

Agenda

1. Call To Order
Speaker(s): Board President
 - 1.1. Pledge of Allegiance
Speaker(s): Board President
 - 1.1.1. Roll Call - Excuse Board Members not in attendance
Speaker(s): Board President
 - 1.2. Public Comment Sign In Procedure
 - 1.2.1. Public Comment
 - 1.3. Consent Agenda (Action)
Speaker(s): Board President
2. Board Development and Communication
 - 2.1. Board Members' Update
 - 2.2. Superintendent's Report
Speaker(s): Superintendent
 - 2.2.1. Karen Western Elementary Presentation
Speaker(s): Dr. Josh Wilken and Mr. Andrew Mather
 - 2.2.2. District Achievement Plan Update
Speaker(s): Ms. Wilken & Dr. Welte
 - 2.2.3. Coach and Activity Sponsor Evaluation System
Speaker(s): Mr. Mike Smith
 - 2.2.4. Depreciation Fund Transfer
Speaker(s): Mr. Jason Buckingham
 - 2.2.5. 2018/2019 Opening Schedule
Speaker(s): Dr. Mark Adler
 - 2.2.6. 2018/2019 District Budget--DRAFT
Speaker(s): Mr. Jason Buckingham
 - 2.2.7. Enrollment Update
Speaker(s): Dr. Mark Adler
 - 2.2.8. Government Relations Update
Speaker(s): Dr. Mark Adler
 - 2.2.9. NASB Updates and Information
Speaker(s): Dr. Jay Irwin
3. Standards Based School Improvement
 - 3.1. Food Service Workers Local #226 Negotiated Agreement (Action)
Speaker(s): Mr. Jason Buckingham
 - 3.2. Operations and Maintenance Division Local #226 Negotiated Agreement (Action)
Speaker(s): Mr. Jason Buckingham
 - 3.3. Karen Western Air Conditioning (Action)
Speaker(s): Mr. Jason Buckingham

4. Policy Review
 - 4.1. Policy 5001--Compulsory Attendance and Excessive Absenteeism
Speaker(s): Dr. Mark Adler
 - 4.2. Policy 5018--Parent and Guardian Involvement in Education Practices
Speaker(s): Dr. Mark Adler
 - 4.3. 2018/2019 Staff Handbook (DRAFT)
Speaker(s): Dr. Mark Adler
5. Executive Session Disclosure
6. Pre-Adjournment Information and Activities
 - 6.1. Announcements
 - 6.2. Board of Education Supplemental Meeting Information
 - 6.3. Future Board Calendar
 - 6.4. Adjourn

Ralston Board of Education Public Comment Procedures

The Ralston Board of Education appreciates the public's right to provide public comment. It is the practice of the Ralston Board to listen to the public comment, without discussion between the public and the Board. Should you have a question or ask for follow-up from the Board, the Board President or Chair of the meeting will direct the Superintendent to address the requests and provide additional information to you as appropriate. We ask that you refrain from personal comments about individuals and the use of vulgar or inappropriate language in addressing the Board.

The following will help guide the Public Comment agenda item at Board Meetings and Public Hearings:

1. Persons speaking during Public Comment will be called forward individually by the Board President or Chair to the location identified for such purpose.
2. A time limit of five (5) minutes will be allotted for any speaker. At the discretion of the Board President or Chair, the speaker may be allotted additional time.
3. Each individual speaking to the Board will be required to identify himself or herself prior to giving public comment or when related business is on the agenda. A "Record of Appearance" card is provided for this purpose.
4. Persons wishing to appear will be heard in the order in which the Board President or Chair of the meeting determines appropriate.
5. In cases where more than one person wishes to speak on the same topic, their presentations to the Board may, at the discretion of the Board President or Chair, be grouped together by topic.
6. If the number of people wishing to speak under the public participation portions of the agenda is large, the Board President or Chair may rule that a public hearing be scheduled or the discussion be limited on the issue in question.
7. Persons speaking to the Board during public comment may make printed materials available to the Board but may not use any other form of media.

**Ralston Board of Education
PUBLIC COMMENTS
Record of Appearance**

The purpose of “Public Participation” is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during “Public Comments.”

Public Comments are limited to five (5) minutes per speaker. Multiple speakers on the same topic are asked to not repeat what prior speakers have already stated.

PLEASE PRINT

Name _____ Date _____

Address _____

City _____ State _____ Zip Code _____

Subject of Public Comment: _____

Board of Education Regular Meeting
8545 Park Dr.
Omaha, Nebraska

Monday, July 9, 2018 6:00 PM

Roll Call

The regular meeting of the Board was called to order at 6:00 pm. Motion by Mr. Overkamp and seconded by Dr. Irwin to excuse members not in attendance - Deb Gerch and Heather Johnson

Mrs. Richards: Yea

Mr. Overkamp: Yea

Dr. Irwin: Yea

Mrs. Rodgers: Yea

Consent Agenda

Consent agenda items include minutes from the June 25, 2018 meeting. June, 2018 Financial Reports, June bills in the amount of \$492,598.41 for the General Fund, \$5,437.50 for the Building Fund and \$27,462.00 for the Depreciation Fund. Contracts for Elizabeth Schooler, District Wide Nurse and Charisse Dube, Karen Western, 2nd grade. Resignation from Brandie Yates.

Dr. Irwin: Yea

Mr. Overkamp: Yea

Mrs. Richards: Yea

Mrs. Rodgers: Yea

Board Members' Update

Mr. Overkamp stated how much he and other Ralston students and families appreciated that Dr. Adler represented us in the 4th of July parade. Everyone agreed that the parade was terrific but extremely hot! Tresha Rodgers shared that although she was not able to attend the parade, she was able to participate in the fun run. She also shared that this was the 40th year for the fun run and turnout was great. Linda Richards added one item about the state legislature. Senator Jim Smith will be serving as the Executive Director of the Blueprint Nebraska.

Superintendent Report

Dr. Adler introduced Judy Kyle and complemented her and her entire food service team.

Nutrition Services Annual Report

Ms. Kyle started by announcing that 32 students participated in Kids Culinary. She then shared a report with the board with included:

- Free and reduced percentages dropped 1.9% as a district whole.
- Sodexo introduced a new survey program called Capture. Principals selected the students and they were given cameras so they take pictures of what they like and what they think should be improved. For elementary kids they mostly took pictures of the staff, they love the staff. Ms. Kyle stated that for many elementary students it's all about the people more than the food. At RHS the students indicated they like the windows in the lunch room as well as the C Store and the salad bar is always popular too. There were several pictures included of the RMS and RHS food service staff as the students really like them as well.

- Buying local is important and our food service team always tries to purchase as much local supply as possible.
- A share table will be started this September at RMS.
- A new coffee cart is now located at RHS. After a naming contest was held the new coffee cart is called "Ramaccino!"
- After receiving a grant from the USDA, a new \$32,000 salad bar is now located at RHS.
- A new program will be implemented at the high school this coming year called "Taste4" which will add more variety and combinations to RHS lunches.

Superintendent Evaluation

Dr. Adler shared the 2017-18 Superintendent Evaluation Overview document with the board. He discussed his primary focus areas which included: Becoming more deliberate with invitations to the board; Continue with special training topics for the board; Complete strategic planning from community engagement event; Improving communication to non-resident students and their families; Review process for parents and community members to have opportunities for input; Reviewing, recruitment, and retention process; Increase visibility and engagement in all buildings; and Continue to seek alternative funding sources. He also added several goals which outlined his vision for the future in several areas. The board suggested that these goals are measurable and timebound.

2018-19 Draft District Budget Projections

Mr. Buckingham began by stating that the numbers are very rough at this point. We are in the process of a budget code conversion to better match other districts. There will be an increase in the amount of budget codes and each building will have a list of codes. One positive regarding the new system is that we will be able to make comparisons across buildings. More information will come at each future board meeting.

NASB Updates and Information

There will be a 2018 membership meeting in Omaha on Wednesday, October 10 that the board members will attend.

Enrollment Update

Dr. Adler informed the board the enrollment numbers are still changing due to option enrollment and families who are moving over the summer who haven't enrolled yet. Enrollment for current seniors (class of 2019) is sitting at 325 which include the young adult program and students who are on the 5 year program. The largest elementary grade is 4th with 255 students currently enrolled. Dr. Adler will update the board at each meeting with new information as enrollment changes frequently.

Principal Induction Program

The information for the Principal Induction Program was approved by the board to send to the State Accreditation Office. State trainers have held training sessions on the new system. Evaluations include a self-evaluation by each principal which precipitate the dialogue with the evaluator. All

elementary principals will be evaluated by Cecilia Wilken and secondary principals will be evaluated by Dr. Tiffanie Welte. After the initial evaluation, Ms. Wilken and Dr. Welte will also receive input from Mr. Buckingham, Dr. Rupperecht, and Ms. Stolley to discuss the principal's work in all aspects of their evaluation. Dr. Adler will then do a final review of each evaluation. An individual professional development plan will also be part of the evaluation process.

Mrs. Rodgers: Yea

Dr. Irwin: Yea

Mr. Overkamp: Yea

Mrs. Richards: Yea

2018-19 Student Fees

Prior to the meeting at 5:45 PM, the 2018-2019 Student Fees Hearing was conducted. The board approved the 2018-2019 student fees list.

Mrs. Rodgers: Yea

Mrs. Richards: Yea

Mr. Overkamp: Yea

Dr. Irwin: Yea

RHS Boiler Installation

A notice to bid was posted in the Ralston Recorder and we received a total of three bids for the installation of the new boilers at RHS. Grunwald provided the lowest bid and Mr. Buckingham stated that they have done work for RPS in the past. A motion was made by Mrs. Rodgers and seconded by Dr. Irwin to approve the boiler installation be done by Grunwald.

Mrs. Richards: Yea

Mr. Overkamp: Yea

Dr. Irwin: Yea

Mrs. Rodgers: Yea

Policy Review

Dr Adler pointed out some of the particular revisions to the 2018-19 District Policy Update:

2018/2019 Policy Update List

2002 Organization of the Board

2006 Complaint Procedure

2007 Reimbursement and Misc. Expenditures

2013 Violation of Board Ethics

3020 Copyright Compliance

3022 Volunteers

3023 Record Management and Retention

3025 Outstanding Checks

3040 School Safety and Security

3047 Data Breach Response

3048 Communicable Disease

3049 Drones and Unmanned Aircraft

3050 Technology in the Classroom

3053 Compensation of Board Members

3054 Cooperative Programs and Services

3055 Golden Age Pass
3056 Visitors to Schools
4012 Staff Internet and Computer Use
4014 Employment-Related Sexual Harassment
5008 Pregnant or Parenting Students
5017 Routine Directory Information
5026 Sex Discrimination and Sexual Harassment of Students
5035 Student Discipline
5037 Student Internet and Information Technology Asset Usage
5045 Student Fees, Fines and Charges
5054 Student Bullying
5057 District Title I Parent and Family Engagement Policy
5062 Lice and Nits
5067 Implementation of Student Assistance Team Process
6007 Senior Recognition
6021 District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations
6027 Field Trips
6031 Emergency Exclusion
6036 Reading Instruction and Intervention Services

A motion to approve the new policies was made by Dr. Irwin and seconded by Mrs. Rodgers:

Mrs. Richards: Yea

Mr. Overkamp: Yea

Dr. Irwin: Yea

Mrs. Rodgers: Yea

Adjourn

Motion to adjourn meeting at 8:20 PM passed with a motion by Mrs. Rodgers and a second by Dr. Irwin:

Dr. Irwin: Yea

Mr. Overkamp: Yea

Mrs. Richards: Yea

Mrs. Rodgers: Yea

Mrs. Linda Richards, President

Mrs. Deb Gerch, Secretary

**Resolution in Support of #BeKind Day
August 24, 2018**

Whereas, the Omaha metropolitan area values and recognizes that while it costs nothing to *#BeKind* to others, the dividends of that effort will last a lifetime.

Whereas, research shows that strong relationships are at least as important for our personal health as avoiding smoking or obesity and a simple focus to *#BeKind* immediately strengthens bonds among students, school and community stakeholders.

Whereas, Omaha metropolitan area students, leaders, City Councils, School Boards, and Superintendents have set the goal to encourage and expect daily acts to *#BeKind* in all of the following places: K-12 School Districts, Police Departments, Fire Departments, City Hall, and all City Support Services.

Whereas, students, school professionals, mayors, police officers, firefighters, city employees, community members, and families understand a stronger, healthier community free of bullying and harassment that embraces diversity at all levels is achievable, if we all commit to *#BeKind* all of the time.

Recognizing, the parents, teachers, students, elected officials, community leaders, and all stakeholders have a strong commitment to pay compassion, care, and acceptance forward with a simple decision to *#BeKind*.

Be it resolved that the Ralston Public Schools Board of Education recognizes August 24, 2018 as *#BeKind* Day.

Adopted this _____ day of August, 2018

Linda Richards, President
Ralston Public Schools Board of Education



Monday - November 5, 2018

Time	Event	Who
3:00	External team arrives at hotel to check-in Comfort Suites 331 N Cotner Blvd, Lincoln, NE 68505	All external reviewers who have a hotel reserved for this visit.
3:00-4:30 p.m.	Team Work Session #1	All members of the external visitation team
4:30 p.m.	Team departs LPS Don Clifton Professional Learning Center 710 Hill Street, Lincoln, NE	
5:00-6:00 p.m.	Introductions and District Presentation (Dinner provided)	All of the External Review Teams/BOE/Superintendent/Executive Council/Principals
6:00-8:30 p.m.	Team Work Session #2	All of the External Review Teams
8:30 p.m.	Team depart	

Tuesday - November 6, 2018

Time	Event	Who
7:30 a.m.	Departure for schools	All of the External Review Teams
7:45 a.m.	Teams arrive at 9 schools	External Review Team-Building Level
8:00 - 8:45 a.m. 9:00 9:00-9:45 Break 10:30	Introductions and school overview presentation: School goals, focus areas, celebrations, next steps, anything you want your team to observe? Team will have time to ask questions.	External Review Team-Building Level/Principal/Leadership or School Improvement Team
9:00 - 11:00 a.m. 10:30 - 12:00	Classroom observations —	External Review Team-Building Level
9:15 → 10:45 11:00 - 12:30 p.m.	Lunch and team work time: Once on site, school will provide lunch options to team. Team may decide to eat as a team or may invite members of the leadership team to join them for additional follow up questions.	
12:30 - 1:30 p.m.	Interviews with staff group and student group. 2 Team members will meet with students and 2 team members will meet with staff.	External Review Team-Building Level
1:30 - 2:30 p.m.	Team debriefing and artifact review	External Review Team-Building Level
2:30 p.m.	Depart from school to meet with full team at LPS District office	External Review Team-Building Level
3:15-4:15 p.m.	Stakeholder Interviews	External Review Team-Building Level
4:30-8:30 p.m.	Team Work Session #3 (Dinner provided)	All External Review Teams



Lincoln Public Schools
Nebraska Frameworks Accreditation Review
November 5-8, 2018

Wednesday - November 7, 2018

Time	Event	Who
7:30 a.m.	Departure for schools	All of the External Review Teams
7:45 a.m.	Teams arrive at 9 schools	External Review Team-Building Level
8:00 – 8:45 a.m.	Introductions and school overview presentation: School goals, focus areas, celebrations, next steps, anything you want your team to observe? Team will have time to ask questions.	External Review Team-Building Level/Principal/Leadership or School Improvement Team
9:00 – 11:00 a.m.	Classroom observations	External Review Team-Building Level
11:00 – 12:30 p.m.	Lunch and team work time: Once on site, school will provide lunch options to team. Team may decide to eat as a team or may invite members of the leadership team to join them for additional follow up questions.	
12:30 – 1:30 p.m.	Interviews with staff group and student group. 2 Team members will meet with students and 2 team members will meet with staff.	External Review Team-Building Level
1:30 – 2:30 p.m.	Team debriefing and artifact review	External Review Team-Building Level
2:30 p.m.	Depart from school to meet with full team at LPS District office	External Review Team-Building Level
	Team Work Session #4	All of the External Review Teams

Thursday - November 8, 2018

Time	Event	Who
7:20 a.m.	Departure for LPS District Office	All of the External Review Teams
8:00 a.m.-10:00am	Team Work Session #5	External Review Team
10:30 am	Lead Evaluators meet w/ LPS Leadership	Lead Evaluators & LPS Leadership Team
11:00am	Overall District Exit Report presented	All of the External Review Teams/BOE/Superintendent/ Executive Council/Principals/Media

*** Times may vary based upon the school's instructional day. Final schedule will be determined by Lead Evaluator with input from school principals.**

Contact Information

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July 23, 2018

Dr. Mark Adler, Superintendent
Ralston Public Schools
8545 Park Dr.
Ralston, NE 68127-3690

Dear Dr. Adler,

This letter is to inform you that we have received the Principal Evaluation System documents that you submitted to the Nebraska Department of Education for approval. They have been reviewed pursuant to NAC 92 Rule 10: Section 007.06A1(a-f) and are in compliance with the requirements of statute regarding the approval of certificated staff evaluation policies and procedures. It is our understanding that these documents do not replace anything currently contained in Ralston's Policy 4030 regarding certificated staff evaluations that was approved by your Board in 2016. As such, no further Board approval is needed for these procedural changes. These documents will be added to your file at NDE.

The certificated evaluation policies and procedures for Ralston Public Schools will remain approved until Ralston Public Schools revises them. Revised policies and procedures must be submitted to the Department of Education for approval at the time of adoption.

If you have any questions regarding this letter or any of the applicable statutes, please feel free to contact me at your convenience.

Sincerely,

A handwritten signature in black ink that reads "Brad Conner".

Brad Conner

Consultant

Accreditation and School Improvement, NDE

brad.conner@nebraska.gov

School Improvement Update

Karen Western Elementary

School Improvement Goal

Goal: All students will increase their understanding of math concepts and problem-solving strategies. (Measurable Objective: 65% of K-6th grade students in all demographic groups will demonstrate a behavior of meeting their projected goal in Mathematics by 05/31/2018 as measured by MAP).

Goal: All students will improve their reading comprehension skills across the curricular areas. (Measurable Objective: 54% of K-6th grade students in all demographic groups will demonstrate a behavior of meeting their projected goal in Reading by 05/31/2018 as measured by MAP.)

Intervention

Math: All students will develop their number sense skills through a variety of classroom math instructional practices.

Reading: All students will develop their reading comprehension skills through a variety of classroom reading instructional practices. LLI (Leveled Literacy Intervention) and EIR (Early Intervention in Reading) will be available for students performing below grade level.

Math (Domain 3: Instruction)

All students will develop their number sense skills through a variety of classroom math instructional practices.

Reading (Domain 3: Instruction)

All students will develop their reading comprehension skills through a variety of classroom reading instructional practices. LLI (Leveled Literacy Intervention) and EIR (Early Intervention in Reading) will be available for students performing below grade level.

Action Steps for 2017-2018

- Teacher will provide opportunities for students to use mathematical manipulatives and visuals in the classroom to enhance learning and understanding.
- Teachers will implement a variety of technology to reinforce math skills previously taught in the

classroom.

- Teacher will use MAP reading data and Fountas & Pinnell levels to determine appropriate intervention groupings for Walk to Read time.
- Professional development for **K-2** in the area of guided reading to support concepts of print, phonological awareness, and word analysis and for **3-6** in the area of close reading to support concept areas of making inferences, drawing conclusions, and predicting as well as using main idea and supporting details.
- Teachers will provide extra skills practice for all students using the guided reading strategies and close reading skills taught in the PD.
- Implementation data and/or successful activities will be discussed and shared during PLC meetings at least once a month.

Assessment Tool: Explicit Instruction Learning Walkthroughs, MTSS Tiers, MAP Growth Reports

<i>Data Point #1</i>	<i>Data Point #2</i>	<i>Data Point #3</i>
<p>Explicit Instruction Learning Walkthroughs</p> <p>2017 Focus Area: Equity of Individualized Turns</p> <p>October Score: 1.25</p> <p>April 2018 Score: 2.2</p> <p>Glows: Our lowest indicator, and major focus area for 2017-2018, was Equity of Individualized Turns. We saw significant growth in this area, which is a credit to the professional development we underwent with our instructional coach, Margaret Knight. This is the highest score KW has received in this</p>	<p>MTSS Tier 1-3 Data</p> <p>Winter 2017: 44% of Karen Western students are considered Tier 1 in Math and Reading according to fall MAP testing.</p> <p>Spring 2018: 49% of Karen Western students are considered Tier 1 in math, and 48% in reading according to spring MAP testing.</p> <p>Glows: There was a 5% increase in students performing at Tier 1 from Winter to Spring on MAP Math, and there was a 4% increase for MAP Reading.</p>	<p>MAP Data</p> <p>Spring 2017: 51% of students met their MAP reading goal for the year. 62% of students met their MAP math goal for the year.</p> <p>Spring 2018: 40% of students met their MAP reading goal for the year. 52% of students met their MAP math goal for the year.</p> <p>Glows: At each grade level, Karen Western classes showed observed growth that met or exceeded the projected growth norms in all but two grade levels for math and reading.</p>

<p>area since we began the process of explicit instruction learning walks.</p> <p>Grows: Additional focus may be needed in the area of Brisk Pace, which remained stagnant from fall to spring. This will be accomplished through a continued focus of professional development, as well as supplemental look-for data collection by the building principal and instructional coach.</p>	<p>Grows: Although an elevation of 4-5% from Winter to Spring exists, there is a need to increase further the number of students performing at Tier 1, with an ideal goal being 80% or higher. When the data is broken down further, it is evident that specific grade levels will need additional support moving forward to support student needs. In addition, staff members who are new to Karen Western will need professional development, and it will be imperative that we make consistency and longevity in staffing a priority.</p>	<p>When data is disaggregated, 72% of Tier 1 students met their projected growth in reading, and 70% met their projected growth in math.</p> <p>Grows: Students in Tier 2 and Tier 3 showed significantly lower percentages of meeting projected growth. This demonstrates a need for intentional allocation of resources to support those students, and professional development for teachers on effective instructional practices to reach students performing below grade level.</p>
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Achievement Strategic Plan Update

July 23, 2018

School Improvement Goal

All students will experience high levels of intellectual growth.

- 65% of K-10th grade students will meet their projected growth estimate (a typical year of progress) in Reading and Math as measured by the NWEA MAP Growth.
- 70% of K-10th grade students will reach typical grade level norms in Reading, and Math as measured by the NWEA MAP Growth.
- 11th grade students will reach a composite score one point above the state average on NSCAS (Junior) ACT

Interventions

AdvancEd Required Action Step 1:

- Develop, implement with fidelity, and monitor a systematic PK-12 instructional framework that aligns standards to curriculum, identifies a few common research based interventions, and includes comprehensive assessment training.

AdvancEd Required Action Step 2:

- Develop systematic processes for collecting and analyzing achievement data to be used for improving student learning, instruction, and program effectiveness including an aligned professional development plan.

Next Action Steps for 2018-2019

- **PK-12 Instructional Framework**
 - Provide professional development to staff aligned to the Danielson Framework (*All Domains*)
 - Implement updated Principal Evaluation Framework
 - Continue to build teacher and administrative capacity of the Framework for Teaching within the teacher evaluation model (*Domain 4*)
 - Implement 3 Year Elementary District MTSS Math Plan (*All*)
- **PK-12 Curriculum Alignment**
 - Implement new math & physical education standards and curriculum districtwide (*All*)
 - Pilot science (K-8) and reading (K-6) curriculum materials, and adopt 7-12 science curriculum materials (*All*)
 - Initiate the World Language and Social Studies Curriculum Councils' work focused

- on new state standards (*Domain 1*)
- Continue efforts to expand post-secondary credit and certification opportunities for students enrolled in Blueprint capstone & individualized programs (*Domain 1*)
 - Establish Advisory Boards for Medical, Culinary and Education Academies at RHS (*Domain 4*)
 - Establish work-based learning partnerships & practices aligned to Blueprint capstone and individualized programs at RHS (*All*)
- **K-6 Common Research Based Interventions**
 - Providing training on Number Worlds (math intervention) and developing professional development for future staff (*Domains 1 & 3*)
 - Utilizing professional development presentations for new staff (*Domains 1 & 3*)
 - **7-12 Common Research Based Interventions**
 - Explore intervention models for secondary MTSS Tiers 2-3 (*All*)
 - Emphasize Tier 1 practices through PD and learning walks / peer coaching to emphasize questioning and discussion techniques (*3B*)
 - Implement revised 9-12 ACT Prep opportunities (9- Edgenuity MyPath; 10 - Pre-ACT & Edgenuity MyPath; 11 - POINTS curriculum; 12 - ACT's Free Online Resources) (*Domain 2*)
 - **PK-12 Comprehensive Assessment System**
 - Engage in PD to develop and prepare materials within the new eDoctrina system (*1F & 3D*)
 - Facilitate a review of the Fountas & Pinnell Benchmark Assessment System at each building in the district (*3D*)
 - Continue professional training and opportunities for data analysis with teachers and administrators (*1F & 3D*)
 - Utilize the program evaluation tool (*Domains 1 & 4*)
 - Implement common assessments districtwide for writing (K-6), math (K-12), and physical education (K-12) (*1F & 3D*)
 - Develop reading and science common assessments (*1F & 3D*)

**NWEA MAP Growth (K-10) -
 Percent of Students Who Met Fall to Spring Projected Growth**

2014-2015	2015-2016	2016-2017	2017-2018
<u>K-8</u> Reading: 61% Math: 67%	<u>K-8</u> Reading: 56% Math: 60% <u>K-10</u> Reading: 54% Math: 58%	<u>K-10</u> Reading: 54% Math: 58%	<u>K-10</u> Reading: 54% Math: 60%

**NWEA MAP Growth (K-10) -
 Percent of Students Who Attained Grade Level Norms**

2016-2017 (Fall)	2016-2017 (Spring)	2017-2018 (Fall)	2017-2018 (Spring)
<u>K-10</u> Reading: 66% Math: 62%	<u>K-10</u> Reading: 67% Math: 64%	<u>K-10</u> Reading: 62% Math: 58%	<u>K-10</u> Reading: 63% Math: 64%

**ACT -
 Composite Scores for Junior & Senior Cohorts**

2015 Senior Cohort Composite / State: 19.6 / 21.5 Reading: 20.3 Math: 18.8	2016 Senior Cohort Composite / State: 18.2 / 21.4 Reading: 18.7 Math: 17.5	2017 Senior Cohort Composite / State: 19.3 / 21.4 Reading: 19.6 Math: 18.5	2018 Senior Cohort Not available from ACT
2015 Junior Cohort Composite / State: 17.9 / NA Reading: 18.1 Math: 17.3	2016 Junior Cohort Composite / State: 19.1 / NA Reading: 19.4 Math: 18.5	2017 Junior Cohort Composite / State: 18.1 / 19.3 Reading: 18.5 Math: 17.8	2017 Junior Cohort Not available from NDE

**Spring Junior ACT -
Percent of Students Meeting Expectations**

	English Language Arts	Math	Science
<i>Spring 2017</i>	48%	36%	47%
<i>Spring 2018</i>	<i>Not available from NDE</i>	<i>Not available from NDE</i>	<i>Not available from NDE</i>

Summative Coaching Evaluation Tool

Each Indicator has rating options of Unsatisfactory, Basic, Proficient & Distinguished, aligned

Domain 1: Planning and Preparation

Indicators:

- Demonstrates Knowledge of the Sport/Activity
- Practice Planning and Organization
- Preparing for Upcoming Activities, Competitions, or Contests
- Preparing for the Upcoming Season

Domain 2: Team Environment

Indicators:

- Creates an Environment of Respect and Rapport
- Sets Clear Expectations of Players
- Establishes a Team Culture
- Management of Players at Practices and Games
- Management of Team and Individual Discipline Issues

Domain 3: Coaching

Indicators:

- Positive Game Coaching
- Provides meaningful and Supportive Feedback
- Clear Expectations for Assistant Coaches
- Interactions with Officials
- Instructs in a Clear and Positive Manner
- Engaging and Intentional Practice Opportunities
- Care for Equipment and Uniforms
- Supervision of Players*

Domain 4: Professional Responsibilities

Indicators:

- Communication with Parents
- Communication and Cooperation with AD office
- Maintains Accurate and Timely Records
- Follows Expectations in the Handbook
- Knowledge of NSAA Regulations
- Demonstrates Professionalism (includes professional growth)

-
Areas of Strengths:

Areas for Growth:

Board Presentation
Evaluating Coaches

1. A Brief History of Coaches Evaluations at RHS

Checklists
No Evals
Conversations and Goals
Teachpoint

2. Sample of the Summative Instrument Used for Coaches

Gathering Information
In-Season Meetings
Assistants

3. The Future of Coaches Evaluations

Pre-season meeting (like teachers)
Assistant Coaches Evals.
Surveys

4. Evaluation of Sponsors

Teaching Evaluations (ex. band)
Gathering information
Expansion of Teachpoint

Back to School Events 2018 - 2019

Date	Time	Session Audience	Session/Topic	Location	Presenter
Friday, August 3rd, 2018 New teachers & Mentors	7:00 - 4:00pm	Food Service Staff	Food Service Training	Ralston High School Cafeteria, Theater, & Lecture Room C	Ms. Judy Kyle
	7:45 - 9:00am	All New Teachers & Board of Education	Welcome Breakfast & Introductions, Philosophy of Ralston Public Schools	Ralston High School Media Center	Dr. Mark Adler
	9:15 - 10:30 am		Standard Response Protocol (SRP) - School Safety	Ralston High School Media Center	Mr. Jason Buckingham
	10:30-10:50		RPS' Brand & Social Media	Ralston High School Media Center	Mr. Jeremy Maskel
	10:50-11:45		New Elementary Teachers	Curriculum Overview	Ralston High School Media Center
		New Secondary Teachers	Curriculum Overview	Ralston High School Alumni Room	Dr. Tiffanie Welte
	12:00 - 1:00pm	New Teachers & Mentors	Mentor & Mentee Working Luncheon	Ralston High School Media Center	Mrs. Shawna Mayer, Mrs. Margaret Knight & Dr. Dan Boster
	1:00 - 4:00pm	All New Teachers & Mentors	Assigned Building for Classroom Preparation & Collaboration with Mentor	Assigned Buildings	Mentors
Date	Time	Session Audience	Session/Topic	Location	Presenter
Monday, August 6th, 2018 New teachers Returning teachers: 4 hrs. (snow make-up)	7:45 - 11:15am	All New Teachers	Introduction to the Framework for Teaching	Ralston High School Media Center	Mrs. Shawna Mayer, Mrs. Margaret Knight, Mrs. Lindsay Kelly & Dr. Dan Boster
	8:00 - 12:00pm	All Returning Teachers	Report to Buildings	Assigned Buildings	Building Principals
	8:00 - 12:00pm	9-12 Skilled Technical Science by Invitation	Curriculum Guide Collaboration with Construction Training Center	Ralston High School Alumni Room	Dr. Tiffanie Welte & Mr. Brandon Thoene
	11:30 - 1:00pm	All New Teachers	REA Welcome Luncheon	Valentino's 108th & Mockingbird	Ms. Jane Leadabrand, REA President
	1:30-3:30pm	New PK-12 Special Education Teachers, Psychologists, and Speech Language Pathologists	SRS Training	Central Office Board Room	Mrs. Missy Stolley
	1:15 - 1:45	All News Teachers	Domain 4: Professional Responsibilities	Ralston High School Media Center	Dr. Mike Rupprecht
	1:45 - 4:00pm	New Teachers	Assigned Building for Classroom Preparation and Building Meetings	Assigned Buildings	Building Principals
Date	Time	Session Audience	Session/Topic	Location	Presenter
Tuesday, August 7th, 2018 New teachers Returning teachers: 8 hrs. (snow make-up)	All Day	All Returning Teachers	Report to Buildings	Assigned Buildings	Building Principals
	7:45-11:15am	All 7-12 New Teachers	Classroom Management & Coaching Cycle	Ralston High School Alumni Room	Dr. Tiffanie Welte & Dr. Dan Boster
	7:45-9:30am	All New K-6 Classroom Teachers	Ashlock (Reading) Training	Central Office Board Room	Sarah Dana, Missy Dehart, Courtney Walstrom, Jayme Hempel
	9:30-11:15am	All New K-6 Classroom Teachers	Writing Curriculum Training	Central Office Board Room	Margaret Knight
	7:45-11:15am	All New K-6 ELL, SPED, & Reading Specialists	Intervention Training	Karen Western Media Center	Megan Clark, Katie Lutz, Deanna Anderson, & Rebekah Paxson
	8:00-10:00	K-6 Elementary Counselors	Team Meeting	Blumfield Elementary, Kat Turco's office	Team Facilitated
	9:00-11:00	K-6 Elementary HAL Teachers & RMS HAL	Team Meeting	RMS Conference Room	Team Facilitated

	11:30 - 1:00pm	All New Teachers & District Administration	Chamber Luncheon	Ralston Arena	Ralston Area Chamber of Commerce
	1:00 - 4:00pm	All New Teachers	Assigned Building for Classroom Preparation and Building Meetings	Assigned Buildings	Building Principals
Date	Time	Session Audience	Session/Topic	Location	Presenter
Wednesday, August 8th, 2018 All certified staff	All Day	New & Returning Teachers/ All Certified Staff	Assigned Building for Professional Development, Classroom Preparation, & Building Meetings	Report to Buildings / Assigned Locations	
	8:00 - 12:00pm	School Psychologists	Protocol Training	Central Office Board Room	Katie Rupe & Missy Stolley
	8:00 - 10:15am	Pre-Kindergarten Teachers	Pre-K Team Meeting	Karen Western PK Classroom	Susan Morice / Team Facilitated
	8:00 - 12:00 & 1:15pm - 3:45pm	All Kindergarten General Education Teachers	Everyday Math 4 Training	Seymour Media Center	Everyday Math 4 Consultant
	8:00 - 12:00 & 1:15pm - 3:45pm	All 1st - 3rd Grade Teachers	Everyday Math 4 Training	Karen Western Media Center	Everyday Math 4 Consultant
	8:00 - 12:00 & 1:15pm - 3:45pm	All 4th - 6th Grade Teachers	Everyday Math 4 Training	Meadows Media Center	Everyday Math 4 Consultant
	8:00 - 12:00 & 1:15pm - 3:45pm	K-6 Special Education Teachers	Number Worlds	Wildewood Media Center	Number Worlds Consultant
	12:00 - 4:00pm	K-12 ELL Teachers	Secondary Inside the U.S.A. Refresher / Elementary Inside the U.S.A Resource Review	Blumfield Media Center	Inside the U.S.A. Consultant
Date	Time	Session Audience	Session/Topic	Location	Presenter
Thursday, August 9th, 2018	8:00 - 10:00am	ELL Teachers	ELL Team Meeting	Ralston High School Alumni Room	Dr. Josh Wilken
All certified staff	8:00 - 10:00am	PK-12th Grade Special Education Teachers, Psychologists, and Speech Language Pathologists	SPED Team Meeting	Ralston High School Media Center	Mrs. Melissa Stolley
Media paraprofessionals	10:00 - 11:00am	All Elementary Staff	Elementary Safety Training	Ralston High School Auditorium	Mr. Jason Buckingham
New 18-19 paraprofessionals (normal schedule)	12:30 - 2:30pm	DHH Staff	DHH Classroom & Itinerant Staff Training	Ralston High School Alumni Room	Mrs. Diane Meyer
Date	Time	Session Audience	Session/Topic	Location	Presenter
Friday, August 10th, 2018 All staff report	7:30 - 9:00am	All RPS Staff & Board of Education	Kick-off Event - Vendor Fair & Breakfast	Ralston High School Cafeteria	teamRPS Guests & The Pancake Man
	9:00 - 10:30am	All RPS Staff & Board of Education	All Staff Opening Session	Ralston High School Auditorium	Dr. Mark Adler
	10:30 - 12:30pm	K-12 Sign Language Interpreters	Sign Language Interpreters Meeting	Ralston High School Alumni Room	Mrs. Diane Meyer
	10:30 - 12:45pm	New Classified Staff	Timecard Training	Ralston High School Lecture Room C	Jason Buckingham
	10:30 - 2:30pm	All Bus Drivers	Safety Training	Ralston VMAC Board Room	Connie Pilloud

