2152	SPED 3-5 Speech/Audiology				
01 2152 340 003	SPED 3-5 Speech/Audiology Prf Serv	288.00	0.00	0.00	288.00
340	OTHER PROFESSIONAL SERVICES	288.00	0.00	0.00	288.00
01 2152 591 003	SPED 3-5 Speech/Audiology	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
2152	SPED 3-5 Speech/Audiology	288.00	0.00	0.00	288.00
2153	SPED 0-2 Speech/Audiology				
01 2153 591 003	SPED 0-2 Speech/Audiology	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
2153	SPED 0-2 Speech/Audiology	0.00	0.00	0.00	0.00
2161	SPED SA OccTherapy				
01 2161 340 000	SPED SA OccTherapy (nonESU)	62,530.00	4,848.93	35.27	40,477.06
340	OTHER PROFESSIONAL SERVICES	62,530.00	4,848.93	35.27	40,477.06
2161	SPED SA OccTherapy	62,530.00	4,848.93	35.27	40,477.06
2162	SPED 3-5 OccTherapy				
01 2162 340 003	SPED 3-5 OccTherapy (nonESU)	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
2162	SPED 3-5 OccTherapy	0.00	0.00	0.00	0.00
2163	SPED 0-2 OccTherapy				
01 2163 340 003	SPED 0-2 OccTherapy (nonESU)	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
2163	SPED 0-2 OccTherapy	0.00	0.00	0.00	0.00
2171	SPED SA PhysTherapy				

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01 2171 340 000	SPED SA PhysTherapy (nonESU)	12,939.00	1,508.12	26.34	9,530.69
340	OTHER PROFESSIONAL SERVICES	12,939.00	1,508.12	26.34	9,530.69
2171	SPED SA PhysTherapy	12,939.00	1,508.12	26.34	9,530.69
2172	SPED 3-5 PhysTherapy				
01 2172 340 003	SPED 3-5 PhysTherapy (nonESU)	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
2172	SPED 3-5 PhysTherapy	0.00	0.00	0.00	0.00
2173	SPED 0-2 PhysTherapy				
01 2173 340 003	SPED 0-2 PhysTherapy (nonESU)	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
2173	SPED 0-2 PhysTherapy	0.00	0.00	0.00	0.00
2181	SPED SA Vision Services				
01 2181 340 000	SPED SA-Vision Prof Serv	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 2181 591 000	SPED SA Vision Services	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
2181	SPED SA Vision Services	0.00	0.00	0.00	0.00
2182	SPED 3-5 Vision Services				
01 2182 340 003	SPED 3-5YO Vision Serv	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 2182 591 003	SPED 3-5 Vision Services	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
2182	SPED 3-5 Vision Services	0.00	0.00	0.00	0.00
2183	SPED 0-2 Vision Services				
01 2183 340 003	SPED 0-2YO Vision Services	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 2183 591 003	SPED 0-2 Vision Services	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
2183	SPED 0-2 Vision Services	0.00	0.00	0.00	0.00
2211	SCHOOL IMPROVEMENT				
01 2211 111 000	School Impr - Salaries	0.00	0.00	0.00	0.00
111	SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
01 2211 333 000	School Impr - Travel	0.00	0.00	0.00	0.00
333	MILEAGE TO STAFF	0.00	0.00	0.00	0.00
2211	SCHOOL IMPROVEMENT	0.00	0.00	0.00	0.00
2213	SCHOOL IMPROVEMENT				
01 2213 330 000	INSTRUCTIONAL STAFF DEV/TRAINING	0.00	38.75	0.00	(12,921.10)
330	STAFF DEVELOPMENT/TRAINING	0.00	38.75	0.00	(12,921.10)
2213	SCHOOL IMPROVEMENT	0.00	38.75	0.00	(12,921.10)
2220	LIBRARY/MEDIA SERVICES				
01 2220 111 000	Library/Media Tchr Salaries	82,170.00	5,353.33	26.06	60,756.68
111	SALARIES TCHR/PROF	82,170.00	5,353.33	26.06	60,756.68
01 2220 112 000	Library Aide Salary	0.00	0.00	0.00	0.00
112	SALARIES AIDE/PARA	0.00	0.00	0.00	0.00
01 2220 113 000	L/M Substitute Salaries	0.00	0.00	0.00	0.00

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113	SALARIES SUB TCHR	0.00	0.00	0.00	0.00
01 2220 211 000	L/M Group Ins	25,160.00	1,607.46	23.81	19,168.36
211	GROUP INS TCHR/PROF	25,160.00	1,607.46	23.81	19,168.36
01 2220 221 000	L/M Social Security TCHR/PROF	5,832.00	384.64	26.38	4,293.44
221	SOCIAL SECURITY TCHR/PROF	5,832.00	384.64	26.38	4,293.44
01 2220 222 000	L/M Social Security AIDE	0.00	0.00	0.00	0.00
222	SOCIAL SECURITY AIDE/PARA	0.00	0.00	0.00	0.00
01 2220 231 000	L/M Retirement TCHR/PROF	8,117.00	528.80	26.06	6,001.81
231	RETIREMENT TCHR/PROF	8,117.00	528.80	26.06	6,001.81
01 2220 232 000	L/M Retirement AIDE	0.00	0.00	0.00	0.00
232	RETIREMENT AIDE/PARA	0.00	0.00	0.00	0.00
01 2220 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 2220 281 000	L/M LTD/STD TCHR/PROF	557.00	31.79	22.83	429.84
281	LTD/STD TCHR/PROF	557.00	31.79	22.83	429.84
01 2220 282 000	L/M LTD/STD AIDE	0.00	0.00	0.00	0.00
282	LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
01 2220 610 000	L/M Supplies	0.00	182.20	0.00	(182.20)
610	SUPPLIES	0.00	182.20	0.00	(182.20)
01 2220 640 000	Library Books & Subscriptions	902.00	299.69	434.82	(3,020.11)
640	BOOKS/PERIODICALS	902.00	299.69	434.82	(3,020.11)
01 2220 650 000	L/M Computer Software	0.00	0.00	0.00	0.00
650	TECH SUPPLIES	0.00	0.00	0.00	0.00
01 2220 733 000	L/M Furniture And Equipment	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 2220 890 000	L/M Other Expense	0.00	0.00	0.00	0.00
890	MISC EXPENDITURES	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES	122,738.00	8,387.91	28.75	87,447.82
2224	EDUCATIONAL TELEVISION SERVICES				
01 2224 382 000	Distant Learning / Internet	11,005.00	0.00	41.80	6,405.00
382	DISTANCE LEARNING	11,005.00	0.00	41.80	6,405.00
2224	EDUCATIONAL TELEVISION SERVICES	11,005.00	0.00	41.80	6,405.00
2230	INSTRUCTION RELATED TECH				
01 2230 111 000	Technology Coordinator	10,481.00	672.97	25.68	7,789.12
111	SALARIES TCHR/PROF	10,481.00	672.97	25.68	7,789.12
01 2230 116 000	Technology Support Staff	70,919.00	3,608.40	24.75	53,364.35
116	SALARIES PROF CLASS	70,919.00	3,608.40	24.75	53,364.35
01 2230 211 000	Technology Group Ins TCHR/PROF	3,474.00	223.85	26.05	2,569.16
211	GROUP INS TCHR/PROF	3,474.00	223.85	26.05	2,569.16
01 2230 216 000	Technology Group Ins SUPPORT PROF CLASS	29,681.00	2,352.83	31.71	20,269.68
216	GROUP INSURANCE PROF CLASS	29,681.00	2,352.83	31.71	20,269.68
01 2230 221 000	Technology Social Security TCHR/PROF	803.00	51.74	25.78	596.01
221	SOCIAL SECURITY TCHR/PROF	803.00	51.74	25.78	596.01

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01 2230 226 000	Technology Social Security PROF CLASS	5,053.00	270.17	26.11	3,733.56
226	SOCIAL SECURITY PROF CLASS	5,053.00	270.17	26.11	3,733.56
01 2230 231 000	Technology Retirement TCHR/PROF	1,035.00	66.47	25.69	769.12
231	RETIREMENT TCHR/PROF	1,035.00	66.47	25.69	769.12
01 2230 236 000	Technology Retirement PROF CLASS	7,005.00	349.02	24.33	5,300.61
236	RETIREMENT PROF CLASS	7,005.00	349.02	24.33	5,300.61
01 2230 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 2230 281 000	Technology LTD/STD TCHR/PROF	65.00	5.71	35.51	41.92
281	LTD/STD TCHR/PROF	65.00	5.71	35.51	41.92
01 2230 286 000	Technology LTD/STD PROF CLASS	309.00	21.20	27.44	224.20
286	LTD/STD PROF CLASS	309.00	21.20	27.44	224.20
01 2230 333 000	TECH Mileage	0.00	0.00	0.00	0.00
333	MILEAGE TO STAFF	0.00	0.00	0.00	0.00
01 2230 591 000	TECH PURCHASED SERVICES	22.00	0.00	0.00	22.00
591	PURCHASED SERVICES	22.00	0.00	0.00	22.00
01 2230 610 000	Tech Supplies	2,418.00	0.00	7.55	2,235.43
610	SUPPLIES	2,418.00	0.00	7.55	2,235.43
01 2230 643 000	TECH Web/Cloud Based Software	96,651.00	61.23	43.99	54,137.86
643	WEB/CLOUD BASED SOFTWARE	96,651.00	61.23	43.99	54,137.86
01 2230 650 000	TECH Supplies/Soft/Hardware	38,341.00	508.87	20.17	30,609.00
650	TECH SUPPLIES	38,341.00	508.87	20.17	30,609.00
01 2230 734 000	TECH Hardware Capital Outlay	0.00	0.00	0.00	0.00
734	TECH HARDWARE	0.00	0.00	0.00	0.00
01 2230 735 000	TECH Software Capital Outlay	0.00	0.00	0.00	0.00
735	TECH SOFTWARE	0.00	0.00	0.00	0.00
2230	INSTRUCTION RELATED TECH	266,257.00	8,192.46	31.77	181,662.02
2310	BOARD OF EDUCATION				
01 2310 330 000	BOE DEV/TRAINING	1,126.00	0.00	35.17	730.00
330	STAFF DEVELOPMENT/TRAINING	1,126.00	0.00	35.17	730.00
01 2310 340 000	Contracted Serv / Hearing Officer	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 2310 520 000	PROPERTY/LIABILITY INSURANCE	0.00	0.00	0.00	0.00
520	PROPERTY/LIABILITY INSURANCE	0.00	0.00	0.00	0.00
01 2310 540 000	ADVERTISING	14,509.00	422.68	39.72	8,746.46
540	ADVERTISING	14,509.00	422.68	39.72	8,746.46
01 2310 580 000	TRAVEL EXPENSES	103.00	0.00	0.00	103.00
580	TRAVEL EXPENSES	103.00	0.00	0.00	103.00
01 2310 610 000	BOE Supplies	0.00	0.00	0.00	(5,252.50)
610	SUPPLIES	0.00	0.00	0.00	(5,252.50)
01 2310 733 000	SUPT FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 2310 810 000	BOE Dues & Fees	18,473.00	986.00	33.44	12,295.77

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Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
810	DUES & FEES	18,473.00	986.00	33.44	12,295.77
01 2310 890 000	BOE Misc Expense	789.00	0.00	6.34	739.00
890	MISC EXPENDITURES	789.00	0.00	6.34	739.00
2310	BOARD OF EDUCATION	35,000.00	1,408.68	50.40	17,361.73
2320	EXECUTIVE ADMINISTRATION				
01 2320 105 000	SUPERINTENDENT SALARY	148,702.00	11,800.00	31.74	101,502.00
105	SUPERINTENDENT SALARY	148,702.00	11,800.00	31.74	101,502.00
01 2320 155 000	SUPT ADDTL COMP	0.00	0.00	0.00	0.00
155	SUPT ADDTL COMP	0.00	0.00	0.00	0.00
01 2320 159 000	SUPT Cell Stipend	0.00	0.00	0.00	0.00
159	STIPENDS	0.00	0.00	0.00	0.00
01 2320 215 000	SUPT GROUP INS	21,328.00	1,653.73	31.02	14,713.08
215	GROUP INSURANCE SUPT	21,328.00	1,653.73	31.02	14,713.08
01 2320 221 000	SUPT SOCIAL SECURITY	0.00	0.00	0.00	0.00
221	SOCIAL SECURITY TCHR/PROF	0.00	0.00	0.00	0.00
01 2320 223 000	SOC SEC SUPT STIPEND	92.00	0.00	0.00	92.00
223	SOCIAL SECURITY SUB TCHR	92.00	0.00	0.00	92.00
01 2320 225 000	SUPT SOCIAL SECURITY	11,540.00	910.03	31.49	7,905.61
225	SOCIAL SECURITY SUPT	11,540.00	910.03	31.49	7,905.61
01 2320 233 000	RET SUPT STIPEND	119.00	0.00	0.00	119.00
233	RETIREMENT SUB TCHR	119.00	0.00	0.00	119.00
01 2320 235 000	SUPT RETIREMENT	11,223.00	1,172.99	41.67	6,545.86
235	RETIREMENT SUPT	11,223.00	1,172.99	41.67	6,545.86
01 2320 237 000	Increased Retirement Contribution Rate	3,530.00	0.00	0.00	3,530.00
237	Inc Ret Contribution Rate	3,530.00	0.00	0.00	3,530.00
01 2320 285 000	SUPT LTD/STD	589.00	62.20	42.24	340.20
285	LTD/STD SUPT	589.00	62.20	42.24	340.20
01 2320 295 000	OTHER BENEFITS (CELL PHONE/moving)	3,034.00	75.00	7.42	2,809.00
295	OTHER BENEFITS (CELL PHONE)	3,034.00	75.00	7.42	2,809.00
01 2320 310 000	SUPT DUES & FEES	569.00	0.00	161.69	(351.00)
310	OFFICIAL ADMIN SERVICES	569.00	0.00	161.69	(351.00)
01 2320 330 000	SUPT Staff Dev/Training	2,774.00	0.00	63.09	1,024.00
330	STAFF DEVELOPMENT/TRAINING	2,774.00	0.00	63.09	1,024.00
01 2320 333 000	SUPT Mileage	1,203.00	0.00	0.00	1,203.00
333	MILEAGE TO STAFF	1,203.00	0.00	0.00	1,203.00
01 2320 560 000	SUPT Computer Hardware	0.00	0.00	0.00	0.00
560	COMPUTER HARDWARE	0.00	0.00	0.00	0.00
01 2320 580 000	SUPT TRAVEL EXPENSES	3,954.00	753.82	28.59	2,823.73
580	TRAVEL EXPENSES	3,954.00	753.82	28.59	2,823.73
01 2320 610 000	SUPT Supplies	813.00	0.00	0.00	813.00
610	SUPPLIES	813.00	0.00	0.00	813.00
01 2320 650 000	SUPT Computer Software	9,130.00	0.00	0.00	9,130.00
650	TECH SUPPLIES	9,130.00	0.00	0.00	9,130.00
01 2320 733 000	SUPT Furniture & Equipment	6,392.00	0.00	0.00	6,392.00

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733	FURNITURE/FIXTURES	6,392.00	0.00	0.00	6,392.00
01 2320 890 000	SUPT Other Expense	5,009.00	0.00	32.04	3,404.01
890	MISC EXPENDITURES	5,009.00	0.00	32.04	3,404.01
2320	EXECUTIVE ADMINISTRATION	230,001.00	16,427.77	29.57	161,995.49
2330	District Legal Services				
01 2330 317 000	LEGAL SERVICES	0.00	22.00	0.00	(4,892.78)
317	CONTRACCTED LEGAL SERVICES	0.00	22.00	0.00	(4,892.78)
2330	District Legal Services	0.00	22.00	0.00	(4,892.78)
2410	OFFICE OF THE PRINCIPAL				
01 2410 110 000	Clerical Salaries	83,262.00	6,603.61	32.40	56,285.09
110	SALARIES NON-INSTR	83,262.00	6,603.61	32.40	56,285.09
01 2410 111 001	HS PRINCIPAL HEAD&ASST SALARIES	64,006.00	5,500.00	34.37	42,006.00
01 2410 111 002	MS PRINCIPAL HEAD&ASST SALARIES	63,184.00	6,695.02	42.38	36,403.92
01 2410 111 003	EL PRINCIPAL HEAD&ASST SALARIES	54,966.00	3,028.35	22.04	42,852.60
111	SALARIES TCHR/PROF	182,156.00	15,223.37	33.43	121,262.52
01 2410 210 000	Clerical Group Insurance	53,359.00	3,972.21	29.78	37,470.16
210	GROUP INSURANCE NON-INSTR	53,359.00	3,972.21	29.78	37,470.16
01 2410 211 001	HS PRINCIPAL OFFICE GROUP INS	17,716.00	1,366.02	30.84	12,251.92
01 2410 211 002	MS PRINCIPAL OFFICE GROUP INS	17,523.00	1,918.03	44.02	9,808.62
01 2410 211 003	EL PRINCIPAL OFFICE GROUP INS	15,594.00	1,007.35	26.11	11,522.30
211	GROUP INS TCHR/PROF	50,833.00	4,291.40	33.93	33,582.84
01 2410 220 000	Clerical Social Security	6,379.00	500.41	32.05	4,334.31
220	SOCIAL SECURITY NON-INSTR	6,379.00	500.41	32.05	4,334.31
01 2410 221 001	HS PRINCIPAL OFFICE SOC SEC	4,917.00	422.55	34.37	3,226.80
01 2410 221 002	MS PRINCIPAL OFFICE SOC SEC	4,854.00	514.56	42.40	2,795.75
01 2410 221 003	EL PRINCIPAL OFFICE SOC SEC	4,221.00	232.87	22.07	3,289.51
221	SOCIAL SECURITY TCHR/PROF	13,992.00	1,169.98	33.45	9,312.06
01 2410 230 000	Clerical Retirement	8,193.00	656.82	32.58	5,523.74
230	RETIREMENT NON-INSTR	8,193.00	656.82	32.58	5,523.74
01 2410 231 001	HS PRINCIPAL OFFICE RETIREMENT	4,810.00	543.28	45.18	2,636.88
01 2410 231 002	MS PRINCIPAL OFFICE RETIREMENT	3,449.00	661.31	76.70	803.75
01 2410 231 003	EL PRINCIPAL OFFICE RETIREMENT	5,429.00	299.13	22.04	4,232.47
231	RETIREMENT TCHR/PROF	13,688.00	1,503.72	43.94	7,673.10
01 2410 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
01 2410 237 001	Increased Retirement Contribution Rate	1,513.00	0.00	0.00	1,513.00
01 2410 237 002	Increased Retirement Contribution Rate	1,493.00	0.00	0.00	1,493.00
01 2410 237 003	Increased Retirement Contribution Rate	1,299.00	0.00	0.00	1,299.00
237	Inc Ret Contribution Rate	4,305.00	0.00	0.00	4,305.00
01 2410 280 000	Clerical LTD/STD	618.00	31.57	20.43	491.72
280	LTD/STD NON-INSTR	618.00	31.57	20.43	491.72

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01 2410 281 001	HS PRINCIPAL OFFICE LTD/STD	389.00	37.32	38.38	239.72
01 2410 281 002	MS PRINCIPAL OFFICE LTD/STD	384.00	50.57	52.95	180.66
01 2410 281 003	EL PRINCIPAL OFFICE LTD/STD	333.00	25.69	31.18	229.18
281 LTD/STD TCHR/PROF		1,106.00	113.58	41.27	649.56
01 2410 310 000	PRINC OFFICE DUES/FEES	719.00	0.00	197.50	(701.00)
310 OFFICIAL ADMIN SERVICES		719.00	0.00	197.50	(701.00)
01 2410 330 000	PRINCIPAL OFFICE STAFF DEV/TRN	232.00	0.00	107.76	(18.00)
330 STAFF DEVELOPMENT/TRAINING		232.00	0.00	107.76	(18.00)
01 2410 580 000	PRINC OFFICE TRAVEL EXPENSES	1,831.00	294.09	16.06	1,536.91
580 TRAVEL EXPENSES		1,831.00	294.09	16.06	1,536.91
01 2410 610 001	HS PRINCIPAL OFFICE SUPPLIES	0.00	0.00	0.00	(44.54)
01 2410 610 002	MS PRINCIPAL OFFICE SUPPLIES	0.00	0.00	0.00	0.00
01 2410 610 003	EL PRINCIPAL OFFICE SUPPLIES	0.00	0.00	0.00	0.00
610 SUPPLIES		0.00	0.00	0.00	(44.54)
01 2410 733 000	PRIN OFFICE FURNITURE	3,714.00	0.00	6.56	3,470.22
733 FURNITURE/FIXTURES		3,714.00	0.00	6.56	3,470.22
01 2410 890 000	PRINCIPAL OFFICE MISC EXP	615.00	0.00	52.03	295.04
890 MISC EXPENDITURES		615.00	0.00	52.03	295.04
2410 OFFICE OF THE PRINCIPAL		425,002.00	34,360.76	32.84	285,428.73
2510 FISCAL SERVICES					
01 2510 112 000	Concession Mgr Salaries	3,839.00	0.00	0.00	3,839.00
112 SALARIES AIDE/PARA		3,839.00	0.00	0.00	3,839.00
01 2510 116 000	FISCAL SERVICES SALARIES	95,828.00	4,217.07	18.88	77,731.27
116 SALARIES PROF CLASS		95,828.00	4,217.07	18.88	77,731.27
01 2510 210 000	Concession Mgr Group Ins	0.00	0.00	0.00	0.00
210 GROUP INSURANCE NON-INSTR		0.00	0.00	0.00	0.00
01 2510 212 000	CONCMGR GROUP INS AIDE/PARA	0.00	0.00	0.00	0.00
212 GROUP INSURANCE AIDE/PARA		0.00	0.00	0.00	0.00
01 2510 216 000	FISCAL SERVICES GROUP INS	53,251.00	2,276.70	17.10	44,144.20
216 GROUP INSURANCE PROF CLASS		53,251.00	2,276.70	17.10	44,144.20
01 2510 220 000	Concession Mgr Soc Sec	0.00	0.00	0.00	0.00
220 SOCIAL SECURITY NON-INSTR		0.00	0.00	0.00	0.00
01 2510 222 000	SOCIAL SECURITY CONC MGR	295.00	0.00	0.00	295.00
222 SOCIAL SECURITY AIDE/PARA		295.00	0.00	0.00	295.00
01 2510 226 000	SOCIAL SECURITY PROF CLASS	7,263.00	319.26	18.88	5,891.99
226 SOCIAL SECURITY PROF CLASS		7,263.00	319.26	18.88	5,891.99
01 2510 232 000	Concession Mgr Retirement	379.00	0.00	0.00	379.00
232 RETIREMENT AIDE/PARA		379.00	0.00	0.00	379.00
01 2510 236 000	FISCAL SERVICES RETIREMENT	9,466.00	416.55	18.88	7,678.44
236 RETIREMENT PROF CLASS		9,466.00	416.55	18.88	7,678.44
01 2510 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237 Inc Ret Contribution Rate		0.00	0.00	0.00	0.00
01 2510 282 000	Concession Mgr LTD/STD	16.00	0.00	0.00	16.00