	9:00 - 4:00pm	All New PK Teachers	GOLD Training	Educational Service Unit #3 (6949 South 110th St, La Vista, NE, 68128)	NDE Early Childhood
Date	Time	Session Audience	Session/Topic	Location	Presenter
Monday, August 13th, 2017 All staff report	All Day	All RPS Staff	PK, K, 7th & 9th Grade Students Begin School (8:00 - 1:30pm)	Assigned Buildings	
Date	Time	Session Audience	Session/Topic	Location	Presenter
Tuesday, August 14th, 2018 All staff report	All Day	All RPS Staff	All Students PK - 12th Grade Report for Learning!	Assigned Buildings	

Blumfield

ORG Code	Account Code	Description
0116320110000		REGULAR EDUCATION
0116320110000	20111	Salary Certified
0116320110000	20112	Salary Classified
0116320110000	20113	Salary Substitute
0116320110000	20151	Unit Pay
0116320110000	20152	Unit Pay Classified
0116320110000	20211	Health Ins. Certified
0116320110000	20212	Health Ins. Classified
0116320110000	20221	Soc. Sec. Certified
0116320110000	20222	Soc. Sec. Classified
0116320110000	20223	Soc. Sec. Substitute
0116320110000	20231	Retirement Certified
0116320110000	20232	Retirement Classified
0116320110000	20251	Tuition Reimbursement
0116320110000	20261	Unemployment Certified
0116320110000	20262	Unemployment Classified
0116320110000	20271	Worker's Comp. Certified
0116320110000	20272	Worker's Comp. Classified
0116320110000	20281	Cash in Lieu certified
0116320110000	20282	Cash in lieu classified
0116320110000	20291	Life Insurance Certified
0116320110000	20292	Life Insurance Classified
		Employee Training and Development
0116320110000	20330	Services
0116320110000	20333	Mileage Paid to Staff
		Other Professional Services(Outdoor
0116320110000	20340	Ed.)
0116320110000	20531	Postage
0116320110000	20610	General Supplies
0116320110000	20640	Books and Periodicals
0116320110000	20650	Supplies - Technology Related
0116320110000	20733	Furniture and Fixtures
0116320110000	20734	Technology-Related Hardware
0116320110000	20810	Dues and Fees
0116320110094	20610	Band Supplies
TOTAL		
0116320112500		FLEX FUNDING
0116320112500	20111	Salary Certified

0116320112500	20112	Salary Classified
0116320112500	20211	Health Ins. Certified
0116320112500	20212	Health Ins. Certified
0116320112500	20221	Soc. Sec. Certified
0116320112500	20231	Retirement Certified
0116320112500	20261	Unemployment Certified
0116320112500	20271	Worker's Comp. Certified
0116320112500	20281	Cash in Lieu certified
0116320112500	20291	Life Insurance Certified
0116320112500	20610	General Supplies

TOTAL

0116320115000 LEP

0116320115000	20111	Salary Certified
0116320115000	20112	Salary Classified
0116320115000	20113	Salary Substitute
0116320115000	20211	Health Ins. Certified
0116320115000	20212	Health Ins. Classified
0116320115000	20221	Soc. Sec. Certified
0116320115000	20222	Soc. Sec. Classified
0116320115000	20223	Soc. Sec. Substitute
0116320115000	20231	Retirement Certified
0116320115000	20232	Retirement Classified
0116320115000	20251	Tuition Reimbursement
0116320115000	20261	Unemployment Certified
0116320115000	20262	Unemployment Classified
0116320115000	20271	Worker's Comp. Certified
0116320115000	20272	Worker's Comp. Classified
0116320115000	20281	Cash in Lieu certified
0116320115000	20282	Cash in lieu classified
0116320115000	20291	Life Insurance Certified
0116320115000	20292	Life Insurance Classified
0116320115000	20320	Professional Educational Services
		Employee Training and Development
0116320115000	20330	Services
0116320115000	20333	Mileage Paid to Staff
0116320115000	20610	General Supplies
0116320115000	20640	Books and Periodicals
0116320115000	20650	Supplies - Technology Related
0116320115000	20734	Technology-Related Hardware

TOTAL

0116320116000 POVERTY

0116320116000	20111	Salary Certified
0116320116000	20112	Salary Classified
0116320116000	20113	Salary Substitute
0116320116000	20211	Health Ins. Certified
0116320116000	20212	Health Ins. Classified
0116320116000	20221	Soc. Sec. Certified
0116320116000	20222	Soc. Sec. Classified
0116320116000	20223	Soc. Sec. Substitute
0116320116000	20231	Retirement Certified
0116320116000	20232	Retirement Classified
0116320116000	20251	Tuition Reimbursement
0116320116000	20261	Unemployment Certified
0116320116000	20262	Unemployment Classified
0116320116000	20271	Worker's Comp. Certified
0116320116000	20272	Worker's Comp. Classified
0116320116000	20281	Cash in Lieu certified
0116320116000	20282	Cash in lieu classified
0116320116000	20291	Life Insurance Certified
0116320116000	20292	Life Insurance Classified
0116320116000	20610	General Supplies
0116320116000	20640	Books and Periodicals

TOTAL

0116320120000 SPED SCHOOL AGE

0116320120000	20111	Salary Certified
0116320120000	20112	Salary Classified
0116320120000	20113	Salary Substitute
0116320120000	20211	Health Ins. Certified
0116320120000	20212	Health Ins. Classified
0116320120000	20221	Soc. Sec. Certified
0116320120000	20222	Soc. Sec. Classified
0116320120000	20223	Soc. Sec. Substitute
0116320120000	20231	Retirement Certified
0116320120000	20232	Retirement Classified
0116320120000	20251	Tuition Reimbursement
0116320120000	20261	Unemployment Certified
0116320120000	20262	Unemployment Classified
0116320120000	20271	Worker's Comp. Certified
0116320120000	20272	Worker's Comp. Classified
0116320120000	20281	Cash in Lieu Certified
0116320120000	20282	Cash in Lieu Classified
0116320120000	20291	Life Insurance Certified

0116320120000	20292	Life Insurance Classified
0116320120000	20320	Professional Educational Services
		Employee Training and Development
0116320120000	20330	Services
0116320120000	20333	Mileage Paid to Staff
0116320120000	20563	Tuition to Private Schools
0116320120000	20569	Tuition - Other
0116320120000	20610	General Supplies
0116320120000	20640	Books and Periodicals
0116320120000	20733	Furniture and Fixtures
0116320120000	20734	Technology-Related Hardware

TOTAL

0116320129100 SPED 3-5

0116320129100	20111	Salary Certified
0116320129100	20112	Salary Classified
0116320129100	20113	Salary Substitute
0116320129100	20211	Health Ins. Certified
0116320129100	20212	Health Ins. Classified
0116320129100	20221	Soc. Sec. Certified
0116320129100	20222	Soc. Sec. Classified
0116320129100	20223	Soc. Sec. Substitute
0116320129100	20231	Retirement Certified
0116320129100	20232	Retirement Classified
0116320129100	20251	Tuition Reimbursement
0116320129100	20261	Unemployment Certified
0116320129100	20262	Unemployment Classified
0116320129100	20271	Worker's Comp. Certified
0116320129100	20272	Worker's Comp. Classified
0116320129100	20281	Cash in Lieu Certified
0116320129100	20282	Cash in Lieu Classified
0116320129100	20291	Life Insurance Certified
0116320129100	20292	Life Insurance Classified
0116320129100	20320	Professional Educational Services
		Employee Training and Development
0116320129100	20330	Services
		Tuition to Other School Districts Within
		the State
0116320129100	20561	
0116320129100	20630	Food

TOTAL

0116320129200 SPED BIRTH TO 2

0116320129200	20111	Salary Certified
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0116320129200	20112	Salary Classified
0116320129200	20211	Health Ins. Certified
0116320129200	20212	Health Ins. Classified
0116320129200	20221	Soc. Sec. Certified
0116320129200	20222	Soc. Sec. Classified
0116320129200	20231	Retirement Certified
0116320129200	20232	Retirement Classified
0116320129200	20251	Tuition Reimbursement
0116320129200	20261	Unemployment Certified
0116320129200	20262	Unemployment Classified
0116320129200	20271	Worker's Comp. Certified
0116320129200	20272	Worker's Comp. Classified
0116320129200	20281	Cash in Lieu Certified
0116320129200	20282	Cash in Lieu Classified
0116320129200	20291	Life Insurance Certified
0116320129200	20292	Life Insurance Classified
0116320129200	20320	Professional Educational Services Employee Training and Development Services
0116320129200	20330	Services
0116320129200	20333	Mileage Paid to Staff
0116320129200	20734	Technology-Related Hardware
0116320129200	20735	Technology Software

TOTAL

0116320130000 SUMMER SCHOOL

0116320130000	20111	Salary Certified
0116320130000	20112	Salary Classified
0116320130000	20211	Health Ins. Certified
0116320130000	20212	Health Ins. Classified
0116320130000	20221	Soc. Sec. Certified
0116320130000	20222	Soc. Sec. Classified
0116320130000	20231	Retirement Certified
0116320130000	20232	Retirement Classified
0116320130000	20271	Worker's Comp. Certified
0116320130000	20272	Worker's Comp. Classified
0116320130000	20281	Cash in Lieu Certified
0116320130000	20282	Cash in Lieu Classified
0116320130000	20291	Life Insurance Certified
0116320130000	20292	Life Insurance Classified
0116320130000	20610	General Supplies
0116320130000	20630	Food
0116320130000	20640	Textbooks

TOTAL

0116320211000 SOCIAL WORK/ATTENDANCE

0116320211000	20111	Salary Certified
0116320211000	20211	Health Ins. Certified
0116320211000	20221	Soc. Sec. Certified
0116320211000	20231	Retirement Certified
0116320211000	20251	Tuition Reimbursement
0116320211000	20261	Unemployment Certified
0116320211000	20271	Worker's Comp. Certified
0116320211000	20281	Cash in Lieu Certified
0116320211000	20291	Life Insurance Certified
0116320211000	20320	Professional Educational Services
0116320211000	20333	Mileage Paid to Staff
0116320211000	20610	General Supplies

TOTAL

0116320212000 GUIDANCE SERVICES

0116320212000	20111	Salary Certified
0116320212000	20211	Health Ins. Certified
0116320212000	20221	Soc. Sec. Certified
0116320212000	20231	Retirement Certified
0116320212000	20251	Tuition Reimbursement
0116320212000	20261	Unemployment Certified
0116320212000	20271	Worker's Comp. Certified
0116320212000	20281	Cash in Lieu Certified
0116320212000	20291	Life Insurance Certified
0116320212000	20333	Mileage Paid to Staff
0116320212000	20610	General Supplies

TOTAL

0116320213000 HEALTH SERVICES

0116320213000	20111	Salary Certified
0116320213000	20112	Salary Classified
0116320213000	20211	Health Ins. Certified
0116320213000	20212	Health Ins. Classified
0116320213000	20221	Soc. Sec. Certified
0116320213000	20222	Soc. Sec. Classified
0116320213000	20231	Retirement Certified
0116320213000	20232	Retirement Classified
0116320213000	20251	Tuition Reimbursement
0116320213000	20261	Unemployment Certified
0116320213000	20262	Unemployment Classified
0116320213000	20271	Worker's Comp. Certified

0116320213000	20272	Worker's Comp. Classified
0116320213000	20281	Cash in Lieu Certified
0116320213000	20282	Cash in Lieu Classified
0116320213000	20291	Life Insurance Certified
0116320213000	20292	Life Insurance Classified
		Employee Training and Development
0116320213000	20330	Services
0116320213000	20333	Mileage Paid to Staff
0116320213000	20610	General Supplies

TOTAL

0116320214100 PSYCH SERVICES SCHOOL AGE

0116320214100	20111	Salary Certified
0116320214100	20211	Health Ins. Certified
0116320214100	20221	Soc. Sec. Certified
0116320214100	20231	Retirement Certified
0116320214100	20251	Tuition Reimbursement
0116320214100	20261	Unemployment Certified
0116320214100	20271	Worker's Comp. Certified
0116320214100	20281	Cash in Lieu Certified
0116320214100	20291	Life Insurance Certified
		Employee Training and Development
0116320214100	20330	Services
0116320214100	20333	Mileage Paid to Staff
0116320214100	20610	General Supplies

TOTAL

0116320215000 SPEECH PATHOLOGY

0116320215000	20111	Salary Certified
0116320215000	20211	Health Ins. Certified
0116320215000	20221	Soc. Sec. Certified
0116320215000	20231	Retirement Certified
0116320215000	20251	Tuition Reimbursement
0116320215000	20261	Unemployment Certified
0116320215000	20271	Worker's Comp. Certified
0116320215000	20281	Cash in Lieu Certified
0116320215000	20291	Life Insurance Certified
0116320215000	20333	Mileage Paid to Staff
0116320215000	20340	Other Professional Services
0116320215000	20610	General Supplies

TOTAL

0116320215100 SPEECH/AUD SCHOOL AGE

0116320215100	20111	Salary Certified
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0116320215100	20112	Salary Classified
0116320215100	20113	Salary Substitute
0116320215100	20132	Overtime
0116320215100	20211	Health Ins. Certified
0116320215100	20221	Soc. Sec. Certified
0116320215100	20222	Soc. Sec. Classified
0116320215100	20223	Soc. Sec. Substitute
0116320215100	20231	Retirement Certified
0116320215100	20232	Retirement Classified
0116320215100	20251	Tuition Reimbursement
0116320215100	20261	Unemployment Certified
0116320215100	20262	Unemployment Classified
0116320215100	20271	Worker's Comp. Certified
0116320215100	20272	Worker's Comp. Classified
0116320215100	20281	Cash in Lieu Certified
0116320215100	20282	Cash in Lieu Classified
0116320215100	20291	Life Insurance Certified
0116320215100	20292	Life Insurance Classified
0116320215100	20320	Professional Educational Services Employee Training and Development
0116320215100	20330	Services
0116320215100	20333	Mileage Paid to Staff

TOTAL

0116320218100 VISION SERVICES SPED

0116320218100	20320	Professional Educational Services
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TOTAL

0116320221100 SCHOOL IMPROVEMENT

0116320221100	20111	Salary Certified
0116320221100	20211	Health Ins. Certified
0116320221100	20221	Soc. Sec. Certified
0116320221100	20231	Retirement Certified
0116320221100	20251	Tuition Reimbursement
0116320221100	20261	Unemployment Certified
0116320221100	20271	Worker's Comp. Certified
0116320221100	20281	Cash in Lieu Certified
0116320221100	20291	Life Insurance Certified
0116320221100	20320	Professional Educational Services Employee Training and Development
0116320221100	20330	Services
0116320221100	20332	Mileage Paid to Parents
0116320221100	20333	Mileage Paid to Staff

0116320221100	20540	Advertising
0116320221100	20610	General Supplies
0116320221100	20733	Furniture and Fixtures
0116320221100	20810	Dues and Fees

TOTAL

0116320222000 LIBRARY/MEDIA SERVICES

0116320222000	20111	Salary Certified
0116320222000	20112	Salary Classified
0116320222000	20113	Salary Substitute
0116320222000	20211	Health Ins. Certified
0116320222000	20212	Health Ins. Classified
0116320222000	20221	Soc. Sec. Certified
0116320222000	20222	Soc. Sec. Classified
0116320222000	20223	Soc. Sec. Substitute
0116320222000	20231	Retirement Certified
0116320222000	20232	Retirement Classified
0116320222000	20251	Tuition Reimbursement
0116320222000	20261	Unemployment Certified
0116320222000	20262	Unemployment Classified
0116320222000	20271	Worker's Comp. Certified
0116320222000	20272	Worker's Comp. Classified
0116320222000	20281	Cash in Lieu Certified
0116320222000	20282	Cash in Lieu Classified
0116320222000	20291	Life Insurance Certified
0116320222000	20292	Life Insurance Classified
0116320222000	20610	General Supplies
0116320222000	20640	Books and Periodicals
0116320222000	20642	Audio-Visual Materials

TOTAL

0116320223000 TECHNOLOGY-INSTRUCTION

0116320223000	20642	Audio-Visual Materials
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TOTAL

0116320241000 OFFICE OF THE PRINCIPAL

0116320241000	20110	Salary Classified
0116320241000	20111	Salary Certified
0116320241000	20210	Health Ins. Classified
0116320241000	20211	Health Ins. Certified
0116320241000	20220	Soc. Sec. Classified
0116320241000	20221	Soc. Sec. Certified
0116320241000	20230	Retirement Classified
0116320241000	20231	Retirement Certified

0116320241000	20251	Tuition Reimbursement
0116320241000	20260	Unemployment Classified
0116320241000	20261	Unemployment Certified
0116320241000	20270	Worker's Comp. Classified
0116320241000	20271	Worker's Comp. Certified
0116320241000	20280	Cash in Lieu Classified
0116320241000	20281	Cash in Lieu Certified
0116320241000	20290	Life Insurance Classified
0116320241000	20291	Life Insurance Certified
0116320241000	20333	Mileage Paid to Staff
0116320241000	20810	Dues and Fees

TOTAL

0116320261000 OPERATIONS OF BUILDING

0116320261000	20110	Salary Custodial/Maint.
0116320261000	20120	Salary Temp.
0116320261000	20130	Overtime
0116320261000	20210	Health Ins. Custodial/Maint.
0116320261000	20220	Soc. Sec. Custodial/Maint.
0116320261000	20230	Retirement Custodial/Main.
0116320261000	20260	Unemployment Custodial/Maint.
0116320261000	20270	Worker's Comp. Custodial/Maint.
0116320261000	20280	Cash in Lieu Classified
0116320261000	20290	Life Insurance Custodial/Maint.
0116320261000	20340	Other Professional Services
0116320261000	20352	Other Technical Services
0116320261000	20530	Communications
0116320261000	20610	General Supplies
0116320261000	20621	Natural Gas
0116320261000	20622	Electricity
0116320261000	20629	Water and Sewer
0116320261000	20730	Equipment

TOTAL

0116320262000 MAINTENANCE OF BUILDINGS

0116320262000	20110	Salary Custodial/Maint.
0116320262000	20120	Salary Temp.
0116320262000	20130	Overtime
0116320262000	20210	Health Ins. Custodial/Maint.
0116320262000	20220	Soc. Sec. Custodial/Maint.
0116320262000	20230	Retirement Custodial/Main.
0116320262000	20270	Worker's Comp. Custodial/Maint.
0116320262000	20280	Cash in Lieu Classified

0116320262000	20290	Life Insurance Custodial/Maint.
0116320262000	20352	Other Technical Services
0116320262000	20430	Repairs and Maintenance Services
0116320262000	20430	Property Ins.
0116320262000	20530	Communications
0116320262000	20610	General Supplies
0116320262000	20730	Equipment
0116320262000	20733	Furniture and Fixtures
0116320262000	20810	Dues and Fees

TOTAL

0116320266000 SECURITY

0116302660000	20330	Professional Development
0116302660000	20340	School Resource Officer
0116302660000	20610	General Supplies

TOTAL

OTHER STATE CATEGORICAL PROGRAMS

0116320350000	20111	Salary Certified
0116320350000	20211	Health Ins. Certified
0116320350000	20221	Soc. Sec. Certified
0116320350000	20231	Retirement Certified
0116320350000	20261	Unemployment Certified
0116320350000	20271	Worker's Comp. Certified
0116320350000	20281	Cash in Lieu Certified
0116320350000	20291	Life Insurance Certified

TOTAL

0116320353500 HAL

0116320353500	20111	Salary Certified
0116320353500	20211	Health Ins. Certified
0116320353500	20221	Soc. Sec. Certified
0116320353500	20231	Retirement Certified
0116320353500	20251	Tuition Reimbursement
0116320353500	20261	Unemployment Certified
0116320353500	20271	Worker's Comp. Certified
0116320353500	20281	Cash in Lieu Certified
0116320353500	20291	Life Insurance Certified
0116320353500	20333	Mileage Paid to Staff
0116320353500	20320	Professional Educational Services
0116320353500	20610	General Supplies

TOTAL

0116320354000 STATE EARLY CHILDHOOD

0116320354000	20111	Salary Certified
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0116320354000	20112	Salary Classified
0116320354000	20113	Salary Substitute
0116320354000	20211	Health Ins. Certified
0116320354000	20212	Health Ins. Classified
0116320354000	20221	Soc. Sec. Certified
0116320354000	20222	Soc. Sec. Classified
0116320354000	20223	Soc. Sec. Substitute
0116320354000	20231	Retirement Certified
0116320354000	20232	Retirement Classified
0116320354000	20251	Tuition Reimbursement
0116320354000	20261	Unemployment Certified
0116320354000	20262	Unemployment Classified
0116320354000	20271	Worker's Comp. Certified
0116320354000	20272	Worker's Comp. Classified
0116320354000	20281	Cash in Lieu Certified
0116320354000	20282	Cash in Lieu Certified
0116320354000	20291	Life Insurance Certified
0116320354000	20292	Life Insurance Classified
0116320354000	20333	Mileage Paid to Staff

TOTAL

0116320620000 TITLE 1 PART A BASIC PROG

0116320620000	20111	Salary Certified
0116320620000	20112	Salary Classified
0116320620000	20113	Salary Substitute
0116320620000	20211	Health Ins. Certified
0116320620000	20212	Health Ins. Classified
0116320620000	20221	Soc. Sec. Certified
0116320620000	20222	Soc. Sec. Classified
0116320620000	20223	Soc. Sec. Substitute
0116320620000	20231	Retirement Certified
0116320620000	20232	Retirement Classified
0116320620000	20251	Tuition Reimbursement
0116320620000	20261	Unemployment Certified
0116320620000	20262	Unemployment Classified
0116320620000	20271	Worker's Comp. Certified
0116320620000	20272	Worker's Comp. Classified
0116320620000	20281	Cash in Lieu Certified
0116320620000	20282	Cash in Lieu Classified
0116320620000	20291	Life Insurance Certified
0116320620000	20292	Life Insurance Classified
0116320620000	20320	Professional Educational Services

0116320620000	20330	Employee Training and Development Services
0116320620000	20333	Mileage Paid to Staff
0116320620000	20590	Interagency Purchased Services
0116320620000	20610	General Supplies

TOTAL

0116320621000 TITLE 1 ACCOUNTABILITY

0116320621000	20111	Salary Certified
0116320621000	20211	Health Ins. Certified
0116320621000	20221	Soc. Sec. Certified
0116320621000	20231	Retirement Certified
0116320621000	20251	Tuition Reimbursement
0116320621000	20261	Unemployment Certified
0116320621000	20271	Worker's Comp. Certified
0116320621000	20281	Cash in Lieu Certified
0116320621000	20291	Life Insurance Certified
0116320621000	20320	Professional Educational Services
		Employee Training and Development Services
0116320621000	20330	Services
0116320621000	20610	General Supplies

TOTAL

0116320631000 TITLE 2 EFFECTIVE INSTR.

0116320631000	20111	Salary Certified
0116320631000	20113	Salary Substitute
0116320631000	02211	Health Ins. Certified
0116320631000	20221	Soc. Sec. Certified
0116320631000	20223	Soc. Sec. Classified
0116320631000	20231	Retirement Certified
0116320631000	20251	Tuition Reimbursement
0116320631000	20261	Unemployment Certified
0116320631000	20271	Worker's Comp. Certified
0116320631000	20281	Cash in Lieu Certified
0116320631000	20291	Life Insurance Certified
0116320631000	20320	Professional Educational Services
		Employee Training and Development Services
0116320631000	20330	Services
0116320631000	20610	General Supplies

TOTAL

0116320640400 IDEA BIRTH THROUGH 4

0116320640400	20111	Salary Certified
0116320640400	20112	Salary Classified

0116320640400	20113	Salary Substitute
0116320640400	20211	Health Ins. Certified
0116320640400	20212	Health Ins. Classified
0116320640400	20221	Soc. Sec. Certified
0116320640400	20222	Soc. Sec. Classified
0116320640400	20223	Soc. Sec. Substitute
0116320640400	20231	Retirement Certified
0116320640400	20232	Retirement Classified
0116320640400	20251	Tuition Reimbursement
0116320640400	20261	Unemployment Certified
0116320640400	20262	Unemployment Classified
0116320640400	20271	Worker's Comp. Certified
0116320640400	20272	Worker's Comp. Classified
0116320640400	20281	Cash in Lieu Certified
0116320640400	20282	Cash in Lieu Classified
0116320640400	20291	Life Insurance Certified
0116320640400	20292	Life Insurance Classified
0116320640400	20333	Mileage Paid to Staff

TOTAL

0116320640600 IDEA PRESCHOOL BASE

0116320640600	20111	Salary Certified
0116320640600	20112	Salary Classified
0116320640600	20113	Salary Substitute
0116320640600	20281	Health Ins. Certified
0116320640600	20282	Health Ins. Classified
0116320640600	20221	Soc. Sec. Certified
0116320640600	20222	Soc. Sec. Classified
0116320640600	20223	Soc. Sec. Substitute
0116320640600	20231	Retirement Certified
0116320640600	20232	Retirement Classified
0116320640600	20251	Tuition Reimbursement
0116320640600	20261	Unemployment Certified
0116320640600	20262	Unemployment Classified
0116320640600	20271	Worker's Comp. Certified
0116320640600	20272	Worker's Comp. Classified
0116320640600	20281	Cash in Lieu Certified
0116320640600	20282	Cash in Lieu Classified
0116320640600	20291	Life Insurance Certified
0116320640600	20292	Life Insurance Certified

TOTAL

0116320641000 IDEA E/P

0116320641000	20111	Salary Certified
0116320641000	20112	Salary Classified
0116320641000	20113	Salary Substitute
0116320641000	20132	Overtime
0116320641000	20211	Health Ins. Certified
0116320641000	20212	Health Ins. Classified
0116320641000	20221	Soc. Sec. Certified
0116320641000	20222	Soc. Sec. Classified
0116320641000	20223	Soc. Sec. Substitute
0116320641000	20231	Retirement Certified
0116320641000	20232	Retirement Classified
0116320641000	20251	Tuition Reimbursement
0116320641000	20261	Unemployment Certified
0116320641000	20262	Unemployment Classified
0116320641000	20271	Worker's Comp. Certified
0116320641000	20272	Worker's Comp. Classified
0116320641000	20281	Cash in Lieu Certified
0116320641000	20282	Cash in Lieu Classified
0116320641000	20291	Life Insurance Certified
0116320641000	20292	Life Insurance Classified
0116320641000	20329	Professional Educational Services
0116320641000	20610	General Supplies

TOTAL

0116320641200 IDEA PART B PROPOR.

0116320641200	20320	Professional Educational Services
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TOTAL

0116320692500 TITLE 3 ENG. LANG. ACQ.

0116320692500	20111	Salary Certified
0116320692500	20112	Salary Classified
0116320692500	20113	Salary Substitute
0116320692500	20211	Health Ins. Certified
0116320692500	20212	Health Ins. Classified
0116320692500	20221	Soc. Sec. Certified
0116320692500	20222	Soc. Sec. Classified
0116320692500	20223	Soc. Sec. Substitute
0116320692500	20231	Retirement Certified
0116320692500	20232	Retirement Classified
0116320692500	20251	Tuition Reimbursement
0116320692500	20261	Unemployment Certified
0116320692500	20262	Unemployment Classified
0116320692500	20272	Worker's Comp. Certified

0116320692500	20273	Worker's Comp. Classified
0116320692500	20281	Cash in Lieu Certified
0116320692500	20282	Cash in Lieu Classified
0116320692500	20291	Life Insurance Certified
0116320692500	20292	Life Insurance Classified
0116320692500	20320	Professional Educational Services Employee Training and Development
0116320692500	20330	Services
0116320692500	20610	General Supplies

TOTAL

0616320310000 FOOD SERVICE

0616320310000	20110	Salary Food Service
0616320310000	20130	Overtime
0616320310000	20210	Health Ins. Food Service
0616320310000	20220	Soc. Sec. Food Service
0616320310000	20230	Retirement Food Service
0616320310000	20260	Unemployment Food Service
0616320310000	20270	Worker's Comp. Food Service
0616320310000	20280	Cash in Lieu Classified
0616320310000	20290	Life Insurance Food Service
0616320310000	20333	Mileage Paid to Staff
0616320310000	20340	Other Professional Services
0616320310000	20530	Communications
0616320310000	20610	General Supplies
0616320310000	20733	Furniture and Fixtures

TOTAL

Title IV Student Support and Academic Enrichment

0116320696700	20111	Salary Certified
0116320696700	20112	Salary Classified
0116320696700	20113	Salary Substitute
0116320696700	20211	Health Ins. Certified
0116320696700	20212	Health Ins. Classified
0116320696700	20221	Soc. Sec. Certified
0116320696700	20222	Soc. Sec. Classified
0116320696700	20223	Soc. Sec. Substitute
0116320696700	20231	Retirement Certified
0116320696700	20232	Retirement Classified
0116320696700	20251	Tuition Reimbursement
0116320696700	20261	Unemployment Certified

0116320696700	20262	Unemployment Classified
0116320696700	20272	Worker's Comp. Certified
0116320696700	20273	Worker's Comp. Classified
0116320696700	20281	Cash in Lieu Certified
0116320696700	20282	Cash in Lieu Classified
0116320696700	20291	Life Insurance Certified
0116320696700	20292	Life Insurance Classified
0116320696700	20320	Professional Educational Services
		Employee Training and Development
0116320696700	20330	Services
0116320696700	20610	General Supplies

TOTAL

CATEGORICAL RECEIPTS McKinney-Vento

0116320699000	20111	Salary Certified
0116320699000	20211	Health Ins. Certified
0116320699000	20221	Soc. Sec. Certified
0116320699000	20231	Retirement Certified
0116320699000	20261	Unemployment Certified
0116320699000	20271	Worker's Comp. Certified
0116320699000	20281	Cash in Lieu Certified
0116320699000	20291	Life Insurance Certified

TOTAL

2018-2019

Totals

42828	Regular Education	999697.239
27378 *divide 247	SPED	788249.853
*divide 247	Pupil Services	59617.7938
	Staff Services	64845.1811
	General Admin.	0
99251.1808	School Admin	147763.304
	Fiscal	0
3276.342	Operations	221526.031
20944.17	Maintenance	42125
0	Transportation	0
4230.46418	Early Childhood	21
2704.34408	Title	123066.932
	IDEA	92492.8087
	BOE	0

265.5336 TOTAL 2539405.14
169.7436

341
93

4100
315

7192.5
800
12975
26250
500

5000
28350
0

2100
289064.278

42150

14875.74

0

3224.475

4163.1555

261.33

46

64720.7005

35572

15188

47212.0592

546.768

2721.258

1161.882

0

3513.44644

1500.11876

220.5464

54.6768

140

4025

111855.756

440967

38441.4812

33733.9755

0

0

43554.3106

2733.9954

0

4000

374

105

563909.763

353279

45767

110528.804

164.7612

27025.8435

3501.1755

0

34893.3668

4520.40659

2190.3298

283.7554

799

318

8625

103500

988

696384.443

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2415

2415

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0

0

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0

57.5

80.5

46

184

25711

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1966.8915

2539.47547

159.4082

18

80.5

971

39171.8348

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16272

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58.5792

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1244.808

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1607.18544

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100.8864

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86.25

57.5

632.5

776.25

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3806.5

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1126.6155

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3026.90542

1454.58579

190.0052

91.3074

28

46

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5500

550

64545.1811

300

300

26913

81600

1293.76

19180.8868

6242.4

2058.8445

8059.632

166.8606
505.92

46
46
1000
650
147763.304

56160

15082.176
4296.24
5546.9232

348.192
1000

1150
345
172.5
10350
23000
94875
8050
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221526.031

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17055
14950
460
115
345

42125

115
5750
1035
6900

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28959
104.2524
2215.3635
2860.28043

179.5458

46
23

480
34867.4421



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21
21

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23292

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4473.873
1781.838
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5776.26714
2300.55084

362.5884
144.4104
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46
93
776.94

274.045

102.81

2217.66

107882.369

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7516.53

1823.6232

9340.1532

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895.86

71.4

967.26

35125

7421.45

2687.0625

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3469.29625

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217.775

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46

48966.5838

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12411
9224

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33.2064
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705.636
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1225.83447

76.9482
57.1888
199

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18151.715
391.575
43526.225

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470.81

81.765

4324.575

4877.15

43423

156.3228

3321.8595

4288.88971

269.2226

140

162.84

141795

125.58

1286.735

1625.41

196594.86

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Blumfield

ORG Code	Account Code	Description	2018-2019
0116420110000		REGULAR EDUCATION	
0116420110000	20111	Salary Certified	311841
0116420110000	20112	Salary Classified	8102 *divide 247
0116420110000	20113	Salary Substitute	*divide 247
0116420110000	20151	Unit Pay	
0116420110000	20152	Unit Pay Classified	
0116420110000	20211	Health Ins. Certified	70520.6276
0116420110000	20212	Health Ins. Classified	29.1672
0116420110000	20221	Soc. Sec. Certified	23855.8365
0116420110000	20222	Soc. Sec. Classified	619.803
0116420110000	20223	Soc. Sec. Substitute	0
0116420110000	20231	Retirement Certified	30800.5356
0116420110000	20232	Retirement Classified	800.23454
		Tuition	
0116420110000	20251	Reimbursement	
		Unemployment	
0116420110000	20261	Certified	
		Unemployment	
0116420110000	20262	Classified	
		Worker's Comp.	
0116420110000	20271	Certified	1933.4142 TOTAL
		Worker's Comp.	
0116420110000	20272	Classified	50.2324
0116420110000	20281	Cash in Lieu certified	
0116420110000	20282	Cash in lieu classified	
0116420110000	20291	Life Insurance Certified	289
		Life Insurance	
0116420110000	20292	Classified	46
		Employee Training and	
0116420110000	20330	Development Services	3000
0116420110000	20333	Mileage Paid to Staff	150
		Other Professional	
0116420110000	20340	Services(Outdoor Ed.)	3425
0116420110000	20531	Postage	800
0116420110000	20610	General Supplies	8000
0116420110000	20640	Books and Periodicals	12500