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282	LTD/STD AIDE/PARA	16.00	0.00	0.00	16.00
01 2510 286 000	FISCAL SERVICES LTD/STD	669.00	19.03	11.38	592.88
286	LTD/STD PROF CLASS	669.00	19.03	11.38	592.88
01 2510 310 000	FISCAL SERV/BANK FEES	3,327.00	0.83	43.72	1,872.43
310	OFFICIAL ADMIN SERVICES	3,327.00	0.83	43.72	1,872.43
01 2510 315 000	AUDIT/BUDGET SERVICES	19,581.00	0.00	60.26	7,781.00
315	ACCOUNTING/AUDITING SERVICES	19,581.00	0.00	60.26	7,781.00
01 2510 330 000	FISCAL OFFICE ST DEV/TRN	308.00	0.00	12.99	268.00
330	STAFF DEVELOPMENT/TRAINING	308.00	0.00	12.99	268.00
01 2510 340 000	OTHER PROFESSIONAL FISCAL SERVICES	4,148.00	0.00	20.93	3,279.90
340	OTHER PROFESSIONAL SERVICES	4,148.00	0.00	20.93	3,279.90
01 2510 530 000	PHONE/INTERNET	23,114.00	198.65	13.07	20,093.95
530	PHONE/INTERNET	23,114.00	198.65	13.07	20,093.95
01 2510 531 000	POSTAGE	13,628.00	347.17	7.67	12,582.86
531	POSTAGE	13,628.00	347.17	7.67	12,582.86
01 2510 580 000	FISCAL SERV TRAVEL EXPENSES	677.00	0.00	0.00	677.00
580	TRAVEL EXPENSES	677.00	0.00	0.00	677.00
01 2510 610 000	FISCAL OFFICE SUPPLIES	3,490.00	0.00	41.90	2,027.80
610	SUPPLIES	3,490.00	0.00	41.90	2,027.80
01 2510 733 000	FURNITURE/FIXTURES	0.00	202.32	0.00	(202.32)
733	FURNITURE/FIXTURES	0.00	202.32	0.00	(202.32)
01 2510 890 000	FISCAL SERVICES MISC EXP	1,408.00	64.43	532.90	(6,095.24)
890	MISC EXPENDITURES	1,408.00	64.43	532.90	(6,095.24)
2510	FISCAL SERVICES	240,687.00	8,062.01	24.03	182,853.16
2570	PERSONNEL SERV-ESRP				
01 2570 330 000	NON-INSTR STAFF DEV/TRAINING	9,314.00	0.00	2.58	9,073.86
330	STAFF DEVELOPMENT/TRAINING	9,314.00	0.00	2.58	9,073.86
2570	PERSONNEL SERV-ESRP	9,314.00	0.00	2.58	9,073.86
2590	WORKERS COMP INS				
01 2590 270 000	WORKERS COMP NON-INSTR	0.00	0.00	0.00	(96,710.00)
270	WORKERS COMP NON-INSTR	0.00	0.00	0.00	(96,710.00)
01 2590 271 000	WORKERS COMP TCHR/PROF	0.00	0.00	0.00	0.00
271	WORKERS COMP TCHR/PROF	0.00	0.00	0.00	0.00
2590	WORKERS COMP INS	0.00	0.00	0.00	(96,710.00)
2610	OPERATION OF BUILDINGS				
01 2610 520 000	PROPERTY/LIABILITY INSURANCE	0.00	0.00	0.00	0.00
520	PROPERTY/LIABILITY INSURANCE	0.00	0.00	0.00	0.00
01 2610 621 000	UTILITIES NAT GAS/FUEL	159,687.00	0.00	15.29	135,275.48
621	NATURAL GAS	159,687.00	0.00	15.29	135,275.48
2610	OPERATION OF BUILDINGS	159,687.00	0.00	15.29	135,275.48
2620	MAINT OF BUILDINGS				
01 2620 110 000	MAINTENANCE STAFF SALARIES	291,560.00	14,935.71	20.88	230,672.39
110	SALARIES NON-INSTR	291,560.00	14,935.71	20.88	230,672.39
01 2620 210 000	MAINT GROUP INS	64,187.00	3,367.85	22.37	49,827.15

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210	GROUP INSURANCE NON-INSTR	64,187.00	3,367.85	22.37	49,827.15
01 2620 220 000	MAINT SOCIAL SECURITY	22,281.00	1,130.18	20.68	17,673.21
220	SOCIAL SECURITY NON-INSTR	22,281.00	1,130.18	20.68	17,673.21
01 2620 230 000	MAINT RETIREMENT	28,800.00	1,475.32	20.10	23,011.88
230	RETIREMENT NON-INSTR	28,800.00	1,475.32	20.10	23,011.88
01 2620 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 2620 280 000	MAINT LTD/STD	975.00	69.73	28.69	695.26
280	LTD/STD NON-INSTR	975.00	69.73	28.69	695.26
01 2620 330 000	MAINT STAFF DEV/TRN	0.00	0.00	0.00	0.00
330	STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	0.00
01 2620 340 000	OTHER PROFESSIONAL SERVICES	5,799.00	176.40	16.25	4,856.93
340	OTHER PROFESSIONAL SERVICES	5,799.00	176.40	16.25	4,856.93
01 2620 350 000	MAINT. REPAIRS	50,969.00	1,981.91	156.90	(29,001.30)
350	TECHNICAL SERVICES	50,969.00	1,981.91	156.90	(29,001.30)
01 2620 410 000	WATER & SEWER	21,443.00	1,668.03	40.60	12,737.84
410	WATER/SEWER	21,443.00	1,668.03	40.60	12,737.84
01 2620 420 000	TRASH SERVICE	8,039.00	590.00	29.36	5,679.00
420	TRASH SERVICE	8,039.00	590.00	29.36	5,679.00
01 2620 431 000	BLDG REPAIRS & MAINT	2,476.00	85.00	3.43	2,391.00
431	NON-TECH REPAIRS/MAINT	2,476.00	85.00	3.43	2,391.00
01 2620 490 000	Maint OTHER SUPPLIES & MATERIALS	99,258.00	381.25	4.52	94,773.16
490	OTHER SUPPLIES AND MATERIALS	99,258.00	381.25	4.52	94,773.16
01 2620 610 000	MAINT Supplies	108,509.00	615.56	22.54	84,055.56
610	SUPPLIES	108,509.00	615.56	22.54	84,055.56
01 2620 733 000	MAINT Furniture & Equipment	961.00	0.00	290.86	(1,834.17)
733	FURNITURE/FIXTURES	961.00	0.00	290.86	(1,834.17)
01 2620 890 000	MISC EXPENSE	541.00	0.00	57.67	229.00
890	MISC EXPENDITURES	541.00	0.00	57.67	229.00
2620	MAINT OF BUILDINGS	705,798.00	26,476.94	29.76	495,766.91
2630	OUTSIDE MAINTENANCE				
01 2630 340 000	OUTSIDE REPAIRS/MAINT	57,163.00	195.54	4.68	54,487.46
340	OTHER PROFESSIONAL SERVICES	57,163.00	195.54	4.68	54,487.46
2630	OUTSIDE MAINTENANCE	57,163.00	195.54	4.68	54,487.46
2650	VEHICLE OPER/MAINT/PURCH (NON STUDENT)				
01 2650 732 000	Vehicle Aquisition (non-pupil)	0.00	0.00	0.00	0.00
732	VEHICLES	0.00	0.00	0.00	0.00
2650	VEHICLE OPER/MAINT/PURCH (NON STUDENT)	0.00	0.00	0.00	0.00
2660	SECURITY (CAMAERAS)				
01 2660 590 000	SCHOOL RESOURCE OFFICER	0.00	5,879.10	0.00	(23,516.47)
590	INTERAGENCY PURCH SERVICES	0.00	5,879.10	0.00	(23,516.47)
2660	SECURITY (CAMAERAS)	0.00	5,879.10	0.00	(23,516.47)
2670	SAFETY (FIRE ALARM)				

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Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01 2670 650 000	Safety Tech Supplies	2,354.00	0.00	63.72	854.00
650 TECH SUPPLIES		2,354.00	0.00	63.72	854.00
01 2670 734 000	Safety Tech Hardware	0.00	0.00	0.00	0.00
734 TECH HARDWARE		0.00	0.00	0.00	0.00
2670 SAFETY (FIRE ALARM)		2,354.00	0.00	63.72	854.00
2710 VEHICLE OPER/MAINT/PURCH (STUDENT)					
01 2710 110 000	TRANSPORTATION Salaries	347,454.00	19,890.31	24.54	262,183.52
110 SALARIES NON-INSTR		347,454.00	19,890.31	24.54	262,183.52
01 2710 210 000	TRANSP GROUP INSURANCE	35,719.00	1,985.37	22.51	27,680.23
210 GROUP INSURANCE NON-INSTR		35,719.00	1,985.37	22.51	27,680.23
01 2710 220 000	TRANSP SOCIAL SECURITY	26,328.00	1,504.01	24.53	19,870.43
220 SOCIAL SECURITY NON-INSTR		26,328.00	1,504.01	24.53	19,870.43
01 2710 230 000	TRANSP RETIREMENT	33,912.00	1,750.16	22.96	26,125.15
230 RETIREMENT NON-INSTR		33,912.00	1,750.16	22.96	26,125.15
01 2710 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237 Inc Ret Contribution Rate		0.00	0.00	0.00	0.00
01 2710 260 000	Unemployment Payments	0.00	0.00	0.00	0.00
260 UNEMPLOYMENT PMTS		0.00	0.00	0.00	0.00
01 2710 271 000	Workmen's Compensation	0.00	0.00	0.00	0.00
271 WORKERS COMP TCHR/PROF		0.00	0.00	0.00	0.00
01 2710 280 000	TRANSP LTD/STD	959.00	45.46	19.27	774.17
280 LTD/STD NON-INSTR		959.00	45.46	19.27	774.17
01 2710 330 000	TRANSP STAFF DEV/TRN	6,404.00	0.00	13.93	5,512.00
330 STAFF DEVELOPMENT/TRAINING		6,404.00	0.00	13.93	5,512.00
01 2710 340 000	VEHICLE REPAIRS/MAINT	50,098.00	1,125.01	17.59	41,287.07
340 OTHER PROFESSIONAL SERVICES		50,098.00	1,125.01	17.59	41,287.07
01 2710 610 000	VEHICLE PARTS/SUPPLIES	32,870.00	739.73	13.67	28,376.32
610 SUPPLIES		32,870.00	739.73	13.67	28,376.32
01 2710 626 000	GAS & DIESEL	61,113.00	0.00	13.24	53,023.02
626 GAS/DIESEL FUEL		61,113.00	0.00	13.24	53,023.02
01 2710 732 000	Bus Acquisition (pupil)	0.00	0.00	0.00	0.00
732 VEHICLES		0.00	0.00	0.00	0.00
01 2710 890 000	Transp. Other Expense	5,143.00	100.00	27.14	3,747.05
890 MISC EXPENDITURES		5,143.00	100.00	27.14	3,747.05
2710 VEHICLE OPER/MAINT/PURCH (STUDENT)		600,000.00	27,140.05	21.90	468,578.96
2712 VEHICLE OPER/MAINT/PURCH (SPED)					
01 2712 110 000	Sped Transportation Salaries	24,251.00	1,227.63	29.27	17,153.32
110 SALARIES NON-INSTR		24,251.00	1,227.63	29.27	17,153.32
01 2712 210 000	SPED TRANSP Group Ins	2,226.00	70.53	43.32	1,261.64
210 GROUP INSURANCE NON-INSTR		2,226.00	70.53	43.32	1,261.64
01 2712 220 000	SPED TRANSP Soc Sec	1,850.00	91.39	28.74	1,318.38
220 SOCIAL SECURITY NON-INSTR		1,850.00	91.39	28.74	1,318.38
01 2712 230 000	SPED TRANS Retirement	2,370.00	121.26	29.58	1,668.91
230 RETIREMENT NON-INSTR		2,370.00	121.26	29.58	1,668.91
01 2712 237 000	Increased Retirement Contribution	0.00	0.00	0.00	0.00

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237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 2712 280 000	SPED TRANSP LTD/STD	105.00	3.19	21.10	82.84
280	LTD/STD NON-INSTR	105.00	3.19	21.10	82.84
01 2712 330 000	SPED TRANSP STAFF DEV/TRAINING	0.00	0.00	0.00	0.00
330	STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	0.00
01 2712 332 000	SPED Mileage to Parents	893.00	0.00	0.00	893.00
332	MILEAGE TO PARENTS	893.00	0.00	0.00	893.00
01 2712 626 000	SPED GAS/DIESEL FUEL	1,992.00	4,801.00	268.17	(3,350.00)
626	GAS/DIESEL FUEL	1,992.00	4,801.00	268.17	(3,350.00)
01 2712 732 000	SPED VEHICLE OP/MAINT/PURCH	1,313.00	0.00	0.00	1,313.00
732	VEHICLES	1,313.00	0.00	0.00	1,313.00
2712	VEHICLE OPER/MAINT/PURCH (SPED)	35,000.00	6,315.00	41.88	20,341.09
2732	SPED Vehicle Rep/Maint				
01 2732 430 000	SPED Vehicle Rep/Maint	0.00	0.00	0.00	0.00
430	OUTSIDE REPAIRS/MAINT	0.00	0.00	0.00	0.00
2732	SPED Vehicle Rep/Maint	0.00	0.00	0.00	0.00
2792	SPED Transp Services				
01 2792 510 000	Sped Transportation	0.00	0.00	0.00	0.00
510	STUDENT TRANSPORTATION SERVICES	0.00	0.00	0.00	0.00
2792	SPED Transp Services	0.00	0.00	0.00	0.00
2900	OTHER SUPPORT SERVICES				
01 2900 890 000	Non-Revenue/Other Support Serv	0.00	0.00	0.00	0.00
890	MISC EXPENDITURES	0.00	0.00	0.00	0.00
2900	OTHER SUPPORT SERVICES	0.00	0.00	0.00	0.00
3300	COMMUNITY SERV OPER				
01 3300 110 000	Daycare Salaries	125,000.00	4,206.17	13.83	107,715.80
110	SALARIES NON-INSTR	125,000.00	4,206.17	13.83	107,715.80
01 3300 111 000	Daycare Teacher Salaries	15,000.00	794.40	6.79	13,981.92
111	SALARIES TCHR/PROF	15,000.00	794.40	6.79	13,981.92
01 3300 112 000	Daycare Aide Salaries	45,000.00	9,465.34	82.84	7,721.18
112	SALARIES AIDE/PARA	45,000.00	9,465.34	82.84	7,721.18
01 3300 210 000	DAYCARE GROUP INSURANCE NON-INSTR	20,000.00	641.44	15.40	16,920.67
210	GROUP INSURANCE NON-INSTR	20,000.00	641.44	15.40	16,920.67
01 3300 211 000	Daycare GROUP INS TCHR/PROF	3,500.00	192.99	7.38	3,241.61
211	GROUP INS TCHR/PROF	3,500.00	192.99	7.38	3,241.61
01 3300 212 000	Daycare GROUP INSURANCE AIDE/PARA	28,350.00	4,297.45	54.70	12,843.72
212	GROUP INSURANCE AIDE/PARA	28,350.00	4,297.45	54.70	12,843.72
01 3300 220 000	DAYCARE SOCIAL SECURITY NON-INSTR	1,200.00	320.16	109.48	(113.76)
220	SOCIAL SECURITY NON-INSTR	1,200.00	320.16	109.48	(113.76)
01 3300 221 000	Daycare SOCIAL SECURITY TCHR/PROF	9,500.00	59.99	0.81	9,423.20
221	SOCIAL SECURITY TCHR/PROF	9,500.00	59.99	0.81	9,423.20

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01 3300 222 000	Daycare SOCIAL SECURITY AIDE/PARA	3,500.00	610.57	68.44	1,104.63
222	SOCIAL SECURITY AIDE/PARA	3,500.00	610.57	68.44	1,104.63
01 3300 230 000	DAYCARE RETIREMENT NON-INSTR	12,450.00	415.47	13.71	10,742.71
230	RETIREMENT NON-INSTR	12,450.00	415.47	13.71	10,742.71
01 3300 231 000	Daycare RETIREMENT TCHR/PROF	15,000.00	78.47	0.67	14,899.44
231	RETIREMENT TCHR/PROF	15,000.00	78.47	0.67	14,899.44
01 3300 232 000	Daycare RETIREMENT AIDE/PARA	4,500.00	934.97	81.25	843.97
232	RETIREMENT AIDE/PARA	4,500.00	934.97	81.25	843.97
01 3300 280 000	DAYCARE LTD/STD NON-INSTR	800.00	24.75	13.54	691.68
280	LTD/STD NON-INSTR	800.00	24.75	13.54	691.68
01 3300 281 000	Daycare LTD/STD Teacher	100.00	3.50	4.68	95.32
281	LTD/STD TCHR/PROF	100.00	3.50	4.68	95.32
01 3300 282 000	Daycare LTD/STD Aide/Para	300.00	74.80	87.81	36.56
282	LTD/STD AIDE/PARA	300.00	74.80	87.81	36.56
01 3300 310 000	Daycare Bank Fees	0.00	0.00	0.00	(10.00)
310	OFFICIAL ADMIN SERVICES	0.00	0.00	0.00	(10.00)
01 3300 330 000	Daycare STAFF DEVELOPMENT/TRAINING	2,000.00	0.00	24.76	1,504.85
330	STAFF DEVELOPMENT/TRAINING	2,000.00	0.00	24.76	1,504.85
01 3300 400 000	Daycare Supplies & Materials	0.00	0.00	0.00	0.00
400	SUPPLIES AND MATERIALS	0.00	0.00	0.00	0.00
01 3300 490 000	Daycare Food	11,800.00	0.00	13.06	10,259.46
490	OTHER SUPPLIES AND MATERIALS	11,800.00	0.00	13.06	10,259.46
01 3300 580 000	Daycare Travel Expenses	0.00	0.00	0.00	(238.65)
580	TRAVEL EXPENSES	0.00	0.00	0.00	(238.65)
01 3300 610 000	Daycare Supplies	4,300.00	0.00	51.59	2,081.65
610	SUPPLIES	4,300.00	0.00	51.59	2,081.65
01 3300 733 000	Daycare FURNITURE/FIXTURES	1,000.00	0.00	0.00	1,000.00
733	FURNITURE/FIXTURES	1,000.00	0.00	0.00	1,000.00
01 3300 890 000	Daycare Misc Expenditures	1,500.00	0.00	93.69	94.71
890	MISC EXPENDITURES	1,500.00	0.00	93.69	94.71
3300	COMMUNITY SERV OPER	304,800.00	22,120.47	29.51	214,840.67
3400	FOUNDATION GRANT				
01 3400 610 000	Foundation Grant Expenditures	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
3400	FOUNDATION GRANT	0.00	0.00	0.00	0.00
3535	HIGH ABILITY LEARNERS				
01 3535 111 003	High Ability Learners	0.00	0.00	0.00	0.00
111	SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
01 3535 211 003	HAL Group Insurance	0.00	0.00	0.00	0.00
211	GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
01 3535 221 003	HAL Social Security	0.00	0.00	0.00	0.00
221	SOCIAL SECURITY TCHR/PROF	0.00	0.00	0.00	0.00
01 3535 231 003	HAL Retirement	0.00	0.00	0.00	0.00

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231	RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
01 3535 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 3535 281 003	HAL LTD/STD	0.00	0.00	0.00	0.00
281	LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
01 3535 330 003	HAL STAFF DEV/TRNG	0.00	0.00	0.00	0.00
330	STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	0.00
01 3535 610 003	HAL Supplies	0.00	65.00	0.00	(65.00)
610	SUPPLIES	0.00	65.00	0.00	(65.00)
01 3535 650 003	High Ability Software	0.00	0.00	0.00	0.00
650	TECH SUPPLIES	0.00	0.00	0.00	0.00
01 3535 733 003	HAL Furniture & Equipment	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
3535	HIGH ABILITY LEARNERS	0.00	65.00	0.00	(65.00)
3541	EARLY CHILDHOOD ENDOWMENT GRANTS				
01 3541 111 003	Sixpence Coordinator Salaries	15,724.00	0.00	0.00	15,724.00
111	SALARIES TCHR/PROF	15,724.00	0.00	0.00	15,724.00
01 3541 112 003	SIXPENCE SALARIES AIDE	54,016.00	3,653.65	27.06	39,401.40
112	SALARIES AIDE/PARA	54,016.00	3,653.65	27.06	39,401.40
01 3541 211 003	Sixpence Coord Group Insurance	5,474.00	0.00	0.00	5,474.00
211	GROUP INS TCHR/PROF	5,474.00	0.00	0.00	5,474.00
01 3541 212 003	GROUP INSURANCE - AIDE	0.00	0.00	0.00	0.00
212	GROUP INSURANCE AIDE/PARA	0.00	0.00	0.00	0.00
01 3541 221 003	Coord. Social Security	1,160.00	0.00	0.00	1,160.00
221	SOCIAL SECURITY TCHR/PROF	1,160.00	0.00	0.00	1,160.00
01 3541 222 003	SOCIAL SECURITY AIDE	4,149.00	281.85	27.17	3,021.60
222	SOCIAL SECURITY AIDE/PARA	4,149.00	281.85	27.17	3,021.60
01 3541 231 003	Coord. Retirement	1,553.00	0.00	0.00	1,553.00
231	RETIREMENT TCHR/PROF	1,553.00	0.00	0.00	1,553.00
01 3541 232 003	SIXPENCE RETIREMENT - AIDE	5,336.00	360.90	27.05	3,892.40
232	RETIREMENT AIDE/PARA	5,336.00	360.90	27.05	3,892.40
01 3541 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 3541 256 003	SIXPENCE TUITION REIMB	0.00	0.00	0.00	0.00
256	PROF TUITION REIMB	0.00	0.00	0.00	0.00
01 3541 281 003	Coordinator LTD/STD	98.00	0.00	0.00	98.00
281	LTD/STD TCHR/PROF	98.00	0.00	0.00	98.00
01 3541 282 003	LTD/STD AIDE	217.00	30.63	56.46	94.48
282	LTD/STD AIDE/PARA	217.00	30.63	56.46	94.48
01 3541 330 003	Sixpence Travel/Staff Development	594.00	0.00	284.95	(1,098.58)
330	STAFF DEVELOPMENT/TRAINING	594.00	0.00	284.95	(1,098.58)
01 3541 333 003	Sixpence Mileage to Staff	0.00	0.00	0.00	0.00
333	MILEAGE TO STAFF	0.00	0.00	0.00	0.00
01 3541 340 003	Sixpence Professional Services	0.00	0.00	0.00	240.00

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340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	240.00
01 3541 580 003	Sixpence Travel Expenses	901.00	0.00	143.21	(389.34)
580	TRAVEL EXPENSES	901.00	0.00	143.21	(389.34)
01 3541 610 003	Sixpence Supplies/Family Inv	3,853.00	181.02	28.06	2,771.68
610	SUPPLIES	3,853.00	181.02	28.06	2,771.68
01 3541 733 003	Sixpence Furniture and Equipment	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 3541 890 000	SIXPENCE OTHER EXP	427.00	0.00	68.50	134.49
890	MISC EXPENDITURES	427.00	0.00	68.50	134.49
3541	EARLY CHILDHOOD ENDOWMENT GRANTS	93,502.00	4,508.05	22.91	72,077.13
3570	Teacher Eval Grant				
01 3570 610 000	Teacher Eval Grant	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
3570	Teacher Eval Grant	0.00	0.00	0.00	0.00
4300	OTHER PROFESSIONAL SERVICES				
01 4300 340 000	PROFESSIONAL SERVICES-ARCHIT/ENGINEER	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
4300	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
4411	IDEA PART B EARLY INTERVENING SERVICES				
01 4411 610 003	IDEA Part B-Early Interven. (Rtl)	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
4411	IDEA PART B EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00
4412	IDEA PART B PROPORTIONATE SHARE				
01 4412 591 003	IDEA Prof. Services	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
4412	IDEA PART B PROPORTIONATE SHARE	0.00	0.00	0.00	0.00
4900	OTHER FEDERAL EXPENDITURES				
01 4900 610 003	Drug Education - Supplies	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
4900	OTHER FEDERAL EXPENDITURES	0.00	0.00	0.00	0.00
6200	FEDERAL-TITLE I PART A ESSA				
01 6200 111 002	Title I SALARIES MS TCHR/PROF	9,695.00	3,586.73	147.98	(4,651.92)
01 6200 111 003	Title I, Part A ELEM SALARIES	26,156.00	2,783.73	42.57	15,021.08
111	SALARIES TCHR/PROF	35,851.00	6,370.46	71.08	10,369.16
01 6200 112 003	Title I - Aide Salaries	0.00	0.00	0.00	0.00
112	SALARIES AIDE/PARA	0.00	0.00	0.00	0.00
01 6200 113 003	Title I Substitute Salaries	0.00	0.00	0.00	0.00
113	SALARIES SUB TCHR	0.00	0.00	0.00	0.00
01 6200 211 002	Title I GROUP INS MS TCHR/PROF	1,444.00	524.26	145.23	(653.17)
01 6200 211 003	Title I Group Insurance	8,197.00	677.42	33.06	5,487.07
211	GROUP INS TCHR/PROF	9,641.00	1,201.68	49.86	4,833.90
01 6200 221 002	Title I MS SOC SEC TCHR/PROF	715.00	271.33	151.80	(370.34)
01 6200 221 003	Title I Social Security TCHR	1,948.00	212.02	43.54	1,099.90
221	SOCIAL SECURITY TCHR/PROF	2,663.00	483.35	72.60	729.56
01 6200 223 003	Title I SOC SEC SUB TCHR	0.00	0.00	0.00	0.00

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223	SOCIAL SECURITY SUB TCHR	0.00	0.00	0.00	0.00
01 6200 231 002	Title I RET MS TCHR/PROF	729.00	354.29	194.40	(688.16)
01 6200 231 003	Title I Retirement EL	2,584.00	274.97	42.57	1,484.12
231	RETIREMENT TCHR/PROF	3,313.00	629.26	75.97	795.96
01 6200 237 002	MS Inc Ret Contribution Rate	229.00	0.00	0.00	229.00
01 6200 237 003	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	229.00	0.00	0.00	229.00
01 6200 281 002	Title I MS LTD/STD TCHR/PROF	65.00	31.59	194.40	(61.36)
01 6200 281 003	Title I LTD/STD	170.00	24.53	57.69	71.93
281	LTD/STD TCHR/PROF	235.00	56.12	95.50	10.57
01 6200 330 003	Title I Staff Dev/Training	0.00	0.00	0.00	0.00
330	STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	0.00
01 6200 560 003	Title I Computer Hardware	0.00	0.00	0.00	0.00
560	COMPUTER HARDWARE	0.00	0.00	0.00	0.00
01 6200 580 003	Title I Travel Expenses	0.00	0.00	0.00	0.00
580	TRAVEL EXPENSES	0.00	0.00	0.00	0.00
01 6200 610 003	Title I Supplies	199.00	0.00	0.00	199.00
610	SUPPLIES	199.00	0.00	0.00	199.00
01 6200 650 003	Title I Computer Software	35.00	0.00	0.00	35.00
650	TECH SUPPLIES	35.00	0.00	0.00	35.00
01 6200 733 003	Title I Furniture & Equipment	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 6200 890 003	Title I Misc. Expenses	0.00	0.00	0.00	0.00
890	MISC EXPENDITURES	0.00	0.00	0.00	0.00
6200	FEDERAL-TITLE I PART A ESSA	52,166.00	8,740.87	67.02	17,202.15
6406	FEDERAL-IDEA PART B (611) BASE AGE 3-4				
01 6406 340 000	SPEED-IDEA- 3-5 other PROF SERV	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 6406 591 003	IDEA Preschool 3-5 Prf Serv	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
6406	FEDERAL-IDEA PART B (611) BASE AGE 3-4	0.00	0.00	0.00	0.00
6408	FEDERAL-IDEA PART B (611) BASE AGE 0-4				
01 6408 111 003	IDEA Part B Base Salary (prek BAF)	6,662.00	1,636.25	98.24	117.00
111	SALARIES TCHR/PROF	6,662.00	1,636.25	98.24	117.00
01 6408 112 003	IDEA Part B Base Aide (prek BAF)	23,291.00	7,741.59	63.23	8,564.69
112	SALARIES AIDE/PARA	23,291.00	7,741.59	63.23	8,564.69
01 6408 211 003	IDEA Part B Base Ins. (prek BAF)	1,389.00	470.28	135.43	(492.12)
211	GROUP INS TCHR/PROF	1,389.00	470.28	135.43	(492.12)
01 6408 212 003	GROUP INSURANCE AIDE/PARA	1,036.00	1,379.51	141.88	(433.90)
212	GROUP INSURANCE AIDE/PARA	1,036.00	1,379.51	141.88	(433.90)
01 6408 221 003	IDEA Part B Base Soc.Sec. (prek BA	510.00	125.50	98.43	8.01
221	SOCIAL SECURITY TCHR/PROF	510.00	125.50	98.43	8.01
01 6408 222 003	IDEA SOC SEC PARA	1,787.00	570.35	61.87	681.45
222	SOCIAL SECURITY AIDE/PARA	1,787.00	570.35	61.87	681.45
01 6408 231 003	IDEA Part B Base Ret. (prek BAF)	501.00	161.63	129.05	(145.52)

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231	RETIREMENT TCHR/PROF	501.00	161.63	129.05	(145.52)
01 6408 232 003	IDEA RETIREMT PARA	2,199.00	764.70	66.15	744.36
232	RETIREMENT AIDE/PARA	2,199.00	764.70	66.15	744.36
01 6408 237 003	Increased Retirement Contribution Rate	157.00	0.00	0.00	157.00
237	Inc Ret Contribution Rate	157.00	0.00	0.00	157.00
01 6408 281 003	IDEA Part B Base LTD (prek BAF)	34.00	13.06	153.65	(18.24)
281	LTD/STD TCHR/PROF	34.00	13.06	153.65	(18.24)
01 6408 282 003	IDEA LTD/STD PARA	96.00	30.57	57.75	40.56
282	LTD/STD AIDE/PARA	96.00	30.57	57.75	40.56
01 6408 340 003	IDEA 0-4 YO Prof Services	6,897.00	1,415.31	69.47	2,105.82
340	OTHER PROFESSIONAL SERVICES	6,897.00	1,415.31	69.47	2,105.82
01 6408 591 003	IDEA Part B 0-2 YO Prof Services B	4,726.00	1,460.92	92.74	343.24
591	PURCHASED SERVICES	4,726.00	1,460.92	92.74	343.24
01 6408 610 003	IDEA BAF SUPPLIES	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
01 6408 732 003	IDEA Part B - Vehicle Aq.	0.00	0.00	0.00	0.00
732	VEHICLES	0.00	0.00	0.00	0.00
6408	FEDERAL-IDEA PART B (611) BASE AGE 0-4	49,285.00	15,769.67	76.32	11,672.35
6410	FEDERAL-IDEA PART E/P (619				
01 6410 112 003	IDEA E/P - Salaries	0.00	0.00	0.00	0.00
112	SALARIES AIDE/PARA	0.00	0.00	0.00	0.00
01 6410 340 003	SPED IDEA E/P 619	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 6410 560 003	Sped IDEA - Computer Hard.	0.00	0.00	0.00	0.00
560	COMPUTER HARDWARE	0.00	0.00	0.00	0.00
01 6410 591 003	IDEA E/P 3-5 YO Contracted Services	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
01 6410 610 003	IDEA E/P Supplies	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
6410	FEDERAL-IDEA PART E/P (619	0.00	0.00	0.00	0.00
6412	IDEA Non-Public				
01 6412 111 003	IDEA Non-Public SALARIES	3,172.00	779.17	98.26	55.32
111	SALARIES TCHR/PROF	3,172.00	779.17	98.26	55.32
01 6412 211 003	GROUP INSURANCE TCHR/PROF	661.00	223.95	135.52	(234.80)
211	GROUP INS TCHR/PROF	661.00	223.95	135.52	(234.80)
01 6412 221 003	IDEA SOCIAL SECURITY TCHR/PROF	243.00	59.76	98.37	3.96
221	SOCIAL SECURITY TCHR/PROF	243.00	59.76	98.37	3.96
01 6412 231 003	IDEA RETIREMENT TCHR/PROF	313.00	76.97	98.36	5.13
231	RETIREMENT TCHR/PROF	313.00	76.97	98.36	5.13
01 6412 237 003	IDEA Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 6412 281 003	IDEA LTD/STD TCHR/PROF	16.00	6.22	155.50	(8.88)
281	LTD/STD TCHR/PROF	16.00	6.22	155.50	(8.88)

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6412	IDEA Non-Public	4,405.00	1,146.07	104.07	(179.27)
6421	IDEA Part-B (611) ARP Birth-21				
01 6421 591 000	IDEA Part-B SA Speech/Audiology	0.00	0.00	0.00	0.00
591	PURCHASED SERVICES	0.00	0.00	0.00	0.00
6421	IDEA Part-B (611) ARP Birth-21	0.00	0.00	0.00	0.00
6422	IDEA Preschool (619) ARP				
01 6422 340 003	IDEA 0-4 Prof Services	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
6422	IDEA Preschool (619) ARP	0.00	0.00	0.00	0.00
6969	Title IV ESSA/SSAE Grant				
01 6969 111 000	TITLE IV SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
111	SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
01 6969 211 000	TITLE IV GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
211	GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
01 6969 221 000	TITLE IV SOCIAL SEC TCHR/PROF	0.00	0.00	0.00	0.00
221	SOCIAL SECURITY TCHR/PROF	0.00	0.00	0.00	0.00
01 6969 231 000	TITLE IV RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
231	RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
01 6969 281 000	TITLE IV LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
281	LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
01 6969 340 000	Title IV ESSA/SSAE Grant	0.00	0.00	0.00	0.00
340	OTHER PROFESSIONAL SERVICES	0.00	0.00	0.00	0.00
01 6969 490 000	Title IV SSAE Grant Other Materials	0.00	0.00	0.00	0.00
490	OTHER SUPPLIES AND MATERIALS	0.00	0.00	0.00	0.00
01 6969 610 000	Title IV SSAE Grant Supplies	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
6969	Title IV ESSA/SSAE Grant	0.00	0.00	0.00	0.00
6988	ARP - ESSER III After School				
01 6988 111 000	ARP-ESSER III AFTERSchl Teacher Salaries	11,157.00	1,890.00	75.38	2,747.00
111	SALARIES TCHR/PROF	11,157.00	1,890.00	75.38	2,747.00
01 6988 112 000	ARP ESSER III AFTERSCH-AIDE/PARA	528.00	276.30	176.16	(402.15)
112	SALARIES AIDE/PARA	528.00	276.30	176.16	(402.15)
01 6988 211 000	ARP-ESSER III AFTERSchl GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
211	GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
01 6988 212 000	ARP-ESSERIII AFTERSchl GROUP INS AIDE	0.00	0.00	0.00	0.00
212	GROUP INSURANCE AIDE/PARA	0.00	0.00	0.00	0.00
01 6988 221 000	ARP-ESSER III AFTERSchl SOC SEC TCHR/PROF	854.00	144.57	75.34	210.62
221	SOCIAL SECURITY TCHR/PROF	854.00	144.57	75.34	210.62
01 6988 222 000	ARP-ESSER III AFTERSchl SOC SEC AIDE/PARA	40.00	21.13	177.88	(31.15)
222	SOCIAL SECURITY AIDE/PARA	40.00	21.13	177.88	(31.15)
01 6988 231 000	ARP-ESSER III AFTERSchl RETIREMENT TCHR/PROF	759.00	186.71	109.45	(71.76)

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231	RETIREMENT TCHR/PROF	759.00	186.71	109.45	(71.76)
01 6988 232 000	ARP-ESSER III AFTERSchl RETIREMENT AIDE/PARA	17.00	27.29	540.41	(74.87)
232	RETIREMENT AIDE/PARA	17.00	27.29	540.41	(74.87)
01 6988 237 000	ESSERS III Inc Ret Contribution Rate	239.00	0.00	0.00	239.00
237	Inc Ret Contribution Rate	239.00	0.00	0.00	239.00
01 6988 281 000	ARP-ESSER III AFTERSchl LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
281	LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
01 6988 282 000	ARP-ESSER III AFTERSchl LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
282	LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
01 6988 330 000	ARP-ESSERIII AFTERSchl STAFF DEV/TRNG	650.00	0.00	13.85	560.00
330	STAFF DEVELOPMENT/TRAINING	650.00	0.00	13.85	560.00
01 6988 610 000	ARP-ESSER III AFTERSchl SUPPLIES	16,080.00	788.27	62.05	6,102.73
610	SUPPLIES	16,080.00	788.27	62.05	6,102.73
6988	ARP - ESSER III After School	30,324.00	3,334.27	69.40	9,279.42
6989	ARP-ESSER III SUMMER SCHOOL				
01 6989 111 000	ARP-ESSER III ELC summer TEACHER	3,464.00	0.00	0.00	3,464.00
111	SALARIES TCHR/PROF	3,464.00	0.00	0.00	3,464.00
01 6989 112 000	ARP-ESSER III ELC summer AIDE	275.00	0.00	0.00	275.00
112	SALARIES AIDE/PARA	275.00	0.00	0.00	275.00
01 6989 211 000	ARP-ESSER III summer GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
211	GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
01 6989 212 000	ARP-ESSER III ELC summer GROUP INS AIDE	0.00	0.00	0.00	0.00
212	GROUP INSURANCE AIDE/PARA	0.00	0.00	0.00	0.00
01 6989 221 000	ARP-ESSER III ELC summer SOC SEC TCHR	265.00	0.00	0.00	265.00
221	SOCIAL SECURITY TCHR/PROF	265.00	0.00	0.00	265.00
01 6989 222 000	ARP ESSER III ELC summer SOC SEC AIDE	21.00	0.00	0.00	21.00
222	SOCIAL SECURITY AIDE/PARA	21.00	0.00	0.00	21.00
01 6989 231 000	ARP-ESSER III ELC summer RETIREMENT TEACHER	342.00	0.00	0.00	342.00
231	RETIREMENT TCHR/PROF	342.00	0.00	0.00	342.00
01 6989 232 000	ARP ESSER III ELC summer RETIREMNT AIDE	23.00	0.00	0.00	23.00
232	RETIREMENT AIDE/PARA	23.00	0.00	0.00	23.00
01 6989 237 000	ESSER III Summer Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 6989 281 000	ARP-ESSER III summer LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
281	LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
01 6989 282 000	ARP-ESSER III summer LTD/STD	0.00	0.00	0.00	0.00

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	AIDE/PARA				
282 LTD/STD AIDE/PARA		0.00	0.00	0.00	0.00
01 6989 330 000	ESSER III Summer Staff Dev/Training	173.00	0.00	0.00	173.00
330 STAFF DEVELOPMENT/TRAINING		173.00	0.00	0.00	173.00
01 6989 610 000	ARP ESSER III ELC summer SUPPLIES	9,550.00	0.00	30.03	6,682.27
610 SUPPLIES		9,550.00	0.00	30.03	6,682.27
6989 ARP-ESSER III SUMMER SCHOOL		14,113.00	0.00	20.32	11,245.27
6992 FEDERAL-REAP					
01 6992 610 003	REAP Grant Expend	0.00	0.00	0.00	0.00
610 SUPPLIES		0.00	0.00	0.00	0.00
6992 FEDERAL-REAP		0.00	0.00	0.00	0.00
6996 COVID / ESSER					
01 6996 111 000	ESSERS I SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
111 SALARIES TCHR/PROF		0.00	0.00	0.00	0.00
01 6996 112 000	COVID CARES ACT SALARIES	0.00	0.00	0.00	0.00
112 SALARIES AIDE/PARA		0.00	0.00	0.00	0.00
01 6996 132 000	COVID OVERTIME AIDE/PARA	0.00	0.00	0.00	0.00
132 OVERTIME AIDE/PARA		0.00	0.00	0.00	0.00
01 6996 210 000	COVID GROUP INS NON-INSTR	0.00	0.00	0.00	0.00
210 GROUP INSURANCE NON-INSTR		0.00	0.00	0.00	0.00
01 6996 211 000	ESSERS I GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
211 GROUP INS TCHR/PROF		0.00	0.00	0.00	0.00
01 6996 221 000	ESSERS I SOC SEC TCHR/PROF	0.00	0.00	0.00	0.00
221 SOCIAL SECURITY TCHR/PROF		0.00	0.00	0.00	0.00
01 6996 222 000	COVID SOC SEC AIDE/PARA	0.00	0.00	0.00	0.00
222 SOCIAL SECURITY AIDE/PARA		0.00	0.00	0.00	0.00
01 6996 231 000	ESSERS I RET TCHR/PROF	0.00	0.00	0.00	0.00
231 RETIREMENT TCHR/PROF		0.00	0.00	0.00	0.00
01 6996 232 000	COVID RETIREMT AIDE/PARA	0.00	0.00	0.00	0.00
232 RETIREMENT AIDE/PARA		0.00	0.00	0.00	0.00
01 6996 281 000	ESSERS I LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
281 LTD/STD TCHR/PROF		0.00	0.00	0.00	0.00
01 6996 282 000	COVID LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
282 LTD/STD AIDE/PARA		0.00	0.00	0.00	0.00
01 6996 320 000	ESSERS I EDUC SERV SUPPORT	0.00	0.00	0.00	0.00
320 PROF EDUC SERVICES		0.00	0.00	0.00	0.00
01 6996 610 000	COVID/ESSER SUPPLIES	0.00	0.00	0.00	0.00
610 SUPPLIES		0.00	0.00	0.00	0.00
01 6996 643 000	COVID WEB/CLOUD BASED SOFTWARE	0.00	0.00	0.00	0.00
643 WEB/CLOUD BASED SOFTWARE		0.00	0.00	0.00	0.00
01 6996 733 000	ESSERS/CARES ACT FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
733 FURNITURE/FIXTURES		0.00	0.00	0.00	0.00
6996 COVID / ESSER		0.00	0.00	0.00	0.00

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6997	ESSER II - CARES ACT				
01 6997 111 000	ESSERS II SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
111	SALARIES TCHR/PROF	0.00	0.00	0.00	0.00
01 6997 211 000	ESSERS II GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
211	GROUP INS TCHR/PROF	0.00	0.00	0.00	0.00
01 6997 221 000	ESSERS II SOC SEC TCHR/PROF	0.00	0.00	0.00	0.00
221	SOCIAL SECURITY TCHR/PROF	0.00	0.00	0.00	0.00
01 6997 231 000	ESSERS II RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
231	RETIREMENT TCHR/PROF	0.00	0.00	0.00	0.00
01 6997 237 000	ESSER II Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 6997 281 000	ESSERS II LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
281	LTD/STD TCHR/PROF	0.00	0.00	0.00	0.00
01 6997 330 000	ESSERS II -STAFF DEV/TRAINING	0.00	0.00	0.00	0.00
330	STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	0.00
01 6997 610 000	ESSERS II SUPPLIES	0.00	0.00	0.00	0.00
610	SUPPLIES	0.00	0.00	0.00	0.00
01 6997 650 000	ESSERS II - TECH SUPPLIES	0.00	0.00	0.00	0.00
650	TECH SUPPLIES	0.00	0.00	0.00	0.00
01 6997 733 000	ESSERS II (Cares Act)FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 6997 734 000	TECH HARDWARE / CAPITAL	0.00	0.00	0.00	0.00
734	TECH HARDWARE	0.00	0.00	0.00	0.00
6997	ESSER II - CARES ACT	0.00	0.00	0.00	0.00
6998	ESSERS III Cares Act Funding				
01 6998 111 000	ARP-ESSER III TCHR	28,069.00	4,148.83	59.12	11,473.68
111	SALARIES TCHR/PROF	28,069.00	4,148.83	59.12	11,473.68
01 6998 112 000	ARP-ESSER III AIDE	0.00	0.00	0.00	0.00
112	SALARIES AIDE/PARA	0.00	0.00	0.00	0.00
01 6998 211 000	ESSERS III GROUP INS TCHR/PROF	10,489.00	587.95	21.76	8,206.60
211	GROUP INS TCHR/PROF	10,489.00	587.95	21.76	8,206.60
01 6998 221 000	ARP-ESSER III TCHR SocSec	2,128.00	319.87	60.13	848.52
221	SOCIAL SECURITY TCHR/PROF	2,128.00	319.87	60.13	848.52
01 6998 222 000	ARP-ESSER III AIDE SocSec	0.00	0.00	0.00	0.00
222	SOCIAL SECURITY AIDE/PARA	0.00	0.00	0.00	0.00
01 6998 231 000	ARP-ESSER III TchrRET	2,109.00	409.81	77.73	469.76
231	RETIREMENT TCHR/PROF	2,109.00	409.81	77.73	469.76
01 6998 232 000	ARP-ESSER III AideRET	0.00	0.00	0.00	0.00
232	RETIREMENT AIDE/PARA	0.00	0.00	0.00	0.00
01 6998 237 000	ESSERS III Care Inc Ret Contribution Rate	663.00	0.00	0.00	663.00
237	Inc Ret Contribution Rate	663.00	0.00	0.00	663.00
01 6998 281 000	ESSERS III LTD/STD TCHR/PROF	210.00	32.48	61.87	80.08