		Supplies - Technology	
0116420110000	20650	Related	500
0116420110000	20733	Furniture and Fixtures	800
		Technology-Related	
0116420110000	20734	Hardware	13000
0116420110000	20810	Dues and Fees	0
0116420110094	20610	Band Supplies	1000
TOTAL			492062.851
0116420112500		FLEX FUNDING	
0116420112500	20111	Salary Certified	27322
0116420112500	20112	Salary Classified	
0116420112500	20211	Health ins. certified	98.3592
0116420112500	20221	Soc. Sec. Certified	2090.133
0116420112500	20231	Retirement Certified	2698.59394
		Unemployment	
0116420112500	20261	Certified	
		Worker's Comp.	
0116420112500	20271	Certified	169.3964 *.0036
0116420112500	20281	Cash in Lieu certified	
0116420112500	20291	Life Insurance Certified	
0116420112500	20610	General Supplies	
TOTAL			32378.4825
0116420115000		LEP	
0116420115000	20111	Salary Certified	19670
0116420115000	20112	Salary Classified	
0116420115000	20113	Salary Substitute	
0116420115000	20211	Health Ins. Certified	7703.812
0116420115000	20212	Health Ins. Classified	
0116420115000	20221	Soc. Sec. Certified	1504.755
0116420115000	20222	Soc. Sec. Classified	0
0116420115000	20223	Soc. Sec. Substitute	0
0116420115000	20231	Retirement Certified	1942.8059
0116420115000	20232	Retirement Classified	0
		Tuition	
0116420115000	20251	Reimbursement	
		Unemployment	
0116420115000	20261	Certified	
		Unemployment	
0116420115000	20262	Classified	

0116420115000	20271	Worker's Comp. Certified	121.954
0116420115000	20272	Worker's Comp. Classified	0
0116420115000	20281	Cash in Lieu certified	
0116420115000	20282	Cash in lieu classified	
0116420115000	20291	Life Insurance Certified Life Insurance	18
0116420115000	20292	Classified Professional	
0116420115000	20320	Educational Services	
0116420115000	20330	Employee Training and Development Services	
0116420115000	20333	Mileage Paid to Staff	
0116420115000	20610	General Supplies	2100
0116420115000	20640	Books and Periodicals Supplies - Technology Related	
0116420115000	20650	Technology-Related	
0116420115000	20734	Hardware	
TOTAL			33061.3269
0116420116000 POVERTY			
0116420116000	20111	Salary Certified	259713
0116420116000	20112	Salary Classified	
0116420116000	20113	Salary Substitute	
0116420116000	20211	Health Ins. Certified	80413.9668
0116420116000	20212	Health Ins. Classified	
0116420116000	20221	Soc. Sec. Certified	19868.0445
0116420116000	20222	Soc. Sec. Classified	0
0116420116000	20223	Soc. Sec. Substitute	0
0116420116000	20231	Retirement Certified	25651.853
0116420116000	20232	Retirement Classified	0
0116420116000	20251	Tuition Reimbursement Unemployment	
0116420116000	20261	Certified Unemployment	
0116420116000	20262	Classified	

0116420116000	20271	Worker's Comp. Certified	1610.2206
0116420116000	20272	Worker's Comp. Classified	0
0116420116000	20281	Cash in Lieu certified	1000
0116420116000	20282	Cash in lieu classified	
0116420116000	20291	Life Insurance Certified Life Insurance	280
0116420116000	20292	Classified	
0116420116000	20610	General Supplies	50
0116420116000	20640	Books and Periodicals	
TOTAL			388587.085
0116420120000 SPED SCHOOL AGE			
0116420120000	20111	Salary Certified	48563
0116420120000	20112	Salary Classified	27331
0116420120000	20113	Salary Substitute	
0116420120000	20211	Health Ins. Certified	19258.8268
0116420120000	20212	Health Ins. Classified	98.3916
0116420120000	20221	Soc. Sec. Certified	3715.0695
0116420120000	20222	Soc. Sec. Classified	2090.8215
0116420120000	20223	Soc. Sec. Substitute	0
0116420120000	20231	Retirement Certified	4796.56751
0116420120000	20232	Retirement Classified	2699.48287
0116420120000	20251	Tuition Reimbursement Unemployment	
0116420120000	20261	Certified Unemployment	
0116420120000	20262	Classified Worker's Comp.	
0116420120000	20271	Certified Worker's Comp.	301.0906
0116420120000	20272	Classified	169.4522
0116420120000	20281	Cash in Lieu Certified	
0116420120000	20282	Cash in Lieu Classified	
0116420120000	20291	Life Insurance Certified Life Insurance	46
0116420120000	20292	Classified	93

0116420120000	20320	Professional Educational Services	4500
0116420120000	20330	Employee Training and Development Services	
0116420120000	20333	Mileage Paid to Staff	
0116420120000	20563	Tuition to Private Schools	
0116420120000	20569	Tuition - Other	54000
0116420120000	20610	General Supplies	680
0116420120000	20640	Books and Periodicals	
0116420120000	20733	Furniture and Fixtures Technology-Related	
0116420120000	20734	Hardware	
TOTAL			168342.703
0116420129100 SPED 3-5			
0116420129100	20111	Salary Certified	
0116420129100	20112	Salary Classified	
0116420129100	20113	Salary Substitute	
0116420129100	20211	Health Ins. Certified	0
0116420129100	20212	Health Ins. Classified	0
0116420129100	20221	Soc. Sec. Certified	0
0116420129100	20222	Soc. Sec. Classified	0
0116420129100	20223	Soc. Sec. Substitute	0
0116420129100	20231	Retirement Certified	0
0116420129100	20232	Retirement Classified	0
0116420129100	20251	Tuition Reimbursement Unemployment	
0116420129100	20261	Certified Unemployment	
0116420129100	20262	Classified Worker's Comp.	
0116420129100	20271	Certified Worker's Comp.	0
0116420129100	20272	Classified	0
0116420129100	20281	Cash in Lieu Certified	
0116420129100	20282	Cash in Lieu Classified	
0116420129100	20291	Life Insurance Certified	

0116420129100	20292	Life Insurance Classified	
0116420129100	20320	Professional Educational Services	
0116420129100	20330	Employee Training and Development Services	
0116420129100	20561	Tuition to Other School Districts Within the State	
0116420129100	20630	Food	2415
TOTAL			2415
0116420129200 SPED BIRTH TO 2			
0116420129200	20111	Salary Certified	
0116420129200	20112	Salary Classified	
0116420129200	20211	Health Ins. Certified	0
0116420129200	20212	Health Ins. Classified	0
0116420129200	20221	Soc. Sec. Certified	0
0116420129200	20222	Soc. Sec. Classified	0
0116420129200	20231	Retirement Certified	0
0116420129200	20232	Retirement Classified	
0116420129200	20251	Tuition Reimbursement	
0116420129200	20261	Unemployment Certified	
0116420129200	20262	Unemployment Classified	
0116420129200	20271	Worker's Comp. Certified	0
0116420129200	20272	Worker's Comp. Classified	0
0116420129200	20281	Cash in Lieu Certified	
0116420129200	20282	Cash in Lieu Classified	
0116420129200	20291	Life Insurance Certified	
0116420129200	20292	Life Insurance Classified	
0116420129200	20320	Professional Educational Services	

0116420129200	20330	Employee Training and Development Services	
0116420129200	20333	Mileage Paid to Staff	
		Technology-Related	
0116420129200	20734	Hardware	
0116420129200	20735	Technology Software	
TOTAL			0
0116420130000 SUMMER SCHOOL			
0116420130000	20111	Salary Certified	16319
0116420130000	20112	Salary Classified	
0116420130000	20211	Health Ins. Certified	58.7484
0116420130000	20212	Health Ins. Classified	0
0116420130000	20221	Soc. Sec. Certified	1248.4035
0116420130000	20222	Soc. Sec. Classified	0
0116420130000	20231	Retirement Certified	1611.82763
0116420130000	20232	Retirement Classified	0
		Worker's Comp.	
0116420130000	20271	Certified	101.1778
		Worker's Comp.	
0116420130000	20272	Classified	0
0116420130000	20281	Cash in Lieu Certified	
0116420130000	20282	Cash in Lieu Classified	
0116420130000	20291	Life Insurance Certified	
		Life Insurance	
0116420130000	20292	Classified	
0116420130000	20610	General Supplies	
0116420130000	20630	Food	
0116420130000	20640	Textbooks	
TOTAL			19339.1573
0116420211000 SOCIAL WORK/ATTENDANCE			
0116420211000	20111	Salary Certified	
0116420211000	20211	Health Ins. Certified	0
0116420211000	20221	Soc. Sec. Certified	0
0116420211000	20231	Retirement Certified	0
		Tuition	
0116420211000	20251	Reimbursement	
		Unemployment	
0116420211000	20261	Certified	

		Worker's Comp.	
0116420211000	20271	Certified	0
0116420211000	20281	Cash in Lieu Certified	
0116420211000	20291	Life Insurance Certified	
		Professional	
0116420211000	20320	Educational Services	30
0116420211000	20333	Mileage Paid to Staff	42
0116420211000	20610	General Supplies	24
TOTAL			96

0116420212000	GUIDANCE SERVICES		
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0116420212000	20111	Salary Certified	62804
0116420212000	20211	Health Ins. Certified	230127.094
0116420212000	20221	Soc. Sec. Certified	4804.506
0116420212000	20231	Retirement Certified	6203.15108
		Tuition	
0116420212000	20251	Reimbursement	
		Unemployment	
0116420212000	20261	Certified	
		Worker's Comp.	
0116420212000	20271	Certified	389.3848
0116420212000	20281	Cash in Lieu Certified	
0116420212000	20291	Life Insurance Certified	56
0116420212000	20333	Mileage Paid to Staff	42
0116420212000	20610	General Supplies	949
TOTAL			305375.136

0116420213000	HEALTH SERVICES		
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0116420213000	20111	Salary Certified	
0116420213000	20112	Salary Classified	
0116420213000	20211	Health Ins. Certified	0
0116420213000	20212	Health Ins. Classified	0
0116420213000	20221	Soc. Sec. Certified	0
0116420213000	20222	Soc. Sec. Classified	0
0116420213000	20231	Retirement Certified	0
0116420213000	20232	Retirement Classified	0
		Tuition	
0116420213000	20251	Reimbursement	
		Unemployment	
0116420213000	20261	Certified	

0116420213000	20262	Unemployment Classified	
0116420213000	20271	Worker's Comp. Certified	0
0116420213000	20272	Worker's Comp. Classified	0
0116420213000	20281	Cash in Lieu Certified	
0116420213000	20282	Cash in Lieu Classified	
0116420213000	20291	Life Insurance Certified Life Insurance	
0116420213000	20292	Classified	
0116420213000	20330	Employee Training and Development Services	72
0116420213000	20333	Mileage Paid to Staff	42
0116420213000	20610	General Supplies	456
TOTAL			570
0116420214100 PSYCH SERVICES SCHOOL AGE			
0116420214100	20111	Salary Certified	33720
0116420214100	20211	Health Ins. Certified	7621.392
0116420214100	20221	Soc. Sec. Certified	2579.58
0116420214100	20231	Retirement Certified	3330.5244
0116420214100	20251	Tuition Reimbursement	
0116420214100	20261	Unemployment Certified	
0116420214100	20271	Worker's Comp. Certified	209.064
0116420214100	20281	Cash in Lieu Certified	
0116420214100	20291	Life Insurance Certified	46
0116420214100	20330	Employee Training and Development Services	45
0116420214100	20333	Mileage Paid to Staff	30
0116420214100	20610	General Supplies	330
TOTAL			47911.5604
0116420215000 SPEECH PATHOLOGY			
0116420215000	20111	Salary Certified	
0116420215000	20211	Health Ins. Certified	0

0116420215000	20221	Soc. Sec. Certified	0
0116420215000	20231	Retirement Certified	0
		Tuition	
0116420215000	20251	Reimbursement	
		Unemployment	
0116420215000	20261	Certified	
		Worker's Comp.	
0116420215000	20271	Certified	0
0116420215000	20281	Cash in Lieu Certified	
0116420215000	20291	Life Insurance Certified	
0116420215000	20333	Mileage Paid to Staff	
		Other Professional	
0116420215000	20340	Services	1920
0116420215000	20610	General Supplies	66
TOTAL			1986
0116420215100		SPEECH/AUD SCHOOL AGE	
0116420215100	20111	Salary Certified	278793
0116420215100	20112	Salary Classified	336779
0116420215100	20113	Salary Substitute	18503
0116420215100	20132	Overtime	
0116420215100	20211	Health Ins. Certified	70044.6548
0116420215100	20212	Health Ins. Classified	74123.4044
0116420215100	20221	Soc. Sec. Certified	21327.6645
0116420215100	20222	Soc. Sec. Classified	25763.5935
0116420215100	20223	Soc. Sec. Substitute	1415.4795
0116420215100	20231	Retirement Certified	27536.3846
0116420215100	20232	Retirement Classified	
		Tuition	
0116420215100	20251	Reimbursement	
		Unemployment	
0116420215100	20261	Certified	
		Unemployment	
0116420215100	20262	Classified	
		Worker's Comp.	
0116420215100	20271	Certified	1728.5166
		Worker's Comp.	
0116420215100	20272	Classified	2088.0298
0116420215100	20281	Cash in Lieu Certified	
0116420215100	20282	Cash in Lieu Classified	1333

0116420215100	20291	Life Insurance Certified	273
		Life Insurance	
0116420215100	20292	Classified	608
		Professional	
0116420215100	20320	Educational Services	104816.745
		Employee Training and	
		Development Services	
0116420215100	20330		
0116420215100	20333	Mileage Paid to Staff	
TOTAL			965133.473
0116420215200 SPEECH/AUD 3-5			
0116420215200	20111	Salary Certified	
0116420215200	20112	Salary Classified	
0116420215200	20113	Salary Substitute	
0116420215200	20132	Overtime	
0116420215200	20211	Health Ins. Certified	0
0116420215200	20221	Soc. Sec. Certified	0
0116420215200	20222	Soc. Sec. Classified	0
0116420215200	20223	Soc. Sec. Substitute	0
0116420215200	20231	Retirement Certified	0
0116420215200	20232	Retirement Classified	
		Tuition	
0116420215200	20251	Reimbursement	
		Unemployment	
0116420215200	20261	Certified	
		Unemployment	
0116420215200	20262	Classified	
		Worker's Comp.	
0116420215200	20271	Certified	0
		Worker's Comp.	
0116420215200	20272	Classified	0
0116420215200	20281	Cash in Lieu Certified	
0116420215200	20282	Cash in Lieu Classified	
0116420215200	20291	Life Insurance Certified	
		Life Insurance	
0116420215200	20292	Classified	
		Professional	
0116420215200	20320	Educational Services	

0116420215200	20330	Employee Training and Development Services	
0116420215200	20333	Mileage Paid to Staff	
TOTAL			0
0116420215300 SPEECH/AUD BIRTH-2			
0116420215300	20111	Salary Certified	
0116420215300	20112	Salary Classified	
0116420215300	20113	Salary Substitute	
0116420215300	20132	Overtime	
0116420215300	20211	Health Ins. Certified	0
0116420215300	20221	Soc. Sec. Certified	0
0116420215300	20222	Soc. Sec. Classified	0
0116420215300	20223	Soc. Sec. Substitute	0
0116420215300	20231	Retirement Certified	0
0116420215300	20232	Retirement Classified	
		Tuition	
0116420215300	20251	Reimbursement	
		Unemployment	
0116420215300	20261	Certified	
		Unemployment	
0116420215300	20262	Classified	
		Worker's Comp.	
0116420215300	20271	Certified	0
		Worker's Comp.	
0116420215300	20272	Classified	0
0116420215300	20281	Cash in Lieu Certified	
0116420215300	20282	Cash in Lieu Classified	
0116420215300	20291	Life Insurance Certified	
		Life Insurance	
0116420215300	20292	Classified	
		Professional	
0116420215300	20320	Educational Services	
		Employee Training and Development Services	
0116420215300	20330	Employee Training and Development Services	
0116420215300	20333	Mileage Paid to Staff	
TOTAL			0
0116420218100 VISION SERVICES SPED			

		Professional	
0116420218100	20320	Educational Services	0
TOTAL			0
0116420221100 SCHOOL IMPROVEMENT			
0116420221100	20111	Salary Certified	
0116420221100	20211	Health Ins. Certified	0
0116420221100	20221	Soc. Sec. Certified	0
0116420221100	20231	Retirement Certified	0
		Tuition	
0116420221100	20251	Reimbursement	
		Unemployment	
0116420221100	20261	Certified	
		Worker's Comp.	
0116420221100	20271	Certified	0
0116420221100	20281	Cash in Lieu Certified	
0116420221100	20291	Life Insurance Certified	
		Professional	
0116420221100	20320	Educational Services	
0116420221100	20330	Employee Training and Development Services	
		Mileage Paid to	
0116420221100	20332	Parents	
0116420221100	20333	Mileage Paid to Staff	
0116420221100	20540	Advertising	
0116420221100	20610	General Supplies	
0116420221100	20733	Furniture and Fixtures	
0116420221100	20810	Dues and Fees	
TOTAL			0
0116420222000 LIBRARY/MEDIA SERVICES			
0116420222000	20111	Salary Certified	49849
0116420222000	20112	Salary Classified	
0116420222000	20113	Salary Substitute	
0116420222000	20211	Health Ins. Certified	179.4564
0116420222000	20212	Health Ins. Classified	0
0116420222000	20221	Soc. Sec. Certified	3813.4485
0116420222000	20222	Soc. Sec. Classified	0
0116420222000	20223	Soc. Sec. Substitute	0
0116420222000	20231	Retirement Certified	4923.58573
0116420222000	20232	Retirement Classified	

		Tuition	
0116420222000	20251	Reimbursement	
		Unemployment	
0116420222000	20261	Certified	
		Unemployment	
0116420222000	20262	Classified	
		Worker's Comp.	
0116420222000	20271	Certified	309.0638
		Worker's Comp.	
0116420222000	20272	Classified	0
0116420222000	20281	Cash in Lieu Certified	
0116420222000	20282	Cash in Lieu Classified	
0116420222000	20291	Life Insurance Certified	200
		Life Insurance	
0116420222000	20292	Classified	2500
0116420222000	20610	General Supplies	300
0116420222000	20640	Books and Periodicals	
0116420222000	20642	Audio-Visual Materials	300
TOTAL			62374.5544

0116420223000 TECHNOLOGY-INSTRUCTION

0116420223000	20642	Audio-Visual Materials	300
TOTAL			300

0116420241000 OFFICE OF THE PRINCIPAL

0116420241000	20110	Salary Classified	22730
0116420241000	20111	Salary Certified	82200
0116420241000	20210	Health Ins. Classified	7416.828
0116420241000	20211	Health Ins. Certified	13512.92
0116420241000	20220	Soc. Sec. Classified	1738.845
0116420241000	20221	Soc. Sec. Certified	6288.3
0116420241000	20230	Retirement Classified	2245.0421
0116420241000	20231	Retirement Certified	8118.894
		Tuition	
0116420241000	20251	Reimbursement	
		Unemployment	
0116420241000	20260	Classified	
		Unemployment	
0116420241000	20261	Certified	

0116420241000	20270	Worker's Comp. Classified	140.926
0116420241000	20271	Worker's Comp. Certified	509.64
0116420241000	20280	Cash in Lieu Classified	
0116420241000	20281	Cash in Lieu Certified	
0116420241000	20290	Life Insurance Classified	46
0116420241000	20291	Life Insurance Certified	280
0116420241000	20333	Mileage Paid to Staff	1000
0116420241000	20810	Dues and Fees	650
TOTAL			146877.395
0116420261000 OPERATIONS OF BUILDING			
		Salary	
0116420261000	20110	Custodial/Maint.	27040
0116420261000	20120	Salary Temp.	
0116420261000	20130	Overtime	
		Health Ins.	
0116420261000	20210	Custodial/Maint. Soc. Sec.	7736.344
0116420261000	20220	Custodial/Maint. Retirement	2068.56
0116420261000	20230	Custodial/Main. Unemployment	2670.7408
0116420261000	20260	Custodial/Maint.	
0116420261000	20270	Worker's Comp. Custodial/Maint.	167.648
0116420261000	20280	Cash in Lieu Classified	
		Life Insurance	
0116420261000	20290	Custodial/Maint. Other Professional	46
0116420261000	20340	Services Other Technical	600
0116420261000	20352	Services	180
0116420261000	20530	Communications	90
0116420261000	20610	General Supplies	5400
0116420261000	20621	Natural Gas	12000
0116420261000	20622	Electricity	49500
0116420261000	20629	Water and Sewer	4200
0116420261000	20730	Equipment	600

TOTAL 112299.293

0116420262000 MAINTENANCE OF BUILDINGS

		Salary	
0116420262000	20110	Custodial/Maint.	
0116420262000	20120	Salary Temp.	
0116420262000	20130	Overtime	
		Health Ins.	
0116420262000	20210	Custodial/Maint.	0
		Soc. Sec.	
0116420262000	20220	Custodial/Maint.	0
		Retirement	
0116420262000	20230	Custodial/Main.	0
		Worker's Comp.	
0116420262000	20270	Custodial/Maint.	0
0116420262000	20280	Cash in Lieu Classified	
		Life Insurance	
0116420262000	20290	Custodial/Maint.	
		Other Technical	
0116420262000	20352	Services	4800
		Repairs and	
0116420262000	20430	Maintenance Services	14920
0116420262000	20430	Property Ins.	7800
0116420262000	20530	Communications	240
0116420262000	20610	General Supplies	60
0116420262000	20730	Equipment	180
0116420262000	20733	Furniture and Fixtures	
0116420262000	20810	Dues and Fees	
TOTAL			28000

0116420266000 SECURITY

		Professional	
0116402660000	20330	Development	60
		School Resource	
0116402660000	20340	Officer	3000
0116402660000	20610	General Supplies	540
TOTAL			3600

OTHER STATE CATEGORICAL

0116420350000	20111	Salary Certified	
0116420350000	20211	Health Ins. Certified	0
0116420350000	20221	Soc. Sec. Certified	0
0116420350000	20231	Retirement Certified	0

0116420350000	20261	Unemployment Certified	
0116420350000	20271	Worker's Comp. Certified	
0116420350000	20281	Cash in Lieu Certified	
0116420350000	20291	Life Insurance Certified	
TOTAL			0
0116420353500 HAL			
0116420353500	20111	Salary Certified	56263
0116420353500	20211	Health Ins. Certified	10180.5468
0116420353500	20221	Soc. Sec. Certified	4304.1195
0116420353500	20231	Retirement Certified	5557.09651
0116420353500	20251	Tuition Reimbursement	
0116420353500	20261	Unemployment Certified	
0116420353500	20271	Worker's Comp. Certified	348.8306
0116420353500	20281	Cash in Lieu Certified	
0116420353500	20291	Life Insurance Certified	46
0116420353500	20333	Mileage Paid to Staff	12
0116420353500	20320	Professional Educational Services	
0116420353500	20610	General Supplies	370
TOTAL			77081.5934
0116420354000 STATE EARLY CHILDHOOD			
0116420354000	20111	Salary Certified	
0116420354000	20112	Salary Classified	
0116420354000	20113	Salary Substitute	
0116420354000	20211	Health Ins. Certified	0
0116420354000	20212	Health Ins. Classified	0
0116420354000	20221	Soc. Sec. Certified	0
0116420354000	20222	Soc. Sec. Classified	0
0116420354000	20223	Soc. Sec. Substitute	
0116420354000	20231	Retirement Certified	
0116420354000	20232	Retirement Classified	
0116420354000	20251	Tuition Reimbursement	

0116420354000	20261	Unemployment Certified	
0116420354000	20262	Unemployment Classified	
0116420354000	20271	Worker's Comp. Certified	0
0116420354000	20272	Worker's Comp. Classified	0
0116420354000	20281	Cash in Lieu Certified	
0116420354000	20282	Cash in Lieu Certified	
0116420354000	20291	Life Insurance Certified Life Insurance	
0116420354000	20292	Classified	
0116420354000	20333	Mileage Paid to Staff	21
TOTAL			21
0116420620000 TITLE 1 PART A BASIC PROG			
0116420620000	20111	Salary Certified	31612
0116420620000	20112	Salary Classified	
0116420620000	20113	Salary Substitute	
0116420620000	20211	Health Ins. Certified	9655.8032
0116420620000	20212	Health Ins. Classified	0
0116420620000	20221	Soc. Sec. Certified	2418.318
0116420620000	20222	Soc. Sec. Classified	0
0116420620000	20223	Soc. Sec. Substitute	0
0116420620000	20231	Retirement Certified	3122.31724
0116420620000	20232	Retirement Classified	0
0116420620000	20251	Tuition Reimbursement	
0116420620000	20261	Unemployment Certified	
0116420620000	20262	Unemployment Classified	
0116420620000	20271	Worker's Comp. Certified	195.9944
0116420620000	20272	Worker's Comp. Classified	0
0116420620000	20281	Cash in Lieu Certified	
0116420620000	20282	Cash in Lieu Classified	

0116420620000	20291	Life Insurance Certified	23
		Life Insurance	
0116420620000	20292	Classified	
		Professional	
0116420620000	20320	Educational Services	405.36
		Employee Training and	
		Development Services	
0116420620000	20330		142.98
0116420620000	20333	Mileage Paid to Staff	53.64
		Interagency Purchased	
		Services	
0116420620000	20590		
0116420620000	20610	General Supplies	1157.04
		TOTAL	48786.4528

0116420621000 TITLE 1 ACCOUNTABILITY

0116420621000	20111	Salary Certified	
0116420621000	20211	Health Ins. Certified	0
0116420621000	20221	Soc. Sec. Certified	0
0116420621000	20231	Retirement Certified	0
		Tuition	
0116420621000	20251	Reimbursement	
		Unemployment	
0116420621000	20261	Certified	
		Worker's Comp.	
0116420621000	20271	Certified	0
0116420621000	20281	Cash in Lieu Certified	
		Life Insurance Certified	
		Professional	
0116420621000	20320	Educational Services	3579.3
		Employee Training and	
		Development Services	
0116420621000	20330		
0116420621000	20610	General Supplies	868.392
		TOTAL	4447.692

0116420631000 TITLE 2 EFFECTIVE INSTI

0116420631000	20111	Salary Certified	36828
0116420631000	20113	Salary Substitute	
0116420631000	02211	Health Ins. Certified	14856.5808
0116420631000	20221	Soc. Sec. Certified	2817.342
0116420631000	20223	Soc. Sec. Classified	0

0116420631000	20231	Retirement Certified	3637.50156
		Tuition	
0116420631000	20251	Reimbursement	
		Unemployment	
0116420631000	20261	Certified	
		Worker's Comp.	
0116420631000	20271	Certified	228.3336
0116420631000	20281	Cash in Lieu Certified	
0116420631000	20291	Life Insurance Certified	46
		Professional	
0116420631000	20320	Educational Services	426.6
0116420631000	20330	Employee Training and Development Services	34
0116420631000	20610	General Supplies	
TOTAL			58874.358
0116420640400		IDEA BIRTH THROUGH 4	
0116420640400	20111	Salary Certified	72086
0116420640400	20112	Salary Classified	
0116420640400	20113	Salary Substitute	
0116420640400	20211	Health Ins. Certified	259.5096
0116420640400	20212	Health Ins. Classified	0
0116420640400	20221	Soc. Sec. Certified	5514.579
0116420640400	20222	Soc. Sec. Classified	0
0116420640400	20223	Soc. Sec. Substitute	0
0116420640400	20231	Retirement Certified	7119.93422
0116420640400	20232	Retirement Classified	
		Tuition	
0116420640400	20251	Reimbursement	
		Unemployment	
0116420640400	20261	Certified	
		Unemployment	
0116420640400	20262	Classified	
		Worker's Comp.	
0116420640400	20271	Certified	446.9332
		Worker's Comp.	
0116420640400	20272	Classified	0
0116420640400	20281	Cash in Lieu Certified	1000
0116420640400	20282	Cash in Lieu Classified	

0116420640400	20291	Life Insurance Certified	54
		Life Insurance	
0116420640400	20292	Classified	
0116420640400	20333	Mileage Paid to Staff	
TOTAL			86480.956

0116420640600 IDEA PRESCHOOL BASE

0116420640600	20111	Salary Certified	
0116420640600	20112	Salary Classified	
0116420640600	20113	Salary Substitute	
0116420640600	20281	Health Ins. Certified	0
0116420640600	20282	Health Ins. Classified	0
0116420640600	20221	Soc. Sec. Certified	0
0116420640600	20222	Soc. Sec. Classified	0
0116420640600	20223	Soc. Sec. Substitute	0
0116420640600	20231	Retirement Certified	0
0116420640600	20232	Retirement Classified	
		Tuition	
0116420640600	20251	Reimbursement	
		Unemployment	
0116420640600	20261	Certified	
		Unemployment	
0116420640600	20262	Classified	
		Worker's Comp.	
0116420640600	20271	Certified	0
		Worker's Comp.	
0116420640600	20272	Classified	0
0116420640600	20281	Cash in Lieu Certified	
0116420640600	20282	Cash in Lieu Classified	
0116420640600	20291	Life Insurance Certified	
0116420640600	20292	Life Insurance Certified	
TOTAL			0

0116420641000 IDEA E/P

0116420641000	20111	Salary Certified	29876
0116420641000	20112	Salary Classified	10991
0116420641000	20113	Salary Substitute	
0116420641000	20132	Overtime	
0116420641000	20211	Health Ins. Certified	19191.5536

0116420641000	20212	Health Ins. Classified	39.5676
0116420641000	20221	Soc. Sec. Certified	2285.514
0116420641000	20222	Soc. Sec. Classified	840.8115
0116420641000	20223	Soc. Sec. Substitute	0
0116420641000	20231	Retirement Certified	2950.85252
0116420641000	20232	Retirement Classified Tuition	
0116420641000	20251	Reimbursement Unemployment	
0116420641000	20261	Certified Unemployment	
0116420641000	20262	Classified Worker's Comp.	
0116420641000	20271	Certified Worker's Comp.	185.2312
0116420641000	20272	Classified	68.1442
0116420641000	20281	Cash in Lieu Certified	
0116420641000	20282	Cash in Lieu Classified	
0116420641000	20291	Life Insurance Certified Life Insurance	93.6
0116420641000	20292	Classified Professional	46
0116420641000	20329	Educational Services	9470.46
0116420641000	20610	General Supplies	204.3
	TOTAL		76243.0346
0116420641200		IDEA PART B PROPOR. Professional	
0116420641200	20320	Educational Services	
	TOTAL		0
0116420692500		TITLE 3 ENG. LANG. ACQ.	
0116420692500	20111	Salary Certified	
0116420692500	20112	Salary Classified	
0116420692500	20113	Salary Substitute	
0116420692500	20211	Health Ins. Certified	0
0116420692500	20212	Health Ins. Classified	0
0116420692500	20221	Soc. Sec. Certified	0
0116420692500	20222	Soc. Sec. Classified	0
0116420692500	20223	Soc. Sec. Substitute	0
0116420692500	20231	Retirement Certified	0

0116420692500	20232	Retirement Classified Tuition	0
0116420692500	20251	Reimbursement Unemployment	
0116420692500	20261	Certified Unemployment	
0116420692500	20262	Classified Worker's Comp.	
0116420692500	20272	Certified Worker's Comp.	0
0116420692500	20273	Classified	0
0116420692500	20281	Cash in Lieu Certified	
0116420692500	20282	Cash in Lieu Classified	
0116420692500	20291	Life Insurance Certified Life Insurance	
0116420692500	20292	Classified Professional	
0116420692500	20320	Educational Services	245.64
0116420692500	20330	Employee Training and Development Services	42.66
0116420692500	20610	General Supplies	2256.3
TOTAL			2544.6
0616320310000 FOOD SERVICE			
0616420310000	20110	Salary Food Service	43563
0616420310000	20130	Overtime Health Ins. Food	
0616420310000	20210	Service	156.8268
0616420310000	20220	Soc. Sec. Food Service Retirement Food	3332.5695
0616420310000	20230	Service Unemployment Food	4302.71751
0616420310000	20260	Service Worker's Comp. Food	
0616420310000	20270	Service	270.0906
0616420310000	20280	Cash in Lieu Classified Life Insurance Food	
0616420310000	20290	Service	84.96
0616420310000	20333	Mileage Paid to Staff	

		Other Professional	
0616420310000	20340	Services	73980
0616420310000	20530	Communications	65.52
0616420310000	20610	General Supplies	671.34
0616420310000	20733	Furniture and Fixtures	848.04
TOTAL			127275.064

Title IV Student Support and Academic Enrichment

0116420696700	20111	Salary Certified	
0116420696700	20112	Salary Classified	
0116420696700	20113	Salary Substitute	
0116420696700	20211	Health Ins. Certified	0
0116420696700	20212	Health Ins. Classified	0
0116420696700	20221	Soc. Sec. Certified	0
0116420696700	20222	Soc. Sec. Classified	0
0116420696700	20223	Soc. Sec. Substitute	0
0116420696700	20231	Retirement Certified	0
0116420696700	20232	Retirement Classified	
		Tuition	
0116420696700	20251	Reimbursement	
		Unemployment	
0116420696700	20261	Certified	
		Unemployment	
0116420696700	20262	Classified	
		Worker's Comp.	
0116420696700	20272	Certified	0
		Worker's Comp.	
0116420696700	20273	Classified	0
0116420696700	20281	Cash in Lieu Certified	
0116420696700	20282	Cash in Lieu Classified	
0116420696700	20291	Life Insurance Certified	
		Life Insurance	
0116420696700	20292	Classified	
		Professional	
0116420696700	20320	Educational Services	
		Employee Training and	
		Development Services	
0116420696700	20330	General Supplies	
0116420696700	20610	General Supplies	
TOTAL			0

FEDERAL CATEGORICAL RECEIPTS

0116420699000	20111	Salary Certified	
0116420699000	20211	Health Ins. Certified	0
0116420699000	20221	Soc. Sec. Certified	0
0116420699000	20231	Retirement Certified	0
		Unemployment	
0116420699000	20261	Certified	
		Worker's Comp.	
0116420699000	20271	Certified	0
0116420699000	20281	Cash in Lieu Certified	
0116420699000	20291	Life Insurance Certified	

0616420310000 FOOD SERVICE

0616420310000	20110	Salary Food Service	30091
0616420310000	20130	Overtime	
		Health Ins. Food	
0616420310000	20210	Service	108.3276
0616420310000	20220	Soc. Sec. Food Service	2301.9615
		Retirement Food	
0616420310000	20230	Service	2972.08807
		Unemployment Food	
0616420310000	20260	Service	
		Worker's Comp. Food	
0616420310000	20270	Service	186.5642
0616420310000	20280	Cash in Lieu Classified	
		Life Insurance Food	
0616420310000	20290	Service	
0616420310000	20333	Mileage Paid to Staff	
		Other Professional	
0616420310000	20340	Services	
0616420310000	20530	Communications	
0616420310000	20610	General Supplies	
0616420310000	20733	Furniture and Fixtures	
Total			35659.9414

Totals

Regular Education	1010132.01
SPED	1218737.22
Pupil Services	306550.776
Staff Services	62674.5544
General Admin.	0
School Admin	146877.395
Fiscal	0
Operations	112299.293
Maintenance	28000
Transportation	0
Early Childhood	21
Title	114653.103
IDEA	162723.991
BOE	0
	3162669.34

Meadows

org code	account code		Amount
0116620110000		REGULAR EDUCATION	
0116620110000	20111	Salary Certified	411722
0116620110000	20112	Salary Classified	11545 *divide 247
0116620110000	20113	Salary Substitute	*divide 247
0116620110000	20151	Unit Pay	
0116620110000	20152	Unit Pay Classified	
0116620110000	20211	Health Ins. Certified	76301.1992
0116620110000	20212	Health Ins. Classified	41.562
0116620110000	20221	Soc. Sec. Certified	31496.733
0116620110000	20222	Soc. Sec. Classified	883.1925
0116620110000	20223	Soc. Sec. Substitute	0
0116620110000	20231	Retirement Certified	40665.7819
0116620110000	20232	Retirement Classified	1140.29965
0116620110000	20251	Tuition Reimbursement	
0116620110000	20261	Unemployment Certified	
0116620110000	20262	Unemployment Classified	
0116620110000	20271	Worker's Comp. Certified	2552.6764 TOTAL
0116620110000	20272	Worker's Comp. Classified	71.579
0116620110000	20281	Cash in Lieu certified	2449
0116620110000	20282	Cash in lieu classified	
0116620110000	20291	Life Insurance Certified	395
0116620110000	20292	Life Insurance Classified	46
0116620110000	20330	Employee Training and Development Services	3900
0116620110000	20333	Mileage Paid to Staff	285
0116620110000	20340	Other Professional Services(Outdoor Ed.)	6507.5
0116620110000	20531	Postage	500
0116620110000	20610	General Supplies	12300
0116620110000	20640	Books and Periodicals	23750
0116620110000	20650	Supplies - Technology Related	500
0116620110000	20733	Furniture and Fixtures Technology-Related	1000
0116620110000	20734	Hardware	24750
0116620110000	20810	Dues and Fees	0
0116620110094	20610	Band Supplies	2300

TOTAL 655102.524

0116620112500 FLEX FUNDING

0116620112500	20111	Salary Certified	
0116620112500	20112	Salary Classified	
0116620112500	20211	Health Ins. Certified	0
0116620112500	20221	Soc. Sec. Certified	0
0116620112500	20231	Retirement Certified	0
0116620112500	20261	Unemployment Certified	
0116620112500	20271	Worker's Comp. Certified	0
0116620112500	20281	Cash in Lieu certified	
0116620112500	20291	Life Insurance Certified	
0116620112500	20610	General Supplies	

TOTAL 0

0116620115000 LEP

0116620115000	20111	Salary Certified	66854
0116620115000	20112	Salary Classified	
0116620115000	20113	Salary Substitute	
0116620115000	20211	Health Ins. Certified	240.6744
0116620115000	20212	Health Ins. Classified	0
0116620115000	20221	Soc. Sec. Certified	5114.331
0116620115000	20222	Soc. Sec. Classified	0
0116620115000	20223	Soc. Sec. Substitute	0
0116620115000	20231	Retirement Certified	6603.16958
0116620115000	20232	Retirement Classified	0
0116620115000	20251	Tuition Reimbursement	
0116620115000	20261	Unemployment Certified	
0116620115000	20262	Unemployment Classified	
0116620115000	20271	Worker's Comp. Certified	414.4948
0116620115000	20272	Worker's Comp. Classified	0
0116620115000	20281	Cash in Lieu certified	
0116620115000	20282	Cash in lieu classified	
0116620115000	20291	Life Insurance Certified	46
0116620115000	20292	Life Insurance Classified	
0116620115000	20320	Professional Educational Services	
0116620115000	20330	Employee Training and Development Services	
0116620115000	20333	Mileage Paid to Staff	
0116620115000	20610	General Supplies	6650
0116620115000	20640	Books and Periodicals	

0116620115000	20650	Supplies - Technology Related	
0116620115000	20734	Technology-Related Hardware	
TOTAL			85922.6698

0116620116000		POVERTY	
0116620116000	20111	Salary Certified	502927
0116620116000	20112	Salary Classified	
0116620116000	20113	Salary Substitute	
0116620116000	20211	Health Ins. Certified	124239.537
0116620116000	20212	Health Ins. Classified	122429
0116620116000	20221	Soc. Sec. Certified	38473.9155
0116620116000	20222	Soc. Sec. Classified	0
0116620116000	20223	Soc. Sec. Substitute	0
0116620116000	20231	Retirement Certified	49674.0998
0116620116000	20232	Retirement Classified	0
0116620116000	20251	Tuition Reimbursement	
0116620116000	20261	Unemployment Certified	
0116620116000	20262	Unemployment Classified	
0116620116000	20271	Worker's Comp. Certified	3118.1474
0116620116000	20272	Worker's Comp. Classified	0
0116620116000	20281	Cash in Lieu certified	1000
0116620116000	20282	Cash in lieu classified	
0116620116000	20291	Life Insurance Certified	374
0116620116000	20292	Life Insurance Classified	
0116620116000	20610	General Supplies	95
0116620116000	20640	Books and Periodicals	
TOTAL			842330.7

0116620120000		SPED SCHOOL AGE	
0116620120000	20111	Salary Certified	106083
0116620120000	20112	Salary Classified	15761
0116620120000	20113	Salary Substitute	
0116620120000	20211	Health Ins. Certified	7716.8988
0116620120000	20212	Health Ins. Classified	56.7396
0116620120000	20221	Soc. Sec. Certified	8115.3495
0116620120000	20222	Soc. Sec. Classified	1205.7165
0116620120000	20223	Soc. Sec. Substitute	0
0116620120000	20231	Retirement Certified	10477.8179
0116620120000	20232	Retirement Classified	1556.71397
0116620120000	20251	Tuition Reimbursement	

0116620120000	20261	Unemployment Certified	
0116620120000	20262	Unemployment Classified	
0116620120000	20271	Worker's Comp. Certified	657.7146
0116620120000	20272	Worker's Comp. Classified	97.7182
0116620120000	20281	Cash in Lieu Certified	1000
0116620120000	20282	Cash in Lieu Classified	
0116620120000	20291	Life Insurance Certified	93
0116620120000	20292	Life Insurance Classified	46
0116620120000	20320	Professional Educational Services	7200
0116620120000	20330	Employee Training and Development Services	
0116620120000	20333	Mileage Paid to Staff	
0116620120000	20563	Tuition to Private Schools	
0116620120000	20569	Tuition - Other	86400
0116620120000	20610	General Supplies	932
0116620120000	20640	Books and Periodicals	
0116620120000	20733	Furniture and Fixtures	
0116620120000	20734	Technology-Related Hardware	
TOTAL			247399.669
0116620129100		SPED 3-5	
0116620129100	20111	Salary Certified	
0116620129100	20112	Salary Classified	
0116620129100	20113	Salary Substitute	
0116620129100	20211	Health Ins. Certified	0
0116620129100	20212	Health Ins. Classified	0
0116620129100	20221	Soc. Sec. Certified	0
0116620129100	20222	Soc. Sec. Classified	0
0116620129100	20223	Soc. Sec. Substitute	0
0116620129100	20231	Retirement Certified	0
0116620129100	20232	Retirement Classified	0
0116620129100	20251	Tuition Reimbursement	
0116620129100	20261	Unemployment Certified	
0116620129100	20262	Unemployment Classified	
0116620129100	20271	Worker's Comp. Certified	0
0116620129100	20272	Worker's Comp. Classified	0
0116620129100	20281	Cash in Lieu Certified	
0116620129100	20282	Cash in Lieu Classified	

0116620129100	20291	Life Insurance Certified	
0116620129100	20292	Life Insurance Classified	
0116620129100	20320	Professional Educational Services	
0116620129100	20330	Employee Training and Development Services	
0116620129100	20561	Tuition to Other School Districts Within the State	
0116620129100	20630	Food	2415
TOTAL			2415

0116620129200	SPED BIRTH TO 2		
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0116620129200	20111	Salary Certified	
0116620129200	20112	Salary Classified	
0116620129200	20211	Health Ins. Certified	0
0116620129200	20212	Health Ins. Classified	0
0116620129200	20221	Soc. Sec. Certified	0
0116620129200	20222	Soc. Sec. Classified	0
0116620129200	20231	Retirement Certified	0
0116620129200	20232	Retirement Classified	0
0116620129200	20251	Tuition Reimbursement	
0116620129200	20261	Unemployment Certified	
0116620129200	20262	Unemployment Classified	
0116620129200	20271	Worker's Comp. Certified	0
0116620129200	20272	Worker's Comp. Classified	0
0116620129200	20281	Cash in Lieu Certified	
0116620129200	20282	Cash in Lieu Classified	
0116620129200	20291	Life Insurance Certified	
0116620129200	20292	Life Insurance Classified	
0116620129200	20320	Professional Educational Services	
0116620129200	20330	Employee Training and Development Services	
0116620129200	20333	Mileage Paid to Staff Technology-Related	
0116620129200	20734	Hardware	
0116620129200	20735	Technology Software	
TOTAL			0

0116620130000	SUMMER SCHOOL		
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0116620130000	20111	Salary Certified	
0116620130000	20112	Salary Classified	

0116620130000	20211	Health Ins. Certified	0
0116620130000	20212	Health Ins. Classified	0
0116620130000	20221	Soc. Sec. Certified	0
0116620130000	20222	Soc. Sec. Classified	0
0116620130000	20231	Retirement Certified	0
0116620130000	20232	Retirement Classified	0
0116620130000	20271	Worker's Comp. Certified	0
0116620130000	20272	Worker's Comp. Classified	0
0116620130000	20281	Cash in Lieu Certified	
0116620130000	20282	Cash in Lieu Classified	
0116620130000	20291	Life Insurance Certified	
0116620130000	20292	Life Insurance Classified	
0116620130000	20610	General Supplies	
0116620130000	20630	Food	
0116620130000	20640	Books and Periodicals	
TOTAL			0
0116620211000 SOCIAL WORK/ATTENDANCE			
0116620211000	20111	Salary Certified	
0116620211000	20211	Health Ins. Certified	0
0116620211000	20221	Soc. Sec. Certified	0
0116620211000	20231	Retirement Certified	0
0116620211000	20251	Tuition Reimbursement	
0116620211000	20261	Unemployment Certified	
0116620211000	20271	Worker's Comp. Certified	0
0116620211000	20281	Cash in Lieu Certified	
0116620211000	20291	Life Insurance Certified	
		Professional Educational	
0116620211000	20320	Services	30
0116620211000	20333	Mileage Paid to Staff	42
0116620211000	20610	General Supplies	24
TOTAL			96
0116620212000 GUIDANCE SERVICES			
0116620212000	20111	Salary Certified	25852
0116620212000	20211	Health Ins. Certified	7726.0672
0116620212000	20221	Soc. Sec. Certified	1977.678
0116620212000	20231	Retirement Certified	2553.40204
0116620212000	20261	Unemployment Certified	
0116620212000	20271	Worker's Comp. Certified	160.2824
0116620212000	20281	Cash in Lieu Certified	
0116620212000	20291	Life Insurance Certified	18.72

		Professional Educational	
0116620212000	20320	Services	48
0116620212000	20333	Mileage Paid to Staff	67.2
0116620212000	20610	General Supplies	38.4
TOTAL			38441.7496

0116620213000	HEALTH SERVICES		
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0116620213000	20111	Salary Certified	
0116620213000	20112	Salary Classified	16584
0116620213000	20211	Health Ins. Certified	0
0116620213000	20212	Health Ins. Classified	
0116620213000	20221	Soc. Sec. Certified	0
0116620213000	20222	Soc. Sec. Classified	1268.676
0116620213000	20231	Retirement Certified	0
0116620213000	20232	Retirement Classified	1638.00168
0116620213000	20251	Tuition Reimbursement	
0116620213000	20261	Unemployment Certified	
0116620213000	20262	Unemployment Classified	
0116620213000	20271	Worker's Comp. Certified	0
0116620213000	20272	Worker's Comp. Classified	102.8208
0116620213000	20281	Cash in Lieu Certified	
0116620213000	20282	Cash in Lieu Classified	
0116620213000	20291	Life Insurance Certified	
0116620213000	20292	Life Insurance Classified	46
0116620213000	20330	Employee Training and Development Services	115.2
0116620213000	20333	Mileage Paid to Staff	67.2
0116620213000	20610	General Supplies	549.6
TOTAL			20371.4985

0116620214100	PSYCH SERVICES SCHOOL AGE		
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0116620214100	20111	Salary Certified	
0116620214100	20211	Health Ins. Certified	0
0116620214100	20221	Soc. Sec. Certified	0
0116620214100	20231	Retirement Certified	0
0116620214100	20251	Tuition Reimbursement	
0116620214100	20261	Unemployment Certified	
0116620214100	20271	Worker's Comp. Certified	0
0116620214100	20281	Cash in Lieu Certified	
0116620214100	20291	Life Insurance Certified	
0116620214100	20330	Employee Training and Development Services	72

0116620214100	20333	Mileage Paid to Staff	48
0116620214100	20610	General Supplies	528
TOTAL			648

0116620215000		SPEECH PATHOLOGY	
0116620215000	20111	Salary Certified	
0116620215000	20211	Health Ins. Certified	0
0116620215000	20221	Soc. Sec. Certified	0
0116620215000	20231	Retirement Certified	0
0116620215000	20251	Tuition Reimbursement	
0116620215000	20261	Unemployment Certified	
0116620215000	20271	Worker's Comp. Certified	0
0116620215000	20281	Cash in Lieu Certified	
0116620215000	20291	Life Insurance Certified	
0116620215000	20333	Mileage Paid to Staff	
		Other Professional	
0116620215000	20340	Services	3072
0116620215000	20610	General Supplies	105.6
TOTAL			3177.6

0116620215100		SPEECH/AUD SCHOOL AGE	
0116620215100	20111	Salary Certified	41471
0116620215100	20112	Salary Classified	
0116620215100	20113	Salary Substitute	
0116620215100	20132	Overtime	
0116620215100	20211	Health Ins. Certified	149.2956
0116620215100	20221	Soc. Sec. Certified	3172.5315
0116620215100	20222	Soc. Sec. Classified	0
0116620215100	20223	Soc. Sec. Substitute	0
0116620215100	20231	Retirement Certified	4096.09067
0116620215100	20232	Retirement Classified	0
0116620215100	20251	Tuition Reimbursement	
0116620215100	20261	Unemployment Certified	
0116620215100	20262	Unemployment Classified	
0116620215100	20271	Worker's Comp. Certified	257.1202
0116620215100	20272	Worker's Comp. Classified	0
0116620215100	20281	Cash in Lieu Certified	
0116620215100	20282	Cash in Lieu Classified	
0116620215100	20291	Life Insurance Certified	
0116620215100	20292	Life Insurance Classified	
		Professional Educational	
0116620215100	20320	Services	

0116620215100	20330	Employee Training and Development Services	
0116620215100	20333	Mileage Paid to Staff	
TOTAL			49146.038
0116620218100		VISION SERVICES SPED	
		Professional Educational Services	
0116620218100	20320		0
TOTAL			0
0116620221100		SCHOOL IMPROVEMENT	
0116620221100	20111	Salary Certified	
0116620221100	20211	Health Ins. Certified	0
0116620221100	20221	Soc. Sec. Certified	0
0116620221100	20231	Retirement Certified	0
0116620221100	20251	Tuition Reimbursement	
0116620221100	20261	Unemployment Certified	
0116620221100	20271	Worker's Comp. Certified	0
0116620221100	20281	Cash in Lieu Certified	
0116620221100	20291	Life Insurance Certified	
		Professional Educational Services	
0116620221100	20320		
		Employee Training and Development Services	
0116620221100	20330		
0116620221100	20332	Mileage Paid to Parents	
0116620221100	20333	Mileage Paid to Staff	
0116620221100	20540	Advertising	
0116620221100	20610	General Supplies	
0116620221100	20733	Furniture and Fixtures	
0116620221100	20810	Dues and Fees	
TOTAL			0
0116620222000		LIBRARY/MEDIA SERVICES	
0116620222000	20111	Salary Certified	38774
0116620222000	20112	Salary Classified	
0116620222000	20113	Salary Substitute	
0116620222000	20211	Health Ins. Certified	139.5864
0116620222000	20212	Health Ins. Classified	0
0116620222000	20221	Soc. Sec. Certified	2966.211
0116620222000	20222	Soc. Sec. Classified	0
0116620222000	20223	Soc. Sec. Substitute	0
0116620222000	20222	Retirement Certified	3829.70798
0116620222000	20232	Retirement Classified	0
0116620222000	20251	Tuition Reimbursement	

0116620222000	20261	Unemployment Certified	
0116620222000	20262	Unemployment Classified	
0116620222000	20271	Worker's Comp. Certified	240.3988
0116620222000	20272	Worker's Comp. Classified	0
0116620222000	20281	Cash in Lieu Certified	
0116620222000	20282	Cash in Lieu Classified	
0116620222000	20291	Life Insurance Certified	
0116620222000	20292	Life Insurance Classified	
0116620222000	20610	General Supplies	100
0116620222000	20640	Books and Periodicals	3500
0116620222000	20642	Audio-Visual Materials	100
TOTAL			49649.9042
0116620223000		TECHNOLOGY-INSTRUTION	
0116620223000	20642	Audio-Visual Materials	
TOTAL			0
0116620241000		OFFICE OF THE PRINCIPAL	
0116620241000	20110	Salary Classified	22411
0116620241000	20111	Salary Certified	94470
0116620241000	20210	Health Ins. Classified	7415.6796
0116620241000	20211	Health Ins. Certified	7675.092
0116620241000	20220	Soc. Sec. Classified	1714.4415
0116620241000	20221	Soc. Sec. Certified	7226.955
0116620241000	20230	Retirement Classified	2213.53447
0116620241000	20231	Retirement Certified	9330.8019
0116620241000	20251	Tuition Reimbursement	
0116620241000	20260	Unemployment Classified	
0116620241000	20261	Unemployment Certified	
0116620241000	20270	Worker's Comp. Classified	138.9482
0116620241000	20271	Worker's Comp. Certified	585.714
0116620241000	20280	Cash in Lieu Classified	
0116620241000	20281	Cash in Lieu Certified	
0116620241000	20290	Life Insurance Classified	46
0116620241000	20291	Life Insurance Certified	167
0116620241000	20333	Mileage Paid to Staff	1000
0116620241000	20810	Dues and Fees	650
TOTAL			155045.167
0116620261000		OPERATIONS OF BUILDING	
0116620261000	20110	Salary Custodial/Maint.	55536
0116620261000	20120	Salary Temp.	

0116620261000	20130	Overtime	
		Health Ins.	
0116620261000	20210	Custodial/Maint.	20986.9296
0116620261000	20220	Soc. Sec. Custodial/Maint.	4248.504
		Retirement	
0116620261000	20230	Custodial/Main.	5485.29072
		Unemployment	
0116620261000	20260	Custodial/Maint.	
		Worker's Comp.	
0116620261000	20270	Custodial/Maint.	344.3232
0116620261000	20280	Cash in Lieu Classified	
		Life Insurance	
0116620261000	20290	Custodial/Maint.	93
		Other Professional	
0116620261000	20340	Services	960
0116620261000	20352	Other Technical Services	288
0116620261000	20530	Communications	144
0116620261000	20610	General Supplies	8640
0116620261000	20621	Natural Gas	19200
0116620261000	20622	Electricity	79200
0116620261000	20629	Other	6720
0116620261000	20730	Equipment	960
TOTAL			202806.048
0116620262000 MAINTENANCE OF BUILDINGS			
0116620262000	20110	Salary Custodial/Maint.	
0116620262000	20120	Salary Temp.	
0116620262000	20130	Overtime	
		Health Ins.	
0116620262000	20210	Custodial/Maint.	0
0116620262000	20220	Soc. Sec. Custodial/Maint.	0
		Retirement	
0116620262000	20230	Custodial/Main.	0
		Worker's Comp.	
0116620262000	20270	Custodial/Maint.	0
0116620262000	20280	Cash in Lieu Classified	
		Life Insurance	
0116620262000	20290	Custodial/Maint.	
0116620262000	20352	Other Technical Services	7680

		Repairs and Maintenance	
0116620262000	20430	Services	18972
0116620262000	20530	Communications	362.4
0116620262000	20430	Property Ins.	12480
0116620262000	02610	General Supplies	96
0116620262000	20730	Equipment	271.8
0116620262000	20733	Furniture and Fixtures	
0116620262000	20810	Dues and Fees	
TOTAL			39862.2

0116620266000		SECURITY	
0116602660000	20330	Professional Development	96
0116602660000	20340	School Resource Officer	4800
0116602660000	20610	General Supplies	864
TOTAL			5760

OTHER STATE CATEGORICAL			
0116620350000	20111	Salary Certified	
0116620350000	20211	Health Ins. Certified	0
0116620350000	20221	Soc. Sec. Certified	0
0116620350000	20231	Retirement Certified	0
0116620350000	20261	Unemployment Certified	
0116620350000	20271	Worker's Comp. Certified	0
0116620350000	20281	Cash in Lieu Certified	
0116620350000	20291	Life Insurance Certified	
TOTAL			0

0116620353500		HAL	
0116620353500	20111	Salary Certified	21512
0116620353500	20211	Health Ins. Certified	5363.4432
0116620353500	20221	Soc. Sec. Certified	1645.668
0116620353500	20231	Retirement Certified	2124.74024
0116620353500	20251	Tuition Reimbursement	
0116620353500	20261	Unemployment Certified	
0116620353500	20271	Worker's Comp. Certified	133.3744
0116620353500	20281	Cash in Lieu Certified	
0116620353500	20291	Life Insurance Certified	18
0116620353500	20333	Mileage Paid to Staff	19.2
0116620353500	20320	Professional Educational Services	
0116620353500	20610	General Supplies	442
TOTAL			30816.4258

0116620354000		STATE EARLY CHILDHOOD	
0116620354000	20111	Salary Certified	

0116620354000	20112	Salary Classified	
0116620354000	20113	Salary Substitute	
0116620354000	20211	Health Ins. Certified	0
0116620354000	20212	Health Ins. Classified	0
0116620354000	20221	Soc. Sec. Certified	0
0116620354000	20222	Soc. Sec. Classified	0
0116620354000	20223	Soc. Sec. Substitute	0
0116620354000	20231	Retirement Certified	0
0116620354000	20232	Retirement Classified	0
0116620354000	20251	Tuition Reimbursement	
0116620354000	20261	Unemployment Certified	
0116620354000	20262	Unemployment Classified	
0116620354000	20271	Worker's Comp. Certified	0
0116620354000	20272	Worker's Comp. Classified	0
0116620354000	20281	Cash in Lieu Certified	
0116620354000	20282	Cash in Lieu Certified	
0116620354000	20291	Life Insurance Certified	
0116620354000	2092	Life Insurance Classified	
0116620354000	20333	Mileage Paid to Staff	
TOTAL			0
0116620620000		TITLE 1 PART A BASIC PROG	
0116620620000	20111	Salary Certified	71093
0116620620000	20112	Salary Classified	
0116620620000	20113	Salary Substitute	
0116620620000	20211	Health Ins. Certified	19339.9348
0116620620000	20212	Health Ins. Classified	0
0116620620000	20221	Soc. Sec. Certified	5438.6145
0116620620000	20222	Soc. Sec. Classified	0
0116620620000	20223	Soc. Sec. Substitute	0
0116620620000	20231	Retirement Certified	7021.85561
0116620620000	20232	Retirement Classified	0
0116620620000	20251	Tuition Reimbursement	
0116620620000	20261	Unemployment Certified	
0116620620000	20262	Unemployment Classified	
0116620620000	20271	Worker's Comp. Certified	440.7766
0116620620000	20272	Worker's Comp. Classified	0
0116620620000	20281	Cash in Lieu Certified	199
0116620620000	20282	Cash in Lieu Classified	
0116620620000	20291	Life Insurance Certified	56

0116620620000	20292	Life Insurance Classified	140
		Professional Educational	
0116620620000	20320	Services	648.576
		Employee Training and	
0116620620000	20330	Development Services	228.768
0116620620000	20333	Mileage Paid to Staff	85.824
		Interagency Purchased	
0116620620000	20590	Services	
0116620620000	20610	General Supplies	1851.264
TOTAL			106543.614

0116620621000 TITLE 1 ACCOUNTABILITY

0116620621000	20111	Salary Certified	
0116620621000	20211	Health Ins. Certified	0
0116620621000	20221	Soc. Sec. Certified	0
0116620621000	20231	Retirement Certified	0
0116620621000	20251	Tuition Reimbursement	
0116620621000	20261	Unemployment Certified	
0116620621000	20271	Worker's Comp. Certified	0
0116620621000	20281	Cash in Lieu Certified	
0116620621000	20291	Life Insurance Certified	
		Professional Educational	
0116620621000	20320	Services	6800.67
		Employee Training and	
0116620621000	20330	Development Services	
0116620621000	20610	General Supplies	1649.9448
TOTAL			8450.6148

0116620631000 TITLE 2 EFFECTIVE INSTR.

0116620631000	20111	Salary Certified	
0116620631000	20113	Salary Substitute	
0116620631000	20211	Health Ins. Certified	0
0116620631000	20221	Soc. Sec. Certified	0
0116620631000	20223	Soc. Sec. Classified	0
0116620631000	20231	Retirement Certified	0
0116620631000	20251	Tuition Reimbursement	
0116620631000	20261	Unemployment Certified	
0116620631000	20271	Worker's Comp. Certified	0
0116620631000	20281	Cash in Lieu Certified	
0116620631000	20291	Life Insurance Certified	
		Professional Educational	
0116620631000	20320	Services	810.54

0116620631000	20330	Employee Training and Development Services	64.6
0116620631000	20610	General Supplies	
TOTAL			875.14

0116620640400 IDEA BIRTH THROUGH 4

0116620640400	20111	Salary Certified	
0116620640400	20112	Salary Classified	
0116620640400	20113	Salary Substitute	
0116620640400	20211	Health Ins. Certified	0
0116620640400	20212	Health Ins. Classified	0
0116620640400	20221	Soc. Sec. Certified	0
0116620640400	20222	Soc. Sec. Classified	0
0116620640400	20223	Soc. Sec. Substitute	0
0116620640400	20231	Retirement Certified	0
0116620640400	20232	Retirement Classified	0
0116620640400	20251	Tuition Reimbursement	
0116620640400	20261	Unemployment Certified	
0116620640400	20262	Unemployment Classified	
0116620640400	20271	Worker's Comp. Certified	0
0116620640400	20272	Worker's Comp. Classified	0
0116620640400	20281	Cash in Lieu Certified	
0116620640400	20282	Cash in Lieu Classified	
0116620640400	20291	Life Insurance Certified	
0116620640400	20292	Life Insurance Classified	
0116620640400	20333	Mileage Paid to Staff	
TOTAL			0

0116620640600 IDEA PRESCHOOL BASE

0116620640600	20111	Salary Certified	14038
0116620640600	20112	Salary Classified	
0116620640600	20113	Salary Substitute	
0116620640600	20211	Health Ins. Certified	4248.5368
0116620640600	20212	Health Ins. Classified	0
0116620640600	20221	Soc. Sec. Certified	1073.907
0116620640600	20222	Soc. Sec. Classified	0
0116620640600	20223	Soc. Sec. Substitute	0
0116620640600	20231	Retirement Certified	1386.53326
0116620640600	20232	Retirement Classified	
0116620640600	20251	Tuition Reimbursement	
0116620640600	20261	Unemployment Certified	
0116620640600	20262	Unemployment Classified	

0116620640600	20271	Worker's Comp. Certified	87.0356
0116620640600	20272	Worker's Comp. Classified	0
0116620640600	20281	Cash in Lieu Certified	
0116620640600	20282	Cash in Lieu Classified	
0116620640600	20291	Life Insurance Certified	10
0116620640600	20292	Life Insurance Certified	
TOTAL			20844.0127

0116620641000		IDEA E/P	
0116620641000	20111	Salary Certified	17867
0116620641000	20112	Salary Classified	
0116620641000	20113	Salary Substitute	
0116620641000	20132	Overtime	
0116620641000	20211	Health Ins. Certified	5407.3212
0116620641000	20212	Health Ins. Classified	0
0116620641000	20221	Soc. Sec. Certified	1366.8255
0116620641000	20222	Soc. Sec. Classified	0
0116620641000	20223	Soc. Sec. Substitute	0
0116620641000	20231	Retirement Certified	1764.72359
0116620641000	20232	Retirement Classified	0
0116620641000	20251	Tuition Reimbursement	
0116620641000	20261	Unemployment Certified	
0116620641000	20262	Unemployment Classified	
0116620641000	20271	Worker's Comp. Certified	110.7754

0116620641000	20272	Worker's Comp. Classified	0
0116620641000	20281	Cash in Lieu Certified	
0116620641000	20282	Cash in Lieu Classified	
0116620641000	20291	Life Insurance Certified	13.1
0116620641000	0292	Life Insurance Classified	
0116620641000	20329	Professional Educational Services	15152.736
0116620641000	20610	General Supplies	326.88
TOTAL			42009.3617

0116620641200		IDEA PART B PROPOR.	
0116620641200	20320	Professional Educational Services	
TOTAL			0

0116620692500		TITLE 3 ENG. LANG. ACQ.	
0116620692500	20111	Salary Certified	
0116620692500	20112	Salary Classified	

0116620692500	20113	Salary Substitute	
0116620692500	20211	Health Ins. Certified	0
0116620692500	20212	Health Ins. Classified	0
0116620692500	20221	Soc. Sec. Certified	0
0116620692500	20222	Soc. Sec. Classified	0
0116620692500	20223	Soc. Sec. Substitute	0
0116620692500	20231	Retirement Certified	0
0116620692500	20232	Retirement Classified	0
0116620692500	20251	Tuition Reimbursement	
0116620692500	20261	Unemployment Certified	
0116620692500	20262	Unemployment Classified	
0116620692500	20272	Worker's Comp. Certified	0
0116620692500	20273	Worker's Comp. Classified	0
0116620692500	20281	Cash in Lieu Certified	
0116620692500	20282	Cash in Lieu Classified	
0116620692500	20291	Life Insurance Certified	
0116620692500	20292	Life Insurance Classified	
0116620692500	20320	Professional Educational Services	393.024
0116620692500	20330	Employee Training and Development Services	68.256
0116620692500	20610	General Supplies	3610.08
TOTAL			4071.36
0616620310000 FOOD SERVICE			
0621660310000	20110	Salary Food Service	22474
0621660310000	20130	Overtime	
0621660310000	20210	Health Ins. Food Service	80.9064
0621660310000	20221	Soc. Sec. Food Service	1719.261
0621660310000	20230	Retirement Food Service	2219.75698
0621660310000	20260	Unemployment Food Service	
0621660310000	20270	Worker's Comp. Food Service	139.3388
0621660310000	20280	Cash in Lieu Classified	
0621660310000	20290	Life Insurance Food Service	
0621660310000	20333	Mileage Paid to Staff	135.936
0621660310000	20340	Other Professional Services	118368
0621660310000	20530	Communications	104.832

0621660310000	20610	General Supplies	1074.144
0621660310000	20733	Furniture and Fixtures	1356.864
TOTAL			147673.039
Title IV Student Support and Academic Enrichment			31K total, amount to be disaggregated b'
0116620696700	20111	Salary Certified	
0116620696700	20112	Salary Classified	
0116620696700	20113	Salary Substitute	
0116620696700	20211	Health Ins. Certified	0
0116620696700	20212	Health Ins. Classified	0
0116620696700	20221	Soc. Sec. Certified	0
0116620696700	20222	Soc. Sec. Classified	0
0116620696700	20223	Soc. Sec. Substitute	0
0116620696700	20231	Retirement Certified	0
0116620696700	20232	Retirement Classified	0
0116620696700	20251	Tuition Reimbursement	
0116620696700	20261	Unemployment Certified	
0116620696700	20262	Unemployment Classified	
0116620696700	20272	Worker's Comp. Certified	0
0116620696700	20273	Worker's Comp. Classified	0
0116620696700	20281	Cash in Lieu Certified	
0116620696700	20282	Cash in Lieu Classified	
0116620696700	20291	Life Insurance Certified	
0116620696700	20292	Life Insurance Classified	
0116620696700	20320	Professional Educational Services	
0116620696700	20330	Employee Training and Development Services	
0116620696700	20610	General Supplies	
TOTAL			0
FEDERAL SERVICES - OTHER			
0116620699000	20111	Salary Certified	
0116620699000	20211	Health Ins. Certified	0
0116620699000	20221	Soc. Sec. Certified	0
0116620699000	20231	Retirement Certified	0
0116620699000	20261	Unemployment Certified	
0116620699000	20271	Worker's Comp. Certified	0
0116620699000	20281	Cash in Lieu Certified	
0116620699000	20291	Life Insurance Certified	
TOTAL			0