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281	LTD/STD TCHR/PROF	210.00	32.48	61.87	80.08
01 6998 282 000	ESSERIII LTD/STD AIDE	0.00	0.00	0.00	0.00
282	LTD/STD AIDE/PARA	0.00	0.00	0.00	0.00
01 6998 330 000	ESSERS III (Cares) Staff Developmt	0.00	0.00	0.00	0.00
330	STAFF DEVELOPMENT/TRAINING	0.00	0.00	0.00	0.00
01 6998 490 000	ESSERS III CONSTRUCTION SERV.	2,279.00	0.00	288.92	(4,305.57)
490	OTHER SUPPLIES AND MATERIALS	2,279.00	0.00	288.92	(4,305.57)
01 6998 610 000	ARP-ESSER III Supplies	20,216.00	0.00	9.62	18,271.90
610	SUPPLIES	20,216.00	0.00	9.62	18,271.90
01 6998 733 000	ESSERS III (Cares)FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
733	FURNITURE/FIXTURES	0.00	0.00	0.00	0.00
01 6998 734 000	ESSERS III ARP TECH HARD/CAP ASSTS	4,474.00	0.00	288.98	(8,455.10)
734	TECH HARDWARE	4,474.00	0.00	288.98	(8,455.10)
01 6998 890 000	ESSER III MISC EXP	0.00	0.00	0.00	0.00
890	MISC EXPENDITURES	0.00	0.00	0.00	0.00
6998	ESSERS III Cares Act Funding	70,637.00	5,498.94	61.42	27,252.87
8000	TRANSFERS (OUTGOING)				
01 8000 912 000	TRANSFER TO HOT LUNCH	0.00	0.00	0.00	0.00
912	TRANSFER TO LUNCH FUND	0.00	0.00	0.00	0.00
01 8000 913 000	TRANSFER TO ACTIVITY ACCT	0.00	450.00	0.00	(35,450.00)
913	TRANSFER TO ACTIVITY FUND	0.00	450.00	0.00	(35,450.00)
01 8000 917 000	TRANSFER TO EE BEN FUND	0.00	0.00	0.00	0.00
917	TRANSFER TO EE BEN FUND	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	0.00	450.00	0.00	(35,450.00)
9000	NON-PROGRAM EXPENDITURES				
01 9000 110 000	Kitchen Payroll	0.00	8,149.83	0.00	(33,190.04)
110	SALARIES NON-INSTR	0.00	8,149.83	0.00	(33,190.04)
01 9000 210 000	KITCHEN GROUP INS	0.00	3,101.07	0.00	(14,226.58)
210	GROUP INSURANCE NON-INSTR	0.00	3,101.07	0.00	(14,226.58)
01 9000 220 000	KITCHEN SOCIAL SECURITY	0.00	489.22	0.00	(2,051.29)
220	SOCIAL SECURITY NON-INSTR	0.00	489.22	0.00	(2,051.29)
01 9000 230 000	KITCHEN RETIREMENT	0.00	799.63	0.00	(3,232.26)
230	RETIREMENT NON-INSTR	0.00	799.63	0.00	(3,232.26)
01 9000 237 000	Increased Retirement Contribution Rate	0.00	0.00	0.00	0.00
237	Inc Ret Contribution Rate	0.00	0.00	0.00	0.00
01 9000 260 000	UNEMPLOYMENT PMTS	0.00	0.00	0.00	0.00
260	UNEMPLOYMENT PMTS	0.00	0.00	0.00	0.00
01 9000 280 000	KITCHEN LTD	0.00	43.87	0.00	(175.48)
280	LTD/STD NON-INSTR	0.00	43.87	0.00	(175.48)
01 9000 900 000	MISC EXP-expected carryover	0.00	0.00	0.00	0.00
900	OTHER	0.00	0.00	0.00	0.00
9000	NON-PROGRAM EXPENDITURES	0.00	12,583.62	0.00	(52,875.65)
9003	REPAYMENT OF INTERFUND LOAN FR BLDG				

**Expenditure Report by Function/Object -  
Detail\_KW**

12/06/2024 03:00 PM

User ID: CMF

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
01 9003 001 000	INTERFUND LOANS	0.00	0.00	0.00	0.00
001	InterFund LOANS	0.00	0.00	0.00	0.00
9003	REPAYMENT OF INTERFUND LOAN FR BLDG	0.00	0.00	0.00	0.00
01	General Fund	9,425,235.00	657,458.94	32.65	6,347,897.92

**Expenditure Report by Function/Object -  
Detail\_KW**

12/06/2024 03:00 PM

User ID: CMF

Account Number	Account Description	Revised Budget	Expended During Month	% of Budget	Unencumbered Balance
Grand Total:		9,425,235.00	657,458.94	32.65	6,347,897.92

Fund: 01

General Fund

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	Taxes Levied/Assessed	0.00	50,259.42	994,357.91	0.00	(994,357.91)
01 1115	Carline Tax	0.00	0.00	3,020.99	0.00	(3,020.99)
01 1125	Motor Vehicle Tax	0.00	16,180.43	64,888.01	0.00	(64,888.01)
01 1140	Penalties/Int on Taxes	0.00	1,470.53	3,075.98	0.00	(3,075.98)
01 1190	Other taxes levied	0.00	(55.39)	21,297.57	0.00	(21,297.57)
01 1315	Tuition from other entities(early entry)	0.00	0.00	644.32	0.00	(644.32)
01 1370	Preschool tuition	0.00	972.43	8,807.43	0.00	(8,807.43)
01 1800 1810	Fitness Center Dues	0.00	100.00	750.00	0.00	(750.00)
01 1800 1830	Laptop Fees	0.00	2,029.00	2,078.00	0.00	(2,078.00)
01 1800 1840	Industrial Arts Fees	0.00	30.00	86.00	0.00	(86.00)
01 1800 1850	Before/After School Program	0.00	0.00	20,659.49	0.00	(20,659.49)
01 1800 1870	Daycare Receipts	0.00	0.00	14,757.74	0.00	(14,757.74)
01 1911	Local license fees	0.00	(125.39)	(121.18)	0.00	121.18
01 1920	Contributions/Donations	0.00	0.00	7,000.00	0.00	(7,000.00)
01 1921	City-Police court fines	0.00	3,197.35	12,792.04	0.00	(12,792.04)
01 1925	Grant Receipts	0.00	0.00	270.00	0.00	(270.00)
	Subtotal: LOCAL RECIEPTS	0.00	74,058.38	1,154,364.30	0.00	(1,154,364.30)
01 2110	County Fines & Lience Fees	0.00	402.01	1,617.09	0.00	(1,617.09)
	Subtotal: COUNTY AND ESU RECEIPTS	0.00	402.01	1,617.09	0.00	(1,617.09)
01 3110	State Aid	0.00	0.00	93,530.00	0.00	(93,530.00)
01 3130	Homestead Exemption	0.00	0.00	719.75	0.00	(719.75)
01 3131	Property tax credit	0.00	5,039.31	(2,808.18)	0.00	2,808.18
01 3132	Personal property tax credit	0.00	0.00	29,815.00	0.00	(29,815.00)
01 3133	Nameplate Capacity Tax (windmills)	0.00	0.00	32,893.13	0.00	(32,893.13)
01 3134	Personal Property Tax Credit	0.00	0.00	283,024.81	0.00	(283,024.81)
01 3180	Pro Rate Motor Vehicle	0.00	231.35	2,259.32	0.00	(2,259.32)
01 3535	High ability learners	0.00	4,166.00	4,166.00	0.00	(4,166.00)
01 3541	Sixpence Grant Receipts	0.00	0.00	14,585.00	0.00	(14,585.00)
	Subtotal: STATE RECEIPTS	0.00	9,436.66	458,184.83	0.00	(458,184.83)
01 4705	Flood control	0.00	0.00	16,346.40	0.00	(16,346.40)
01 4708	Medicaid in Public Schools MIPS	0.00	0.00	5,363.12	0.00	(5,363.12)
01 4709	Medicaid Admin Activities MAAPS	0.00	0.00	2,738.88	0.00	(2,738.88)
01 4988	ARP ESSER III AFTER school	0.00	41,161.00	41,161.00	0.00	(41,161.00)
01 4989	ARP - ESSER III SUMMER school	0.00	13,220.00	13,220.00	0.00	(13,220.00)
01 4998	ESSERS III ARP	0.00	0.00	158,289.00	0.00	(158,289.00)
	Subtotal: FEDERAL RECEIPTS	0.00	54,381.00	237,118.40	0.00	(237,118.40)
01 5200	Fund Transfers In (from other HTRS fund)	0.00	0.00	198.30	0.00	(198.30)
01 5300	Sale of Property	0.00	0.00	11,046.75	0.00	(11,046.75)
01 5301	Insurance refunds/adjustments	0.00	0.00	1,299.41	0.00	(1,299.41)
01 5500	TRANSFERS FROM FUNDS (INCOMING)	0.00	0.00	12,377.64	0.00	(12,377.64)
01 5690	Other Non-revenue Receipt	0.00	450.00	47,677.68	0.00	(47,677.68)
	Subtotal: NON-REVENUE RECEIPTS	0.00	450.00	72,599.78	0.00	(72,599.78)
	Fund Total:	0.00	138,728.05	1,923,884.40	0.00	(1,923,884.40)

**Fund: 02      Depreciation Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
02 1510	DEPR INTEREST	0.00	178.57	543.21	0.00	(543.21)
	Subtotal: LOCAL RECIEPTS	0.00	178.57	543.21	0.00	(543.21)
	Fund Total:	0.00	178.57	543.21	0.00	(543.21)

**Fund: 03 Employee Benefit Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
03 1510	EE BEN INTEREST	0.00	100.44	305.53	0.00	(305.53)
	Subtotal: LOCAL RECIEPTS	0.00	100.44	305.53	0.00	(305.53)
	Fund Total:	0.00	100.44	305.53	0.00	(305.53)

**Fund: 05      ACTIVITY FUND**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
05 1710 0098	2030	0.00	0.00	3,336.75	0.00	(3,336.75)
05 1710 0099	2026 Revenue	0.00	0.00	4,619.70	0.00	(4,619.70)
05 1710 0100	Athletics - Miscellaneous Revenue	0.00	1,875.24	28,306.24	0.00	(28,306.24)
05 1710 0102	2029	0.00	32.00	32.00	0.00	(32.00)
05 1710 0132	2027 Revenue	0.00	0.00	239.75	0.00	(239.75)
05 1710 0135	Annual Revenue	0.00	400.00	615.00	0.00	(615.00)
05 1710 0138	Concession	0.00	1,089.66	9,316.31	0.00	(9,316.31)
05 1710 0141	One Act Revenue	0.00	535.00	787.70	0.00	(787.70)
05 1710 0142	Student Council - H S Revenue	0.00	0.00	496.15	0.00	(496.15)
05 1710 0143	H.S Youth Leadership Revenue	0.00	0.00	132.80	0.00	(132.80)
05 1710 0144	H.S. Cheerleading Revenue	0.00	115.00	690.10	0.00	(690.10)
05 1710 0146	Foundation Scholarship Revenue	0.00	0.00	500.00	0.00	(500.00)
05 1710 0147	Donations Revenue	0.00	0.00	600.00	0.00	(600.00)
05 1710 0148	Activities Revenue	0.00	1,601.62	30,970.62	0.00	(30,970.62)
05 1710 0151	Grants & Scholarships Revenue	0.00	0.00	1,000.00	0.00	(1,000.00)
05 1710 0154	Music Revenue (new)	0.00	40.00	329.80	0.00	(329.80)
05 1710 0155	Snack Cart Revenue	0.00	826.24	1,282.66	0.00	(1,282.66)
05 1710 0163	Volleyball Club Revenue	0.00	0.00	1,599.70	0.00	(1,599.70)
05 1710 0171	Boys Basketball Revenue	0.00	0.00	0.00	0.00	0.00
05 1710 0173	Sport Posters Revenue	0.00	2,036.25	2,036.25	0.00	(2,036.25)
05 1710 0174	Football Club Revenue	0.00	0.00	300.00	0.00	(300.00)
05 1710 0175	FFA	0.00	890.30	12,865.58	0.00	(12,865.58)
05 1710 0995	Interest Revenue	0.00	4.03	11.00	0.00	(11.00)
Subtotal: LOCAL RECIEPTS		0.00	9,445.34	100,068.11	0.00	(100,068.11)
Fund Total:		0.00	9,445.34	100,068.11	0.00	(100,068.11)

**Fund: 06 School Nutrition**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
06 1510	INTEREST	0.00	0.79	2.87	0.00	(2.87)
06 1611	SALE OF LUNCHES/MILK	0.00	10,863.81	26,328.73	0.00	(26,328.73)
	Subtotal: LOCAL RECIEPTS	0.00	10,864.60	26,331.60	0.00	(26,331.60)
06 3150	STATE REIMBURSEMENT(OF NUTRITION PROG)	0.00	28,282.26	36,113.75	0.00	(36,113.75)
	Subtotal: STATE RECEIPTS	0.00	28,282.26	36,113.75	0.00	(36,113.75)
	Fund Total:	0.00	39,146.86	62,445.35	0.00	(62,445.35)

**Fund: 08 Building Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
08 1100	BUILDING COUNTY RECEIPTS	0.00	2,197.93	44,247.69	0.00	(44,247.69)
08 1115	BLDG CARLINE TAXES	0.00	0.00	28.63	0.00	(28.63)
08 1140	BLDG PEN/INT ON TAXES	0.00	58.87	36.38	0.00	(36.38)
08 1510	BLDG - INTEREST	0.00	1,313.02	4,001.99	0.00	(4,001.99)
Subtotal: LOCAL RECIEPTS		0.00	3,569.82	48,314.69	0.00	(48,314.69)
08 3130	BLDG HOMESTEAD EXEMPTION	0.00	0.00	31.51	0.00	(31.51)
08 3131	BLDG PROPERTY TAX CREDIT	0.00	(19.51)	(501.10)	0.00	501.10
08 3132	BLDG Personal property tax credit	0.00	237.69	14,029.64	0.00	(14,029.64)
08 3133	BLDG Nameplate Capacity	0.00	0.00	1,439.88	0.00	(1,439.88)
08 3180	BLDG PRO-RATE MV	0.00	10.13	115.02	0.00	(115.02)
Subtotal: STATE RECEIPTS		0.00	228.31	15,114.95	0.00	(15,114.95)
Fund Total:		0.00	3,798.13	63,429.64	0.00	(63,429.64)

**Fund: 09      Qualified Capital Purpose Undtk Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
09 1510	QCPUF INTEREST	0.00	5.37	16.32	0.00	(16.32)
	Subtotal: LOCAL RECIEPTS	0.00	5.37	16.32	0.00	(16.32)
	Fund Total:	0.00	5.37	16.32	0.00	(16.32)

**Fund: 12      Student Fees Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
12 1510	STU FEES INTEREST	0.00	3.62	11.03	0.00	(11.03)
	Subtotal: LOCAL RECIEPTS	0.00	3.62	11.03	0.00	(11.03)
	Fund Total:	0.00	3.62	11.03	0.00	(11.03)

**Revenue Summary Report**

Processing Month: 11/2024

User ID: CMF

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	191,406.38	2,150,703.59	0.00	(2,150,703.59)

**HTRS Grades 7-12  
Principal's Report  
Kim Caniglia  
December 9, 2024**

Providing a Titan learning environment that is **Positive Respectful Intentional Determined and Engaged.**

**HTRS 7-12 Enrollment**

7th - 16  
8th - 19  
9th - 29  
10th - 22  
11th - 19  
12th - 18  
Other - 3  
Total = 126

In November, HTRS Jobs for America's Graduates (JAG) traveled to the Falls City Power Plant and Wastewater Plant to explore local career opportunities. Also Hiawatha Implement visited the students to explore the John Deere Tech Program at SCC Milford and learn the diesel mechanic field.

In December, Tarkio Technology Institute will visit with the high school JAG students to learn about their offerings. Middle School JAG Students will be participating in a live Career Chat through Education Quest.

December 13, 2024 during PLC, the Science Team will be looking at new material. The Social Studies Team will be looking at McGraw Hill material. The Special Education Team will be meeting with Wendy Craig, Special Education Director out of ESU#4.

Nearly all 7-12 teachers have received at least one formal observation.

**School Counselor Report**

NHS called for the Bloodmobile this week. All blood donation appointments are filled! Our next blood drive is December 11, 2024 at the AG Bldg downtown.

HTRS has the Backpack program, Sixpence, and FFA all helping out local families with food and gifts for the holiday season. Our community members are great supporters of these programs.

The FAFSA opened for college-bound students at the end of November. Completing the FAFSA or an opt-out form at the high school is a new requirement for graduation in Nebraska this year. Mrs. Rogers has been working diligently with the families for completion.

Juniors and interested seniors will be taking the ASVAB (military entrance exam) at the beginning of January. The ASVAB also interprets test results and helps students find careers that fit their strengths and interests.

## **Activities Report**

Congratulations to the Mock Trial "Old Guns" team for making it to the state competition. They will compete on December 9th and 10th in Omaha. Thanks to Mr. Linnerson for doing such a great job preparing the kids and for his time and dedication.

Unified bowling ended their inaugural season at the district meet in Auburn. Mrs. Eppens reported that the kids had a lot of fun and are excited to continue the program next year. Mrs. Eppens did a fantastic job helping get the season organized.

The One Act Team recently finished their season at the district meet in Giltner. They placed 3rd out of 8 teams. Thanks to Mrs. Howe for all her hard work and dedication to the program and all her long hours she put in each night at practice.

Junior high boys' basketball is about ready to wrap up their season. They won their division at the HTRS Tournament on November 23rd. Their last games will take place on December 14th at the Knights of Columbus Tournament at Sacred Heart.

High school girls' and boys' basketball started their season on December 6th. The girls' team currently has 15 participants and the boys' team currently has 20. Compared to many other local schools we have very good participation numbers for both boys and girls basketball.

Wrestling started their season this past Saturday at the Conestoga invite. The boys team has three wrestlers and the girls have two. Several wrestling meets have been added to the schedule in the last few weeks to give our wrestling team more chances to compete this winter.

This past month the FFA competed in a land judging competition. Makena Dunlap, Camryn Vaughan, Eden Stewart, and Lily Wamsley all received ribbons. They also competed in a livestock judging competition. The senior team placed 10th out of 21 teams and the juniors placed 11th out of 39 teams.

Congratulations to the following volleyball players for receiving all-conference honors: Laramie Glathar, Elie Bstanding (2nd Team) and Macy Vrtiska (Honorable Mention).

This past month Mr. Coffey took several students to the Pioneer Conference Vocal Clinic held at Sterling. The music department is busy preparing for concerts. December 9th is the K-4 concert. The Vespers concert will take place on December 15th and the middle school concert will take place on December 16th.

Congratulations to the following football players for receiving All Conference Honors: Hunter Bohling (1st team offense and defense), Emmett Glathar (2nd team defense), and Brogan Dunlap (honorable mention offense). The following football players received All District Football Honors: Hunter Bohling (1st team offense and defense), Brogan Dunlap (1st team offense and 2nd team defense), Jacob Davis (2nd team offense and honorable mention defense), Axton Wamsley (honorable mention defense), and Kameon Dettmann (honorable mention defense)

HTRS grades 7-12 will focus on a learning environment that is inclusive and supports a Positive, Respectful, Intentional, Determined and Engaged (PRIDE) school culture.

Educationally yours,  
Kimberly L. Caniglia



*Kim Standerford*  
*PreK - 6 Principal*  
*HTRS Public School*  
*402 862-2151*

## **December Board Report**

Elementary PreK - 6th Grade Enrollment

- PreK 3 - 16 students
- PreK 4 - 10 students
- Kindergarten - 23 students
- 1st Grade - 19 students
- 2nd Grade - 19 students
- 3rd Grade - 25 students
- 4th Grade - 18 students
- 5th Grade - 32 students
- 6th Grade - 21 students

Total - 183 students

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### [Nebraska Educational Profile](#)

AQuESTT Classification

- Schools are classified as Excellent, Great, Good, or Needs Improvement
- Several factors go into the classifications
- Public as of November 27th

### **District Clasification - Great**

- Membership - 298
- Attendance Rate - Number of days students are actually in school over the number of days they could have been in school
  - District - 95%
  - Peers - 94%
  - State - 93%
- NSCAS ELA
  - District - 65%
  - Peers - 62%
  - State - 55%
- NSCAS Math
  - District - 75%
  - Peers - 60%
  - State - 58%
- NSCAS Science
  - District - 78%
  - Peers - 76%
  - State - 74%

### **High School - Needs Improvement**

Juniors

- Membership - 81
- ACT ELA - Too few to report %
- ACT Math - Too few to report %
- ACT Science - Too few to report %
- Graduation Rate
  - District - 81%
  - Peers - 94%
  - State 88%
- College Going Rate
  - District - 74%
  - Peers - 74%
  - State - 72%

## **Middle School - Excellent**

Grades 6 - 8

- Membership - 57
- NSCAS ELA
  - District - 67%
  - Peers - 61%
  - State - 59%
- NSCAS Math
  - District - 73%
  - Peers - 61%
  - State - 58%
- NSCAS Science
  - District - 80%
  - Peers - 72%
  - State - 74%

## **Elementary - Great**

Grades 3 - 5

- Membership - 160
- NSCAS ELA
  - District - 63%
  - Peers - 61%
  - State - 59%
- NSCAS Math
  - District - 78%
  - Peers - 62%
  - State - 58%
- NSCAS Science - 5th Grade
  - District - 73%
  - Peers - 82%
  - State - 74%

HTRS compared to the 11 districts in ESU 4

- ELA - #4
- Math - #3
- Science - tied #6

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#TitanPride

*Kim Standerford*

# NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,900,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

Events & Networking - <https://members.nasbonline.org/events>

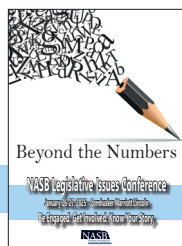


## 2024 NEW BOARD MEMBER WORKSHOPS

## New Board Member Workshops



- December 2 - Norfolk
- December 3 - Kearney
- December 4 - Gering
- December 5 - North Platte
- December 10 - York
- December 11 - La Vista



Legislative Issues Conference - January 26-27 - Lincoln  
*The 2025 Legislative Session is set to begin Wednesday, January 8*

School Board Member Week - January 26 to February 1



President's Retreat - February 16-17 - Kearney

Continued on Page 2



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Vision

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# NASB BOARD QUICKS



A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

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## PAGE 2



Federal Advocacy Fly In - March 16-19 - Washington D.C.

NAEP State Convention - March 19-20 - Kearney

Warmest wishes for a Merry Christmas and a Happy New Year from the NASB Board & Staff!



## YOUR 2024 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>


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2025-2026

# HTRS Negotiated Agreement



HTRS Schools

2025-2026

## **AGREEMENT AS A RESULT OF NEGOTIATIONS BETWEEN THE BOARD OF EDUCATION AND THE HUMBOLDT TABLE ROCK STEINAUER EDUCATION ASSOCIATION: SCHOOL YEARS 2024-2025**

We the Board of Education (Board) and the Humboldt-Table Rock-Steinauer Education Association (HTRSEA) do hereby agree to the following as a result of the negotiation process conducted during the months of November 2024 and December 2024.