Totals

Totals

Regular Education	1614172.32
SPED	323157.806
Pupil Services	59005.2481
Staff Services	49649.9042
General Admin.	0
School Admin	155045.167
Fiscal	0
Operations	202806.048
Maintenance	39862.2
Transportation	0
Early Childhood	0
Title	119940.728
IDEA	62853.3744
BOE	0
	2626492.79





y Cecilia



Mockingbird

org code

account code

0116720110000		REGULAR EDUCATION	
0116720110000	20111	Salary Certified	473979
0116720110000	20112	Salary Classified	70076 *divide 247
0116720110000	20113	Salary Substitute	*divide 247
0116720110000	20151	Unit Pay	
0116720110000	20152	Unit Pay Classified	
0116720110000	20211	Health Ins. Certified	178165.324
0116720110000	20212	Health Ins. Classified	252.2736
0116720110000	20221	Soc. Sec. Certified	36259.3935
0116720110000	20222	Soc. Sec. Classified	5360.814
0116720110000	20223	Soc. Sec. Substitute	0
0116720110000	20231	Retirement Certified	46814.9058
0116720110000	20232	Retirement Classified	
0116720110000	20251	Tuition Reimbursement	
		Unemployment	
0116720110000	20261	Certified	
		Unemployment	
0116720110000	20262	Classified	
		Worker's Comp.	
0116720110000	20271	Certified	2938.6698 TOTAL
		Worker's Comp.	
0116720110000	20272	Classified	434.4712
0116720110000	20281	Cash in Lieu certified	1000
0116720110000	20282	Cash in lieu classified	
0116720110000	20291	Life Insurance Certified	529
0116720110000	20292	Life Insurance Classified	234
		Employee Training and	
0116720110000	20330	Development Services	4100
0116720110000	20333	Mileage Paid to Staff	315
		Other Professional	
0116720110000	20340	Services(Outdoor Ed.)	7192.5
0116720110000	20531	Postage	800
0116720110000	20610	General Supplies	13825
0116720110000	20640	Books and Periodicals	26250
		Supplies - Technology	
0116720110000	20650	Related	1500
0116720110000	20733	Furniture and Fixtures	1500

		Technology-Related	
0116720110000	20734	Hardware	26950
0116720110000	20810	Dues and Fees	0
0116720110094	20610	Band Supplies	2500
TOTAL			900976.352

0116720112500		FLEX FUNDING	
0116720112500	20111	Salary Certified	
0116720112500	20112	Salary Classified	
0116720112500	20211	Health Ins. Certified	0
0116720112500	20221	Soc. Sec. Certified	0
0116720112500	20231	Retirement Certified	0
		Unemployment	
0116720112500	20261	Certified	
		Worker's Comp.	
0116720112500	20271	Certified	0
0116720112500	20281	Cash in Lieu certified	
0116720112500	20291	Life Insurance Certified	
0116720112500	20610	General Supplies	
TOTAL			0

0116720115000		LEP	
0116720115000	20111	Salary Certified	134653
0116720115000	20112	Salary Classified	
0116720115000	20113	Salary Substitute	
0116720115000	20211	Health Ins. Certified	19269.7508
0116720115000	20212	Health Ins. Classified	0
0116720115000	20221	Soc. Sec. Certified	10300.9545
0116720115000	20222	Soc. Sec. Classified	0
0116720115000	20223	Soc. Sec. Substitute	0
0116720115000	20231	Retirement Certified	13299.6768
0116720115000	20232	Retirement Classified	0
0116720115000	20251	Tuition Reimbursement	
		Unemployment	
0116720115000	20261	Certified	
		Unemployment	
0116720115000	20262	Classified	
		Worker's Comp.	
0116720115000	20271	Certified	834.8486
		Worker's Comp.	
0116720115000	20272	Classified	0
0116720115000	20281	Cash in Lieu certified	
0116720115000	20282	Cash in lieu classified	

0116720115000	20291	Life Insurance Certified	121
0116720115000	20292	Life Insurance Classified	
		Professional	
0116720115000	20320	Educational Services	
		Employee Training and	
0116720115000	20330	Development Services	
0116720115000	20333	Mileage Paid to Staff	
0116720115000	20610	General Supplies	
0116720115000	20640	Books and Periodicals	7350
		Supplies - Technology	
0116720115000	20650	Related	
		Technology-Related	
0116720115000	20734	Hardware	
TOTAL			185829.231
0116720116000		POVERTY	
0116720116000	20111	Salary Certified	587093
0116720116000	20112	Salary Classified	
0116720116000	20113	Salary Substitute	
0116720116000	20211	Health Ins. Certified	151511.535
0116720116000	20212	Health Ins. Classified	0
0116720116000	20221	Soc. Sec. Certified	44912.6145
0116720116000	20222	Soc. Sec. Classified	0
0116720116000	20223	Soc. Sec. Substitute	0
0116720116000	20231	Retirement Certified	57987.1756
0116720116000	20232	Retirement Classified	
0116720116000	20251	Tuition Reimbursement	
		Unemployment	
0116720116000	20261	Certified	
		Unemployment	
0116720116000	20262	Classified	
		Worker's Comp.	
0116720116000	20271	Certified	3639.9766
		Worker's Comp.	
0116720116000	20272	Classified	0
0116720116000	20281	Cash in Lieu certified	
0116720116000	20282	Cash in lieu classified	
0116720116000	20291	Life Insurance Certified	514
0116720116000	20292	Life Insurance Classified	
0116720116000	20610	General Supplies	105

0116720116000	20640	Books and Periodicals	
TOTAL			845763.302
0116720120000		SPED SCHOOL AGE	
0116720120000	20111	Salary Certified	133190
0116720120000	20112	Salary Classified	40141
0116720120000	20113	Salary Substitute	
0116720120000	20211	Health Ins. Certified	22444.484
0116720120000	20212	Health Ins. Classified	5268.5076
0116720120000	20221	Soc. Sec. Certified	10189.035
0116720120000	20222	Soc. Sec. Classified	3070.7865
0116720120000	20223	Soc. Sec. Substitute	0
0116720120000	20231	Retirement Certified	13155.1763
0116720120000	20232	Retirement Classified	
0116720120000	20251	Tuition Reimbursement	
		Unemployment	
0116720120000	20261	Certified	
		Unemployment	
0116720120000	20262	Classified	
		Worker's Comp.	
0116720120000	20271	Certified	825.778
		Worker's Comp.	
0116720120000	20272	Classified	248.8742
0116720120000	20281	Cash in Lieu Certified	1000
0116720120000	20282	Cash in Lieu Classified	
0116720120000	20291	Life Insurance Certified	140
0116720120000	20292	Life Insurance Classified	140
		Professional	
0116720120000	20320	Educational Services	8175
		Employee Training and	
0116720120000	20330	Development Services	
0116720120000	20333	Mileage Paid to Staff	
		Tuition to Private	
0116720120000	20563	Schools	
0116720120000	20569	Tuition - Other	98100
0116720120000	20610	General Supplies	988
0116720120000	20640	Books and Periodicals	
0116720120000	20733	Furniture and Fixtures	
		Technology-Related	
0116720120000	20734	Hardware	
TOTAL			337076.642

0116720129100		SPED 3-5	
0116720129100	20111	Salary Certified	
0116720129100	20112	Salary Classified	
0116720129100	20113	Salary Substitute	
0116720129100	20211	Health Ins. Certified	0
0116720129100	20212	Health Ins. Classified	0
0116720129100	20221	Soc. Sec. Certified	0
0116720129100	20222	Soc. Sec. Classified	0
0116720129100	20223	Soc. Sec. Substitute	0
0116720129100	20231	Retirement Certified	0
0116720129100	20232	Retirement Classified	
0116720129100	20251	Tuition Reimbursement	
		Unemployment	
0116720129100	20261	Certified	
		Unemployment	
0116720129100	20262	Classified	
		Worker's Comp.	
0116720129100	20271	Certified	0
		Worker's Comp.	
0116720129100	20272	Classified	0
0116720129100	20281	Cash in Lieu Certified	
0116720129100	20282	Cash in Lieu Classified	
0116720129100	20291	Life Insurance Certified	
0116720129100	20292	Life Insurance Classified	
		Professional	
0116720129100	20320	Educational Services	
		Employee Training and	
0116720129100	20330	Development Services	
		Tuition to Other School	
0116720129100	20561	Districts Within the State	
0116720129100	20630	Food	2415
TOTAL			2415

0116720129200		SPED BIRTH TO 2	
0116720129200	20111	Salary Certified	
0116720129200	20112	Salary Classified	
0116720129200	20211	Health Ins. Certified	0
0116720129200	20212	Health Ins. Classified	0
0116720129200	20221	Soc. Sec. Certified	0
0116720129200	20222	Soc. Sec. Classified	0
0116720129200	20231	Retirement Certified	0

0116720129200	20232	Retirement Classified	0
0116720129200	20251	Tuition Reimbursement	
		Unemployment	
0116720129200	20261	Certified	
		Unemployment	
0116720129200	20262	Classified	
		Worker's Comp.	
0116720129200	20271	Certified	0
		Worker's Comp.	
0116720129200	20272	Classified	0
0116720129200	20281	Cash in Lieu Certified	
0116720129200	20282	Cash in Lieu Classified	
0116720129200	20291	Life Insurance Certified	
0116720129200	20292	Life Insurance Classified	
		Professional	
0116720129200	20320	Educational Services	
		Employee Training and	
		Development Services	
0116720129200	20330		
0116720129200	20333	Mileage Paid to Staff	
		Technology-Related	
0116720129200	20734	Hardware	
0116720129200	20735	Technology Software	
TOTAL			0
0116720130000		SUMMER SCHOOL	
0116720130000	20111	Salary Certified	
0116720130000	20112	Salary Classified	
0116720130000	20211	Health Ins. Certified	0
0116720130000	20212	Health Ins. Classified	0
0116720130000	20221	Soc. Sec. Certified	0
0116720130000	20222	Soc. Sec. Classified	0
0116720130000	20231	Retirement Certified	0
0116720130000	20232	Retirement Classified	0
		Worker's Comp.	
0116720130000	20271	Certified	0
		Worker's Comp.	
0116720130000	20272	Classified	0
0116720130000	20281	Cash in Lieu Certified	
0116720130000	20282	Cash in Lieu Classified	
0116720130000	20291	Life Insurance Certified	

0116720130000	20292	Life Insurance Classified	
0116720130000	20610	General Supplies	
0116720130000	20630	Food	
0116720130000	20640	Books and Periodicals	
TOTAL			0
0116720211000		SOCIAL WORK/ATTENDANCE	
0116720211000	20111	Salary Certified	
0116720211000	20211	Health Ins. Certified	0
0116720211000	20221	Soc. Sec. Certified	0
0116720211000	20231	Retirement Certified	0
0116720211000	20251	Tuition Reimbursement Unemployment	
0116720211000	20261	Certified Worker's Comp.	
0116720211000	20271	Certified	0
0116720211000	20281	Cash in Lieu Certified	
0116720211000	20291	Life Insurance Certified Professional	
0116720211000	20320	Educational Services	30
0116720211000	20333	Mileage Paid to Staff	42
0116720211000	20610	General Supplies	24
TOTAL			96
0116720212000		GUIDANCE SERVICES	
0116720212000	20111	Salary Certified	25852
0116720212000	20211	Health Ins. Certified	7726.0672
0116720212000	20221	Soc. Sec. Certified	1977.678
0116720212000	20231	Retirement Certified Unemployment	2553.40204
0116720212000	20261	Certified Worker's Comp.	
0116720212000	20271	Certified	160.2824
0116720212000	20281	Cash in Lieu Certified	
0116720212000	20291	Life Insurance Certified Professional	18
0116720212000	20320	Educational Services	54.5
0116720212000	20333	Mileage Paid to Staff	76.3
0116720212000	20610	General Supplies	43.6
TOTAL			38461.8296
0116720213000		HEALTH SERVICES	
0116720213000	20111	Salary Certified	0

0116720213000	20112	Salary Classified	29904
0116720213000	20211	Health Ins. Certified	0
0116720213000	20212	Health Ins. Classified	107.6544
0116720213000	20221	Soc. Sec. Certified	0
0116720213000	20222	Soc. Sec. Classified	2953.61808
0116720213000	20231	Retirement Certified	0
0116720213000	20232	Retirement Classified	2953.61808
0116720213000	20251	Tuition Reimbursement Unemployment	
0116720213000	20261	Certified Unemployment	
0116720213000	20262	Classified Worker's Comp.	
0116720213000	20271	Certified Worker's Comp.	0
0116720213000	20272	Classified	185.4048
0116720213000	20281	Cash in Lieu Certified	
0116720213000	20282	Cash in Lieu Classified	
0116720213000	20291	Life Insurance Certified	
0116720213000	20292	Life Insurance Classified	93
0116720213000	20330	Employee Training and Development Services	130.8
0116720213000	20333	Mileage Paid to Staff	76.3
0116720213000	20610	General Supplies	583.4
TOTAL			36987.7954
0116720214100 PSYCH SERVICES SCHOOL AGE			
0116720214100	20111	Salary Certified	71069
0116720214100	20211	Health Ins. Certified	255.8484
0116720214100	20221	Soc. Sec. Certified	5436.7785
0116720214100	20231	Retirement Certified	7019.48513
0116720214100	20251	Tuition Reimbursement Unemployment	
0116720214100	20261	Certified Worker's Comp.	
0116720214100	20271	Certified	440.6278
0116720214100	20281	Cash in Lieu Certified	
0116720214100	20291	Life Insurance Certified	46
0116720214100	20330	Employee Training and Development Services	81.75
0116720214100	20333	Mileage Paid to Staff	54.5

0116720214100	20610	General Supplies	599.5
TOTAL			84403.9898

0116720215000	SPEECH PATHOLOGY		
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0116720215000	20111	Salary Certified	
0116720215000	20211	Health Ins. Certified	0
0116720215000	20221	Soc. Sec. Certified	0
0116720215000	20231	Retirement Certified	0
0116720215000	20251	Tuition Reimbursement Unemployment	
0116720215000	20261	Certified Worker's Comp.	
0116720215000	20271	Certified	0
0116720215000	20281	Cash in Lieu Certified	
0116720215000	20291	Life Insurance Certified	
0116720215000	20333	Mileage Paid to Staff Other Professional	
0116720215000	20340	Services	3488
0116720215000	20610	General Supplies	119.9
TOTAL			3607.9

0116720215100	SPEECH/AUD SCHOOL AGE		
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0116720215100	20111	Salary Certified	42150
0116720215100	20112	Salary Classified	
0116720215100	20113	Salary Substitute	
0116720215100	20132	Overtime	
0116720215100	20211	Health Ins. Certified	7486.74
0116720215100	20221	Soc. Sec. Certified	3224.475
0116720215100	20222	Soc. Sec. Classified	0
0116720215100	20223	Soc. Sec. Substitute	0
0116720215100	20231	Retirement Certified	4163.1555
0116720215100	20232	Retirement Classified	0
0116720215100	20251	Tuition Reimbursement Unemployment	
0116720215100	20261	Certified Unemployment	
0116720215100	20262	Classified Worker's Comp.	
0116720215100	20271	Certified Worker's Comp.	261.33
0116720215100	20272	Classified	0
0116720215100	20281	Cash in Lieu Certified	
0116720215100	20282	Cash in Lieu Classified	

0116720215100	20291	Life Insurance Certified	46
0116720215100	20292	Life Insurance Classified Professional	
0116720215100	20320	Educational Services	
		Employee Training and	
0116720215100	20330	Development Services	
0116720215100	20333	Mileage Paid to Staff	
TOTAL			57331.7005
0116720218100 VISION SERVICES SPED			
		Professional	
0116720218100	20320	Educational Services	0
TOTAL			0
0116720221100 SCHOOL IMPROVEMENT			
0116720221100	20111	Salary Certified	
0116720221100	20211	Health Ins. Certified	0
0116720221100	20221	Soc. Sec. Certified	0
0116720221100	20231	Retirement Certified	0
0116720221100	20251	Tuition Reimbursement	
		Unemployment	
0116720221100	20261	Certified	
		Worker's Comp.	
0116720221100	20271	Certified	0
0116720221100	20281	Cash in Lieu Certified	
0116720221100	20291	Life Insurance Certified	
		Professional	
0116720221100	20320	Educational Services	
		Employee Training and	
0116720221100	20330	Development Services	
0116720221100	20332	Mileage Paid to Parents	
0116720221100	20333	Mileage Paid to Staff	
0116720221100	20540	Advertising	
0116720221100	20610	General Supplies	
0116720221100	20733	Furniture and Fixtures	
0116720221100	20810	Dues and Fees	
TOTAL			0
0116720222000 LIBRARY/MEDIA SERVICES			
0116720222000	20111	Salary Certified	16456
0116720222000	20112	Salary Classified	
0116720222000	20113	Salary Substitute	

0116720222000	20211	Health Ins. Certified	59.2416
0116720222000	20212	Health Ins. Classified	0
0116720222000	20221	Soc. Sec. Certified	1258.884
0116720222000	20222	Soc. Sec. Classified	0
0116720222000	20223	Soc. Sec. Substitute	0
0116720222000	20222	Retirement Certified	1625.35912
0116720222000	20232	Retirement Classified	0
0116720222000	20251	Tuition Reimbursement Unemployment	
0116720222000	20261	Certified Unemployment	
0116720222000	20262	Classified Worker's Comp.	
0116720222000	20271	Certified Worker's Comp.	102.0272
0116720222000	20272	Classified	0
0116720222000	20281	Cash in Lieu Certified	
0116720222000	20282	Cash in Lieu Classified	
0116720222000	20291	Life Insurance Certified	
0116720222000	20292	Life Insurance Classified	
0116720222000	20610	General Supplies	300
0116720222000	20640	Books and Periodicals	4700
0116720222000	20642	Audio-Visual Materials	1000
TOTAL			25501.5119
0116720223000		TECHNOLOGY-INSTRUTION	
0116720223000	20642	Audio-Visual Materials	
TOTAL			0
0116720241000		OFFICE OF THE PRINCIPAL	
0116720241000	20110	Salary Classified	24712
0116720241000	20111	Salary Certified	105770
0116720241000	20210	Health Ins. Classified	7715.772
0116720241000	20211	Health Ins. Certified	19172.9632
0116720241000	20220	Soc. Sec. Classified	1890.468
0116720241000	20221	Soc. Sec. Certified	8091.405
0116720241000	20230	Retirement Classified	2440.80424
0116720241000	20231	Retirement Certified	10446.9029
0116720241000	20251	Tuition Reimbursement Unemployment	
0116720241000	20260	Classified	

0116720241000	20261	Unemployment Certified	
0116720241000	20270	Worker's Comp. Classified	153.2144
0116720241000	20271	Worker's Comp. Certified	655.774
0116720241000	20280	Cash in Lieu Classified	
0116720241000	20281	Cash in Lieu Certified	
0116720241000	20290	Life Insurance Classified	46
0116720241000	20291	Life Insurance Certified	46
0116720241000	20333	Mileage Paid to Staff	1000
0116720241000	20810	Dues and Fees	650
TOTAL			182791.304
0116720261000		OPERATIONS OF BUILDING	
0116720261000	20110	Salary Custodial/Maint.	82264
0116720261000	20120	Salary Temp.	
0116720261000	20130	Overtime Health Ins.	
0116720261000	20210	Custodial/Maint. Soc. Sec.	30298.1504
0116720261000	20220	Custodial/Maint. Retirement	6293.196
0116720261000	20230	Custodial/Main. Unemployment	8125.21528
0116720261000	20260	Custodial/Maint. Worker's Comp.	
0116720261000	20270	Custodial/Maint.	510.0368
0116720261000	20280	Cash in Lieu Classified Life Insurance	
0116720261000	20290	Custodial/Maint. Other Professional	140
0116720261000	20340	Services Other Technical	1090
0116720261000	20352	Services	327
0116720261000	20530	Communications	163.5
0116720261000	20610	General Supplies	9810
0116720261000	20621	Natural Gas	21800
0116720261000	20622	Electricity	89925
0116720261000	20629	Other	7630
0116720261000	20730	Equipment	1090

TOTAL 259466.098

0116720262000 MAINTENANCE OF BUILDINGS

0116720262000	20110	Salary Custodial/Maint.	
0116720262000	20120	Salary Temp.	
0116720262000	20130	Overtime	
		Health Ins.	
0116720262000	20210	Custodial/Maint.	0
		Soc. Sec.	
0116720262000	20220	Custodial/Maint.	0
		Retirement	
0116720262000	20230	Custodial/Main.	0
		Worker's Comp.	
0116720262000	20271	Custodial/Maint.	0
0116720262000	20280	Cash in Lieu Classified	
		Life Insurance	
0116720262000	20290	Custodial/Maint.	
		Other Technical	
0116720262000	20352	Services	8720
		Repairs and	
0116720262000	20430	Maintenance Services	24213
0116720262000	20430	Property Ins.	14170
0116720262000	20530	Communications	436
0116720262000	02610	General Supplies	109
0116720262000	20730	Equipment	327
0116720262000	20733	Furniture and Fixtures	
0116720262000	20810	Dues and Fees	
TOTAL			47975

0116720266000 SECURITY

0116720266000	20330	Professional Development	109
0116720266000	20340	School Resource Officer	5450
0116720266000	20610	General Supplies	981
TOTAL			6540

OTHER STATE CATEGORICAL

0116720350000	20111	Salary Certified	
0116720350000	20211	Health Ins. Certified	0
0116720350000	20221	Soc. Sec. Certified	0
0116720350000	20231	Retirement Certified	0
		Unemployment	
0116720350000	20261	Certified	

		Worker's Comp.	
0116720350000	20271	Certified	0
0116720350000	20281	Cash in Lieu Certified	
0116720350000	20291	Life Insurance Certified	
TOTAL			0
0116720353500		HAL	
0116720353500	20111	Salary Certified	27580
0116720353500	20211	Health Ins. Certified	3033.288
0116720353500	20221	Soc. Sec. Certified	2109.87
0116720353500	20231	Retirement Certified	2724.0766
0116720353500	20251	Tuition Reimbursement	
		Unemployment	
0116720353500	20261	Certified	
		Worker's Comp.	
0116720353500	20271	Certified	170.996
0116720353500	20281	Cash in Lieu Certified	
0116720353500	20291	Life Insurance Certified	37
0116720353500	20333	Mileage Paid to Staff	21.8
		Professional	
0116720353500	20320	Educational Services	
0116720353500	20610	General Supplies	468
TOTAL			36145.0306
0116720354000		STATE EARLY CHILDHOOD	
0116720354000	20111	Salary Certified	596
0116720354000	20112	Salary Classified	9298
0116720354000	20113	Salary Substitute	
0116720354000	20211	Health Ins. Certified	14744.1456
0116720354000	20212	Health Ins. Classified	33.4728
0116720354000	20221	Soc. Sec. Certified	45.594
0116720354000	20222	Soc. Sec. Classified	711.297
0116720354000	20223	Soc. Sec. Substitute	0
0116720354000	20231	Retirement Certified	58.86692
0116720354000	20232	Retirement Classified	918.36346
0116720354000	20251	Tuition Reimbursement	
		Unemployment	
0116720354000	20261	Certified	
		Unemployment	
0116720354000	20262	Classified	
		Worker's Comp.	
0116720354000	20271	Certified	3.6952

0116720354000	20272	Worker's Comp. Classified	57.6476
0116720354000	20281	Cash in Lieu Certified	
0116720354000	20282	Cash in Lieu Certified	
0116720354000	20291	Life Insurance Certified	93.6
0116720354000	20292	Life Insurance Classified	
0116720354000	20333	Mileage Paid to Staff	
TOTAL			26560.6826
0116720620000		TITLE 1 PART A BASIC PROG	
0116720620000	20111	Salary Certified	52440
0116720620000	20112	Salary Classified	15546
0116720620000	20113	Salary Substitute	
0116720620000	20211	Health Ins. Certified	9730.784
0116720620000	20212	Health Ins. Classified	55.9656
0116720620000	20221	Soc. Sec. Certified	4011.66
0116720620000	20222	Soc. Sec. Classified	1189.269
0116720620000	20223	Soc. Sec. Substitute	0
0116720620000	20231	Retirement Certified	5179.4988
0116720620000	20232	Retirement Classified	1535.47842
0116720620000	20251	Tuition Reimbursement	
0116720620000	20261	Unemployment Certified	
0116720620000	20262	Unemployment Classified	
0116720620000	20271	Worker's Comp. Certified	325.128
0116720620000	20272	Worker's Comp. Classified	96.3852
0116720620000	20281	Cash in Lieu Certified	799
0116720620000	20282	Cash in Lieu Classified	
0116720620000	20291	Life Insurance Certified	60
0116720620000	20292	Life Insurance Classified	46
0116720620000	20320	Professional Educational Services	736.404
0116720620000	20330	Employee Training and Development Services	259.747
0116720620000	20333	Mileage Paid to Staff	97.446
0116720620000	20590	Interagency Purchased Services	

0116720620000	20610	General Supplies	2101.956
TOTAL			94210.722

0116720621000 TITLE 1 ACCOUNTABILITY

0116720621000	20111	Salary Certified	
0116720621000	20211	Health Ins. Certified	0
0116720621000	20221	Soc. Sec. Certified	0
0116720621000	20231	Retirement Certified	0
0116720621000	20251	Tuition Reimbursement Unemployment	
0116720621000	20261	Certified Worker's Comp.	
0116720621000	20271	Certified	0
0116720621000	20281	Cash in Lieu Certified	
0116720621000	20291	Life Insurance Certified Professional	
0116720621000	20320	Educational Services	7516.53
		Employee Training and Development Services	
0116720621000	20330	Development Services	
0116720621000	20610	General Supplies	1823.6232
TOTAL			9340.1532

0116720631000 TITLE 2 EFFECTIVE INSTR.

0116720631000	20111	Salary Certified	
0116720631000	20113	Salary Substitute	
0116720631000	20211	Health Ins. Certified	0
0116720631000	20221	Soc. Sec. Certified	0
0116720631000	20223	Soc. Sec. Classified	0
0116720631000	20231	Retirement Certified	0
0116720631000	20251	Tuition Reimbursement Unemployment	
0116720631000	20261	Certified Worker's Comp.	
0116720631000	20271	Certified	0
0116720631000	20281	Cash in Lieu Certified	
0116720631000	20291	Life Insurance Certified Professional	
0116720631000	20320	Educational Services	
		Employee Training and Development Services	
0116720631000	20330	Development Services	895.86
0116720631000	20610	General Supplies	71.4
TOTAL			967.26

0116720640400 IDEA BIRTH THROUGH 4

0116720640400	20111	Salary Certified	
0116720640400	20112	Salary Classified	
0116720640400	20113	Salary Substitute	
0116720640400	20211	Health Ins. Certified	0
0116720640400	20212	Health Ins. Classified	0
0116720640400	20221	Soc. Sec. Certified	0
0116720640400	20222	Soc. Sec. Classified	0
0116720640400	20223	Soc. Sec. Substitute	0
0116720640400	20231	Retirement Certified	0
0116720640400	20232	Retirement Classified	0
0116720640400	20251	Tuition Reimbursement	
		Unemployment	
0116720640400	20261	Certified	
		Unemployment	
0116720640400	20262	Classified	
		Worker's Comp.	
0116720640400	20271	Certified	0
		Worker's Comp.	
0116720640400	20272	Classified	0
0116720640400	20281	Cash in Lieu Certified	
0116720640400	20282	Cash in Lieu Classified	
0116720640400	20291	Life Insurance Certified	
0116720640400	20292	Life Insurance Classified	
0116720640400	20333	Mileage Paid to Staff	
TOTAL			0
0116720640600		IDEA PRESCHOOL BASE	
0116720640600	20111	Salary Certified	
0116720640600	20112	Salary Classified	
0116720640600	20113	Salary Substitute	
0116720640600	20211	Health Ins. Certified	0
0116720640600	20212	Health Ins. Classified	0
0116720640600	20221	Soc. Sec. Certified	0
0116720640600	20222	Soc. Sec. Classified	0
0116720640600	20223	Soc. Sec. Substitute	0
0116720640600	20231	Retirement Certified	0
0116720640600	20232	Retirement Classified	0
0116720640600	20251	Tuition Reimbursement	
		Unemployment	
0116720640600	20261	Certified	

0116720640600	20262	Unemployment Classified	
0116720640600	20271	Worker's Comp. Certified	0
0116720640600	20272	Worker's Comp. Classified	0
0116720640600	20281	Cash in Lieu Certified	
0116720640600	20282	Cash in Lieu Classified	
0116720640600	20291	Life Insurance Certified	
0116720640600	20292	Life Insurance Certified	
TOTAL			0
0116720641000 IDEA E/P			
0116720641000	20111	Salary Certified	
0116720641000	20112	Salary Classified	
0116720641000	20113	Salary Substitute	
0116720641000	20132	Overtime	
0116720641000	20211	Health Ins. Certified	0
0116720641000	20212	Health Ins. Classified	0
0116720641000	20221	Soc. Sec. Certified	0
0116720641000	20222	Soc. Sec. Classified	0
0116720641000	20223	Soc. Sec. Substitute	0
0116720641000	20231	Retirement Certified	0
0116720641000	20232	Retirement Classified	
0116720641000	20251	Tuition Reimbursement	
0116720641000	20261	Unemployment Certified	
0116720641000	20262	Unemployment Classified	
0116720641000	20271	Worker's Comp. Certified	0
0116720641000	20272	Worker's Comp. Classified	0
0116720641000	20281	Cash in Lieu Certified	
0116720641000	20282	Cash in Lieu Classified	
0116720641000	20291	Life Insurance Certified	
0116720641000	0292	Life Insurance Classified Professional	
0116720641000	20329	Educational Services	17204.669
0116720641000	20610	General Supplies	371.145
TOTAL			17575.814

0116720641200		IDEA PART B PROPOR.	
		Professional	
0116720641200	20320	Educational Services	
TOTAL			0
0116720692500		TITLE 3 ENG. LANG. ACQ.	
0116720692500	20111	Salary Certified	
0116720692500	20112	Salary Classified	
0116720692500	20113	Salary Substitute	
0116720692500	20211	Health Ins. Certified	0
0116720692500	20212	Health Ins. Classified	0
0116720692500	20221	Soc. Sec. Certified	0
0116720692500	20222	Soc. Sec. Classified	0
0116720692500	20223	Soc. Sec. Substitute	0
0116720692500	20231	Retirement Certified	0
0116720692500	20232	Retirement Classified	0
0116720692500	20251	Tuition Reimbursement	
		Unemployment	
0116720692500	20261	Certified	
		Unemployment	
0116720692500	20262	Classified	
		Worker's Comp.	
0116720692500	20272	Certified	0
		Worker's Comp.	
0116720692500	20273	Classified	0
0116720692500	20281	Cash in Lieu Certified	
0116720692500	20282	Cash in Lieu Classified	
0116720692500	20291	Life Insurance Certified	
0116720692500	20292	Life Insurance Classified	
		Professional	
0116720692500	20320	Educational Services	446.246
		Employee Training and	
		Development Services	77.499
0116720692500	20330	General Supplies	4098.945
0116720692500	20610		
TOTAL			4622.69
0616720310000		FOOD SERVICE	
0616720310000	20110	Salary Food Service	37960
0616720310000	20130	Overtime	
0616720310000	20210	Health Ins. Food Service	136.656
0616720310000	20221	Soc. Sec. Food Service	2903.94

0616720310000	20230	Retirement Food Service	3749.3092
0616720310000	20260	Unemployment Food Service	
0616720310000	20270	Worker's Comp. Food Service	235.352
0616720310000	20280	Cash in Lieu Classified Life Insurance Food Service	
0616720310000	20290	Service	
0616720310000	20333	Mileage Paid to Staff	154.344
0616720310000	20340	Other Professional Services	134397
0616720310000	20530	Communications	119.028
0616720310000	20610	General Supplies	1219.601
0616720310000	20733	Furniture and Fixtures	1540.606
TOTAL			182415.836

Title IV Student Support and Academic Enrichment

0116720696700	20111	Salary Certified	
0116720696700	20112	Salary Classified	
0116720696700	20113	Salary Substitute	
0116720696700	20211	Health Ins. Certified	0
0116720696700	20212	Health Ins. Classified	0
0116720696700	20221	Soc. Sec. Certified	0
0116720696700	20222	Soc. Sec. Classified	0
0116720696700	20223	Soc. Sec. Substitute	0
0116720696700	20231	Retirement Certified	0
0116720696700	20232	Retirement Classified	0
0116720696700	20251	Tuition Reimbursement Unemployment	
0116720696700	20261	Certified Unemployment	
0116720696700	20262	Classified Worker's Comp.	
0116720696700	20272	Certified Worker's Comp.	0
0116720696700	20273	Classified	0
0116720696700	20281	Cash in Lieu Certified	
0116720696700	20282	Cash in Lieu Classified	
0116720696700	20291	Life Insurance Certified	
0116720696700	20292	Life Insurance Classified	

0116720696700	20320	Professional Educational Services	
0116720696700	20330	Employee Training and Development Services	
0116720696700	20610	General Supplies	
TOTAL			0
FEDERAL CATEGORICAL RECEIPTS			
0116720699000	20111	Salary Certified	
0116720699000	20211	Health Ins. Certified	0
0116720699000	20221	Soc. Sec. Certified	0
0116720699000	20231	Retirement Certified	0
0116720699000	20261	Unemployment Certified	
0116720699000	20271	Worker's Comp. Certified	0
0116720699000	20281	Cash in Lieu Certified	
0116720699000	20291	Life Insurance Certified	
0116720340000	20111	Salary Certified	105677

Totals

Regular Education	1968713.92
SPED	521823.027
Pupil Services	75654.625
Staff Services	25501.5119
General Admin.	0
School Admin	182791.304
Fiscal	0
Operations	259466.098
Maintenance	47975
Transportation	0
Early Childhood	132237.683
Title	109140.825
IDEA	17575.814
BOE	0

3340879.8

Seymour
org code

account code

Description

0116820110000		REGULAR EDUCATION	
0116820110000	20111	Salary Certified	213577
0116820110000	20112	Salary Classified	11545 *divide 247
0116820110000	20113	Salary Substitute	*divide 247
0116820110000	20151	Unit Pay	
0116820110000	20152	Unit Pay Classified	
0116820110000	20211	Health Ins. Certified	87591.8772
0116820110000	20212	Health Ins. Classified	41.562
0116820110000	20221	Soc. Sec. Certified	16338.6405
0116820110000	20222	Soc. Sec. Classified	883.1925
0116820110000	20223	Soc. Sec. Substitute	0
0116820110000	20231	Retirement Certified	21095.0003
0116820110000	20232	Retirement Classified	1140.29965
0116820110000	20251	Tuition Reimbursement	
		Unemployment	
0116820110000	20261	Certified	
		Unemployment	
0116820110000	20262	Classified	
		Worker's Comp.	
0116820110000	20271	Certified	1324.1774 TOTAL
		Worker's Comp.	
0116820110000	20272	Classified	71.579
0116820110000	20281	Cash in Lieu certified	1000
0116820110000	20282	Cash in lieu classified	
0116820110000	20291	Life Insurance Certified	308
0116820110000	20292	Life Insurance Classified	
		Employee Training and	
0116820110000	20330	Development Services	3300
0116820110000	20333	Mileage Paid to Staff	195
		Other Professional	
0116820110000	20340	Services(Outdoor Ed.)	4452.5
0116820110000	20531	Postage	900
0116820110000	20610	General Supplies	8950
0116820110000	20640	Books and Periodicals	16250
		Supplies - Technology	
0116820110000	20650	Related	500
0116820110000	20733	Furniture and Fixtures	500