This Agreement shall become effective on or about the 1<sup>st</sup> day of September, 2025, and shall terminate on or about August 31, 2026, for pay purposes, unless both parties are engaged in negotiating a new agreement to supersede this agreement, in which case the terms of the agreement shall be extended until such time as a new agreement shall go into force or be superseded by other terms of employment.

### **AGREEMENT TERMS**

1. Salary Schedule. A salary schedule based upon a base salary of \$40,950 shall be in effect for the 2025-26 school year. Teachers may move horizontally and vertically on the schedule. The accompanying salary schedule shall be based upon a maximum of fifteen (15) steps and eight (8) classes with 4% increments vertically and 4% horizontally.
  - a. Contracted teaching days will be utilized: 185. Staff will be notified of calendar changes.
  - b. Staff will notify administration of intent to enroll in classes and intent to advance on the salary schedule before April 15<sup>th</sup> of each year for advancement for the following year. Verification of completed hours needs to be turned into the superintendent's office immediately after completion. There are paper copies available in the forms wall pockets in the superintendent's office and you can print a form on GoogleDocs called Salary Advancement.
2. Health and Dental Insurance. The Board will pay the full amount for single and/or dependent premium for the Nebraska Educator's Health Alliance insurance plan. Effective for the 2025-2026 school year, teachers will have the following options to choose from:
  - a. Option 1 - NEtwork BLUE (\$1200 deductible)
  - b. Option 2 – Blueprint (\$0 deductible)
  - c. Option 3 – Premier Select Blue Choice (\$0 deductible)
  - d. Dual Option 1 – NEtwork BLUE (\$3600 deductible)
  - e. Dual Option 2 – Blueprint (\$2500 deductible)
  - f. Dual Option 3 – Premier Select Blue Choice (\$2500 deductible)

If a Dual Option is chosen, the premium difference will be deposited to a Health Savings Account set up at a bank by the teacher. Teachers employed less than full-time shall receive insurance benefits at the same percentage as their Full Time Equivalent (F.T.E.).

Family Dental PPO-100% A, 75% B, 50% C Coverage – Option 2 will be paid by the district. In the event that both husband and wife are employed as teachers in the district family dental premiums will be paid under family coverage.

Single Vision with V.S.P. Voluntary Vision will be paid by the district.

3. Accumulated Sick Leave for Retirement. Teachers retiring from the school system shall be paid for accumulated sick leave at a rate of \$25.00 per day for a maximum of sixty (60) days. The teacher must have been a member of the staff for a minimum of eight (8) years and retire from the system directly to social security and/or teacher retirement.
4. Length of School Day. Teachers will report for school no later than 15 minutes before the beginning of the school day for students and leave no earlier than 30 minutes after the end of the school day for students. Exceptions can be made by administration.
5. Teacher Leave Policy.

*Deductions from Salary for Paid and Unpaid Leave.* Deductions from salary for absences when the employee has accrued paid leave will be taken in 15 minute or ¼ hour increments with appropriate approval through AESOP and at administrative discretion. The employee's paid leave will be substituted in place of the deducted salary, or if the amount of accrued leave is insufficient to replace the deducted salary, then the remaining leave amount will be substituted until exhausted. In the event the employee has no accrued paid leave, deductions from salary for absences will be made on a full-day basis as permitted by law.

  - a. PTO (Paid Time Off). Teachers will receive 12 (twelve) days (or the equivalent of 96 hours) of paid time off (PTO). The PTO days must be used first, then sick leave only can be used from their sick leave bank. If any additional days of leave are requested during the school year, no reason need be given, but a pay deduction shall be made equal to 1/185<sup>th</sup> of the individual teacher's base salary. It is recommended that leave days should not be used one day before or one day after to extend a holiday or vacation.
  - b. Each full-time certified employee may accumulate up to and including sixty (60) days of sick leave in their sick leave bank. (For the beginning of a new school year, no additional days will be added until the beginning of the subsequent school year. Only the number of days used during the current year will be added back to bring the total to sixty (60) days at the beginning of the subsequent year of banked sick leave.) Each certified employee working less than full-time will receive the above benefits multiplied by the F.T.E. (of their workday).
  - c. Payment for Leave. If a teacher does not use all their 12 days (96 hours) of PTO, they may carry over all 12 days to their sick leave bank up to the 60 days maximum. A teacher can choose to carry over PTO (in 8-hour increments) to their sick bank or be reimbursed at \$100 per day to a maximum of 5 days or \$500. Teachers are required to inform the business manager of their intent for reimbursement by June 1 of each year. The amount is payable in July.
  - d. Illness in the Family. PTO must be used first, then sick leave from the teacher's bank may be used for illness of immediate family (husband, wife, son, daughter, father, mother, brother or sister of the employee, or any relative living in the immediate household of the employee).
  - e. Pregnancy. PTO must be used first, then sick leave from the teacher's bank for pregnancy of an employee or short-term disability and shall be subject to the provisions of PTO and banked sick leave.

- f. Bereavement Leave. Any day used for bereavement will come out of an employee's PTO first then sick leave bank. Each full-time certified employee will be allowed up to ten (10) days without loss of pay for bereavement. If the employee has insufficient leave, the bereavement leave is not paid leave. Bereavement leave is requested either in person or by telephone to the Superintendent or his/her designee.
  - g. Extended Leave of Absence. Any certified employee will be granted an extended leave of absence according to FMLA. The Board may grant additional leave of absence for a period consisting of a semester, a full school year, or any remaining portion thereof.
  - h. Health Insurance. If a teacher is granted an extended leave of absence during the school year, the benefits on health insurance premiums shall continue the length of the contract period.
  - i. Reinstatement after Extended Leave of Absence. An employee who has requested and received an extended leave of absence any time during the contract year shall be reinstated at the beginning of the next semester or contract year (as the Board shall determine in granting said leave). However, in order to be reinstated at the beginning of the next or ensuing contract year, the employee must elect to do so by signing a contract for the next or ensuing contract year when they are offered to the instructional staff.
  - j. Tenure after Leave. If an employee is tenured when the employee's authorized leave begins, he/she will be reinstated with tenure.
  - k. Advancement during Leave. If college credits are earned during an authorized leave, the employee will advance to the appropriate horizontal schedule when he/she is reinstated.
  - l. Precedent. If any terms of this leave policy are contrary to the law, the law will prevail.
  - m. Long Term Disability. All certified staff will receive long term disability insurance according to their FTE% and the premium will be deducted from his/her paycheck.
  - n. Short Term Disability. All certified staff will receive short-term disability insurance according to their FTE% and the premium will be paid by the district.
  - o. Professional Leave. When approved by the administration, teachers will be granted paid professional leave to attend in-service activities on a regional, state or national level designed to improve the instructors' teaching abilities or knowledge of topics which may be applied to the classroom. Actual expenses will be paid by the school district. Personnel will submit their request for professional leave in writing to the Superintendent. Notice should be at least one (1) week in advance of the actual leave. This leave does not include the meetings of the HTRSEA that the officers have to attend.
6. Employment Hiring Incentive. The Board may offer an employment incentive to newly hired teachers. When offered, the minimum amount to be offered is \$500 and the maximum \$2,000. The employment incentive is available to only newly hired certificated staff and any compensation over \$500 must be recommended by the Superintendent of

Schools. Newly hired certificated staff whose FTE is less than 1.0 shall have this incentive pro-rated accordingly.

The bonus shall not be payable unless the new employee is employed by the School District at the time it is payable and shall be forfeited and repaid to the School District by the new employee in the event the new employee fails to remain employed for three full years for any reason other than the new employee's death, and the amount of the bonus may in such case be set off from the new employee's final pay.

7. Early Notice to Resign: Early Notice of Resignation: An employee who notifies the district in writing of their intent not to return for the following contract year on or before December 1 of the current year will be eligible to receive a \$500 early notice payment. To be eligible, the employee must sign and submit a letter of resignation to the Superintendent on or before December 1, which will be accepted by the school board to trigger the payment. The payment will be added to their final paycheck upon fulfillment of their current contract.
8. Grievance Procedure:
  - a. Purpose. The purpose of this grievance procedure is to provide a method for expedient and equitable determination of every question or violation or noncompliance with any of the policies, rules, regulations, or professional negotiation/agreements of the School District, this preventing the protracted continuation of misunderstandings which may arise from time to time concerning such questions. The purpose of the complaint procedure is to provide a method for prompt and full discussion, and consideration of matters of personal irritation and concern of an educator with some aspect of employment.
  - b. Definitions:
    1. Grievance- any alleged violation, misinterpretation or inequitable application of any existing policies, negotiated agreements, rules or regulation duly promulgated by the Board of the School District which results in any injury to any educator.
    2. Complaint- any matter of dissatisfaction of an educator with any aspect of his/her employment which does not involve any grievance as above defined. It may be processed through the application of the first three steps of the grievance procedure.
    3. Grievant- person or persons who are aggrieved by the alleged grievance.
    4. Respondent- any person or body which might be required to take action, or against whom action might be taken, in order to resolve the claim.
    5. Days- calendar days except weekends and school holidays. It is understood that during the summer months any change in the grievance procedure shall be by mutual agreement of parties of interest.
  - c. It is recognized that the Board and HTRSEA have an equal and mutual interest in the success and the promptness of settling grievances and complaints as both parties are avowed to the stated purposes that this procedure is to secure, at the lowest possible level, equitable solutions to grievances and complaints against either the Board, its

agents or member or the HTRSEA, its agents or members. Therefore, it is stipulated and agreed by and between the parties that both parties will be bound by the following rules, to-wit:

1. Both parties will accomplish the procedures by the maximum specified date in this agreement.
  2. Both parties will withhold publicity until a joint release is issued by the parties as is customary in collective bargaining negotiations.
  3. No meetings will be set during school hours among the parties except by mutual consent.
  4. All parties agree to work for the welfare of the school system and strive to maintain good morale and courtesy among the parties.
  5. Both parties further agree to maintain the confidentiality of information regarding a grievance case.
  6. Both parties agree to exert no pressure on administrative personnel.
  7. Each party stipulates it will not advocate the violation of any law.
- d. *Procedures- Level I (Informal)*
1. If an educator feels that he/she has a grievance, he/she should first discuss the matter with his/her department chairman, principal or supervisor to whom he/she is directly responsible in an effort to resolve the grievance.
  2. The grievant may have a local representative from the HTRSEA's Executive Committee assist him/her in efforts to resolve the grievance informally with the principal or other appropriate administrator or supervisor.
- e. *Procedures- Level II (Formal)*
- Step One
1. If a grievant is not satisfied with the disposition of his/her grievance, or if no decision has been rendered after five (5) days through the informal procedure, he/she may submit his/her claim as a formal grievance, in writing, to his/her appropriate principal and retain a carbon copy of the said grievance for himself/herself.
  2. The principal within three (3) days, render a decision and the reason thereof in writing to the aggrieved person, with a copy of the HTRSEA's Executive committee representative for the HTRSEA's files.
  3. An educator who is not directly responsible to a building principal may submit his/her formal grievance to the administrator to who he/she directly responsible. Said administrator shall carry out the aforementioned responsibilities.
- Step Two
1. If the grievant is not satisfied with the disposition of his/her grievance at Step One, or if no decision has been rendered within three (3) days after the presentation of the grievance in writing, he/she may file the written grievance with the HTRSEA's Executive committee within three (3) days after the decision

at Step One, or six (6) days after the grievance was presented, whichever is sooner.

2. Within five (5) days after receiving the written grievance, the HTRSEA's Executive committee shall provide an opportunity for the grievant to meet with the HTRSEA's Executive committee for the purpose of reviewing the grievance, and the HTRSEA's Executive committee shall give to the grievant a written opinion regarding the merits of the case.
3. If the local HTRSEA's Executive committee determines the claim is not meritorious, the grievant may appeal his/her grievance to the state P.R.&R commission. It is recommended that this appeal be made through the local association president.

#### Step Three

1. Within three (3) days after receiving the P.R. &R committee opinion, or within eight (8) days after the grievance was filed with the P.R. &R. committee, whichever is sooner, the grievant may file a written appeal with the HTRSEA's Executive Committee for an HTRSEA hearing by the Superintendent. Within two (2) days of its receipt, the HTRSEA Executive committee, through its chairman, shall submit such appeal to the Superintendent.
2. The Superintendent, or the authorized representative, shall act for the administration at Step Three of the grievance procedure. Within ten (10) days after receipt of the written appeal for the hearing by the Superintendent, the Superintendent shall meet with the grievant and with representatives of the HTRSEA's Executive committee for the purpose of resolving the grievance. The Superintendent shall, within three (3) days of the hearing, render a decision and reasons thereof, in writing, to the grievant with a copy to the HTRSEA's Executive committee.

#### Step Four

1. If the grievant is not satisfied with the disposition of his/her grievance at Step Three, or if no decision has been rendered within three (3) days after he/she first met with the Superintendent, he/she may file the grievance again with the HTRSEA's Executive Committee within three (3) days after the decision by the Superintendent, whichever is sooner.
  2. Within three (3) days after receiving such further appeal, the HTRSEA's Executive Committee, through its chairman, shall refer the grievance to the Board.
  3. Within twenty-five (25) days after receiving the written appeal, the Board or a committee thereof, shall meet the grievant and with the representatives of the HTRSEA's Executive committee for the purpose of resolving the grievance. The decision of the Board shall be rendered in writing within five (5) days.
- f. Rights of Educators to Representation.* Any party in interest may be represented at all states of the grievance procedure by himself/herself or by a representative of his/her own choosing. When an educator is not represented by the HTRSEA, the HTRSEA shall have the right to present and to state its views at all stages of the grievance

procedure.

- g. Group Grievances.* In order to prevent the filing of a multiplicity of grievances on the same question of interpretation or compliance where the grievance covers a question common to a number of educators, it shall be processed as a single grievance commencing with the party having a jurisdictional authority thereof. Any group grievance shall set forth thereon the names of the individual grievant or the group, and the title and specific assignments of the persons covered by the group grievance. Group grievances shall be signed by a principal officer of staff representative of the HTRSEA.
- h. Resolution.* If the grievance of complaint is not processed within the time limit at any step of the grievance or complaint procedure, it shall be considered to have been resolved by the previous disposition. Any time limit in the procedure may be extended by mutual consent.
- i. Procedural Rules.*

  - 1. Decisions rendered at Level II, Step One, Two, Three and Four of the grievance procedure will be in writing setting forth the decision and the reasons thereof and will be transmitted promptly to all parties in interest and to the chairman of the HTRSEA's Executive committee.
  - 2. If the written grievance is not filed within thirty (30) calendar days after the educator knew, or should have known, of the act or condition on which the grievance is based then the grievance shall be waived.
  - 3. A grievance or complaint may be withdrawn at any level without prejudice or record.
  - 4. No reprisals of any kind shall be taken by the Board or by any member of the administration or by the HTRSEA or its individual members against any party or interest or any other participant in the grievance complaint procedure by reason of such participation.
  - 5. The processing of all grievance and complaint documents, communications, and records shall be filed separately from the personnel files of the participants.
  - 6. A representative of the HTRSEA's Executive committee may be present at the final disposition of a grievance of an individual who did not request the help of the HTRSEA.
- 8. Issuing of Teacher Contracts. Each teacher shall be given the opportunity to improve in the areas where unsatisfactory performance is stated. Teacher contracts are to be acted upon at the March meeting of the Board with contracts to be distributed to teachers as soon after the meeting as possible. All teachers granted contracts shall not be required to return the signed contract prior to April 15 or the first Monday following April 15 if that date falls on a weekend. Any teacher requesting a release from contract shall submit the request in writing to the Superintendent, who in turn shall submit it to the Board for action. Each request of release from contract shall be judged on the merits of the request.
- 9. Jury Duty. Teachers who are summoned to jury duty shall receive their daily salary minus

any daily salary for jury duty. If meal money or mileage is paid to the teacher for jury duty, this shall not be deducted from the daily teaching salary.

10. Mileage. Mileage outside the district shall be paid (IRS allowable rate) with the Administration's approval, to a staff member if a school vehicle is not available.

11. Extra-Curricular Duties. Extra-curricular salaries will be paid on a percentage of the base salary for the applicable school year as listed in the Extra Duty Payment Schedule.

If no assistant coach is hired for varsity football or boys or girls' basketball, the head coach will receive an additional three (3) percent of the base salary. A sum of two (2) percent of the base salary shall be set aside annually to pay individuals for sponsorships of bus trips for athletics.

Coaching experience is relevant towards years of experience at that level of coaching only. Example: JH to JH, HS to HS, not JH to HS or HS to JH and is sport specific.

Staff members will be placed at the relevant column based on years of experience from other districts as well as HTRS.

12. Substitute Pay. For each planning period a teacher substitutes upon request by the Administration to cover another teacher's class they will be paid at a rate of 1/8 of the daily substitute pay per class period. This will be paid in December and July payrolls.

13. Dual Credit Course Compensation. Teachers that teach dual credit high school/college courses will be compensated at \$15 per student enrolled unless the college pays the teacher directly.

BOARD OF EDUCATION

HTRSEA

Date Signed \_\_\_\_\_

Date Signed \_\_\_\_\_

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
PRESIDENT

\_\_\_\_\_  
VICE PRESIDENT

\_\_\_\_\_  
VICE-PRESIDENT

\_\_\_\_\_  
TREASURER

\_\_\_\_\_  
MEMBER

\_\_\_\_\_  
MEMBER

\_\_\_\_\_  
MEMBER





<b>Humboldt Table Rock Steinauer #70</b>		
<b>Extra Duty Payment Schedule</b>		
		<b>\$</b>
<b>2025-2026</b>	<b>Base</b>	<b>40,950</b>

1.0%	\$	409.50	8.5%	\$	3,480.75
1.5%	\$	614.25	9.0%	\$	3,685.50
2.0%	\$	819.00	9.5%	\$	3,890.25
2.5%	\$	1,023.75	10.0%	\$	4,095.00
3.0%	\$	1,228.50	10.5%	\$	4,299.75
3.5%	\$	1,433.25	11.0%	\$	4,504.50
4.0%	\$	1,638.00	11.5%	\$	4,709.25
5.0%	\$	2,047.50	12.5%	\$	5,118.75
5.5%	\$	2,252.25	13.0%	\$	5,323.50
6.0%	\$	2,457.00	13.5%	\$	5,528.25
6.5%	\$	2,661.75	14.0%	\$	5,733.00
7.0%	\$	2,866.50	14.5%	\$	5,937.75
7.5%	\$	3,071.25	15.0%	\$	6,142.50
8.0%	\$	3,276.00	15.5%	\$	6,347.25

Book/Clock/Shot Clock	JH/JV	\$ 15	per game
	HS	\$ 20	per game
	Gate	\$ 10	per hour Max \$30/shift

Position	1 - 2 Yrs.	3 - 4 Yrs.	5 - 6 Yrs.	7+ Yrs.
Athletics/Activities Director	14.0%	14.5%	15.0%	15.5%

HS Head Coach				
Sport	1 - 2 Yrs.	3 - 4 Yrs.	5 - 6 Yrs.	7+ Yrs.
Football	12.0%	12.5%	13.0%	13.5%
Boy's Basketball	14.0%	14.5%	15.0%	15.5%
Girl's Basketball	14.0%	14.5%	15.0%	15.5%
Combined Wrestling	14.0%	14.5%	15.0%	15.5%
Boy's Wrestling	12.0%	12.5%	13.0%	13.5%
Girl's Wrestling	12.0%	12.5%	13.0%	13.5%
Volleyball	14.0%	14.5%	15.0%	15.5%
Unified Bowling	2.0%	2.5%	3.0%	3.5%
Boy's & Girl's Track	12.0%	12.5%	13.0%	13.5%
Boy's Golf	8.0%	8.5%	9.0%	9.5%
Girl's Golf	8.0%	8.5%	9.0%	9.5%

<b>HS Assistant Coach</b>					
Football		9.0%	9.5%	10.0%	10.5%
Boys' Basketball		11.0%	11.5%	12.0%	12.5%
Girls' Basketball		11.0%	11.5%	12.0%	12.5%
Combined Wrestling		9.0%	9.5%	10.0%	10.5%
Baseball		9.0%	9.5%	10.0%	10.5%
Soccer		9.0%	9.5%	10.0%	10.5%
Volleyball		11.0%	11.5%	12.0%	12.5%
Boy's & Girl's Track		9.0%	9.5%	10.0%	10.5%
Golf		5.0%	5.5%	6.0%	6.5%

<b>MS Head Coach</b>					
Football		5.0%	5.5%	6.0%	6.5%
Boy's Basketball		5.0%	5.5%	6.0%	6.5%
Girl's Basketball		5.0%	5.5%	6.0%	6.5%
Wrestling Combined		6.0%	6.5%	7.0%	7.5%
Wrestling Boys		5.0%	5.5%	6.0%	6.5%
Wrestling Girls		5.0%	5.5%	6.0%	6.5%
Wrestling		5.0%	5.5%	6.0%	6.5%
Volleyball		5.0%	5.5%	6.0%	6.5%
Boy's & Girl's Track		5.0%	5.5%	6.0%	6.5%

<b>MS Assistant Coach</b>					
Football		3.0%	3.5%	4.0%	4.5%
Boy's Basketball		3.0%	3.5%	4.0%	4.5%
Girl's Basketball		3.0%	3.5%	4.0%	4.5%
Wrestling		3.0%	3.5%	4.0%	4.5%
Volleyball		3.0%	3.5%	4.0%	4.5%
Track		3.0%	3.5%	4.0%	4.5%

<b>Music</b>					
Jazz Band		8.0%	8.5%	9.0%	9.5%
Swing Choir		8.0%	8.5%	9.0%	9.5%
Summer Band		6.0%	6.5%	7.0%	7.5%
7-8 Music Contest/Musical		3.0%	3.5%	4.0%	4.5%
Elementary Music		3.0%	3.5%	4.0%	4.5%
Pep Band/Marching Band		6.0%	6.5%	7.0%	7.5%

<b>Sponsors</b>				
FFA	6.0%	6.5%	7.0%	7.5%
MS High Cheer	2.0%	2.5%	3.0%	3.5%
HS Cheer	5.0%	5.5%	6.0%	6.5%
Annual Advisor	4.0%	4.5%	5.0%	5.5%
Assistant Cheer	2.0%	2.5%	3.0%	3.5%
Speech	5.0%	5.5%	6.0%	6.5%
Assistant Speech	2.0%	2.5%	3.0%	3.5%
HS Play/Musical	2.0%	2.5%	3.0%	3.5%
Concession Business Manager	6.0%	6.0%	6.0%	6.0%
Conc Oper Man (Max 1)	15.0%	15.0%	15.0%	15.0%
Conc Oper Man (Max 2)	10.0%	10.0%	10.0%	10.0%
One-Act	5.0%	5.5%	6.0%	6.5%
Assistant One-Act	2.0%	2.5%	3.0%	3.5%
Drill Team	2.0%	2.0%	2.0%	2.0%
Senior Class	2.0%	2.0%	2.0%	2.0%
Junior Class	2.0%	2.0%	2.0%	2.0%
Sophomore Class	1.0%	1.0%	1.0%	1.0%
Freshman Class	1.0%	1.0%	1.0%	1.0%
Student Council	1.0%	1.0%	1.0%	1.0%
MS Student Council	1.0%	1.0%	1.0%	1.0%
HS Quiz Bowl	3.0%	3.0%	3.0%	3.0%
MS Quiz Bowl	1.0%	1.0%	1.0%	1.0%
Academic Decathlon	1.0%	1.0%	1.0%	1.0%
HS Robotics	2.0%	2.5%	3.0%	3.5%
MS Robotics	1.0%	1.5%	2.0%	2.5%
Summer Weights	9.0%	9.5%	10.0%	10.5%
Mock Trial	2.0%	2.5%	3.0%	3.5%
Leadership	1.0%	1.0%	1.0%	1.0%
Power Lifting	3.0%	3.5%	4.0%	4.5%
National Honor Society	1.0%	1.5%	2.0%	2.5%
Science Club	2.0%	2.0%	2.0%	2.0%
Newsletter	5.0%	5.0%	5.0%	5.0%
School Improvement	2.0%	2.0%	2.0%	2.0%
SAT Lead	2.0%	2.0%	2.0%	2.0%

## **2008 Meetings**

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

### 1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

### 2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public.

**Publication Procedure if the Newspaper Will Be Finalized for Printing Prior to the Time and Date of the Meeting.** Notice of regular and special meetings shall be (1) published in a newspaper of general circulation within the district that is finalized for printing prior to the time and date of the meeting, (2) posting on the newspaper's website, if available, and (3) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers.