		Technology-Related	
0116820110000	20734	Hardware	16750
0116820110000	20810	Dues and Fees	0
0116820110094	20610	Band Supplies	1700
TOTAL			408413.829

0116820112500		FLEX FUNDING	
0116820112500	20111	Salary Certified	
0116820112500	20112	Salary Classified	
0116820112500	20211	Health Ins. Certified	
0116820112500	20221	Soc. Sec. Certified	0
0116820112500	20231	Retirement Certified	0
		Unemployment	
0116820112500	20261	Certified	
		Worker's Comp.	
0116820112500	20271	Certified	0
0116820112500	20281	Cash in Lieu certified	
0116820112500	20291	Life Insurance Certified	
0116820112500	20610	General Supplies	
TOTAL			0

0116820115000		LEP	
0116820115000	20111	Salary Certified	0
0116820115000	20112	Salary Classified	17501
0116820115000	20113	Salary Substitute	
0116820115000	20211	Health Ins. Certified	0
0116820115000	20212	Health Ins. Classified	63.0036
0116820115000	20221	Soc. Sec. Certified	0
0116820115000	20222	Soc. Sec. Classified	1338.8265
0116820115000	20223	Soc. Sec. Substitute	0
0116820115000	20231	Retirement Certified	0
0116820115000	20232	Retirement Classified	1728.57377
0116820115000	20251	Tuition Reimbursement	
		Unemployment	
0116820115000	20261	Certified	
		Unemployment	
0116820115000	20262	Classified	
		Worker's Comp.	
0116820115000	20271	Certified	0
		Worker's Comp.	
0116820115000	20272	Classified	108.5062
0116820115000	20281	Cash in Lieu certified	
0116820115000	20282	Cash in lieu classified	

0116820115000	20291	Life Insurance Certified	
0116820115000	20292	Life Insurance Classified Professional	46
0116820115000	20320	Educational Services Employee Training and	
0116820115000	20330	Development Services	
0116820115000	20333	Mileage Paid to Staff	
0116820115000	20610	General Supplies	
0116820115000	20640	Books and Periodicals	4550
0116820115000	20650	Supplies - Technology Related	
0116820115000	20734	Technology-Related Hardware	
TOTAL			25335.9101
0116820116000 POVERTY			
0116820116000	20111	Salary Certified	278056
0116820116000	20112	Salary Classified	
0116820116000	20113	Salary Substitute	
0116820116000	20211	Health Ins. Certified	42090.0016
0116820116000	20212	Health Ins. Classified	0
0116820116000	20221	Soc. Sec. Certified	21271.284
0116820116000	20222	Soc. Sec. Classified	0
0116820116000	20223	Soc. Sec. Substitute	0
0116820116000	20231	Retirement Certified	27463.5911
0116820116000	20232	Retirement Classified	0
0116820116000	20251	Tuition Reimbursement	
0116820116000	20261	Unemployment Certified	
0116820116000	20262	Unemployment Classified	
0116820116000	20271	Worker's Comp. Certified	1723.9472
0116820116000	20272	Worker's Comp. Classified	0
0116820116000	20281	Cash in Lieu certified	1000
0116820116000	20282	Cash in lieu classified	
0116820116000	20291	Life Insurance Certified	233
0116820116000	20292	Life Insurance Classified	
0116820116000	20610	General Supplies	65

0116820116000	20640	Books and Periodicals	
TOTAL			371902.824
0116820120000		SPED SCHOOL AGE	
0116820120000	20111	Salary Certified	174637
0116820120000	20112	Salary Classified	54739
0116820120000	20113	Salary Substitute	
0116820120000	20211	Health Ins. Certified	20338.6932
0116820120000	20212	Health Ins. Classified	197.0604
0116820120000	20221	Soc. Sec. Certified	13359.7305
0116820120000	20222	Soc. Sec. Classified	4187.5335
0116820120000	20223	Soc. Sec. Substitute	0
0116820120000	20231	Retirement Certified	17248.8965
0116820120000	20232	Retirement Classified	5406.57103
0116820120000	20251	Tuition Reimbursement	
		Unemployment	
0116820120000	20261	Certified	
		Unemployment	
0116820120000	20262	Classified	
		Worker's Comp.	
0116820120000	20271	Certified	1082.7494
		Worker's Comp.	
0116820120000	20272	Classified	339.3818
0116820120000	20281	Cash in Lieu Certified	1000
0116820120000	20282	Cash in Lieu Classified	
0116820120000	20291	Life Insurance Certified	140
0116820120000	20292	Life Insurance Classified	187
		Professional	
0116820120000	20320	Educational Services	4950
		Employee Training and	
0116820120000	20330	Development Services	
0116820120000	20333	Mileage Paid to Staff	
		Tuition to Private	
0116820120000	20563	Schools	
0116820120000	20569	Tuition - Other	59400
0116820120000	20610	General Supplies	764
0116820120000	20640	Books and Periodicals	
0116820120000	20733	Furniture and Fixtures	
		Technology-Related	
0116820120000	20734	Hardware	
TOTAL			357977.616

0116820129100		SPED 3-5	
0116820129100	20111	Salary Certified	
0116820129100	20112	Salary Classified	
0116820129100	20113	Salary Substitute	
0116820129100	20211	Health Ins. Certified	0
0116820129100	20212	Health Ins. Classified	0
0116820129100	20221	Soc. Sec. Certified	0
0116820129100	20222	Soc. Sec. Classified	0
0116820129100	20223	Soc. Sec. Substitute	0
0116820129100	20231	Retirement Certified	0
0116820129100	20232	Retirement Classified	
0116820129100	20251	Tuition Reimbursement	
		Unemployment	
0116820129100	20261	Certified	
		Unemployment	
0116820129100	20262	Classified	
		Worker's Comp.	
0116820129100	20271	Certified	0
		Worker's Comp.	
0116820129100	20272	Classified	0
0116820129100	20281	Cash in Lieu Certified	
0116820129100	20282	Cash in Lieu Classified	
0116820129100	20291	Life Insurance Certified	
0116820129100	20292	Life Insurance Classified	
		Professional	
0116820129100	20320	Educational Services	
		Employee Training and	
0116820129100	20330	Development Services	
		Tuition to Other School	
0116820129100	20561	Districts Within the State	
0116820129100	20630	Food	2415
TOTAL			2415
0116820129200		SPED BIRTH TO 2	
0116820129200	20111	Salary Certified	
0116820129200	20112	Salary Classified	
0116820129200	20211	Health Ins. Certified	0
0116820129200	20212	Health Ins. Classified	0
0116820129200	20221	Soc. Sec. Certified	0
0116820129200	20222	Soc. Sec. Classified	0

0116820129200	20231	Retirement Certified	0
0116820129200	20232	Retirement Classified	0
0116820129200	20251	Tuition Reimbursement	
		Unemployment	
0116820129200	20261	Certified	
		Unemployment	
0116820129200	20262	Classified	
		Worker's Comp.	
0116820129200	20271	Certified	0
		Worker's Comp.	
0116820129200	20272	Classified	0
0116820129200	20281	Cash in Lieu Certified	
0116820129200	20282	Cash in Lieu Classified	
0116820129200	20291	Life Insurance Certified	
0116820129200	20292	Life Insurance Classified	
		Professional	
0116820129200	20320	Educational Services	
		Employee Training and	
0116820129200	20330	Development Services	
0116820129200	20333	Mileage Paid to Staff	
		Technology-Related	
0116820129200	20734	Hardware	
0116820129200	20735	Technology Software	
TOTAL			0
0116820130000 SUMMER SCHOOL			
0116820130000	20111	Salary Certified	
0116820130000	20112	Salary Classified	
0116820130000	20211	Health Ins. Certified	0
0116820130000	20212	Health Ins. Classified	0
0116820130000	20221	Soc. Sec. Certified	0
0116820130000	20222	Soc. Sec. Classified	0
0116820130000	20231	Retirement Certified	0
0116820130000	20232	Retirement Classified	0
		Worker's Comp.	
0116820130000	20271	Certified	0
		Worker's Comp.	
0116820130000	20272	Classified	0
0116820130000	20281	Cash in Lieu Certified	
0116820130000	20282	Cash in Lieu Classified	
0116820130000	20291	Life Insurance Certified	

0116820130000	20292	Life Insurance Classified	
0116820130000	20610	General Supplies	
0116820130000	20630	Food	
0116820130000	20640	Books and Periodicals	
TOTAL			0
0116820211000		SOCIAL WORK/ATTENDANCE	
0116820211000	20111	Salary Certified	
0116820211000	20211	Health Ins. Certified	0
0116820211000	20221	Soc. Sec. Certified	0
0116820211000	20231	Retirement Certified	0
0116820211000	20251	Tuition Reimbursement	
		Unemployment	
0116820211000	20261	Certified	
		Worker's Comp.	
0116820211000	20271	Certified	0
0116820211000	20281	Cash in Lieu Certified	
0116820211000	20291	Life Insurance Certified	
		Professional	
0116820211000	20320	Educational Services	30
0116820211000	20333	Mileage Paid to Staff	42
0116820211000	20610	General Supplies	24
TOTAL			96
0116820212000		GUIDANCE SERVICES	
0116820212000	20111	Salary Certified	12885
0116820212000	20211	Health Ins. Certified	3862.386
0116820212000	20221	Soc. Sec. Certified	985.7025
0116820212000	20231	Retirement Certified	1272.65145
		Unemployment	
0116820212000	20261	Certified	
		Worker's Comp.	
0116820212000	20271	Certified	79.887
0116820212000	20281	Cash in Lieu Certified	
0116820212000	20291	Life Insurance Certified	9
		Professional	
0116820212000	20320	Educational Services	33
0116820212000	20333	Mileage Paid to Staff	46.2
0116820212000	20610	General Supplies	26.4
TOTAL			19200.227
0116820213000		HEALTH SERVICES	
0116820213000	20111	Salary Certified	0

0116820213000	20112	Salary Classified	16758
0116820213000	20211	Health Ins. Certified	0
0116820213000	20212	Health Ins. Classified	60.3288
0116820213000	20221	Soc. Sec. Certified	0
0116820213000	20222	Soc. Sec. Classified	1281.987
0116820213000	20231	Retirement Certified	0
0116820213000	20232	Retirement Classified	1655.18766
0116820213000	20251	Tuition Reimbursement Unemployment	
0116820213000	20261	Certified Unemployment	
0116820213000	20262	Classified Worker's Comp.	
0116820213000	20271	Certified Worker's Comp.	0
0116820213000	20272	Classified	103.8996
0116820213000	20281	Cash in Lieu Certified	
0116820213000	20282	Cash in Lieu Classified	
0116820213000	20291	Life Insurance Certified	
0116820213000	20292	Life Insurance Classified	46
0116820213000	20330	Employee Training and Development Services	79.2
0116820213000	20333	Mileage Paid to Staff	46.2
0116820213000	20610	General Supplies	475.9
TOTAL			20506.7031
0116820214100 PSYCH SERVICES SCHOOL AGE			
0116820214100	20111	Salary Certified	
0116820214100	20211	Health Ins. Certified	0
0116820214100	20221	Soc. Sec. Certified	0
0116820214100	20231	Retirement Certified	0
0116820214100	20251	Tuition Reimbursement Unemployment	
0116820214100	20261	Certified Worker's Comp.	
0116820214100	20271	Certified	0
0116820214100	20281	Cash in Lieu Certified	
0116820214100	20291	Life Insurance Certified Employee Training and	
0116820214100	20330	Development Services	49.5
0116820214100	20333	Mileage Paid to Staff	33

0116820214100	20610	General Supplies	363
TOTAL			445.5

0116820215000		SPEECH PATHOLOGY	
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0116820215000	20111	Salary Certified	
0116820215000	20211	Health Ins. Certified	0
0116820215000	20221	Soc. Sec. Certified	0
0116820215000	20231	Retirement Certified	0
0116820215000	20251	Tuition Reimbursement	
		Unemployment	
0116820215000	20261	Certified	
		Worker's Comp.	
0116820215000	20271	Certified	0
0116820215000	20281	Cash in Lieu Certified	
0116820215000	20291	Life Insurance Certified	
0116820215000	20333	Mileage Paid to Staff	
		Other Professional	
0116820215000	20340	Services	2112
0116820215000	20610	General Supplies	72.6
TOTAL			0

0116820215100		SPEECH/AUD SCHOOL AGE	
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0116820215100	20111	Salary Certified	
0116820215100	20112	Salary Classified	
0116820215100	20113	Salary Substitute	
0116820215100	20132	Overtime	
0116820215100	20211	Health Ins. Certified	0
0116820215100	20221	Soc. Sec. Certified	0
0116820215100	20222	Soc. Sec. Classified	0
0116820215100	20223	Soc. Sec. Substitute	0
0116820215100	20231	Retirement Certified	0
0116820215100	20232	Retirement Classified	0
0116820215100	20251	Tuition Reimbursement	
		Unemployment	
0116820215100	20261	Certified	
		Unemployment	
0116820215100	20262	Classified	
		Worker's Comp.	
0116820215100	20271	Certified	0
		Worker's Comp.	
0116820215100	20272	Classified	0
0116820215100	20281	Cash in Lieu Certified	
0116820215100	20282	Cash in Lieu Classified	

0116820215100	20291	Life Insurance Certified	
0116820215100	20292	Life Insurance Classified Professional	
0116820215100	20320	Educational Services	
0116820215100	20330	Employee Training and Development Services	
0116820215100	20333	Mileage Paid to Staff	
TOTAL			0
0116820218100 VISION SERVICES SPED			
		Professional	
0116820218100	20320	Educational Services	0
TOTAL			0
0116820221100 SCHOOL IMPROVEMENT			
0116820221100	20111	Salary Certified	
0116820221100	20211	Health Ins. Certified	0
0116820221100	20221	Soc. Sec. Certified	0
0116820221100	20231	Retirement Certified	0
0116820221100	20251	Tuition Reimbursement	
0116820221100	20261	Unemployment Certified	
0116820221100	20271	Worker's Comp. Certified	0
0116820221100	20281	Cash in Lieu Certified	
0116820221100	20291	Life Insurance Certified Professional	
0116820221100	20320	Educational Services	
0116820221100	20330	Employee Training and Development Services	
0116820221100	20332	Mileage Paid to Parents	
0116820221100	20333	Mileage Paid to Staff	
0116820221100	20540	Advertising	
0116820221100	20610	General Supplies	
0116820221100	20733	Furniture and Fixtures	
0116820221100	20810	Dues and Fees	
TOTAL			0
0116820222000 LIBRARY/MEDIA SERVICES			
0116820222000	20111	Salary Certified	20232
0116820222000	20112	Salary Classified	15163
0116820222000	20113	Salary Substitute	

0116820222000	20211	Health Ins. Certified	3007.8352
0116820222000	20212	Health Ins. Classified	54.5868
0116820222000	20221	Soc. Sec. Certified	1547.748
0116820222000	20222	Soc. Sec. Classified	1159.9695
0116820222000	20223	Soc. Sec. Substitute	0
0116820222000	20222	Retirement Certified	1998.31464
0116820222000	20232	Retirement Classified	1497.64951
0116820222000	20251	Tuition Reimbursement	
		Unemployment	
0116820222000	20261	Certified	
		Unemployment	
0116820222000	20262	Classified	
		Worker's Comp.	
0116820222000	20271	Certified	125.4384
		Worker's Comp.	
0116820222000	20272	Classified	94.0106
0116820222000	20281	Cash in Lieu Certified	
0116820222000	20282	Cash in Lieu Classified	
0116820222000	20291	Life Insurance Certified	18
0116820222000	20292	Life Insurance Classified	46
0116820222000	20610	General Supplies	200
0116820222000	20640	Books and Periodicals	3300
0116820222000	20642	Audio-Visual Materials	100
		TOTAL	48544.5527
0116820223000		TECHNOLOGY-INSTRUTION	
0116820223000	20642	Audio-Visual Materials	
		TOTAL	0
0116820241000		OFFICE OF THE PRINCIPAL	
0116820241000	20110	Salary Classified	25989
0116820241000	20111	Salary Certified	85000
0116820241000	20210	Health Ins. Classified	7428.5604
0116820241000	20211	Health Ins. Certified	1639
0116820241000	20220	Soc. Sec. Classified	1988.1585
0116820241000	20221	Soc. Sec. Certified	6502.5
0116820241000	20230	Retirement Classified	2566.93353
0116820241000	20231	Retirement Certified	8395.45
0116820241000	20251	Tuition Reimbursement	
		Unemployment	
0116820241000	20260	Classified	

0116820241000	20261	Unemployment Certified	
0116820241000	20270	Worker's Comp. Classified	161.1318
0116820241000	20271	Worker's Comp. Certified	527
0116820241000	20280	Cash in Lieu Classified	
0116820241000	20281	Cash in Lieu Certified	
0116820241000	20290	Life Insurance Classified	46
0116820241000	20291	Life Insurance Certified	46
0116820241000	20333	Mileage Paid to Staff	1000
0116820241000	20810	Dues and Fees	650
TOTAL			141939.734
0116820261000 OPERATIONS OF BUILDING			
0116820261000	20110	Salary Custodial/Maint.	55016
0116820261000	20120	Salary Temp.	
0116820261000	20130	Overtime Health Ins.	
0116820261000	20210	Custodial/Maint. Soc. Sec.	29959.0576
0116820261000	20220	Custodial/Maint. Retirement	4208.724
0116820261000	20230	Custodial/Main. Unemployment	5439.43192
0116820261000	20260	Custodial/Maint. Worker's Comp.	
0116820261000	20270	Custodial/Maint.	341.0992
	20280	Cash in Lieu Classified Life Insurance	
0116820261000	20290	Custodial/Maint. Other Professional	93
0116820261000	20340	Services Other Technical	660
0116820261000	20352	Services	198
0116820261000	20530	Communications	99
0116820261000	20610	General Supplies	5940
0116820261000	20621	Natural Gas	13200
0116820261000	20622	Electricity	54450
0116820261000	20629	Other	4620
0116820261000	20730	Equipment	660

TOTAL 174884.313

0116820262000 MAINTENANCE OF BUILDINGS

0116820262000	20110	Salary Custodial/Maint.	
0116820262000	20120	Salary Temp.	
0116820262000	20130	Overtime	
		Health Ins.	
0116820262000	20210	Custodial/Maint.	0
		Soc. Sec.	
0116820262000	20220	Custodial/Maint.	0
		Retirement	
0116820262000	20230	Custodial/Main.	0
		Worker's Comp.	
0116820262000	20271	Custodial/Maint.	0
0116820262000	20280	Cash in Lieu Classified	
		Life Insurance	
0116820262000	20290	Custodial/Maint.	
		Other Technical	
0116820262000	20352	Services	5280
		Repairs and	
0116820262000	20430	Maintenance Services	15762
0116820262000	20430	Property Ins.	8580
0116820262000	20530	Communications	264
0116820262000	02610	General Supplies	66
0116820262000	20730	Equipment	198
0116820262000	20733	Furniture and Fixtures	
0116820262000	20810	Dues and Fees	
TOTAL			30150

0116820266000 SECURITY

		Professional	
0116820266000	20330	Development	66
0116820266000	20340	School Resource Officer	3300
0116820266000	20610	General Supplies	594
TOTAL			3960

PROGRAMS Learning Community

0116820350000	20111	Salary Certified	
0116820350000	20211	Health Ins. Certified	0
0116820350000	20221	Soc. Sec. Certified	0
0116820350000	20231	Retirement Certified	0
		Unemployment	
0116820350000	20261	Certified	

		Worker's Comp.	
0116820350000	20271	Certified	0
0116820350000	20281	Cash in Lieu Certified	
0116820350000	20291	Life Insurance Certified	
TOTAL			0

0116820353500		HAL	
0116820353500	20111	Salary Certified	15225
0116820353500	20210	Health Ins. Certified	787.81
0116820353500	20221	Soc. Sec. Certified	1164.7125
0116820353500	20231	Retirement Certified	1503.77325
0116820353500	20251	Tuition Reimbursement	
		Unemployment	
0116820353500	20261	Certified	
		Worker's Comp.	
0116820353500	20271	Certified	94.395
0116820353500	20281	Cash in Lieu Certified	
0116820353500	20291	Life Insurance Certified	10
0116820353500	20333	Mileage Paid to Staff	13.2
		Professional	
0116820353500	20320	Educational Services	
0116820353500	20610	General Supplies	382
TOTAL			19180.8908

0116820354000		STATE EARLY CHILDHOOD	
0116820354000	20111	Salary Certified	
0116820354000	20112	Salary Classified	
0116820354000	20113	Salary Substitute	
0116820354000	20211	Health Ins. Certified	0
0116820354000	20212	Health Ins. Classified	0
0116820354000	20221	Soc. Sec. Certified	0
0116820354000	20222	Soc. Sec. Classified	0
0116820354000	20223	Soc. Sec. Substitute	0
0116820354000	20231	Retirement Certified	0
0116820354000	20232	Retirement Classified	0
0116820354000	20251	Tuition Reimbursement	
		Unemployment	
0116820354000	20261	Certified	
		Unemployment	
0116820354000	20262	Classified	
		Worker's Comp.	
0116820354000	20271	Certified	0

		Worker's Comp.	
0116820354000	20272	Classified	0
0116820354000	20281	Cash in Lieu Certified	
0116820354000	20282	Cash in Lieu Certified	
0116820354000	20291	Life Insurance Certified	
0116820354000	2092	Life Insurance Classified	
0116820354000	20333	Mileage Paid to Staff	
TOTAL			0
0116820620000		TITLE 1 PART A BASIC PROG	
0116820620000	20111	Salary Certified	32586
0116820620000	20112	Salary Classified	14380
0116820620000	20113	Salary Substitute	
0116820620000	20211	Health Ins. Certified	9659.3096
0116820620000	20212	Health Ins. Classified	51.768
0116820620000	20221	Soc. Sec. Certified	2492.829
0116820620000	20222	Soc. Sec. Classified	1100.07
0116820620000	20223	Soc. Sec. Substitute	0
0116820620000	20231	Retirement Certified	3218.51922
0116820620000	20232	Retirement Classified	1420.3126
0116820620000	20251	Tuition Reimbursement	
		Unemployment	
0116820620000	20261	Certified	
		Unemployment	
0116820620000	20262	Classified	
		Worker's Comp.	
0116820620000	20271	Certified	198.7746
		Worker's Comp.	
0116820620000	20272	Classified	89.156
0116820620000	20281	Cash in Lieu Certified	
0116820620000	20282	Cash in Lieu Classified	
0116820620000	20291	Life Insurance Certified	23
0116820620000	20292	Life Insurance Classified	46
		Professional	
0116820620000	20320	Educational Services	445.896
		Employee Training and	
0116820620000	20330	Development Services	157.278
0116820620000	20333	Mileage Paid to Staff	59.004
		Interagency Purchased	
0116820620000	20590	Services	

0116820620000	20610	General Supplies	1272.744
TOTAL			67200.661

0116820621000 TITLE 1 ACCOUNTABILITY

0116820621000	20111	Salary Certified	
0116820621000	20211	Health Ins. Certified	0
0116820621000	20221	Soc. Sec. Certified	0
0116820621000	20231	Retirement Certified	0
0116820621000	20251	Tuition Reimbursement Unemployment	
0116820621000	20261	Certified Worker's Comp.	
0116820621000	20271	Certified	0
0116820621000	20281	Cash in Lieu Certified	
0116820621000	20291	Life Insurance Certified Professional	
0116820621000	20320	Educational Services	4653.09
0116820621000	20330	Employee Training and Development Services	
0116820621000	20610	General Supplies	1128.9096
TOTAL			5781.9996

0116820631000 TITLE 2 EFFECTIVE INSTR

0116820631000	20111	Salary Certified	39340
0116820631000	20113	Salary Substitute	
0116820631000	20211	Health Ins. Certified	19225.624
0116820631000	20221	Soc. Sec. Certified	3009.51
0116820631000	20223	Soc. Sec. Classified	0
0116820631000	20231	Retirement Certified	3885.6118
0116820631000	20251	Tuition Reimbursement Unemployment	
0116820631000	20261	Certified Worker's Comp.	
0116820631000	20271	Certified	243.908
0116820631000	20281	Cash in Lieu Certified	
0116820631000	20291	Life Insurance Certified Professional	46
0116820631000	20320	Educational Services	554.58
0116820631000	20330	Employee Training and Development Services	44.2
0116820631000	20610	General Supplies	
TOTAL			66349.4338

0116820640400 IDEA BIRTH THROUGH 4

0116820640400	20111	Salary Certified	67961
0116820640400	20112	Salary Classified	
0116820640400	20113	Salary Substitute	
0116820640400	20211	Health Ins. Certified	14968.6596
0116820640400	20212	Health Ins. Classified	0
0116820640400	20221	Soc. Sec. Certified	5199.0165
0116820640400	20222	Soc. Sec. Classified	0
0116820640400	20223	Soc. Sec. Substitute	0
0116820640400	20231	Retirement Certified	6712.50797
0116820640400	20232	Retirement Classified	0
0116820640400	20251	Tuition Reimbursement	
		Unemployment	
0116820640400	20261	Certified	
		Unemployment	
0116820640400	20262	Classified	
		Worker's Comp.	
0116820640400	20271	Certified	421.3582
		Worker's Comp.	
0116820640400	20272	Classified	0
0116820640400	20281	Cash in Lieu Certified	
0116820640400	20282	Cash in Lieu Classified	
0116820640400	20291	Life Insurance Certified	46
0116820640400	20292	Life Insurance Classified	
0116820640400	20333	Mileage Paid to Staff	
		TOTAL	95308.5423
0116820640600		IDEA PRESCHOOL BASE	
0116820640600	20111	Salary Certified	
0116820640600	20112	Salary Classified	
0116820640600	20113	Salary Substitute	
0116820640600	20211	Health Ins. Certified	0
0116820640600	20212	Health Ins. Classified	0
0116820640600	20221	Soc. Sec. Certified	0
0116820640600	20222	Soc. Sec. Classified	0
0116820640600	20223	Soc. Sec. Substitute	0
0116820640600	20231	Retirement Certified	0
0116820640600	20232	Retirement Classified	0
0116820640600	20251	Tuition Reimbursement	
		Unemployment	
0116820640600	20261	Certified	

0116820640600	20262	Unemployment Classified	
0116820640600	20271	Worker's Comp. Certified	0
0116820640600	20272	Worker's Comp. Classified	0
0116820640600	20281	Cash in Lieu Certified	
0116820640600	20282	Cash in Lieu Classified	
0116820640600	20291	Life Insurance Certified	
0116820640600	20292	Life Insurance Certified	
TOTAL			0
0116820641000 IDEA E/P			
0116820641000	20111	Salary Certified	24391
0116820641000	20112	Salary Classified	
0116820641000	20113	Salary Substitute	
0116820641000	20132	Overtime	
0116820641000	20211	Health Ins. Certified	87.8076
0116820641000	20212	Health Ins. Classified	0
0116820641000	20221	Soc. Sec. Certified	1865.9115
0116820641000	20222	Soc. Sec. Classified	0
0116820641000	20223	Soc. Sec. Substitute	0
0116820641000	20231	Retirement Certified	2409.09907
0116820641000	20232	Retirement Classified	0
0116820641000	20251	Tuition Reimbursement	
0116820641000	20261	Unemployment Certified	
0116820641000	20262	Unemployment Classified	
0116820641000	20271	Worker's Comp. Certified	151.2242
0116820641000	20272	Worker's Comp. Classified	0
0116820641000	20281	Cash in Lieu Certified	
0116820641000	20282	Cash in Lieu Classified	
0116820641000	20291	Life Insurance Certified	
0116820641000	0292	Life Insurance Classified Professional	93
0116820641000	20329	Educational Services	10417.506
0116820641000	20610	General Supplies	224.73
TOTAL			39640.2784

0116820641200		IDEA PART B PROPOR.	
		Professional	
0116820641200	20320	Educational Services	
TOTAL			0
0116820692500		TITLE 3 ENG. LANG. ACQ.	
0116820692500	20111	Salary Certified	
0116820692500	20112	Salary Classified	
0116820692500	20113	Salary Substitute	
0116820692500	20211	Health Ins. Certified	0
0116820692500	20212	Health Ins. Classified	0
0116820692500	20221	Soc. Sec. Certified	0
0116820692500	20222	Soc. Sec. Classified	0
0116820692500	20223	Soc. Sec. Substitute	0
0116820692500	20231	Retirement Certified	0
0116820692500	20232	Retirement Classified	0
0116820692500	20251	Tuition Reimbursement	
		Unemployment	
0116820692500	20261	Certified	
		Unemployment	
0116820692500	20262	Classified	
		Worker's Comp.	
0116820692500	20272	Certified	0
		Worker's Comp.	
0116820692500	20273	Classified	0
0116820692500	20281	Cash in Lieu Certified	
0116820692500	20282	Cash in Lieu Classified	
0116820692500	20291	Life Insurance Certified	
0116820692500	20292	Life Insurance Classified	
		Professional	
0116820692500	20320	Educational Services	270.204
		Employee Training and	
		Development Services	46.926
0116820692500	20330	General Supplies	2481.93
0116820692500	20610		
TOTAL			2799.06
0616820310000		FOOD SERVICE	
0616820310000	20110	Salary Food Service	29129
0616820310000	20130	Overtime	
0616820310000	20210	Health Ins. Food Service	104.8644
0616820310000	20221	Soc. Sec. Food Service	2228.3685

0616820310000	20230	Retirement Food Service	2877.07133
0616820310000	20260	Unemployment Food Service	
0616820310000	20270	Worker's Comp. Food Service	180.5998
0616820310000	20280	Cash in Lieu Classified Life Insurance Food Service	93
0616820310000	20290	Mileage Paid to Staff	
0616820310000	20333	Other Professional Services	
0616820310000	20340	Communications	
0616820310000	20530	General Supplies	
0616820310000	20610	Furniture and Fixtures	
0616820310000	20733		
TOTAL			34612.904

Title IV Student Support and Academic Enrichment

0116820696700	20111	Salary Certified	
0116820696700	20112	Salary Classified	
0116820696700	20113	Salary Substitute	
0116820696700	20211	Health Ins. Certified	0
0116820696700	20212	Health Ins. Classified	0
0116820696700	20221	Soc. Sec. Certified	0
0116820696700	20222	Soc. Sec. Classified	0
0116820696700	20223	Soc. Sec. Substitute	0
0116820696700	20231	Retirement Certified	0
0116820696700	20232	Retirement Classified	0
0116820696700	20251	Tuition Reimbursement	
0116820696700	20261	Unemployment Certified	
0116820696700	20262	Unemployment Classified	
0116820696700	20272	Worker's Comp. Certified	0
0116820696700	20273	Worker's Comp. Classified	0
0116820696700	20281	Cash in Lieu Certified	
0116820696700	20282	Cash in Lieu Classified	
0116820696700	20291	Life Insurance Certified	
0116820696700	20292	Life Insurance Classified	

0116820696700	20320	Professional Educational Services	
0116820696700	20330	Employee Training and Development Services	
0116820696700	20610	General Supplies	
TOTAL			0

CATEGORICAL RECEIPTS McKinney-

0116820699000	20111	Salary Certified	
0116820699000	20211	Health Ins. Certified	0
0116820699000	20221	Soc. Sec. Certified	0
0116820699000	20231	Retirement Certified	0
0116820699000	20261	Unemployment Certified Worker's Comp.	
0116820699000	20271	Certified	0
0116820699000	20281	Cash in Lieu Certified	
0116820699000	20291	Life Insurance Certified	
TOTAL			0

0616820310000 FOOD SERVICE

0616820310000	20110	Salary Food Service	
0616820310000	20130	Overtime	
0616820310000	20210	Health Ins. Food Service	0
0616820310000	20221	Soc. Sec. Food Service	0
0616820310000	20230	Retirement Food Service	0
0616820310000	20260	Unemployment Food Service Worker's Comp. Food	
0616820310000	20270	Service	0
0616820310000	20280	Cash in Lieu Classified Life Insurance Food	
0616820310000	20290	Service	
0616820310000	20333	Mileage Paid to Staff Other Professional	
0616820310000	20340	Services	
0616820310000	20530	Communications	
0616820310000	20610	General Supplies	
0616820310000	20733	Furniture and Fixtures	
TOTAL			0

0616820310000		FOOD SERVICE	
0616820310000	20110	Salary Food Service	29223
0616820310000	20130	Overtime	
0616820310000	20210	Health Ins. Food Service	105.2028
0616820310000	20220	Soc. Sec. Food Service	2235.5595
		Retirement Food	
0616820310000	20230	Service	2886.35571
		Unemployment Food	
0616820310000	20260	Service	
		Worker's Comp. Food	
0616820310000	20270	Service	181.1826
0616820310000	20280	Cash in Lieu Classified	
		Life Insurance Food	
0616820310000	20290	Service	
0616820310000	20333	Mileage Paid to Staff	
		Other Professional	
0616820310000	20340	Services	
0616820310000	20530	Communications	
0616820310000	20610	General Supplies	
0616820310000	20733	Furniture and Fixtures	
Total			34631.3006

Totals

Regular Education	824833.453
SPED	381344.819
Pupil Services	39868.93
Staff Services	48544.5527
General Admin.	0
School Admin	141939.734
Fiscal	0
Operations	174884.313
Maintenance	30150
Transportation	0
Early Childhood	0
Title	142131.154
IDEA	134948.821

BOE

1918645.78

93.456

81378

72.072

738.474

932.844

Wildewood

org code account code Description Amount

0116920110000 REGULAR EDUCATION

0116920110000	20111	Salary Certified
0116920110000	20112	Salary Classified
0116920110000	20113	Salary Substitute
0116920110000	20151	Unit Pay
0116920110000	20152	Unit Pay Classified
0116920110000	20211	Health Ins. Certified
0116920110000	20212	Health Ins. Classified
0116920110000	20221	Soc. Sec. Certified
0116920110000	20222	Soc. Sec. Classified
0116920110000	20223	Soc. Sec. Substitute
0116920110000	20231	Retirement Certified
0116920110000	20232	Retirement Classified
0116920110000	20251	Tuition Reimbursement
0116920110000	20261	Unemployment Certified
0116920110000	20262	Unemployment Classified
0116920110000	20271	Worker's Comp. Certified
0116920110000	20272	Worker's Comp. Classified
0116920110000	20281	Cash in Lieu certified
0116920110000	20282	Cash in lieu classified
0116920110000	20291	Life Insurance Certified
0116920110000	20292	Life Insurance Classified
		Employee Training and
0116920110000	20330	Development Services
0116920110000	20333	Mileage Paid to Staff
		Other Professional
0116920110000	20340	Services(Outdoor Ed.)
0116920110000	20531	Postage
0116920110000	20610	General Supplies
0116920110000	20640	Books and Periodicals
		Supplies - Technology
0116920110000	20650	Related
0116920110000	20733	Furniture and Fixtures
		Technology-Related
0116920110000	20734	Hardware
0116920110000	20810	Dues and Fees
0116920110094	20610	Band Supplies

TOTAL

0116920112500		FLEX FUNDING
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0116920112500	20111	Salary Certified
0116920112500	20112	Salary Classified
0116920112500	20211	Health Ins. Certified
0116920112500	20221	Soc. Sec. Certified
0116920112500	20231	Retirement Certified
0116920112500	20261	Unemployment Certified
0116920112500	20271	Worker's Comp. Certified
0116920112500	20281	Cash in Lieu certified
0116920112500	20291	Life Insurance Certified
0116920112500	20610	General Supplies

TOTAL

0116920115000		LEP
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0116920115000	20111	Salary Certified
0116920115000	20112	Salary Classified
0116920115000	20113	Salary Substitute
0116920115000	20211	Health Ins. Certified
0116920115000	20212	Health Ins. Classified
0116920115000	20221	Soc. Sec. Certified
0116920115000	20222	Soc. Sec. Classified
0116920115000	20223	Soc. Sec. Substitute
0116920115000	20231	Retirement Certified
0116920115000	20232	Retirement Classified
0116920115000	20251	Tuition Reimbursement
0116920115000	20261	Unemployment Certified
0116920115000	20262	Unemployment Classified
0116920115000	20271	Worker's Comp. Certified
0116920115000	20272	Worker's Comp. Classified
0116920115000	20281	Cash in Lieu certified
0116920115000	20282	Cash in lieu classified
0116920115000	20291	Life Insurance Certified
0116920115000	20292	Life Insurance Classified
0116920115000		Professional Educational
0116920115000	20320	Services
0116920115000		Employee Training and
0116920115000	20330	Development Services
0116920115000	20333	Mileage Paid to Staff
0116920115000	20610	General Supplies
0116920115000	20640	Books and Periodicals
0116920115000		Supplies - Technology
0116920115000	20650	Related

0116920115000	20734	Technology-Related Hardware
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TOTAL

0116920116000		POVERTY
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0116920116000	20111	Salary Certified
0116920116000	20112	Salary Classified
0116920116000	20113	Salary Substitute
0116920116000	20211	Health Ins. Certified
0116920116000	20212	Health Ins. Classified
0116920116000	20221	Soc. Sec. Certified
0116920116000	20222	Soc. Sec. Classified
0116920116000		Soc. Sec. Substitute
0116920116000	20231	Retirement Certified
0116920116000	20232	Retirement Classified
0116920116000	20251	Tuition Reimbursement
0116920116000	20261	Unemployment Certified
0116920116000	20262	Unemployment Classified
0116920116000	20271	Worker's Comp. Certified
0116920116000	20272	Worker's Comp. Classified
0116920116000	20281	Cash in Lieu certified
0116920116000	20282	Cash in lieu classified
0116920116000	20291	Life Insurance Certified
0116920116000	20292	Life Insurance Classified
0116920116000	20610	General Supplies
0116920116000	20640	Books and Periodicals

TOTAL

0116920120000		SPED SCHOOL AGE
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0116920120000	20111	Salary Certified
0116920120000	20112	Salary Classified
0116920120000	20113	Salary Substitute
0116920120000	20211	Health Ins. Certified
0116920120000	20212	Health Ins. Classified
0116920120000	20221	Soc. Sec. Certified
0116920120000	20222	Soc. Sec. Classified
0116920120000	20223	Soc. Sec. Substitute
0116920120000	20231	Retirement Certified
0116920120000	20232	Retirement Classified
0116920120000	20251	Tuition Reimbursement
0116920120000	20261	Unemployment Certified
0116920120000	20262	Unemployment Classified
0116920120000	20271	Worker's Comp. Certified

0116920120000	20272	Worker's Comp. Classified
0116920120000	20281	Cash in Lieu Certified
0116920120000	20282	Cash in Lieu Classified
0116920120000	20291	Life Insurance Certified
0116920120000	20292	Life Insurance Classified
0116920120000	20320	Professional Educational Services
0116920120000	20330	Employee Training and Development Services
0116920120000	20333	Mileage Paid to Staff
0116920120000	20563	Tuition to Private Schools
0116920120000	20569	Tuition - Other
0116920120000	20610	General Supplies
0116920120000	20640	Books and Periodicals
0116920120000	20733	Furniture and Fixtures Technology-Related
0116920120000	20734	Hardware

TOTAL

0116920129100 SPED 3-5

0116920129100	20111	Salary Certified
0116920129100	20112	Salary Classified
0116920129100	20113	Salary Substitute
0116920129100	20211	Health Ins. Certified
0116920129100	20212	Health Ins. Classified
0116920129100	20221	Soc. Sec. Certified
0116920129100	20222	Soc. Sec. Classified
0116920129100	20223	Soc. Sec. Substitute
0116920129100	20231	Retirement Certified
0116920129100	20232	Retirement Classified
0116920129100	20251	Tuition Reimbursement
0116920129100	20261	Unemployment Certified
0116920129100	20262	Unemployment Classified
0116920129100	20271	Worker's Comp. Certified
0116920129100	20272	Worker's Comp. Classified
0116920129100	20281	Cash in Lieu Certified
0116920129100	20282	Cash in Lieu Classified
0116920129100	20291	Life Insurance Certified
0116920129100	20292	Life Insurance Classified
0116920129100	20320	Professional Educational Services

0116920129100	20330	Employee Training and Development Services
0116920129100	20561	Tuition to Other School Districts Within the State
0116920129100	20630	Food

TOTAL

0116920129200 SPED BIRTH TO 2

0116920129200	20111	Salary Certified
0116920129200	20112	Salary Classified
0116920129200	20211	Health Ins. Certified
0116920129200	20212	Health Ins. Classified
0116920129200	20221	Soc. Sec. Certified
0116920129200	20222	Soc. Sec. Classified
0116920129200	20231	Retirement Certified
0116920129200	20232	Retirement Classified
0116920129200	20251	Tuition Reimbursement
0116920129200	20261	Unemployment Certified
0116920129200	20262	Unemployment Classified
0116920129200	20271	Worker's Comp. Certified
0116920129200	20272	Worker's Comp. Classified
0116920129200	20281	Cash in Lieu Certified
0116920129200	20282	Cash in Lieu Classified
0116920129200	20291	Life Insurance Certified
0116920129200	20292	Life Insurance Classified
0116920129200	20320	Professional Educational Services
0116920129200	20330	Employee Training and Development Services
0116920129200	20333	Mileage Paid to Staff Technology-Related
0116920129200	20734	Hardware
0116920129200	20735	Technology Software

TOTAL

0116920130000 SUMMER SCHOOL

0116920130000	20111	Salary Certified
0116920130000	20112	Salary Classified
0116920130000	20211	Health Ins. Certified
0116920130000	20212	Health Ins. Classified
0116920130000	20221	Soc. Sec. Certified
0116920130000	20222	Soc. Sec. Classified
0116920130000	20231	Retirement Certified

0116920130000	20232	Retirement Classified
0116920130000	20271	Worker's Comp. Certified
0116920130000	20272	Worker's Comp. Classified
0116920130000	20281	Cash in Lieu Certified
0116920130000	20282	Cash in Lieu Classified
0116920130000	20291	Life Insurance Certified
0116920130000	20292	Life Insurance Classified
0116920130000	20610	General Supplies
0116920130000	20630	Food
0116920130000	20640	Books and Periodicals

TOTAL

0116920211000 SOCIAL WORK/ATTENDANCE

0116920211000	20111	Salary Certified
0116920211000	20211	Health Ins. Certified
0116920211000	20221	Soc. Sec. Certified
0116920211000	20231	Retirement Certified
0116920211000	20251	Tuition Reimbursement
0116920211000	20261	Unemployment Certified
0116920211000	20271	Worker's Comp. Certified
0116920211000	20281	Cash in Lieu Certified
0116920211000	20291	Life Insurance Certified
		Professional Educational
0116920211000	20320	Services
0116920211000	20333	Mileage Paid to Staff
0116920211000	20610	General Supplies

TOTAL

0116920212000 GUIDANCE SERVICES

0116920212000	20111	Salary Certified
0116920212000	20211	Health Ins. Certified
0116920212000	20221	Soc. Sec. Certified
0116920212000	20231	Retirement Certified
0116920212000	20261	Unemployment Certified
0116920212000	20271	Worker's Comp. Certified
0116920212000	20281	Cash in Lieu Certified
0116920212000	20291	Life Insurance Certified
		Professional Educational
0116820212000	20320	Services
0116920212000	20333	Mileage Paid to Staff
0116920212000	20610	General Supplies

TOTAL

0116920213000 HEALTH SERVICES

0116920213000	20111	Salary Certified
0116920213000	20112	Salary Classified
0116920213000	20211	Health Ins. Certified
0116920213000	20212	Health Ins. Classified
0116920213000	20221	Soc. Sec. Certified
0116920213000	20222	Soc. Sec. Classified
0116920213000	20231	Retirement Certified
0116920213000	20232	Retirement Classified
0116920213000	20251	Tuition Reimbursement
0116920213000	20261	Unemployment Certified
0116920213000	20262	Unemployment Classified
0116920213000	20271	Worker's Comp. Certified
0116920213000	20272	Worker's Comp. Classified
0116920213000	20281	Cash in Lieu Certified
0116920213000	20282	Cash in Lieu Classified
0116920213000	20291	Life Insurance Certified
0116920213000	20292	Life Insurance Classified
		Employee Training and
0116920213000	20330	Development Services
0116920213000	20333	Mileage Paid to Staff
0116920213000	20610	General Supplies

TOTAL

0116920214100 PSYCH SERVICES SCHOOL AGE

0116920214100	20111	Salary Certified
0116920214100	20211	Health Ins. Certified
0116920214100	20221	Soc. Sec. Certified
0116920214100	20231	Retirement Certified
0116920214100	20251	Tuition Reimbursement
0116920214100	20261	Unemployment Certified
0116920214100	20271	Worker's Comp. Certified
0116920214100	20281	Cash in Lieu Certified
0116920214100	20291	Life Insurance Certified
		Employee Training and
0116920214100	20330	Development Services
0116920214100	20333	Mileage Paid to Staff
0116920214100	20610	General Supplies

TOTAL

0116920215000 SPEECH PATHOLOGY

0116920215000	20111	Salary Certified
0116920215000	20211	Health Ins. Certified
0116920215000	20221	Soc. Sec. Certified

0116920215000	20231	Retirement Certified
0116920215000	20251	Tuition Reimbursement
0116920215000	20261	Unemployment Certified
0116920215000	20271	Worker's Comp. Certified
0116920215000	20281	Cash in Lieu Certified
0116920215000	20291	Life Insurance Certified
0116920215000	20333	Mileage Paid to Staff
0116920215000	20340	Other Professional Services
0116920215000	20610	General Supplies

TOTAL

0116920215100 SPEECH/AUD SCHOOL AGE

0116920215100	20111	Salary Certified
0116920215100	20112	Salary Classified
0116920215100	20113	Salary Substitute
0116920215100	20132	Overtime
0116920215100	20211	Health Ins. Certified
0116920215100	20221	Soc. Sec. Certified
0116920215100	20222	Soc. Sec. Classified
0116920215100	20223	Soc. Sec. Substitute
0116920215100	20231	Retirement Certified
0116920215100	20232	Retirement Classified
0116920215100	20251	Tuition Reimbursement
0116920215100	20261	Unemployment Certified
0116920215100	20262	Unemployment Classified
0116920215100	20271	Worker's Comp. Certified
0116920215100	20272	Worker's Comp. Classified
0116920215100	20281	Cash in Lieu Certified
0116920215100	20282	Cash in Lieu Classified
0116920215100	20291	Life Insurance Certified
0116920215100	20292	Life Insurance Classified
0116920215100	20320	Professional Educational Services Employee Training and Development Services
0116920215100	20330	Development Services
0116920215100	20333	Mileage Paid to Staff

TOTAL

0116920218100 VISION SERVICES SPED

0116920218100	20320	Professional Educational Services
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TOTAL

0116920221100 SCHOOL IMPROVEMENT

0116920221100	20111	Salary Certified
0116920221100	20211	Health Ins. Certified
0116920221100	20221	Soc. Sec. Certified
0116920221100	20231	Retirement Certified
0116920221100	20251	Tuition Reimbursement
0116920221100	20261	Unemployment Certified
0116920221100	20271	Worker's Comp. Certified
0116920221100	20281	Cash in Lieu Certified
0116920221100	20291	Life Insurance Certified
		Professional Educational
0116920221100	20320	Services
		Employee Training and
0116920221100	20330	Development Services
0116920221100	20332	Mileage Paid to Parents
0116920221100	20333	Mileage Paid to Staff
0116920221100	20540	Advertising
0116920221100	20610	General Supplies
0116920221100	20733	Furniture and Fixtures
0116920221100	20810	Dues and Fees

TOTAL

0116920222000		LIBRARY/MEDIA SERVICES
0116920222000	20111	Salary Certified
0116920222000	20112	Salary Classified
0116920222000	20113	Salary Substitute
0116920222000	20211	Health Ins. Certified
0116920222000	20212	Health Ins. Classified
0116920222000	20221	Soc. Sec. Certified
0116920222000	20222	Soc. Sec. Classified
0116920222000	20223	Soc. Sec. Substitute
0116920222000	20222	Retirement Certified
0116920222000	20232	Retirement Classified
0116920222000	20251	Tuition Reimbursement
0116920222000	20261	Unemployment Certified
0116920222000	20262	Unemployment Classified
0116920222000	20271	Worker's Comp. Certified
0116920222000	20272	Worker's Comp. Classified
0116920222000	20281	Cash in Lieu Certified
0116920222000	20282	Cash in Lieu Classified
0116920222000	20291	Life Insurance Certified
0116920222000	20292	Life Insurance Classified
0116920222000	20610	General Supplies

0116920222000	20640	Books and Periodicals
0116920222000	20642	Audio-Visual Materials

TOTAL

0116920223000 TECHNOLOGY-INSTRUTION

0116920223000	20642	Audio-Visual Materials
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TOTAL

0116920241000 OFFICE OF THE PRINCIPAL

0116920241000	20110	Salary Classified
0116920241000	20111	Salary Certified
0116920241000	20210	Health Ins. Classified
0116920241000	20211	Health Ins. Certified
0116920241000	20220	Soc. Sec. Classified
0116920241000	20221	Soc. Sec. Certified
0116920241000	20230	Retirement Classified
0116920241000	20231	Retirement Certified
0116920241000	20251	Tuition Reimbursement
0116920241000	20260	Unemployment Classified
0116920241000	20261	Unemployment Certified
0116920241000	20270	Worker's Comp. Classified
0116920241000	20271	Worker's Comp. Certified
0116920241000	20280	Cash in Lieu Classified
0116920241000	20281	Cash in Lieu Certified
0116920241000	20290	Life Insurance Classified
0116920241000	20291	Life Insurance Certified
0116920241000	20333	Mileage Paid to Staff
0116920241000	20810	Dues and Fees

TOTAL

0116920261000 OPERATIONS OF BUILDING

0116920261000	20110	Salary Custodial/Maint.
0116920261000	20120	Salary Temp.
0116920261000	20130	Overtime
0116920261000	20280	Health Ins. Custodial/Maint.
0116920261000	20220	Soc. Sec. Custodial/Maint.
0116920261000	20230	Retirement Custodial/Main.
		Unemployment
0116920261000	20260	Custodial/Maint.
		Worker's Comp.
0116920261000	20270	Custodial/Maint.
0116920261000	20280	Cash in Lieu Classified
		Life Insurance
0116920261000	20290	Custodial/Maint.

0116920261000	20340	Other Professional Services
0116920261000	20352	Other Technical Services
0116920261000	20530	Communications
0116920261000	20610	General Supplies
0116920261000	20621	Natural Gas
0116920261000	20622	Electricity
0116920261000	20629	Other (water)
0116920261000	20730	Equipment

TOTAL

0116920262000 MAINTENANCE OF BUILDINGS

0116920262000	20110	Salary Custodial/Maint.
0116920262000	20120	Salary Temp.
0116920262000	20130	Overtime
0116920262000	20210	Health Ins. Custodial/Maint.
0116920262000	20220	Soc. Sec. Custodial/Maint.
0116920262000	20230	Retirement Custodial/Main.
		Worker's Comp.
0116920262000	20271	Custodial/Maint.
0116920262000	20280	Cash in Lieu Classified
		Life Insurance
0116920262000	20290	Custodial/Maint.
0116920262000	20352	Other Technical Services
		Repairs and Maintenance
0116920262000	20430	Services
0116920262000	20430	Property Ins.
0116920262000	20530	Communications
0116920262000	02610	General Supplies
0116920262000	20730	Equipment
0116920262000	20733	Furniture and Fixtures
0116920262000	20810	Dues and Fees

TOTAL

011692066000 SECURITY

0116902660000	20330	Professional Development
0116902660000	20340	School Resource Officer
0116902660000	20610	General Supplies

TOTAL

OTHER STATE CATEGORICAL

0116920350000	20111	Salary Certified
0116920350000	20211	Health Ins. Certified
0116920350000	20221	Soc. Sec. Certified
0116920350000	20231	Retirement Certified

0116920350000	20261	Unemployment Certified
0116920350000	20271	Worker's Comp. Certified
0116920350000	20281	Cash in Lieu Certified
0116920350000	20291	Life Insurance Certified

TOTAL

0116920353500 HAL

0116920353500	20111	Salary Certified
0116920353500	20211	Health Ins. Certified
0116920353500	20221	Soc. Sec. Certified
0116920353500	20231	Retirement Certified
0116920353500	20251	Tuition Reimbursement
0116920353500	20261	Unemployment Certified
0116920353500	20271	Worker's Comp. Certified
0116920353500	20281	Cash in Lieu Certified
0116920353500	20291	Life Insurance Certified
0116920353500	20333	Mileage Paid to Staff
		Professional Educational
0116920353500	20320	Services
0116920353500	20610	General Supplies

TOTAL

0116920354000 STATE EARLY CHILDHOOD

0116920354000	20111	Salary Certified
0116920354000	20112	Salary Classified
0116920354000	20113	Salary Substitute
0116920354000	20211	Health Ins. Certified
0116920354000	20212	Health Ins. Classified
0116920354000	20221	Soc. Sec. Certified
0116920354000	20222	Soc. Sec. Classified
0116920354000	20223	Soc. Sec. Substitute
0116920354000	20231	Retirement Certified
0116920354000	20232	Retirement Classified
0116920354000	20251	Tuition Reimbursement
0116920354000	20261	Unemployment Certified
0116920354000	20262	Unemployment Classified
0116920354000	20271	Worker's Comp. Certified
0116920354000	20272	Worker's Comp. Classified
0116920354000	20281	Cash in Lieu Certified
0116920354000	20282	Cash in Lieu Certified
0116920354000	20291	Life Insurance Certified
0116920354000	2092	Life Insurance Classified
0116920354000	20333	Mileage Paid to Staff

TOTAL

0116920620000 TITLE 1 PART A BASIC PROG

0116920620000	20111	Salary Certified
0116920620000	20112	Salary Classified
0116920620000	20113	Salary Substitute
0116920620000	20211	Health Ins. Certified
0116920620000	20212	Health Ins. Classified
0116920620000	20221	Soc. Sec. Certified
0116920620000	20222	Soc. Sec. Classified
0116920620000	20223	Soc. Sec. Substitute
0116920620000	20231	Retirement Certified
0116920620000	20232	Retirement Classified
0116920620000	20251	Tuition Reimbursement
0116920620000	20261	Unemployment Certified
0116920620000	20262	Unemployment Classified
0116920620000	20271	Worker's Comp. Certified
0116920620000	20272	Worker's Comp. Classified
0116920620000	20281	Cash in Lieu Certified
0116920620000	20282	Cash in Lieu Classified
0116920620000	20291	Life Insurance Certified
0116920620000	20292	Life Insurance Classified
0116920620000	20320	Professional Educational Services
0116920620000	20330	Employee Training and Development Services
0116920620000	20333	Mileage Paid to Staff Interagency Purchased Services
0116920620000	20590	Services
0116920620000	20610	General Supplies

TOTAL

0116920621000 TITLE 1 ACCOUNTABILITY

0116920621000	20111	Salary Certified
0116920621000	20211	Health Ins. Certified
0116920621000	20221	Soc. Sec. Certified
0116920621000	20231	Retirement Certified
0116920621000	20251	Tuition Reimbursement
0116920621000	20261	Unemployment Certified
0116920621000	20271	Worker's Comp. Certified
0116920621000	20281	Cash in Lieu Certified
0116920621000	20291	Life Insurance Certified

0116920621000	20320	Professional Educational Services
0116920621000	20330	Employee Training and Development Services
0116920621000	20610	General Supplies

TOTAL

0116920631000 TITLE 2 EFFECTIVE INSTR.

0116920631000	20111	Salary Certified
0116920631000	20113	Salary Substitute
0116920631000	20211	Health Ins. Certified
0116920631000	20221	Soc. Sec. Certified
0116920631000	20223	Soc. Sec. Classified
0116920631000	20231	Retirement Certified
0116920631000	20251	Tuition Reimbursement
0116920631000	20261	Unemployment Certified
0116920631000	20271	Worker's Comp. Certified
0116920631000	20281	Cash in Lieu Certified
0116920631000	20291	Life Insurance Certified
0116920631000	20320	Professional Educational Services
0116920631000	20330	Employee Training and Development Services
0116920631000	20610	General Supplies

TOTAL

0116920640400 IDEA BIRTH THROUGH 4

0116920640400	20111	Salary Certified
0116920640400	20112	Salary Classified
0116920640400	20113	Salary Substitute
0116920640400	20211	Health Ins. Certified
0116920640400	20212	Health Ins. Classified
0116920640400	20221	Soc. Sec. Certified
0116920640400	20222	Soc. Sec. Classified
0116920640400	20223	Soc. Sec. Substitute
0116920640400	20231	Retirement Certified
0116920640400	20232	Retirement Classified
0116920640400	20251	Tuition Reimbursement
0116920640400	20261	Unemployment Certified
0116920640400	20262	Unemployment Classified
0116920640400	20271	Worker's Comp. Certified
0116920640400	20272	Worker's Comp. Classified
0116920640400	20281	Cash in Lieu Certified

0116920640400	20282	Cash in Lieu Classified
0116920640400	20291	Life Insurance Certified
0116920640400	20292	Life Insurance Classified
0116920640400	20333	Mileage Paid to Staff

TOTAL

0116920640600 IDEA PRESCHOOL BASE

0116920640600	20111	Salary Certified
0116920640600	20112	Salary Classified
0116920640600	20113	Salary Substitute
0116920640600	20211	Health Ins. Certified
0116920640600	20212	Health Ins. Classified
0116920640600	20221	Soc. Sec. Certified
0116920640600	20222	Soc. Sec. Classified
0116920640600	20223	Soc. Sec. Substitute
0116920640600	20231	Retirement Certified
0116920640600	20232	Retirement Classified
0116920640600	20251	Tuition Reimbursement
0116920640600	20261	Unemployment Certified
0116920640600	20262	Unemployment Classified
0116920640600	20271	Worker's Comp. Certified
0116920640600	20272	Worker's Comp. Classified
0116920640600	20281	Cash in Lieu Certified
0116920640600	20282	Cash in Lieu Classified
0116920640600	20291	Life Insurance Certified
0116920640600	20292	Life Insurance Classified

TOTAL

0116920641000 IDEA E/P

0116920641000	20111	Salary Certified
0116920641000	20112	Salary Classified
0116920641000	20113	Salary Substitute
0116920641000	20132	Overtime
0116920641000	20211	Health Ins. Certified
0116920641000	20212	Health Ins. Classified
0116920641000	20221	Soc. Sec. Certified
0116920641000	20222	Soc. Sec. Classified
0116920641000	20223	Soc. Sec. Substitute
0116920641000	20231	Retirement Certified
0116920641000	20232	Retirement Classified
0116920641000	20251	Tuition Reimbursement
0116920641000	20261	Unemployment Certified
0116920641000	20262	Unemployment Classified

0116920641000	20271	Worker's Comp. Certified
0116920641000	20272	Worker's Comp. Classified
0116920641000	20281	Cash in Lieu Certified
0116920641000	20282	Cash in Lieu Classified
0116920641000	20291	Life Insurance Certified
0116920641000	0292	Life Insurance Classified
		Professional Educational
0116920641000	20329	Services
0116920641000	20610	General Supplies

TOTAL

0116920641200 IDEA PART B PROPOR.

		Professional Educational
0116920641200	20320	Services

TOTAL

0116920692500 TITLE 3 ENG. LANG. ACQ.

0116920692500	20111	Salary Certified
0116920692500	20112	Salary Classified
0116920692500	20113	Salary Substitute
0116920692500	20211	Health Ins. Certified
0116920692500	20212	Health Ins. Classified
0116920692500	20221	Soc. Sec. Certified
0116920692500	20222	Soc. Sec. Classified
0116920692500	20223	Soc. Sec. Substitute
0116920692500	20231	Retirement Certified
0116920692500	20232	Retirement Classified
0116920692500	20251	Tuition Reimbursement
0116920692500	20261	Unemployment Certified
0116920692500	20262	Unemployment Classified
0116920692500	20272	Worker's Comp. Certified
0116920692500	20273	Worker's Comp. Classified
0116920692500	20281	Cash in Lieu Certified
0116920692500	20282	Cash in Lieu Classified
0116920692500	20291	Life Insurance Certified
0116920692500	20292	Life Insurance Classified
		Professional Educational
0116920692500	20320	Services
		Employee Training and
0116920692500	20330	Development Services
0116920692500	20610	General Supplies

TOTAL

0616920310000 FOOD SERVICE

0616920310000	20110	Salary Food Service
0616920310000	20130	Overtime
0616920310000	20210	Health Ins. Food Service
0616920310000	20221	Soc. Sec. Food Service
0616920310000	20230	Retirement Food Service
0616920310000	20260	Unemployment Food Service
		Worker's Comp. Food
0616920310000	20270	Service
0616920310000	20280	Cash in Lieu Classified
0616920310000	20290	Life Insurance Food Service
0616920310000	20333	Mileage Paid to Staff
0616920310000	20340	Other Professional Services
0616920310000	20530	Communications
0616920310000	20610	General Supplies
0616920310000	20733	Furniture and Fixtures

TOTAL

Title IV Student Support and Academic Enrichment

0116920696700	20111	Salary Certified
0116920696700	20112	Salary Classified
0116920696700	20113	Salary Substitute
0116920696700	20211	Health Ins. Certified
0116920696700	20212	Health Ins. Classified
0116920696700	20221	Soc. Sec. Certified
0116920696700	20222	Soc. Sec. Classified
0116920696700	20223	Soc. Sec. Substitute
0116920696700	20231	Retirement Certified
0116920696700	20232	Retirement Classified
0116920696700	20251	Tuition Reimbursement
0116920696700	20261	Unemployment Certified
0116920696700	20262	Unemployment Classified
0116920696700	20272	Worker's Comp. Certified
0116920696700	20273	Worker's Comp. Classified
0116920696700	20281	Cash in Lieu Certified
0116920696700	20282	Cash in Lieu Classified
0116920696700	20291	Life Insurance Certified
0116920696700	20292	Life Insurance Classified
		Professional Educational
0116920696700	20320	Services
		Employee Training and
0116920696700	20330	Development Services
0116920696700	20610	General Supplies

TOTAL

CATEGORICAL RECEIPTS McKinney-

0116920699000	20111	Salary Certified
0116920699000	20211	Health Ins. Certified
0116920699000	20221	Soc. Sec. Certified
0116920699000	20231	Retirement Certified
0116920699000	20261	Unemployment Certified
0116920699000	20271	Worker's Comp. Certified
0116920699000	20281	Cash in Lieu Certified
0116920699000	20291	Life Insurance Certified

TOTAL

0616920310000 FOOD SERVICE

0616920310000	20110	Salary Food Service
0616920310000	20130	Overtime
0616920310000	20210	Health Ins. Food Service
0616920310000	20221	Soc. Sec. Food Service
0616920310000	20230	Retirement Food Service
0616920310000	20260	Unemployment Food Service
		Worker's Comp. Food
0616920310000	20270	Service
0616920310000	20280	Cash in Lieu Classified
0616920310000	20290	Life Insurance Food Service
0616920310000	20333	Mileage Paid to Staff
0616920310000	20340	Other Professional Services
0616920310000	20530	Communications
0616920310000	20610	General Supplies
0616920310000	20733	Furniture and Fixtures

TOTAL

		Totals
370191	Regular Education	1076194.14
33909	*divide 247 SPED	369320.731
	*divide 247 Pupil Services	57702.3607
	Staff Services	43729.184
	General Admin.	0
81056.6876	School Admin	153661.857
122.0724	Fiscal	0
28319.6115	Operations	191497.042
2594.0385	Maintenance	35525
0	Transportation	0
36563.7651	Early Childhood	0
3349.19193	Title	67303.9509
	IDEA	207296.592
	BOE	0
2295.1842	TOTAL	2202230.85
210.2358		
1549		
353		
140		
3600		
240		
5480		
900		
11875		
20000		
500		
1000		
20500		
0		
2000		
626747.787		



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1025.7218

72.1494

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848

345064.455



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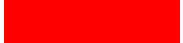
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614.25



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4264.416
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910
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35525



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5460



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1018.199

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114735.621

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128.856

112203

99.372

1018.199

1286.194

114735.621

RMS

org code	account code	Description	Amount
0126020110000		REGULAR EDUCATION	
0126020110000	20111	Salaries Certified	1456109
0126020110000	20112	Salaries Classified	46097
0126020110000	20113	Salaries Substitute	
0126020110000	20151	Unit Pay	
0126020110000	20152	Unit Pay	
0126020110000	20211	Health Ins. Certified	347271.992
0126020110000	20212	Health Ins. Classified	5289.9492
0126020110000	20221	Soc. Sec. Certified	111392.339
0126020110000	20222	Soc. Sec. Classified	3526.4205
0126020110000	20223	Soc. Sec. Substitutes	0
0126020110000	20231	Retirement Certified	143819.886
0126020110000	20232	Retirement Classified	4553.00069
0126020110000	20251	Tuition Reimbursement	
0126020110000	20261	Unemployment Certified	
0126020110000	20262	Unemployment Classified	
0126020110000	20271	Worker's Comp. Certified	9027.8758
0126020110000	20272	Worker's Comp. Classified	285.8014
0126020110000	20281	Cash in Lieu certified	3000
0126020110000	20282	Cash in lieu classified	
0126020110000	20291	Life Insurance Certified	1298
0126020110000	20292	Life Insurance Classified	94
0126020110000	20330	Professional Development	12000
0126020110000	20333	Mileage Paid to Staff	900
0126020110000	20531	Postage	2200
0126020110000	20610		23325
0126020110010	20610	General Supplies	2000
0126020110029	20610	General Supplies	1000
0126020110030	20610	General Supplies	2000
0126020110040	20610	General Supplies	2000
0126020110050	20610	General Supplies	7000
0126020110060	20610	General Supplies	4300
0126020110060	20630	Food	3000
0126020110068	20610	General Supplies	1000
0126020110080	20610	General Supplies	5000
0126020110085	20610	General Supplies	300
0126020110090	20610	General Supplies	1000

0126020110093	20610	General Supplies	2000
0126020110094	20610	General Supplies	2500
0126020110000	20640	Books and Periodicals	37500
0126020110000	20650	Supplies - Technology Related	1500
0126020110000	20733	Furniture and Fixtures	1000
0126020110000	20734	Technology-Related Hardware	1500
0126020110000	20810	Dues and Fees	
0126020110094	20340	Professional Services	1000
0126020110094	20610	Band Supplies	1500
0126020110000	20913	Fund Transfers to Activities Fund	7000
TOTAL			2254290.26

0126020112500		FLEX FUNDING	
0126020112500	20111	Salaries Certified	
0126020112500	20211	Health Ins. Certified	0
0126020112500	20221	Soc. Sec. Certified	0
0126020112500	20231	Retirement Certified	0
0126020112500	20251	Tuition Reimbursement	
0126020112500	20261	Unemployment Certified	
0126020112500	20271	Worker's Comp. Certified	0
0126020112500	20281	Cash in Lieu certified	
0126020112500	20291	Life Insurance Certified	
0126020112500	20610	General Supplies	
TOTAL			0

0126020115000		LEP	
0126020115000	20111	Salaries Certified	111318
0126020115000	20112	Salaries Classified	
0126020115000	20113	Salaries Substitute	
0126020115000	20211	Health Ins. Certified	13617.7448
0126020115000	20212	Health Ins. Classified	0
0126020115000	20221	Soc. Sec. Certified	8515.827
0126020115000	20222	Soc. Sec. Classified	0
0126020115000	20231	Retirement Certified	10994.8789
0126020115000	20232	Retirement Classified	0
0126020115000	20251	Tuition Reimbursement	
0126020115000	20261	Unemployment Certified	
0126020115000	20262	Unemployment Classified	
0126020115000	20271	Worker's Comp. Certified	690.1716
0126020115000	20272	Worker's Comp. Classified	0
0126020115000	20281	Cash in Lieu certified	
0126020115000	20282	Cash in lieu classified	
0126020115000	20291	Life Insurance Certified	94

0126020115000	20292	Life Insurance Classified	
0126020115000	20320	Professional Educational Services	
		Employee Training and	
		Development Services	
0126020115000	20333	Mileage Paid to Staff	
0126020115000	20610	General Supplies	564
0126020115000	20640	Books and Periodicals	
0126020115000	20650	Supplies - Technology Related	
0126020115000	20734	Technology-Related Hardware	
TOTAL			145794.622

0126020116000		POVERTY	
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0126020116000	20111	Salaries Certified	
0126020116000	20112	Salaries Classified	
		Salaries of Regular Employees Paid	
		to Substitute Teachers	
0126020116000	20113		
0126020116000	20211	Health Ins. Certified	0
0126020116000	20212	Health Ins. Classified	0
0126020116000	20221	Soc. Sec. Certified	0
0126020116000	20222	Soc. Sec. Classified	0
0126020116000	20231	Retirement Certified	0
0126020116000	20232	Retirement Classified	
0126020116000	20251	Tuition Reimbursement	
0126020116000	20261	Unemployment Certified	
0126020116000	20262	Unemployment Classified	
0126020116000	20271	Worker's Comp. Certified	0
0126020116000	20272	Worker's Comp. Classified	0
0126020116000	20291	Life Insurance Certified	
0126020116000	20292	Life Insurance Classified	
0126020116000	20610	General Supplies	
0126020116000	20640	Books and Periodicals	
TOTAL			0