**Publication Procedure if the Newspaper Will Not Be Finalized for Printing Prior to the Time and Date of the Meeting.** Notice of regular and special meetings shall be (1) posting on the newspaper's website, if available, and (2) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the school district's jurisdiction is to be finalized for printing prior to the time and date of the meeting.

Newspapers of general circulation in the district include the Humboldt Standard, the Falls City Journal and the Pawnee City Republican. Such notice

shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the school district will (1) post the notice on its website, if available, (2) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (3) post the notice in a conspicuous public place in the school district's jurisdiction. The school district will keep a written record of the posting.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

### 3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

### 4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session,

and the record shall state how each member voted, or if the member was absent or not voting.

- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and shall be published on the school district's website within ten working days of the last meeting or prior to the next convened meeting, whichever occurs earlier. The minutes shall be available on the website for at least six months.

Adopted on: July 13, 2009

Reviewed on: August 12, 2013

Reviewed on: March 13, 2016

Revised on: August 14, 2017

Revised on: February 10, 2020

Revised on: November 16, 2020

Revised on: August 12, 2024

Revised on: December 9, 2024

**3004.1**  
**Fiscal Management for Purchasing and Procurement Using Federal Funds**

**I. Applicability of Policy**

This policy applies only to non-construction related purchases undertaken with federal funds which are subject to the federal Uniform Grant Guidance (UGG) and other applicable federal law, including but not limited to the Education Department and General Administration Regulations (EDGAR) and the United States Department of Agriculture (USDA) regulations governing school food service programs. In the event this policy conflicts or is otherwise inconsistent with mandatory provisions of the UGG, EDGAR or other applicable federal law, the mandatory provisions of the laws shall control.

All other non-construction purchases will be governed by the Board's general purchasing policy, which can be found earlier in this subsection. In the event of a conflict between state and federal law, the more stringent requirement shall apply.

This procurement policy shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. The district's goal is to fully implement all required procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the Nebraska Department of Education.

**II. Procurement System**

The District maintains the following purchasing procedures.

**A. Responsibility for Purchasing**

The authority to make purchases shall be governed by the District's purchasing policy, which can be found elsewhere in this section. Except as otherwise provided in the District's purchasing policy, the acquisition of services, equipment, and supplies shall be centralized in the administration office under the supervision of the superintendent of schools, who shall be responsible for developing and administering the purchasing program of the school district. Purchases or commitments of district funds that are not authorized by this policy will be the responsibility of the person making the commitment.

## **B. Methods of Purchasing**

The type of purchase procedures required depends on the cost of the item(s) being purchased.

### **1. Purchases up to \$10,000 (Micro-Purchases)**

Micro-purchase means an individual procurement transaction for supplies or services using simplified acquisition procedures, the annual aggregate amount of which does not exceed \$10,000. Micro-purchases may be made or awarded without soliciting competitive quotations, to the extent district staff determine that the cost of the purchase is reasonable. For purposes of this policy "reasonable" means the purchase is comparable to market prices for the geographic area.

To the extent practicable, the District distributes micro-purchases equitably among qualified suppliers. The District will follow its standard policy on purchasing, which can be found earlier in this subsection.

### **2. Purchases between \$10,000 and \$250,000 (Simplified Acquisition Procedures)**

Simplified acquisitions are purchases that, in the aggregate amount, are more than \$10,000 and less than \$250,000 annually. For simplified acquisitions, price or rate quotes shall be obtained in advance from a reasonable number of qualified sources as detailed in the district's standard policies on purchasing and on bid letting and contracts, which can be found earlier in this subsection.

### **3. Purchases Over \$250,000**

#### **a) Sealed Bids (Formal Advertising)**

For purchases over \$250,000, the district will generally follow the bidding process outlined in the board's policy on Bidding for Construction, Remodeling, Repair or Site Improvement. If sealed bids are not accepted for a purchase of over \$250,000, the district will retain an explanation for that decision.

#### **b) Contract/Price Analysis**

The District performs a cost or price analysis in connection with every procurement action in excess of \$250,000, including contract modifications. The district will make an independent estimate of costs prior to receiving bids or proposals.

**4. Noncompetitive Proposals (Sole Sourcing)**

- a) Procurement by noncompetitive proposals is procurement through solicitation of a proposal from only one source and may be used only when one or more of the following circumstances apply:
  - 1) The procurement transaction can only be fulfilled by a single source;
  - 2) The public exigency or emergency for the requirement will not permit a delay resulting from providing public notice of a competitive solicitation;
  - 3) The federal awarding agency or pass-through entity expressly authorizes written approval of noncompetitive proposals in response to a written request from the District; or
  - 4) After solicitation of a number of sources, competition is determined inadequate.
- b) Noncompetitive proposals may only be solicited with the approval of the superintendent or the board. Sufficient and appropriate documentation that justifies the sole sourcing decision must be maintained by the superintendent or designee.
- c) A cost or price analysis will be performed for noncompetitive proposals when the price exceeds \$250,000.

**5. Competitive Proposals.**

- a) The technique of competitive proposals is normally conducted with more than one source submitting an offer, and either a fixed price or cost-reimbursement type contract is awarded. It is generally used when conditions are not appropriate for the use of sealed bids. If this method is used, the following requirements apply:

- 1) Requests for proposals must be publicized and identify all evaluation factors and their relative importance. Any response to publicized requests for proposals must be considered;
  - 2) Proposals must be solicited from an adequate number of qualified sources; and
  - 3) Contracts must be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.
- b) The District may use competitive proposal procedures for qualifications-based procurement of architectural/engineering (A/E) professional services whereby competitors' qualifications are evaluated and the most qualified competitor is selected, subject to negotiation of fair and reasonable compensation. The method, where price is not used as a selection factor, can only be used to procure A/E professional services. The method may not be used to purchase other services provided by A/E firms are a potential source to perform the proposed effort.
- c) The District may select a proposal that offers the best value and that is based upon the proposer's responsiveness to the proposal, experience, reputation, staff qualifications, ability and capacity to carry on the work, price, honesty, integrity, skills, business judgment, financial stability, past performance, and other relevant factors. The evaluation may be conducted by the school board, a designated committee, or another designee of the school board.

### **C. Use of Purchase (Debit & Credit) Cards**

District use of purchase cards is subject to the policy on purchase cards which can be found elsewhere in this subsection.

### **D. Federal Procurement System Standards**

The district's procurement transactions will be conducted in a manner providing full and open competition consistent with 2 C.F.R §200.319.

The District will maintain and follow general procurement standards consistent with 2 C.F.R. §200.318.

### **E. Debarment and Suspension**

The District awards contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of a proposed procurement. Consideration will be given to such matters as contractor integrity, public policy compliance, proper classification of employees (see the Fair Labor Standards Act, 29 U.S.C. 201, chapter 8), record of past performance, and financial and technical resources when conducting a procurement transaction.

The District may not subcontract with or award subgrants to any person or company who is debarred or suspended. For all contracts over \$25,000 the District verifies that the vendor with whom the District intends to do business with is not excluded or disqualified. 2 C.F.R. Part 200, Appendix II(1) and 2 C.F.R. §§ 180.220 and 180.300.

The District will verify debarment or suspension by revising the excluded parties list on SAM.gov, collecting a certification through the bidding process, and/or by including a debarment and suspension provision in the bid and contract documents. The Superintendent or his/her designee shall be responsible for such verification.

### **F. Settlements of Issues Arising Out of Procurements**

The District alone is responsible, in accordance with good administrative practice and sound business judgment, for the settlement of all contractual and administrative issues arising out of procurements. These issues include, but are not limited to, source evaluation, protests, disputes, and claims. These standards do not relieve the District of any contractual responsibilities under its contracts. Violations of law will be referred to the local, state, or federal authority having proper jurisdiction.

## **III. Conflict of Interest and Code of Conduct**

**A. Board and staff member conflicts of interest are governed by the district's conflict of interest policies.**

**B. Purchases covered by this policy are subject to the following additional provisions.**

1. Employees, officers, and agents engaged in the selection, award, and/or administration of district contracts which are prohibited from engaging in such actions if a real or apparent conflict of interest is present.
2. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.
3. The board may determine at its discretion that a financial interest is not substantial enough to give rise to a conflict of interest.

### **C. Favors and Gifts**

An employee, officer, agent, and board member of the District may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, except that this provision does not prohibit the receipt of unsolicited items of nominal value. For purposes of this policy, "nominal value" means a fair market value of \$25 or less.

### **D. Enforcement**

Disciplinary Actions including, but not limited to, counseling, oral reprimand, written reprimand, suspensions without pay, or termination of employment, will be applied for violations of such standards by officers, employees, board members, or agents of the District.

## **IV. Property Management Systems**

### **A. Property Classifications**

1. Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost that equals or exceeds the lesser of the capitalization level established by the District for financial statement purposes, or \$10,000.
2. Supplies means all tangible personal property other than those described in §200.33 Equipment. A computing device is a supply if the acquisition cost is less than the lesser of the

capitalization level established by the District for financial statement purposes or \$105,000, regardless of the length of its useful life. 2 C.F.R. §200.94.

3. Computing Devices means machines that acquire, store, analyze, process, and publish data and other information electronically, including accessories (or “peripherals”) for printing, transmitting and receiving, or storing electronic information. 2 C.F.R. §200.20.
4. Capital Assets means tangible or intangible assets used in operations having a useful life of more than one year which are capitalized in accordance with GAAP. Capital assets include:
  - a) Land, buildings (facilities), equipment, and intellectual property (including software) whether acquired by purchase, construction, manufacture, lease-purchase, exchange, or through capital leases; and
  - b) Additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance). 2 C.F.R. §200.12.

## **B. Inventory Procedure**

Newly purchased property shall be received and inspected by the staff member who ordered it to ensure that that it matches the purchase order, invoice, or contract and that it is in acceptable condition.

Equipment, Computing Devices, and Capital Assets must be tagged with an identification number, manufacturer, model, name of individual who tagged the item, and date tagged).

## **C. Inventory Records**

For equipment, computing devices, and capital assets purchased with federal funds, the following information is maintained in the property management system:

1. Serial number;
2. District identification number;
3. Manufacturer;

4. Model;
5. Date tagged and individual who tagged it;
6. Source of funding for the property;
7. Who holds title;
8. Acquisition date and cost of the property;
9. Percentage of federal participation in the project costs for the federal award under which the property was acquired;
10. Location, use and condition of the property; and
11. Any ultimate disposition data including the date of disposal and sale price of the property.

The inventory list shall be adjusted by the superintendent of schools or his/her designee for property that is sold, lost, stolen, cannot be repaired, or that cannot be located.

#### **D. Physical Inventory**

1. A physical inventory of the property must be taken and the results reconciled with the property records at least once every two years.
2. The Superintendent or his/her designee will ensure that the physical inventory is performed. The physical inventory will generally occur during the months of June or July, but may be conducted during other time periods with the approval of the superintendent.

#### **E. Maintenance**

In accordance with 2 C.F.R. 313(d)(4), the District maintains adequate maintenance procedures to ensure that property is kept in good condition.

#### **F. Lost or Stolen Items**

The District maintains a control system that ensures adequate safeguards are in place to prevent loss, damage, or theft of the property. The District will notify the Federal agency or pass-through entity of any loss, damage, or theft of equipment that will have an impact on the program.

#### **G. Use of Equipment**

Equipment must be used in the program or project for which it was acquired as long as needed, whether or not the project or program continues to be supported by the federal award, and the District will not encumber the

property for any non-federal program use without prior approval of the federal awarding agency and the pass-through entity.

## **H. Disposal of Equipment**

When it is determined that equipment acquired under a federal award is no longer needed for the original project or program or for other activities currently or previously supported by a federal awarding agency, the Superintendent or his/her designee will contact the awarding agency (or pass-through for a state-administered grant) for disposition instructions.

If the item has a current fair market value of \$10,000 or less, it may be retained, sold, or otherwise disposed of with no further obligation to the federal awarding agency or pass-through entity. The Superintendent or his/her designee will utilize sales procedures which ensure the highest possible return on the disposal of the equipment.

## **I. Equipment Retention**

When included in the terms and conditions of the Federal award, the Federal agency may permit the recipient to retain equipment, or authorize a pass-through entity to permit the recipient to retain equipment, with no further obligation to the Federal Government unless prohibited by Federal statute or regulation.

## **J. Equipment and Capital Expenditures**

All equipment and capital expenditures shall comply with the rules and requirements of 2 CFR 200.439.

## **K. Depreciation**

All depreciation shall comply with the rules and requirements of 2 CFR 200.436.

## **L. Reporting and Recording Federal Property Interest**

The district will comply with federal interest reporting and submit annual reports, if required, regarding a real property interest due to a renovation, major remodeling, construction, or real property project funded by federal grant funds.

## **V. Financial Management**

## **A. Identification**

The District will identify, in its accounts, all federal awards received and expended and the federal programs under which they were received. Federal program and award identification include, as applicable, the CFDA title and number, federal award identification number and year, name of the federal agency, and, if applicable, name of the pass-through entity.

## **B. Financial Reporting**

The District will make an accurate, current, and complete disclosure of the financial results of each federal award or program in accordance with the financial reporting requirements set forth in the Education Department General Administrative Regulations (EDGAR).

## **C. Accounting Records**

The District maintains records which adequately identify the source and application of funds provided for federally-assisted activities. These records must contain information pertaining to grant or subgrant awards, authorizations, obligations, unobligated balances, assets, expenditures, income and interest and be supported by source documentation.

## **D. Internal Controls**

The Superintendent or his/her designee must maintain effective control and accountability for all funds, real and personal property, and other assets through board review and approval of claims, an annual audit of the district's finances pursuant to the applicable Nebraska Department of Education and federal rules and regulations, and comparison of expenditures and outlays to budgeted amounts. The District adequately safeguards all such property and assures that it is used solely for authorized purposes. The District takes reasonable cybersecurity and other measures to safeguard information including protected personally identifiable information.

## **E. Budget Control**

Actual expenditures or outlays will be compared with budgeted amounts for each federal award at least annually and more often as required by law or deemed prudent by the board or administrative staff.

## **F. Payment Methods**

The District will comply with applicable methods and procedures for payment that minimize the time elapsing between the transfer of funds and disbursement by the District, in accordance with the Cash Management Improvement Act at 31 CFR Part 205. Generally, the District receives payment from the Nebraska Department of Education on a reimbursement basis. 2 CFR § 200.305. However, if the District receives an advance in federal grant funds, the District will remit interest earned on the advanced payment quarterly to the federal agency. The District may retain interest amounts up to \$500 per year for administrative expenses. 2 CFR § 200.305(b)(9).

Consistent with state and federal requirements, the District will maintain source documentation supporting the federal expenditures (invoices, time sheets, payroll stubs, etc.) and will make such documentation available for the Nebraska Department of Education to review upon request.

### **G. Allowability of Costs**

Expenditures must be aligned with approved budgeted items. Any changes or variations from the state-approved budget and grant application need prior approval.

When determining how the District will spend its grant funds, the Superintendent or his/her designee will review the proposed cost to determine whether it is an allowable use of federal grant funds before obligating and spending those funds on the proposed good or service. All costs supported by federal education funds must meet the standards outlined in EDGAR, 2 CFR Part 3474 and 2 CFR Part. The Superintendent or his/her designee must consider these factors when making an allowability determination.

The Superintendent or his/her designee will consider Part 200's cost guidelines when federal grant funds are expended. The Superintendent or his/her designee will also consider whether all state - and District-level requirements and policies regarding expenditures have been followed.

### **H. Use of Program Income – Deduction, Addition, or Cost Sharing or Matching**

The default method for the use of program income for the District is the deduction method. 2 C.F.R. § 200.307(e). Under the deduction method, program income is deducted from total allowable costs to determine the net allowable costs. Program income will only be used for current costs unless the District is otherwise directed by the federal awarding agency or pass-through entity. 2 C.F.R. § 200.307(e)(1). The District may also request prior approval from the federal awarding agency to use the addition method. Under

the addition method, program income may be added to the Federal award by the Federal agency and the non-Federal entity. The program income must then be used for the purposes and under the conditions of the Federal award. 2 C.F.R. § 200.307(e)(2). The District may also request prior approval from the federal awarding agency to use the cost sharing or matching method.

While the deduction method is the default method, the District always refers to the grant award notice prior to determining the appropriate use of program income.

### **I. Cost Sharing or Matching**

For all Federal awards, any shared costs or matching funds and all contributions, including cash and third-party in-kind contributions, must be accepted as part of the non-Federal entity's cost sharing or matching when such contributions meet all of the following criteria:

- (1) Are verifiable from the non-Federal entity's records;
- (2) Are not included as contributions for any other Federal award;
- (3) Are necessary and reasonable for accomplishment of project or program objectives;
- (4) Are allowable under [subpart E \(Cost Principles\) of this part](#);
- (5) Are not paid by the Federal Government under another Federal award, except where the Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- (6) Are provided for in the approved budget when required by the Federal awarding agency; and
- (7) Conform to other provisions of this part, as applicable.

### **J. Documentation of Personnel Expenses**

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

## **VI. Written Compensation Policies**

### **A. Time and Effort Standards**

All employees who are paid in full or in part with federal funds must keep specific documents to demonstrate the amount of time they spent on grant activities. This includes an employee whose salary is paid with state or local funds but is used to meet a required "match" in a federal program. These

documents, known as time and effort records, are maintained in order to charge the costs of personnel compensation to federal grants. Charges to federal awards for salaries and wages must be based on records that accurately reflect the work performed. These records must:

- (1) Be supported by a system of internal controls which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- (2) Be incorporated into official records;
- (3) Reasonably reflect total activity for which the employee is compensated, not exceeding 100% of compensated activities;
- (4) Encompass both federally assisted and all other activities compensated by the District on an integrated basis;
- (5) Comply with the established accounting policies and practices of the District and
- (6) Support the distribution of the employee's salary or wages among specific activities or costs objectives.

#### **B. Time and Effort Procedures**

Time and effort procedures will follow and comply with 2 CFR 200.430(i).

#### **C. Fringe Benefits**

Except as provided otherwise by federal law, the costs of fringe benefits will be allowable provided that the benefits are reasonable and required by law, a district-employee agreement, or another policy of the District.

#### **D. Leave**

The cost of fringe benefits in the form of regular compensation paid to employees during periods of authorized absences from the job, such as for annual leave, family-related leave, sick leave, holidays, court leave, military leave, administrative leave, and other similar benefits, are allowable if they are provided under established written District leave policies.

#### **E. Unexpected or Extraordinary Circumstances**

In the event of a pandemic or other unexpected or extraordinary circumstance, the District may close school or individual buildings. In such case, the District may compensate federally funded or other employees during such closure to ensure the return of staff to employment after the closure as allowed by state or federal law.

## **F. Documentation for Personnel Expenses**

Records that reflect charges to federal awards for salaries and wages will comply with the rules and requirements of 2 CFR 200.430.

## **VII. Other Contract Matters.**

### **A. Required Terms**

The non-Federal entity's contracts must contain the applicable provisions required by section 200.326 and described in Appendix II to Part 200—Contract Provisions for non-Federal Entity Contracts Under Federal Awards.

### **B. Contracting with Certain Vendors**

Pursuant to the standards contained in 2 C.F.R. § 200.321, the District will take all necessary affirmative steps to assure that minority businesses, women's business enterprises, veteran-owned businesses, and labor surplus area firms are used when possible consistent with state law.

**Buy American.** The District participates in the National School Lunch Program and School Breakfast Program and is required to use the nonprofit food service funds, to the maximum extent practicable, to buy domestic commodities or products for Program meals. A “domestic commodity or product” is defined as one that is either produced in the U.S. or is processed in the U.S. substantially using agricultural commodities that are produced in the U.S. as provided in 7 CFR 210.21(d). The District may deviate from this general requirement only if:

- The product is not produced or manufactured in the U.S. in sufficient and reasonably available quantities of a satisfactory quality; or
- Competitive bids reveal the costs of a U.S. product are significantly higher than the non-domestic product.

### **C. Record Keeping**

#### **1. Record Retention**

- a) The District maintains all records that fully show (1) the amount of funds under the grant or subgrant; (2) how the subgrantee uses those funds; (3) the total cost of each project; (4) the share of the total cost of each project provided from other sources; (5) other records to facilitate an effective audit; and (6) other records to show compliance with federal program requirements. 34 C.F.R.

§§ 76.730-.731 and §§ 75.730-.731. The District also maintains records of significant project experiences and results. 34 C.F.R. § 75.732. These records and accounts must be retained and made available for programmatic or financial audit.

- b) The U.S. Department of Education is authorized to recover any federal funds misspent within 5 years before the receipt of a program determination letter. 34 C.F.R. § 81.31(c). Schedule 10 (Local School Districts) and Schedule 24 (Local Agencies General Records) of the Nebraska Records Management Division as approved by the Nebraska Secretary of State/State Records Administrator requires the District to maintain records regarding federal awards for a minimum of six (6) years. Consequently, the District shall retain records for a minimum of six (6) years from the date on which the final Financial Status Report is submitted, unless otherwise notified in writing to extend the retention period by the awarding agency, cognizant agency for audit, oversight agency for audit, or cognizant agency for indirect costs. However, if any litigation, claim, or audit is started before the expiration of the record retention period, the records will be retained until all litigation, claims, or audit findings involving the records have been resolved and final action taken. 2 C.F.R. § 200.333.
- c) Records will be destroyed in compliance with Schedule 10, Schedule 24, and State law. This includes the completion of a Records Disposition Report.

## 2. Maintenance of Procurement Records

- a) The District must maintain records sufficient to detail the history of all procurements. These records will include, but are not necessarily limited to the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection, the basis for the contract price (including a cost or price analysis), and verification that the contractor is not suspended or debarred.
- b) Retention of procurement records shall be in accordance with applicable law and Board policy.

## **D. Privacy**

The District has protections in place to ensure that the personal information of both students and employees is protected. These include the use of passwords that are changed on a regular basis; staff training on the requirements of the Family Educational Rights and Privacy Act (FERPA) and State confidentiality requirements; and training on identifying whether an individual requesting access to records has the right to the documentation.

Adopted on: August 14, 2017

Revised on: August 13, 2018

Revised on: September 16, 2019

Revised on: November 16, 2020

Revised on: August 12, 2024

Revised on: December 9, 2024

2024

# HTRS ANNUAL REPORT 2023-24



Submitted by Dr. George Griffith

12/9/2024

**HUMBOLDT- TABLE ROCK - STEINAUER SCHOOLS**  
**810 CENTRAL AVENUE**  
**HUMBOLDT, NEBRASKA 68376**  
**2023-2024**  
**ANNUAL REPORT**

This annual report for the HTRS district was compiled as one of the requirements of the Nebraska School Accreditation Standards to be met in Nebraska Department of Education, Rule 10. It is distributed annually via the district web site.

**SCHOOL DISTRICT GENERAL INFORMATION**

**History of HTRS**

The Humboldt Public Schools and the Table Rock-Steinauer Public Schools became a unified system in 2002. In 2004 the schools merged to become the Humboldt Table Rock Steinauer Public Schools (HTRS). The purpose of the unification and the actual merger later was to provide educational opportunities and physical facilities for the students of Humboldt Public Schools and Table Rock-Steinauer Public Schools that the school districts would not be able to provide as effectively if each district acted independently.

HTRS increased in the summer of 2005 by the addition of half of the dissolved Dawson-Verdon school district. The other half of the district became part of the Falls City Public Schools.

Elk Creek had been a Class I (K-6) school for many years and with the legislative action of LB 126, they chose to dissolve the district in the summer of 2005. Four students and 22% of the property valuation joined the HTRS district at that time.

The HTRS school district increased again in 2009 when Southeast Nebraska Consolidated Schools dissolved. SENC held their last graduation in May of 2009.

The Table Rock site was closed at the end of the 2015-16 school year. That year it housed students in grades 5-8, which were all moved to the Humboldt site at the beginning of the 2016-17 school year. The Table Rock building and grounds were auctioned later that year.

All students now attend school at the Humboldt facility. All athletics take place at the Humboldt site. At the start of the school year 2002-03, the mascot and colors for HTRS became the navy blue and silver Titans. Communities within the HTRS district now consist of Humboldt, Table Rock, Steinauer, Elk Creek, Dawson, Stella, Shubert, and Nemaha. Students from additional communities of Pawnee City, Salem, Verdon, Auburn, Johnson, and Falls City also attend HTRS as option students. Five bus routes are being used to bring students to school from in and around the school district.

The process of bringing these schools and communities together to form Humboldt Table Rock Steinauer Schools has been quite beneficial to the students. We have been able to provide more opportunities for students, combine financial assets and make full use of the facilities. The patrons, board, staff, and students have helped make HTRS a success.

**Accreditation**

HTRS is fully accredited by the Nebraska Department of Education. Each fall our school completes reports to indicate accreditation standards and Rule 10 requirements have been met. The HTRS School Improvement Team oversees the continuous 5-year school improvement cycle to attain Nebraska Frameworks accreditation.

**Activities**

Membership is maintained in the Nebraska School Activities Association (NSAA) which governs Nebraska high school extra-curricular activities. NSAA assigns schools to various classifications for competition based on each member school's fall boy-girl enrollment count in grades 9-11 and the number of schools involved in each activity. This year NSAA has placed HTRS in a combination of D1 and D2 for Track, Music, Golf, Wrestling, Play Production, Speech, Football, Volleyball and Basketball.

HTRS is a member of the Pioneer Conference. Other members include Diller-Odell, Falls City Sacred Heart, EMF, Johnson-Brock, Lewiston, Nebraska City Lourdes, Pawnee City, Southern, Sterling, and Tri County.

HTRS also takes part in MUDECAS Association. Other member schools in MUDECAS Association include Bruning-

Davenport Unified, Diller-Odell Public Schools, Exeter-Milligan Public School, Daniel Freeman Public Schools, Falls City Sacred Heart, Johnson-Brock, Johnson County Central, Lewiston Consolidated, Meridian, Palmyra-Bennet, Parkview Christian, Pawnee City, Southern, Sterling and Tri County.

### **Size of District**

The district encompasses 384.3 square miles with 10.3 square miles in Johnson County, 35 square miles in Nemaha County; 250 square miles in Richardson County; and 89 square miles in Pawnee County.

### **Facilities**

One campus is now utilized by the district and is in Humboldt. This building was constructed in 1930 with additions completed in 1964, 1998, and 2016.

Most asbestos was removed from all school buildings many years ago. Except for some non-friable asbestos in floor tile and in above ceiling duct work, the buildings are asbestos free. Pipe insulation that contains asbestos has been coated according to regulations.

### **Faculty/Support Staff**

The students of HTRS are served by 32.0 teachers, 7 special education teachers, 1.5 Title I Reading and Mathematics teachers, one Library/Media specialist, 2 Guidance Counselors, one SENCAP and college course proctor, 1.25 Sixpence employees, 0.7 AD, 0.5 school psychologist, 1 speech pathologist, 2 building Principals, and one Superintendent of Schools and the following support staff members: 5 bus drivers, 2.5 cooks, 1 full-time maintenance person, 4.5 custodians, 2 full-time secretaries, one bookkeeper, 13 paraprofessionals, 2 technology personnel, and one school nurse.

### **School Board**

The school district is governed by a six-member Board of Education. Each member's term of office is four years and members are elected at-large. Members of the 2023 – 24 Board of Education were Kyle Hilgenfeld, Neal Kanel, Mike Kanel, Dave Mezger Scott Ogle, and Leah Reyes. Board officers for 2023 – 24 were Scott Ogle (president), Mike Kanel (vice-president), and Leah Reyes (treasurer). Board members for 2024 are Kyle Hilgenfeld, Mike Kanel, Neal Kanel, Dave Mezger, Scott Ogle, and Leah Reyes. Board officers for 2024 are Scott Ogle (president), Mike Kanel (vice-president), and Leah Reyes (treasurer), Superintendent Dr. George Griffith serve as the board secretary, while Chantel Farwell is the appointed board recording secretary.

### **Mission Statement**

Collectively empowering all learners to envision their potential by nurturing a positive mindset and rewarding experience.

### **Vision Statement**

Collectively empowering all learners to envision their potential by nurturing a positive growth mindset and rewarding experience.

### **Belief Statements**

We Believe...

- In a welcoming, supportive, and accepting school environment.
- A positive growth mindset will create an inspiring school culture.
- School pride is strengthened by involving students, community and staff.

### **Value Statement**

HTRS Pride:

**Honesty**  
**Trustworthy**  
**Responsible**  
**Safe**

**HTRS uses the Marzano framework of instruction to:**

1. Establish and communicate learning goals, track student progress, and celebrate success.
2. Help students effectively interact with new knowledge.

3. Help students practice and deepen their understanding of new knowledge.
4. Help students generate and test hypotheses about new knowledge.
5. Engage students.
6. Establish and maintain classroom rules and procedures.
7. Recognize and acknowledge adherence and lack of adherence to classroom rules and procedures.
8. Establish and maintain effective relationships with students.
9. Communicate high expectations for all students.

### ACHIEVEMENT TESTING

This information is being reported as required under provisions of Nebraska Department of Education (NDE) [Rule 10: Regulations for the Legal Operation of Schools & HTRS Board of Education Policy](#).

The results of a single appraisal and reporting of a single piece of numerical data does not wholly indicate class group performance; it is only one measure of educational assessment. A comprehensive study of the individuals in a class as they score nationally and also locally are required for an appropriate assessment of student achievement, especially as followed throughout the student’s academic career.

With these figures, as with any other statistical data, it is imperative that too many conclusions not be drawn from a single number. For those persons wanting further information, please contact the HTRS district office at 810 Central Ave. in Humboldt, NE.

The Board of Education student achievement goal – Strategy I - Ensure all students model individual academic growth at the 60<sup>th</sup> percentile. This is shown by the following MAP Assessments.

#### MAPS Assessments

Percentage of Students At or Above the 60% Percentile			
Grade	Reading	Math	Science
K	74.1%	85.7%	***
1	43.8%	62.5%	***
2	52.2%	47.8%	***
3	62.5%	68.8%	68.8%
4	56.7%	46.7%	55.2%
5	13.3%	66.7%	46.7%
6	44.4%	72.2%	61.1%
7	37.5%	50.0%	60.0%
8	32.0%	44.0%	60.9%
9	25.0%	50.0%	55.0%
10	64.7%	70.6%	58.8%

\*Students that are high achievers have difficulty increasing or maintaining a score that is already very high.

#### Spring 2024 NSCAS

Grade	English/Language Arts	Math	Science
3 <sup>rd</sup>	71%	76%	N/A
4 <sup>th</sup>	74%	77%	N/A
5 <sup>th</sup>	33%	80%	73%
6 <sup>th</sup>	67%	78%	N/A
7 <sup>th</sup>	56%	76%	N/A
8 <sup>th</sup>	72%	68%	80%

#### Pre-ACT

Grade	English/Language Arts	Math	Science
10 <sup>th</sup>	72%	67%	56%

#### Spring 2024 ACT

11 <sup>th</sup> Grade	English/Language Arts	Math	Science
------------------------	-----------------------	------	---------

HTRS %	0%	0%	----
State % Proficient	N/A	N/A	N/A

\*There was not a state score because the ACT was not required in 2020. Not all students participated because it was not required.

**AQuESTT Rankings**

	<b>Elementary</b>	<b>Middle School</b>	<b>High School</b>	<b>District</b>
2014-2015	Good	Good	Good	Good
2015-2016	Good	Good	Great	Good
2016-2017	Good	Good	Good	Good
2017-2018	Good	Good	Excellent	Good
2018-2019	Good	Needs Improvement	Good	Good
2019-2020	*	*	*	*
2020-2021	*	*	*	*
2021-2022	Excellent	Good	Good	Good
2022-2023	Great	Excellent	Good	Great
<b>2023-2024</b>	<b>Great</b>	<b>Excellent</b>	<b>Needs Support</b>	<b>Great</b>

\*Due to COVID AQuESTT 2018-2019 results were used for 2019-2020 and 2020-2021.

**FINANCIAL INFORMATION**

This information is being reported as required under provisions of Nebraska Department of Education (NDE) Rule 10: Regulations for the Legal Operation of Schools & Humboldt Table Rock Steinauer Board of Education Policy.

**DEBT SCHEDULE**

<b>Year</b>	<b>Debt Outstanding</b>
<b>2022-2023</b>	<b>\$0</b>
<b>2023-2024</b>	<b>\$0</b>
<b>2024-2025</b>	<b>\$0</b>
<b>Total Debt Outstanding</b>	<b>\$0</b>

**BUDGET INFORMATION**

The general fund budget of expenditures for the 2023-24 school year are \$9,419,435 plus a \$600,000 cash reserve. The actual revenues and expenditures for the 2023-24 school year are listed below:

**General Fund Revenues**

Taxes Levied/Assessed By The School District	\$ 4,811,672
Carline Taxes	\$ 9,455
Public Power District Sales Taxes	\$ 35,306
Motor Vehicle Taxes	\$ 293,731
Penalties & Interest on Taxes (Levied/Assessed By School Districts/ESU)	\$ 16,120
Other Taxes (Levied/Assessed by School Districts)	\$ 4,950
Tuition from Individuals Regular Education (Excluding Summer School)	\$ 4,566
Preschool Tuition & Fees	\$ 19,546
Revenue from Community Services Activities	\$ 35,527
Other Rentals of School Equipment, Property, & Facilities	\$ 1,170
Other Local License Fees	\$ 14,274

Other Contributions & Donations from Private Sources	\$ 28,834
Other Categorical Grants from Corporations & other Private Interests	\$ 270
Other Miscellaneous Local Revenue	\$ 1,488
<b>Total Revenue from Local Sources</b>	<b>\$ 5,276,909</b>
County Fines & License Fees	\$ 56,843
Other County Receipts	\$ 3,931
ESU Receipts	\$ 12,396
<b>Total County and ESU Receipts</b>	<b>\$ 73,170</b>
State Aid	\$ 441,590
SPED (School Age)	\$ 947,885
Homestead Exemption	\$ 42,891
Property Tax Credit	\$ 589,476
Nameplate Capacity Tax	\$ 111,220
Pro-Rate Motor Vehicle	\$ 4,679
State Apportionment	\$ 74,107
Payments for High Ability Learners	\$ 4,280
Early Childhood Endowment Grants	\$ 97,424
Career Education	\$ 7,500
<b>Total Revenue from State Sources</b>	<b>\$ 2,321,052</b>
<b>Total Federal Sources</b>	<b>\$ 495,572</b>
Proceeds from the Disposal of Real or Personal Property	\$ 905
Insurance Adjustments	\$ 3,626
Other Non-Revenue Receipts	\$ 75,964
<b>Total All Receipts</b>	<b>\$ 8,247,198</b>

#### Expenditures

All Instruction Except Special Education Instructional Programs	\$ 3,117,160
Special Education Instructional Programs (Include Pre-School)	\$ 1,239,474
Summer School	\$ 6,936
<b>Total Instruction</b>	<b>\$ 4,363,570</b>
Support Services - Pupils (SPED Related)	\$ 316,083
Support Services - Pupil (Non-SPED Related)	\$ 251,798
<b>Total Support Services</b>	<b>\$ 567,881</b>
<b>Total Support Services - Instructional</b>	<b>\$ 312,731</b>
Board of Education	\$ 24,919
Executive Administration Services	\$ 210,356

District Legal Services	\$ 17,756
<b>Total Support Services – Instructional Administration</b>	<b>\$ 253,040</b>
<b>Total Office of the Principal</b>	<b>\$ 322,308</b>
Central Services - Fiscal Services	\$ 121,074
Central Services - Business Services	\$ 4,685
<b>Total Central Services</b>	<b>\$ 125,759</b>
<b>Total Maintenance and Operation of Building(s) &amp; Site(s)</b>	<b>\$ 589,526</b>
<b>Total Regular Pupil Transportation</b>	<b>\$ 399,420</b>
<b>Total Special Education Pupil Transportation (Include Pre-School)</b>	<b>\$ 27,288</b>
<b>Total Early Childhood Endowment Grants</b>	<b>\$ 117,175</b>
<b>Total Federal Programs</b>	<b>\$ 638,383</b>
<b>Total Transfers</b>	<b>\$ 45,000</b>
<b>TOTAL BUDGET OF DISBURSEMENTS &amp; TRANSFERS (Including SPED)</b>	<b>\$ 7,954,861</b>

#### SCHOOL DISTRICT VALUATION AND LEVIES FOR THE PAST 8 YEARS

	2016-17	2017-18	2018-19	2019-20	2020-2021	2021-2022	2022-2023	2023-2024
<b>VALUATIONS</b>	\$844,685,877	\$849,397,201	\$824,019,545	\$809,417,695	\$780,542,448	\$798,754,506	\$826,042,063	\$888,214,232

LEVIES								
General Fund	.735436	.654870	.637427	.680082	.780882	.725138	.684779	.5863
Special Bldg.	.083580	.076051	.050259	.024959	0	0	.033963	.0202
QCPU Fund	.028889	.047199	.049033	.024959	0	0	0	0
Bond Fund	.036603	0	0	0	0	0	0	0
<b>Total</b>	<b>.884508</b>	<b>.778120</b>	<b>.736719</b>	<b>.730000</b>	<b>.780882</b>	<b>.729138</b>	<b>.718742</b>	<b>.6066</b>

\*\*The Bond Fund levy only applied to property in the previous Humboldt district.

#### SCHOOL DISTRICT DEMOGRAPHICS

School district enrollment for the past four years and current year enrollment were obtained from the state report filed with the Nebraska Department of Education each September and from the annual school district census. For the 2023-2024 school year, HTRS has a free/reduced lunch population of 30.6%.

	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Preschool	32	24	27	37	56	65	51	38	51	33
Elementary	158	145	143	150	177	153	141	116	111	127
Middle School	77	88	86	106	89	48	63	62	70	57
High School	116	116	114	121	98	109	98	95	85	83
<b>TOTAL</b>	<b>383</b>	<b>373</b>	<b>370</b>	<b>377</b>	<b>364</b>	<b>375</b>	<b>353</b>	<b>311</b>	<b>316</b>	<b>300</b>

#### Enrollment by grade level and gender of student attending HTRS for 2023-2024

GRADE LEVEL	Girls	Boys	TOTAL
Pre-School (3 & 4)	20	13	33
Kindergarten	13	12	25
First	12	5	17
Second	14	9	23
Third	7	9	16

Fourth	19	12	31
Fifth	5	10	15
<b>TOTAL ELEM (PK-5)</b>	<b>90</b>	<b>70</b>	<b>160</b>
Sixth	8	11	19
Seventh	6	9	15
Eighth	13	10	23
<b>TOTAL MS (6-8)</b>	<b>27</b>	<b>30</b>	<b>57</b>
Freshmen	9	17	25
Sophomore	10	9	19
Junior	6	10	16
Senior	9	14	23
<b>TOTAL HS (9-12)</b>	<b>27</b>	<b>30</b>	<b>57</b>
<b>TOTAL K-12</b>	<b>150</b>	<b>150</b>	<b>300</b>



### **December 2024**

The ACTE conference was very informative, and I was able to get some good ideas for our agriculture program including the farm to school program. I will be looking into grants and other financial resources and evaluate the program with Miss Vrbka and Mrs. Dejone about the program.

I also got updated information regarding the tiny house project and the certification which and its acceptance in 48 states including Nebraska. We should have the external portion of the project completed and then we will be able to work inside during the winter using a small heater.

I was also able to get some information to help develop the FCS program moving forward. I also have information regarding work-based learning and project-based learning including an example of how it can be used to build community involvement.

Sandra Suiter from NDE will be doing our on-site visit for our Rule 10 audit on Tuesday. Of the 74 items that I have uploaded 51% are met and 27% need more clarification which we will be able to provide. The final 22% are items they will look at from our state reports or from the on-site visit which we should be meet and what we do not we will be able to come up with a correction plan. I am feeling less stressed but not stress free on this.

On Wednesday, Quentin and I will be heading to the new board member workshop in LaVista.

I was able to get some good information at the state education conference and included a slide show from the Board President legal training which will be good information for each of you.

## Hot Topics – Board Presidents



Justin Knight  
Perry Law Firm  
jknight@perrylawfirm.com

1

## Questions?



2

## Duties (79-569)

1. Preside over meetings
2. “Countersign all orders upon the treasury for money to be disbursed by the district”
3. Administer the oath
4. “other duties as may be required by law of the president of the board.”

3

## Duties (79-564)

At the first meeting of each school board or board of education elected in a Class I, II, or III school district, and annually thereafter, the board shall elect from among its members a president and vice president.

4

## Board President

- Can you impose conditions?
- Can you elect for 2+ years?
- Are new board members bound to “old” policies?

5

## Hot Topics – Board Presidents

- Miscellaneous
- The Superintendent
- Other Board Members
- Meetings
- Public Comment

6

### 2024 Elections



7

### 2024 Elections

Trump names former wrestling executive Linda McMahon as his pick for education secretary

8

### 2024 Elections

9

### 2024 Elections

“Unless otherwise provided by this Constitution or by law the terms of all elected officers shall begin on the first Thursday after the first Tuesday in January next succeeding their election.”  
- Article XVII-5, Neb. Const.

10

### 2024 Elections

**JANUARY 2025**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	31	1	2
			New Year's Day	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
	Martin Luther King Jr. Day					
26	27	28	29	30	31	1

11

### 2024 Elections

**JANUARY 2025**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
27	28	29	30	31	1	2
			New Year's Day	3	4	
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
	Martin Luther King Jr. Day					
26	27	28	29	30	31	1

12

**2024 Elections**  
 “Regular meetings shall be held **on or before the third Monday of every month.**”  
**79-554**

13

**2024 Elections**

JANUARY 2025						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1 New Year's Day	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 Martin Luther King Jr. Day	21	22	23	24	25
26	27	28	29	30	31	1

14



15

- Board Vacancies**
- Largely governed by 32-570
  - Board discretion in filling vacancy:
    - 2<sup>nd</sup> highest votes
    - Informal recruitment
    - Formal applications

16

**Board Vacancies**  
 “Nothing in this section shall permit a closed meeting for **discussion of the appointment or election of a new member to any public body.**”  
**84-1410(1)(f)**

17

**Required Annual Hearings**

18

## Required Annual Hearings

- Parental Involvement Policy (§ 79-533);
- Parental and Family Involvement Policy (Title 1) (ESSA);
- Bullying Policy (§ 79-2,137);
- Attendance Policy (§ 79-209);
- Multicultural Policy (§ 79-721);
- Student Discipline Policy (and what will be referred to the law enforcement) (§ 79-262); and
- Committee on American Civics (at least one meeting allowing public testimony) (§ 79-724).

19

## Committee Assignments

20

## Committee Assignments

- Appointed by Board President or
- Appointed by full Board?

21

## Grievance Procedure

22

## Grievance Procedure

- Read negotiated agreement?
- Usually Board is final appeal
- Board has ?? of days to act

23

## Closed Session

24

## Procedures

1. Motion – State the Reason
2. Roll call vote
3. Restate the reason
4. Note the time in
5. \*Closed session\*
6. Note the time out
7. Restate the (limited) reason and that the meeting is now in open session

25

## Closed Session

(d) **Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;**

26

## “Breaches”

*Paladino v. Board (2020)*

27

## “Breaches”

*Paladino v. Board (2020)*

- Local newspaper publishes article: what do you want to see in 2017?
- Board Member responds about “Barack Obama and Michelle Obama that many considered to be racially offensive. “

28

## “Breaches”

*Paladino v. Board (2020)*

- Board calls “special meeting to address the article”
- Passes a resolution demanding that Board Member resigns or Board will move to remove him from office
- Board Member refuses to resign

29

## “Breaches”

*Paladino v. Board (2020)*

- Next month, Board Member tells newspaper that “in an executive session,” the superintendent **requested another \$10 million** in his negotiation with the BTF and that the superintendent “was certain he could get the **return of the management prerogatives and even end lifetime health care for new hires**, but he had to put the money on the table **to avoid a disastrous strike.**”

30

## “Breaches”

*Paladino v. Board (2020)*

- Board votes to remove based upon second article (not first)

31

## “Breaches”

*Paladino v. Board (2020)*

“Again, petitioner expressly stated in the January 5, 2017 article that the information he was relaying came from an executive session, and members of the BOE testified that **they were informed that information from executive sessions was to remain confidential and that they were apprised of their legal duty to keep such information confidential.** The record therefore supports the Commissioner’s finding that petitioner was apprised of his obligation to maintain confidentiality and that **he intentionally disregarded his legal duty to safeguard the information.**”

32

## “Breaches”

Board Member “Ethics Code”

Enforceability?

Reviewed annually?

33

## “Breaches”

*Albuquerque Journal (2018)*

34

## “Breaches”

*Albuquerque Journal (2018)*

“Maureen Sanders appeals the district court’s **discovery order requiring her to answer Plaintiffs’ deposition questions regarding, and to produce notes she took during, conversations that she claims are privileged** under either the Open Meetings Act . . . or . . . attorney-client privilege.”

35

## “Breaches”

*Albuquerque Journal (2018)*

“The IPRA action was borne of the events surrounding and immediately preceding the **resignation of Winston Brooks from his position as APS Superintendent on August 15, 2014—just two days after the start of the 2014-2015 school year—and the \$350,000 buyout of Brooks’ contract that the Board approved as part of Brooks’ Resignation and Settlement Agreement (the Settlement Agreement).**”

36

## “Breaches”

*Albuquerque Journal (2018)*

“On August 11, 2014, the Board met in a closed session to discuss a report prepared by attorney Padilla . . . at the request of Board President . . . . The Report was commissioned after [the Board President] and Board member Esquivel became aware of **"misconduct allegations involving [Brooks]"** and what they later described as the possibility of litigation against APS resulting therefrom.”

37

## “Breaches”

*Albuquerque Journal (2018)*

- Board members refused to answer questions, citing attorney-client privilege

38

## “Breaches”

*Albuquerque Journal (2018)*

“The problem with Sanders' argument is that it fails to recognize that **"confidentiality" and "privilege" are "legally distinct concepts."** “[I]nformation that is confidential is not necessarily protected by a legally recognized privilege.”

39

## Superintendent

40

## Superintendent

- Evaluations

41

## 79-824

(3) Probationary certificated employee means a teacher or administrator who has served under a contract with the school district for less than three successive school years in any school district . . . **Probationary certificated employee also means superintendents, regardless of length of service;**

42

## 79-828

All probationary certificated employees employed by any class of school district shall, during each year of probationary employment, be evaluated at least once each semester, unless the probationary certificated employee is a superintendent, in accordance with the procedures outlined below:

If the probationary certificated employee is a **superintendent**, he or she shall be **evaluated twice during the first year of employment and at least once annually thereafter.**

43

## Superintendent

- **Evaluations**
  - **Two times/year in Year 1**
  - **Once/year after Year 2**

**79-828(2)**

44

## Superintendent

- **Evaluations**
  - **Must be on evaluation instrument approved by Board and NDE**

45

## NDE Rule 10

**007.06A** The school district has a written board policy for the evaluation of certificated-employees. The policy is approved by the Commissioner or designee as required by 79-318 (5)(h) R.R.S. Sections 007.06A through 007.06B are based on statute and cannot be waived under the provisions of Section 013 of 92 NAC 10.

46

## Superintendent

- **Evaluations**
  - **Contract may require deadlines for evaluation**
  - **What happens if Board misses deadline?**

47

## 79-828

If deficiencies are noted in the work performance of any probationary certificated employee, the evaluator shall provide the probationary certificated employee at the time of the observation with a **list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies.** The evaluator shall also provide the probationary certificated employee with **followup evaluations and assistance** when deficiencies remain.

48

## Evaluation

- Not negotiable
- At least annually
- Documented concerns

49

## Superintendent

- Contract Rollover
  - Usually governed by contract terms
  - “Give notice by \_\_\_\_\_”

50

## Contract Provisions

- Nebraska is a “roll-over” contract state
- Unless the employee or Board does something, all certificated contracts automatically renew

51

## 79-828

(1) The contract of a probationary certificated employee **shall be deemed renewed** and remain in full force and effect unless amended or not renewed in accordance with sections 79-824 to 79-842.

52

## 79-828

(3) If the **school board** or the superintendent or superintendent's designee determines that it is appropriate to consider whether the contract of a probationary certificated employee **or the superintendent should be amended or not renewed for the next school year**, such certificated employee shall be given **written notice** that the school board will consider the amendment or nonrenewal of such certificated employee's contract for the ensuing school year.

53

## Contract Provisions

- “Something”:
  - Letter of resignation
  - Notice of cancellation
  - Notice of non-renewal

54

## Contract Provisions

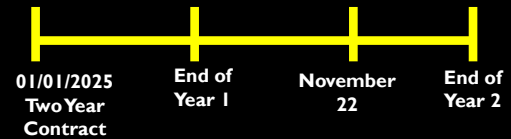
- “Cancellation”
  - Contract ends immediately



55

## Contract Provisions

- “Non-Renewal”
  - Contract ends at the end of the contract term



56

## Contract Provisions

- “Non-Renewal”
  - Term of contract very important
  - Automatic rollover clause?
  - Especially for new superintendents:
    - (4) The school board may elect to amend or not renew the contract of a probationary certificated employee for any reason it deems sufficient if such nonrenewal is not for constitutionally impermissible reasons, and such nonrenewal shall be in accordance with sections 79-824 to 79-842.

57

## Contract Provisions

- “Cancellation”
  - Immediate dismissal
  - “For cause” (79-827)
    - Neglect of duty
    - Insubordination
    - “for any of the reasons set forth in the employment contract”

58

## Contract Provisions

- “Cancellation”
  - Who has the authority to issue notice of cancellation or nonrenewal?
  - Who has the authority to place Supt on admin leave?

59

## Contract Provisions

“Suspension or other disciplinary action, including the issuance of notice of possible nonrenewal, cancellation, and paid or unpaid leave, may be implemented by the Board President and enforced in accordance with applicable law.”

60

## Superintendent

- Board turnover

61

## Superintendent

- Fielding concerns
- “Staff morale”
- Anonymous surveys

62

## *Purchell v. Reading*

- Board passed resolution to adopt its budget, with specific instructions
- Board members learned that Superintendent did not follow instructions as directed

63

## *Purchell v. Reading*

- Board members met, texted, and called to determine what should happen to Superintendent
- Superintendent requested hearing
- Board voted to fire

64

## *Purchell v. Reading*

- On appeal, court overturned firing
- Board members “predetermined” the outcome
- Court: board failed to use “**walls of division**’ that are required if a public entity wants to discipline or fire a professional employee.”

65

## 79-835

A vote of the **majority of the members** of the school board shall determine final action relative to the contract of the superintendent.

66

## Superintendent

- Easy takeaways:
  - Read Superintendent contract
  - Review contract with Superintendent
  - Clarify any provisions

67

## Preparing for Meetings

- Request for Agenda Items

68

## Preparing for Meetings

- Request for Agenda Items
  - No right to place items on the agenda. **BUT** Board Policy may grant that right.
  - Items **should** be recommended to be put on the agenda well in advance of the Board meeting.
  - Board President **should** have the right to review all items submitted and may recommend postponement of suggested agenda items.

69

## Preparing for Meetings

- Communicating in Advance
  - School boards may not use electronic communications with the intent of “circumventing” the Act.  
Neb. AG Opinion No. 04007 (March 8, 2004)

70

## Preparing for Meetings

“Board Members: I plan to sign this contract at the end of the week. Please let me know if we need to have a meeting to discuss this.”

*Salem Grain* (Neb. Sup. Ct. 2019)

71

## Preparing for Meetings

- Communicating in Advance
  - The Act does “**not prohibit a member of a [board] from communicating on a topic with other members of that [board] by e-mails . . . or other electronic communication, even if that communication was directed to a quorum of the [board].**”

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## Preparing for Meetings

- **Communicating in Advance**
  - But, if an [email] communication **elicited responses and further communications, then at some point**, it would be possible to argue that the [board] was intentionally using electronic communications to **circumvent the Public Meetings Statutes.**

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## Preparing for Meetings

- **Communicating in Advance**
  - Any “daisy-chains” may make Board action void
  - Board members calling each other circumvents the Act – Neb. AG



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## Preparing for Meetings

- **Communicating in Advance**
  - Avoid reply-all's
  - Don't ask for yes/no votes
  - Utilize committees
  - Utilize your admin

75

## Preparing for Meetings

- **Texting During a Meeting**
  - Violates Open Meetings Act – AG
  - Public Records

76

## Meetings

- **Scenario #1**

77

## Meetings

- **Board meeting agenda: “Information on construction of new K12 building”**
- **Listed as “discussion item”**

78

## Meetings

- After a regular board meeting, 5 Board members, administrators, BD representatives and patrons went to local bar
- AG: public reprimand “Not the place to conduct ‘school board type stuff”

79

## Meetings

- Scenario #2

80

## Meetings

- Board agenda: Close elementary school

81

## Meetings

- Board agenda: Close elementary school



82

## Meetings

- Board agenda: Close elementary school
- “Gary” could not get in meeting room – too crowded
- Gary files complaint

83

## Meetings

- AG: Board can always meet in its traditional meeting place
  - “Safe harbor”

84

## Meetings

- Scenario #3

85

## Meetings

- Board agenda item: “Approve Superintendent resignation”

86

## Meetings

- Board agenda item: “Approve Superintendent resignation”
- Board minutes: “The Board approved the resignation of \_\_\_\_\_, effective at the end of the \_\_\_\_ - \_\_\_\_ school year and approved contract terms.”

87

## Meetings

- “Contract terms” = \$63,000 payout for unused sick leave
- AG: Agenda not “sufficiently descriptive” to give public reasonable notice
- Board forced to re-vote on same matter

88

## Meetings

- Scenario #4

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## Meetings

- Board Member emails rest of Board: “I’m thinking about resigning”
- Board Pres asks him to wait to decide until next meeting

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## Meetings

- Next meeting: Board goes into closed session to talk with Board Member

91

## Meetings

- Next meeting: Board goes into closed session to talk with Board Member
- Board Member does not resign

92

## Meetings

- AG: reputation of board member **not appropriate basis** for closed session
- Public have a “right to know” what’s going on with their elected officials

93

## Meetings

- Public Comment



94

## During Meetings

- Public Comment
  - Now required at every meeting
  - Can implement “reasonable” rules
  - Do you actually follow those rules?

95

## Board Policy

- “No Problem, Don’t Fix It”
- “We Can’t Change Policy in Middle of This!”

96

## Different Public Comments

- Agenda Items
- Non-Agenda Items

97

## Bole v. Oldham (9/11/2024)

98

## Bole v. Oldham (9/11/2024)

Bole intended to “read a note that her daughter wrote in support of a teacher . . . who was being terminated.”

99

## Bole v. Oldham (9/11/2024)

Bole alleges that the Board's chairperson. . . "interrupted her and **refused to allow her to speak**" as soon as she began her comments . . . At the beginning of the public comment period, [the Chair] explained that **the Board does not discuss personnel** during open board meetings. . . . [The Chair] explained that discussion of personnel should happen privately, not at the public meetings, and that **the Board does not allow members of the public to speak about personnel matters.**

100

## Bole v. Oldham (9/11/2024)

In sum, Bole alleges the Board "fabricated **a non-existent policy** to silence [her] because it did not want to hear what she had to say." . . . Bole also alleges that the Board's policy "allows the public to speak about **some off agenda items but not others.**"

101

## Bole v. Oldham (9/11/2024)

The Board argues that Bole "makes no allegation that her proposed comments were relevant to the Board's agenda," and that it was reasonable to exclude comments on personnel matters

102

### **Bole v. Oldham (9/11/2024)**

- Positive comments about staff allowed
- Negative comments about staff not allowed
- Viewpoint discrimination

103

### **Public Comment**

Public comment rules are allowed as long as they are **applied consistently**

104

### **MOORE V. ASHBURY PARK**

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### **MOORE V. ASHBURY PARK**

- “Personal Attacks”

106

### **MOORE V. ASHBURY PARK**

- Board Member Wins Election after Removal
- “Club Paradise” Night Club Owner

107

### **MOORE V. ASHBURY PARK**

- Over Several Months, Speakers Criticize Board’s Vote for Chair

108

### MOORE V. ASHBURY PARK

“So here we are tonight with the same controversy. While we do not advocate discrimination, we uphold [Biblical] demands concerning right and wrong choices people make. With that stated let's be perfectly clear. **Our concern has all to do with the kind of role model the present President of the Board of Education sends to impressionable children, our children.**”

109

### MOORE V. ASHBURY PARK

•DiSanto then spoke:

“Ms. Moore, we - we had already cautioned you that this is not a personal attack here tonight. That **we're not going to open up to the public for personal attacks.**

So, at that point I'm going to ask you to **put the microphone down.**”

110

### MOORE V. ASHBURY PARK

•Next Meeting: Same Speaker Reads Statement and is “Cut Off” again

111

### MOORE V. ASHBURY PARK

We find that the **"personally directed"** provision of the Bylaw, on its face and as applied by the Board, contains content-based restrictions on speech. The effect of this provision is similar to the effects of content-based restrictions in the case law: **"Participants in an open session of a public meeting were permitted to praise the actions of [individuals] but were prohibited from making any critical or accusatory comments."**

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### MOORE V. ASHBURY PARK

“The record shows that the Board consistently relied on this provision to **prevent plaintiffs from criticizing DiSanto but conversely did not prevent other speakers from supporting him.** In so doing, the Board in effect implemented a policy of preventing personal attacks rather than preventing all personally directed comments.”

113

### MOORE V. ASHBURY PARK

Indeed, Board members often used the phrase "personal attack" instead of "personally directed" - a phrase that rarely appears in the transcripts. At the September 16, 2004 meeting, for example, DiSanto interrupted Moore, **warned her against making personal attacks, and asked her to put down the microphone. Three Board members, including DiSanto, and three members of the public then spoke in support of DiSanto without interruption.**

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## GILMORE V. BEVERIDGE

115

## GILMORE V. BEVERIDGE

- Comments “Directed At” Individuals

116

## GILMORE V. BEVERIDGE

- Recent Board Election
- Bad Blood – Winner’s Side & Loser’s Side
- Ugly Campaign Race – Accusations by Both Sides

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## GILMORE V. BEVERIDGE

- Plaintiff: Good evening. I **didn't buy my board seat**, but I'm still here because I care about-
- Beveridge: You know what-
- Plaintiff: - this district. Don't interrupt me, please. We were told prior to enrollment that masks would be optional. We're doing the same thing year after year. I agree that liars lie, **but the only liar that lied in this election was Jim Randall**. So let's-
- Beveridge: OK, you're done. You're done. Uh, Dr. McMullen remove her.

118

## GILMORE V. BEVERIDGE

- Multiple Other Speakers Allowed to Talk about:
  - COVID
  - “Administration of Insanity”
  - Diversity, Equity, Inclusion
  - Masks
  - Bad Teacher Encounter

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## GILMORE V. BEVERIDGE

“This means that Plaintiff’s **First Amendment rights were violated** if Beveridge blocked Plaintiff from speaking because of her viewpoint that Randall lied during the election or because of her criticism of Randall **but would have allowed her to continue speaking if she had said positive things about Randall**. This would be prohibited viewpoint discrimination.”

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## GILMORE V. BEVERIDGE

- Jury Will Decide Board President's Motive and Any 1<sup>st</sup> Amendment Violation

121

## BACA V. MORENO SCH.

- "No Complaints against Employees"

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## BACA V. MORENO SCH.

"No oral or written presentation in open session shall include **charges or complaints against any employee of the District**, regardless of whether or not the employee is identified by name or by any reference which tends to identify the employee. If an attempt is made to include charges or complaints against an employee in any way, the Board President will order the presentation stopped at once, and the Board meeting will continue in accordance with the established agenda. **All charges or complaints against employees must be submitted to the Board under provisions of Board policy.**

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## BACA V. MORENO SCH.

"During the public time period allotted for her comments, plaintiff **identified by name and by reference to position two District employees**: [the] principal . . . and superintendent . . . and alleged that numerous **complaints** brought to them by parents of children at Vista Heights Middle School went unaddressed."

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## BACA V. MORENO SCH.

The District's policy clearly contains content-based prohibitions on speech . . . It is **difficult to imagine a more content-based prohibition on speech than this policy, which allows expression of two points of view (laudatory and neutral) while prohibiting a different point of view (negatively critical)** on a particular subject matter (District employees' conduct or performance).

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## Questions?



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## Hot Topics – Board Presidents



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## ***Updated Legal Representation Agreement***

You are receiving this updated engagement agreement from KSB if you have already signed an engagement letter or have received training or services from KSB, such as digital citizenship or staff training. This document will update the terms of our representation, whether we work with your school, service agency, or entity regularly or on a limited basis. Our practice is to provide all clients who receive any type of services from KSB with a written engagement letter so that you have a clear understanding of the terms of our representation and KSB School Law's policy for billing you for legal services.

**Services.** We think of KSB School Law as a "full service" school law firm. When we founded KSB, we knew we only wanted to focus our practice on representing schools and related entities like cooperatives, associations, and service agencies that serve schools. As we like to say, it's literally in our name. If one of our clients has a legal issue or question, we've probably seen it. There are a few limits to the kinds of legal services we provide. We do not give tax advice, and we do not represent any individual board members, officials, or employees, unless we are ethically permitted to do so and arrange it in advance. For example, with the board's permission and when lawful, we have represented individual board members or employees when they are named in lawsuits or professional complaints. If we cannot represent an individual due to a conflict or cannot provide advice because it is outside our areas of expertise, we are always happy to help you find an attorney who can.

**Billing Practices.** We charge hourly rates for most of the day-to-day work performed for our clients. For hourly work, we record time in increments of one-tenth of an hour. We offer many services on a flat fee basis. We use flat fees for things like presentations, forms, and contracts. We also offer unique services and products on a flat fee basis on occasion. You always have the choice to decide whether you want to purchase them. Flat fees will

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appear on your invoice as a single “hour” billed, but the invoice will specify that the service was billed on a flat fee basis and will list the flat fee amount.

**Work Sharing.** We often share work among all of our attorneys, based on expertise, cost, and availability. This helps us be most responsive, keeps costs down, and allows you to call any of us at any time. On any project or matter, you may see that another attorney worked on it. For example, an attorney with a lower rate or quicker availability may draft a document you requested in collaboration with the attorney you called for the advice. You will never be billed for duplicative work, but we do share work for these reasons.

**Use of Generative AI.** Another one of our founding principles is being innovative. We see artificial intelligence and other generative technology (AI) as a growing aspect of most professions, including the work of attorneys. We may leverage AI to better serve you. We also understand the current limitations of this technology. We will use it only when consistent with our ethical obligations and in light of the confidentiality obligations on KSB and our clients. We will always exercise independent professional judgment and supervision over the use of these tools, including ongoing training and collaboration amongst KSB attorneys and staff.

**Rates.** Our current hourly rates are as follows: Karen Haase, \$430.00; Steve Williams, \$400.00; Bobby Truhe, \$385.00; Coady Pruett, \$335.00; Jordan Johnson, \$290.00; Tyler Coverdale, \$290.00; Sara Hento, \$250.00; and Amanda Dabney, \$210.00. Shari Russell is our paralegal and her current hourly rate is \$230.00. Shari’s rate for comparability will be billed at \$250.00 per hour. Any work completed by our law clerks will be billed at the hourly rate of \$150.00. Our hourly rates may be adjusted periodically, and we will provide you with reasonable advanced notice if we adjust our rates.

**Expenses.** We bill certain expenses, such as mileage, larger copying costs, and court reporter services needed for things like student discipline or personnel hearings. These will appear on your invoice designated as expenses.

**Invoices.** We send invoices electronically each month for services rendered that month. We send the invoices to the superintendent, director, or head administrator, or to anyone else that person designates. For example, some clients request that the statements be sent to their business officials. Our statements are due and payable each month. We send invoices out as close as possible to the end of each month so you have plenty of time to include them in your board claims at your next meeting.

We also encourage you to call or email us if you ever have any questions or concerns about your bill. Our most important founding principle is being client-centered. Sure, we like getting paid, and all we have to sell is our time. But we value our relationships with our clients most. Please never hesitate to reach out with any questions or concerns about our invoices.

**Ongoing Representation.** We serve at the pleasure of your board, and we value long-term relationships we develop with our clients. We like to learn about your staff, students you serve, and community. We hear from some clients daily and others less frequently. This agreement is designed to allow us to provide ongoing services to you at your request, hopefully for years to come. There is no legal obligation for any school or other entity to work with only one lawyer or law firm, and there are no minimum use requirements from us. You will not need to sign a new letter like this one each year even if your board designates law firms each year. We consider our agreement to serve you as ongoing and as-needed, until you terminate our representation or we withdraw from representing you.

**Terminating Representation.** You may terminate our representation at any time and for any reason. Once you notify us of the identity of your new attorney, we will forward your files to that person. However, terminating our representation does not relieve you of payment for any outstanding fees and expenses. Likewise, we reserve the right to withdraw from representation when doing so is permitted by our ethical rules.

**Records.** We retain your legal files for a period of 7 years after we close our files. At the expiration of the 7-year period, we may destroy these files unless you confirm in writing that you wish to take possession of them. We try to digitize older files when possible, but we reserve the right to charge administrative fees and costs associated with researching, retrieving, copying, and delivering your files.

**NSAA Representation.** KSB provides legal services to the Nebraska School Activities Association (NSAA). In order to avoid any possible conflicts, we cannot assist any Nebraska school or other client with questions or situations which may create a conflict with the NSAA. The next section describes conflicts and our practice for notifying you in the event of an actual or possible future conflict, whether with the NSAA or another entity.

**Conflicts.** Unless we have spoken with you directly, there are no current conflicts of interest in our representation. However, it is possible new circumstances that arise could present a conflict of interest. For example, there are cases where one client asks us for advice that would be adverse to another client. If we can answer the question without creating a conflict, we

will do so. If we become aware of a conflict, we will let you know right away and explain how the attorney ethics rules apply to the situation. In some cases, such a conflict could prohibit us from representing you, another entity, or anyone involved. In other cases, both you and the other entity could waive the conflict in writing if you desire to do so. When these situations arise, one of our attorneys will explain the process and your options to you.

Please give one of us a call or drop us an e-mail at [ksb@ksbschoollaw.com](mailto:ksb@ksbschoollaw.com) if you have any questions about this engagement agreement, any bill for services, or any other matter pertaining to our representation of you.

We consider it a privilege to advocate for members of the education community. Thank you for giving us the opportunity to serve you.

Yours Very Truly,  
KSB School Law, PC, LLO

Karen, Steve, Bobby, Coady, Jordan, Tyler, Sara, and Amanda