0126020120000		SPED SCHOOL AGE	
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0126020120000	20111	Salaries Certified	292738
0126020120000	20112	Salaries Classified	25894
0126020120000	20113	Salaries Substitute	
0126020120000	20211	Health Ins. Certified	87607.8568
0126020120000	20212	Health Ins. Classified	93.2184
0126020120000	20221	Soc. Sec. Certified	22394.457
0126020120000	20222	Soc. Sec. Classified	1980.891
0126020120000	20231	Retirement Certified	28913.7323
0126020120000	20232	Retirement Classified	2557.55038

0126020120000	20251	Tuition Reimbursement	
0126020120000	20261	Unemployment Certified	
0126020120000	20262	Unemployment Classified	
0126020120000	20271	Worker's Comp. Certified	1814.9756
0126020120000	20272	Worker's Comp. Classified	160.5428
0126020120000	20281	Cash in Lieu Certified	
0126020120000	20282	Cash in Lieu Classified	2000
0126020120000	20291	Life Insurance Certified	238
0126020120000	20292	Life Insurance Classified	94
0126020120000	20230	Professional Educational Services	10635
		Employee Training and	
		Development Services	600
0126020120000	20330	Mileage Paid to Staff	1140
0126020120000	20333	Tuition to Private Schools	
0126020120000	20563	Tuition - Other	
0126020120000	20569	General Supplies	5000
0126020120000	20610	Books and Periodicals	
0126020120000	20640	Furniture and Fixtures	150
0126020120000	20733	Technology-Related Hardware	300
0126020120000	20734		
TOTAL			484312.224

0126020130000		SUMMER SCHOOL	
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0126020130000	20111	Salaries Certified	15075
0126020130000	20112	Salaries Classified	720
0126020130000	20211	Health Ins. Certified	54.27
0126020130000	20212	Health Ins. Classified	2.592
0126020130000	20221	Soc. Sec. Certified	1153.2375
0126020130000	20222	Soc. Sec. Classified	55.08
0126020130000	20231	Retirement Certified	1488.95775
0126020130000	20232	Retirement Classified	71.1144
0126020130000	20251	Tuition Reimbursement	
0126020130000	20261	Unemployment Certified	
0126020130000	20262	Unemployment Classified	
0126020130000	20271	Worker's Comp. Certified	93.465
0126020130000	20272	Worker's Comp. Classified	4.464
0126020130000	20281	Cash in Lieu Certified	
0126020130000	20282	Cash in Lieu Classified	
0126020130000	20291	Life Insurance Certified	
0126020130000	20292	Life Insurance Classified	
0126020130000	20610	General Supplies	300
0126020130000	20630	Food	
0126020130000	20640	Books and Periodicals	

TOTAL 19018.1807

0126020211000 SOCIAL WORK/ATTENDANCE

0126020211000	20111	Salary Certified	
0126020211000	20211	Health Ins. Certified	0
0126020211000	20221	Soc. Sec. Certified	0
0126020211000	20231	Retirement Certified	0
0126020211000	20261	Unemployment Certified	
0126020211000	20271	Worker's Comp. Certified	0
0126020211000	20281	Cash in Lieu Certified	
0126020211000	20291	Life Insurance Certified	70.5
0126020211000	20320	Professional Educational Services	98.7
0126020211000	20333	Mileage Paid to Staff	56.4
0126020211000	20610	General Supplies	

TOTAL 225.6

0126020212000 GUIDANCE SERVICES

0126020212000	20111	Salaries Certified	64936
0126020212000	20211	Health Ins. Certified	19943.7696
0126020212000	20221	Soc. Sec. Certified	4967.604
0126020212000	20231	Retirement Certified	6413.72872
0126020212000	20251	Tuition Reimbursement	
0126020212000	20261	Unemployment Certified	
0126020212000	20271	Worker's Comp. Certified	402.6032
0126020212000	20281	Cash in Lieu Certified	1000
0126020212000	20291	Life Insurance Certified	46
0126020212000	20320	Professional Educational Services	7245
0126020212000	20333	Mileage Paid to Staff	
0126020212000	20610	General Supplies	500

TOTAL 105454.706

0126020213000 HEALTH SERVICES

0126020213000	20111	Salaries Certified	0
0126020213000	20112	Salaries Classified	17586
0126020213000	20211	Health Ins. Certified	0
0126020213000	20212	Health Ins. Classified	63.3096
0126020213000	20221	Soc. Sec. Certified	0
0126020213000	20222	Soc. Sec. Classified	1345.329
0126020213000	20231	Retirement Certified	0
0126020213000	20232	Retirement Classified	1736.96922
0126020213000	20251	Tuition Reimbursement	
0126020213000	20261	Unemployment Certified	
0126020213000	20262	Unemployment Classified	
0126020213000	20271	Worker's Comp. Certified	0

0126020213000	20272	Worker's Comp. Classified	109.0332
0126020213000	20281	Cash in Lieu Certified	
0126020213000	20282	Cash in Lieu Classified	
0126020213000	20291	Life Insurance Certified	
0126020213000	20292	Life Insurance Classified	46
		Employee Training and	
0126020213000	20330	Development Services	324.3
0126020213000	20333	Mileage Paid to Staff	56.4
0126020213000	20610	General Supplies	400
TOTAL			21667.341

0126020214100		PSYCH SERVICES SCHOOL AGE	
0126020214100	20111	Salaries Certified	25290
0126020214100	20211	Health Ins. Certified	3091.044
0126020214100	20221	Soc. Sec. Certified	1934.685
0126020214100	20231	Retirement Certified	2497.8933
0126020214100	20251	Tuition Reimbursement	
0126020214100	20261	Unemployment Certified	
0126020214100	20271	Worker's Comp. Certified	156.798
0126020214100	20281	Cash in Lieu Certified	
0126020214100	20291	Life Insurance Certified	46
		Employee Training and	
0126020214100	20330	Development Services	105.75
0126020214100	20333	Mileage Paid to Staff	70.5
0126020214100	20610	General Supplies	775.5
TOTAL			33968.1703

0126020215000		SPEECH PATHOLOGY	
0126020215000	20111	Salaries Certified	
0126020215000	20211	Health Ins. Certified	0
0126020215000	20221	Soc. Sec. Certified	0
0126020215000	20231	Retirement Certified	0
0126020215000	20251	Tuition Reimbursement	
0126020215000	20261	Unemployment Certified	
0126020215000	20271	Worker's Comp. Certified	0
0126020215000	20281	Cash in Lieu Certified	
0126020215000	20291	Life Insurance Certified	
0126020215000	20333	Mileage Paid to Staff	4512
0126020215000	20340	Other Professional Services	4512
0126020215000	20610	General Supplies	155.1
TOTAL			9179.1

0126020215100		SPEECH/AUD SCHOOL AGE	
0126020215100	20111	Salaries Certified	191080

0126020215100	20112	Salaries Classified	72125
0126020215100	20113	Salaries Substitute	
0126020215100	20211	Health Ins. Certified	8519.696
0126020215100	20212	Health Ins. Classified	26665.65
0126020215100	20221	Soc. Sec. Certified	14617.62
0126020215100	20222	Soc. Sec. Classified	5517.5625
0126020215100	20223	Soc. Sec. Substitutes	0
0126020215100	20231	Retirement Certified	18872.9716
0126020215100	20232	Retirement Classified	7123.78625
0126020215100	20251	Tuition Reimbursement	
0126020215100	20261	Unemployment Certified	
0126020215100	20262	Unemployment Classified	
0126020215100	20271	Worker's Comp. Certified	1184.696
0126020215100	20272	Worker's Comp. Classified	447.175
0126020215100	20281	Cash in Lieu Certified	2000
0126020215100	20282	Cash in Lieu Classified	
0126020215100	20291	Life Insurance Certified	140
0126020215100	20292	Life Insurance Classified	140
0126020215100	20320	Professional Educational Services	104816.745
		Employee Training and	
		Development Services	
0126020215100	20330	Mileage Paid to Staff	
		TOTAL	348434.157
0126020218100		VISION SERVICES SPED	
0126020218100	20320	Professional Educational Services	0
		TOTAL	0
0126020221100		SCHOOL IMPROVEMENT	
0126020221100	20111	Salaries Certified	
0126020221100	20211	Health Ins. Certified	0
0126020221100	20221	Soc. Sec. Certified	0
0126020221100	20231	Retirement Certified	0
0126020221100	20251	Tuition Reimbursement	
0126020221100	20261	Unemployment Certified	
0126020221100	20271	Worker's Comp. Certified	0
0126020221100	20281	Cash in Lieu Certified	
0126020221100	20291	Life Insurance Certified	
0126020221100	20320	Professional Educational Services	
		Employee Training and	
		Development Services	
0126020221100	20330	Mileage Paid to Parents	
0126020221100	20332	Mileage Paid to Staff	
0126020221100	20333	Mileage Paid to Staff	

0126020221100	20540	Advertising	
0126020221100	20610	General Supplies	
0126020221100	20733	Furniture and Fixtures	
0126020221100	20810	Dues and Fees	
TOTAL			0

0126020222000	LIBRARY/MEDIA SERVICES		
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0126020222000	20111	Salaries Certified	73549
0126020222000	20112	Salaries Classified	15923
0126020222000	20113	Salaries Substitute	
0126020222000	20211	Health Ins. Certified	19348.7764
0126020222000	20212	Health Ins. Classified	57.3228
0126020222000	20221	Soc. Sec. Certified	5626.4985
0126020222000	20222	Soc. Sec. Classified	1218.1095
0126020222000	20223	Soc. Sec. Substitutes	0
0126020222000	20231	Retirement Certified	7264.43473
0126020222000	20232	Retirement Classified	1572.71471
0126020222000	20251	Tuition Reimbursement	
0126020222000	20261	Unemployment Certified	
0126020222000	20261	Unemployment Classified	
0126020222000	20271	Worker's Comp. Certified	456.0038
0126020222000	20272	Worker's Comp. Classified	98.7226
0126020222000	20281	Cash in Lieu Certified	
0126020222000	20282	Cash in Lieu Classified	
0126020222000	20291	Life Insurance Certified	46
0126020222000	20292	Life Insurance Classified	46
0126020222000	20610	General Supplies	2000
0126020222000	20640	Books and Periodicals	9000
0126020222000	20642	Audio-Visual Materials	1000
TOTAL			137206.583

0126020223000	TECHNOLOGY-INSTRUTION		
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0126020223000	20642	Audio-Visual Materials	800
TOTAL			800

0126020241000	OFFICE OF THE PRINCIPAL		
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0126020241000	20111	Salaries Certified	195123
0126020241000	20112	Salaries Classified	55219
0126020241000	20211	Health Ins. Certified	38871.4428
0126020241000	20212	Health Ins. Classified	35186.7884
0126020241000	20221	Soc. Sec. Certified	14926.9095
0126020241000	20222	Soc. Sec. Classified	4224.2535
0126020241000	20231	Retirement Certified	19272.2987
0126020241000	20232	Retirement Classified	5453.98063

0126020241000	20251	Tuition Reimbursement	
0126020241000	20261	Unemployment Certified	
0126020241000	20262	Unemployment Classified	
0126020241000	20271	Worker's Comp. Certified	1209.7626
0126020241000	20272	Worker's Comp. Classified	342.3578
0126020241000	20280	Cash in Lieu Classified	
0126020241000	20281	Cash in Lieu Certified	
0126020241000	20291	Life Insurance Certified	561
0126020241000	20292	Life Insurance Classified	94
0126020241000	20333	Mileage Paid to Staff	2000
0126020241000	20810	Dues and Fees	1300
TOTAL			373784.794

0126020261000	OPERATIONS OF BUILDING		
0126020261000	20110	Salaires Grounds/Maint	138736
0126020261000	20120	Salaries Temporary	
0126020261000	20130	Overtime	
0126020261000	20210	Health Ins. Grounds/Maint.	63154.4496
0126020261000	20220	Soc. Sec. Grounds/Maint	10613.304
0126020261000	20230	Retirement Grounds/Maint.	13702.9547
0126020261000	20260	Unemployment Grounds/Maint.	
0126020261000	20270	Worker's Comp Grounds/Maint.	860.1632
0126020261000	20280	Cash in Lieu Classified	
0126020261000	20290	Life Insurance Ground/Maint.	234
0126020261000	20340	Other Professional Services	1410
0126020261000	20352	Other Technical Services	423
0126020261000	20530	Communications	211.5
0126020261000	20610	General Supplies	12690
0126020261000	20621	Natural Gas	28200
0126020261000	20622	Electricity	116325
0126020261000	20629	Other (water)	9870
0126020261000	20730	Equipment	141
TOTAL			396571.372

0126020262000	MAINTENANCE OF BUILDINGS		
0126020262000	20111	Salary Grounds/Maint.	
0126020262000	20120	Salaries Temporary	
0126020262000	20130	Overtime	
0126020262000	20210	Health Ins. Grounds/Maint.	0
0126020262000	20220	Soc. Sec. Grounds/Maint	0
0126020262000	20230	Retirement Grounds/Maint.	0
0126020262000	20260	Unemployment Grounds/Maint.	
0126020262000	20270	Worker's Comp Grounds/Maint.	0

0126020262000	20280	Cash in Lieu Classified	
0126020262000	20290	Life Insurance Ground/Maint.	
0126020262000	20352	Other Technical Services	11280
0126020262000	20430	Repairs and Maintenance Services	28037
0126020262000	20430	Property Ins.	18330
0126020262000	20530	Communications	564
0126020262000	20610	General Supplies	141
0126020262000	20730	Equipment	423
0126020262000	20733	Furniture and Fixtures	
0126020262000	20810	Dues and Fees	
TOTAL			58775

012602066000		SECURITY	
0126002660000	20330	Professional Development	141
0126002660000	20340	School Resource Officer	7050
0126002660000	20610	General Supplies	1269
TOTAL			8460

0626020310000		FOOD SERVICE	
0626020310000	20110	Salary Food Service	8223
0626020310000	20130	Overtime	
0626020310000	20210	Health Ins. Food Service	29.6028
0626020310000	20220	Soc. Sec. Food Service	629.0595
0626020310000	20230	Retirement Food Service	812.18571
0626020310000	20260	Unemployment Food Service	
0626020310000	20270	Worker's Comp. Food Service	50.9826
0626020310000	20280	Cash in Lieu Classified	
0626020310000	20290	Life Insurance Food Service	46
0626020310000	20333	Mileage Paid to Staff	199.656
0626020310000	20340	Other Professional Services	173853
0626020310000	20530	Communications	153.972
0626020310000	20610	General Supplies	1577.649
0626020310000	20733	Furniture and Fixtures	1992.894
TOTAL			187568.002

0126020353500		HAL	
0126020353500	20610	General Supplies	782
TOTAL			782

0126020620000		TITLE 1 PART A BASIC PROG	
0126020620000	20111	Salaries Certified	
0126020620000	20112	Salaries Classified	
0126020620000	20113	Salaries Substitute	
0126020620000	20211	Health Ins. Certified	0

0126020620000	20212	Health Ins. Classified	0
0126020620000	20221	Soc. Sec. Certified	0
0126020620000	20222	Soc. Sec. Classified	0
0126020620000	20223	Soc. Sec. Substitutes	0
0126020620000	20231	Retirement Certified	0
0126020620000	20232	Retirement Classified	0
0126020620000	20251	Tuition Reimbursement	
0126020620000	20261	Unemployment Certified	
0126020620000	20262	Unemployment Classified	
0126020620000	20271	Worker's Comp. Certified	0
0126020620000	20272	Worker's Comp. Classified	0
0126020620000	20281	Cash in Lieu Certified	
0126020620000	20282	Cash in Lieu Classified	
0126020620000	20291	Life Insurance Certified	
0126020620000	20292	Life Insurance Classified	
0126020620000	20320	Professional Educational Services	736.404
		Employee Training and	
0126020620000	20330	Development Services	259.747
0126020620000	20333	Mileage Paid to Staff	97.446
0126020620000	20590	Interagency Purchased Services	
0126020620000	20610	General Supplies	2101.956
TOTAL			3195.553

0126020621000 TITLE 1 ACCOUNTABILITY

0126020621000	20111	Salaries Certified	
0126020621000	20211	Health Ins. Certified	0
0126020621000	20221	Soc. Sec. Certified	0
0126020621000	20231	Retirement Certified	0
0126020621000	20251	Tuition Reimbursement	
0126020621000	20261	Unemployment Certified	
0126020621000	20271	Worker's Comp. Certified	0
0126020621000	20281	Cash in Lieu Certified	
0126020621000	20291	Life Insurance Certified	
0126020621000	20320	Professional Educational Services	
		Employee Training and	
0126020621000	20330	Development Services	
TOTAL			0

0126020631000 TITLE 2 EFFECTIVE INSTR.

0126020631000	20111	Salaries Certified	
0126020631000	20113	Salaries Substitute	
0126020631000	20211	Health Ins. Certified	0
0126020631000	20221	Soc. Sec. Certified	0

0126020631000	20223	Soc. Sec. Substitutes		0
0126020631000	20231	Retirement Certified		0
0126020631000	20251	Tuition Reimbursement		
0126020631000	20261	Unemployment Certified		
0126020631000	20271	Worker's Comp. Certified		0
0126020631000	20281	Cash in Lieu Certified		
0126020631000	20291	Life Insurance Certified		
0126020631000	20320	Professional Educational Services		
		Employee Training and		
0126020631000	20330	Development Services		
0126020631000	20610	General Supplies		
TOTAL				0
0126020641000		IDEA E/P		
0126020641000	20111	Salaries Certified		
0126020641000	20112	Salaries Classified		
0126020641000	20113	Salaries Substitute		
0126020641000	20132	Overtime		
0126020641000	20211	Health Ins. Certified		0
0126020641000	20212	Health Ins. Classified		0
0126020641000	20221	Soc. Sec. Certified		0
0126020641000	20222	Soc. Sec. Classified		0
0126020641000	20223	Soc. Sec. Substitutes		0
0126020641000	20231	Retirement Certified		0
0126020641000	20232	Retirement Classified		0
0126020641000	20261	Unemployment Certified		
0126020641000	20262	Unemployment Classified		
0126020641000	20271	Worker's Comp. Certified		0
0126020641000	20272	Worker's Comp. Classified		0
0126020641000	20281	Cash in Lieu Certified		
0126020641000	20282	Cash in Lieu Classified		
0126020641000	20291	Life Insurance Certified		
0126020641000	20292	Life Insurance Classified		
0126020641000	20320	Professional Educational Services	2225.5581	
0126020641000	20610	General Supplies	480.105	
TOTAL				0
0126020641200		IDEA PART B PROPOR.		
0126020641200	20320	Professional Educational Services		
TOTAL				0
0126020692500		TITLE 3 ENG. LANG. ACQ.		
0126020692500	20111	Salaries Certified		0
0126020692500	20112	Salaries Classified		15188

0126020692500	20113	Salaries Substitute	
0126020692500	20211	Health Ins. Certified	0
0126020692500	20212	Health Ins. Classified	54.6768
0126020692500	20221	Soc. Sec. Certified	0
0126020692500	20222	Soc. Sec. Classified	1161.882
0126020692500	20223	Soc. Sec. Substitutes	0
0126020692500	20231	Retirement Certified	0
0126020692500	20232	Retirement Classified	1500.11876
0126020692500	20261	Unemployment Certified	
0126020692500	20262	Unemployment Classified	
0126020692500	20272	Worker's Comp. Certified	0
0126020692500	20273	Worker's Comp. Classified	94.1656
0126020692500	20281	Cash in Lieu Certified	
0126020692500	20282	Cash in Lieu Classified	
0126020692500	20291	Life Insurance Certified	46
0126020692500	20292	Life Insurance Classified	
0126020692500	20320	Professional Educational Services	577.254
		Employee Training and	
		Development Services	100.251
0126020692500	20330	Development Services	100.251
0126020692500	20610	General Supplies	5302.305
		TOTAL	24024.6532

Title IV Student Support and Academic Enrichment

0126020696700	20111	Salary Certified	
0126020696700	20112	Salary Classified	
0126020696700	20113	Salary Substitute	
0126020696700	20211	Health Ins. Certified	0
0126020696700	20212	Health Ins. Classified	0
0126020696700	20221	Soc. Sec. Certified	0
0126020696700	20222	Soc. Sec. Classified	0
0126020696700	20223	Soc. Sec. Substitute	0
0126020696700	20231	Retirement Certified	0
0126020696700	20232	Retirement Classified	0
0126020696700	20251	Tuition Reimbursement	
0126020696700	20261	Unemployment Certified	
0126020696700	20262	Unemployment Classified	
0126020696700	20272	Worker's Comp. Certified	0
0126020696700	20273	Worker's Comp. Classified	0
0126020696700	20281	Cash in Lieu Certified	
0126020696700	20282	Cash in Lieu Classified	
0126020696700	20291	Life Insurance Certified	
0126020696700	20292	Life Insurance Classified	

0126020696700	20320	Professional Educational Services	
		Employee Training and	
0126020696700	20330	Development Services	
0126020696700	20610	General Supplies	
TOTAL			0
FEDERAL CATEGORICAL RECEIPTS			
0126020699000	20111	Salary Certified	
0126020699000	20211	Health Ins. Certified	0
0126020699000	20221	Soc. Sec. Certified	0
0126020699000	20231	Retirement Certified	0
0126020699000	20261	Unemployment Certified	
0126020699000	20271	Worker's Comp. Certified	0
0126020699000	20281	Cash in Lieu Certified	
0126020699000	20291	Life Insurance Certified	
TOTAL			0

Totals

	Regular Education	2421154.07
*divide 247	SPED	897560.993
*divide 247	Pupil Services	127347.647
	Staff Services	138006.583
	General Admin.	0
	School Admin	373784.794
	Fiscal	0
	Operations	373784.794
	Maintenance	58775
	Transportation	0
	Early Childhood	0
	Title	6692.553
	IDEA	0
	BOE	0
TOTAL		4397106.43

RHS				
org code	account code			
0136020110000	REGULAR EDUCATION			
0136020110000	20111	Salaries Certified		3147006
0136020110000	20112	Salaries Classified		105961
0136020110000	20113	Salaries Substitute		
0136020110000	20151	Unit Pay		
0136020110000	20152	Unit Pay		
0136020110000	20211	Health Ins. Certified		672834.222
0136020110000	20212	Health Ins. Classified		29146.4596
0136020110000	20221	Soc. Sec. Certified		240745.959
0136020110000	20222	Soc. Sec. Classified		8106.0165
0136020110000	20223	Soc. Sec. Substitutes		0
0136020110000	20231	Retirement Certified		310829.783
0136020110000	20232	Retirement Classified		10465.768
0136020110000	20251	Tuition Reimbursement		
0136020110000	20261	Unemployment Certified		
0136020110000	20262	Unemployment Classified		
0136020110000	20271	Worker's Comp. Certified		19511.4372
0136020110000	20272	Worker's Comp. Classified		656.9582
0136020110000	20281	Cash in Lieu certified		11200
0136020110000	20282	Cash in lieu classified		
0136020110000	20291	Life Insurance Certified		6600
0136020110000	20292	Life Insurance Classified		187
0136020110000	20330	Professional Develoment		25000
0136020110000	20333	Mileage Paid to Staff		2100
0136020110000	20441	Rentals of Land and Buildings		18000
0136020110000	20610	General Supplies		3500
0136020110000	20640	Books and Periodicals		1000
0136020110000	20531	Postage		3800
0136020110000	20610	General Supplies		42050
0136020110010	20610	General Supplies		7500
0136020110010	20640	Books and Periodicals		2500
0136020110012	20610	General Supplies		4000
0136020110012	20640	Books and Periodicals		100
0136020110012	20340	Other Professional Services		1000
0136020110013	20610	General Supplies		5000
0136020110013	20640	Books and Periodicals		1000
0136020110029	20610	General Supplies		3000

0136020110029	20640	Books and Periodicals		0
0136020110030	20610	General Supplies		5000
0136020110040	20610	General Supplies		4000
0136020110040	20340	Other Professional Services		400
0136020110050	20610	General Supplies		5000
0136020110060	20610	General Supplies		10000
0136020110060	20340	Other Professional Services		400
0136020110068	20610	General Supplies		1500
0136020110079	20610	General Supplies		5000
0136020110080	20610	General Supplies		7000
0136020110080	20733	Furniture and Fixtures		1000
0136020110082	20610	General Supplies		2000
0136020110083	20610	General Supplies		4000
0136020110083	20640	Books and Periodicals		1000
0136020110085	20610	General Supplies		1500
0136020110085	20640	Books and Periodicals		1000
0136020110090	20610	General Supplies		8000
0136020110093	20610	General Supplies		4500
0136020110094	20610	General Supplies		4000
0136020110094	20340	Other Professional Services		3000
0136020110000	20640	Books and Periodicals		90000
0136020110000	20642	Audio-Visual Materials		
0136020110000	20650	Supplies - Technology Related		2000
0136020110000	20733	Furniture and Fixtures		2500
0136020110000	20734	Technology-Related Hardware		2000
0136020110000	20810	Dues and Fees		
0136020110000	20913	Fund Transfers to Activities Fund		20000
TOTAL				4867600.6
0136020112500	FLEX FUNDING			
0136020112500	20111	Salaries Certified		
0136020112500	20211	Health Ins. Certified		0
0136020112500	20221	Soc. Sec. Certified		0
0136020112500	20231	Retirement Certified		0
0136020112500	20251	Tuition Reimbursement		
0136020112500	20261	Unemployment Certified		
0136020112500	20271	Worker's Comp. Certified		0
0136020112500	20281	Cash in Lieu certified		
0136020112500	20291	Life Insurance Certified		
0136020112500	20610	General Supplies		20000
TOTAL				20000
0136020115000	LEP			

0136020115000	20111	Salaries Certified		45258
0136020115000	20112	Salaries Classified		39482
0136020115000	20113	Salaries Substitute		
0136020115000	20211	Health Ins. Certified		28789.9288
0136020115000	20212	Health Ins. Classified		19226.1352
0136020115000	20221	Soc. Sec. Certified		3462.237
0136020115000	20222	Soc. Sec. Classified		3020.373
0136020115000	20231	Retirement Certified		4470.13266
0136020115000	20232	Retirement Classified		3899.63714
0136020115000	20251	Tuition Reimbursement		
0136020115000	20261	Unemployment Certified		
0136020115000	20262	Unemployment Classified		
0136020115000	20271	Worker's Comp. Certified		280.5996
0136020115000	20272	Worker's Comp. Classified		244.7884
0136020115000	20281	Cash in Lieu certified		
0136020115000	20282	Cash in lieu classified		
0136020115000	20291	Life Insurance Certified		140
0136020115000	20292	Life Insurance Classified		94
0136020115000	20320	Professional Educational Services		69000
0136020115000	20330	Employee Training and Development Services		
0136020115000	20333	Mileage Paid to Staff		
0136020115000	20610	General Supplies		1288
0136020115000	20640	Books and Periodicals		
0136020115000	20650	Supplies - Technology Related		
0136020115000	20734	Technology-Related Hardware		
TOTAL				218655.832
0136020116000	POVERTY			
0136020116000	20111	Salaries Certified		
0136020116000	20112	Salaries Classified		
0136020116000	20113	Salaries of Regular Employees Paid to Substitute Teachers		
0136020116000	20211	Health Ins. Certified		0
0136020116000	20212	Health Ins. Classified		0
0136020116000	20221	Soc. Sec. Certified		0
0136020116000	20222	Soc. Sec. Classified		0
0136020116000	20231	Retirement Certified		0
0136020116000	20232	Retirement Classified		0
0136020116000	20251	Tuition Reimbursement		
0136020116000	20261	Unemployment Certified		

0136020116000	20262	Unemployment Classified		
0136020116000	20271	Worker's Comp. Certified		0
0136020116000	20272	Worker's Comp. Classified		0
0136020116000	20291	Life Insurance Certified		
0136020116000	20292	Life Insurance Classified		
0136020116000	20610	General Supplies		
0136020116000	20640	Books and Periodicals		
TOTAL				0
0136020120000	SPED SCHOOL AGE			
0136020120000	20111	Salaries Certified		483767
0136020120000	20112	Salaries Classified		181203
0136020120000	20113	Salaries Substitute		
0136020120000	20211	Health Ins. Certified		79552.5612
0136020120000	20212	Health Ins. Classified		13110.3308
0136020120000	20221	Soc. Sec. Certified		37008.1755
0136020120000	20222	Soc. Sec. Classified		13862.0295
0136020120000	20231	Retirement Certified		47781.6666
0136020120000	20232	Retirement Classified		17897.4203
0136020120000	20251	Tuition Reimbursment		
0136020120000	20261	Unemployment Certified		
0136020120000	20262	Unemployment Classified		
0136020120000	20271	Worker's Comp. Certified		2999.3554
0136020120000	20272	Worker's Comp. Classified		1123.4586
0136020120000	20281	Cash in Lieu Certified		3000
0136020120000	20282	Cash in Lieu Classified		
0136020120000	20291	Life Insurance Certified		468
0136020120000	20292	Life Insurance Classified		421
0136020120000	20320	Professional Educational Services		24290
0136020120000	20330	Employee Training and Development Services		
0136020120000	20333	Mileage Paid to Staff		2660
0136020120000	20563	Tuition to Private Schools		
0136020120000	20569	Tuition - Other		
0136020120000	20610	General Supplies		10000
0136020120000	20640	Books and Periodicals		
0136020120000	20733	Furniture and Fixtures		350
0136020120000	20734	Technology-Related Hardware		314.916
TOTAL				919808.914
0136020130000	SUMMER SCHOOL			
0136020130000	20111	Salaries Certified		16485

0136020130000	20112	Salaries Classified		2160
0136020130000	20211	Health Ins. Certified		59.346
0136020130000	20212	Health Ins. Classified		7.776
0136020130000	20221	Soc. Sec. Certified		1261.1025
0136020130000	20222	Soc. Sec. Classified		165.24
0136020130000	20231	Retirement Certified		1628.22345
0136020130000	20232	Retirement Classified		213.3432
0136020130000	20251	Tuition Reimbursement		
0136020130000	20261	Unemployment Certified		
0136020130000	20262	Unemployment Classified		
0136020130000	20271	Worker's Comp. Certified		102.207
0136020130000	20272	Worker's Comp. Classified		13.392
0136020130000	20281	Cash in Lieu Certified		
0136020130000	20282	Cash in Lieu Classified		
0136020130000	20291	Life Insurance Certified		
0136020130000	20292	Life Insurance Classified		
0136020130000	20610	General Supplies		
0136020130000	20630	Food		
0136020130000	20640	Books and Periodicals		
TOTAL				22095.6302
0136020211000 SOCIAL WORK/ATTENDANCE				
0126020211000	20111	Salary Certified		
0126020211000	20211	Health Ins. Certified		0
0126020211000	20221	Soc. Sec. Certified		0
0126020211000	20231	Retirement Certified		0
0126020211000	20261	Unemployment Certified		
0126020211000	20271	Worker's Comp. Certified		0
0126020211000	20281	Cash in Lieu Certified		
0126020211000	20291	Life Insurance Certified		70.5
0126020211000	20320	Professional Educational Services		98.7
0126020211000	20333	Mileage Paid to Staff		56.4
0126020211000	20610	General Supplies		
TOTAL				225.6
0136020212000 GUIDANCE SERVICES				
0136020212000	20111	Salary Certified		130429
0136020212000	20211	Health Ins. Certified		19553.5444
0136020212000	20221	Soc. Sec. Certified		9977.8185
0136020212000	20231	Retirement Certified		12882.4723
0136020212000	20261	Unemployment Certified		
0136020212000	20271	Worker's Comp. Certified		808.6598

0136020212000	20281	Cash in Lieu Certified		
0136020212000	20291	Life Insurance Certified		94
0136020212000	20320	Professional Educational Services		161
0136020212000	20333	Mileage Paid to Staff		225.4
0136020212000	20610	General Supplies		128.8
0136020212000	20320	Professional Educational Services		16905
0136020212000	20610	General Supplies		2000
TOTAL				193165.695
0136020213000 HEALTH SERVICES				
0136020213000	20111	Salaries Certified		42749
0136020213000	20112	Salaries Classified		
0136020213000	20211	Health Ins. Certified		19237.8964
0136020213000	20212	Health Ins. Classified		0
0136020213000	20221	Soc. Sec. Certified		3270.2985
0136020213000	20222	Soc. Sec. Classified		0
0136020213000	20231	Retirement Certified		4222.31873
0136020213000	20232	Retirement Classified		0
0136020213000	20251	Tuition Reimbursment		
0136020213000	20261	Unemployment Certified		
0136020213000	20262	Unemployment Classified		
0136020213000	20271	Worker's Comp. Certified		265.0438
0136020213000	20272	Worker's Comp. Classified		0
0136020213000	20281	Cash in Lieu Certified		
0136020213000	20282	Cash in Lieu Classified		
0136020213000	20291	Life Insurance Certified		46
0136020213000	20292	Life Insurance Classified		
0136020213000	20330	Employee Training and Development Services		418.6
0136020213000	20333	Mileage Paid to Staff		128.8
0136020213000	20610	General Supplies		1605
TOTAL				71942.9574
0136020214100 PSYCH SERVICES SCHOOL AGE				
0136020214100	20111	Salaries Certified		44368
0136020214100	20211	Health Ins. Certified		159.7248
0136020214100	20221	Soc. Sec. Certified		3394.152
0136020214100	20231	Retirement Certified		4382.22736
0136020214100	20261	Unemployment Certified		
0136020214100	20271	Worker's Comp. Certified		275.0816
0136020214100	20281	Cash in Lieu Certified		
0136020214100	20291	Life Insurance Certified		

0136020214100	20330	Employee Training and Development Services		161
0136020214100	20333	Mileage Paid to Staff		161
0136020214100	20610	General Supplies		1771
TOTAL				54672.1858
0136020215000 SPEECH PATHOLOGY				
0136020215000	20111	Salaries Certified		
0136020215000	20211	Health Ins. Certified		0
0136020215000	20221	Soc. Sec. Certified		0
0136020215000	20231	Retirement Certified		0
0136020215000	20251	Tuition Reimbursement		
0136020215000	20261	Unemployment Certified		
0136020215000	20271	Worker's Comp. Certified		0
0136020215000	20281	Cash in Lieu Certified		
0136020215000	20291	Life Insurance Certified		
0136020215000	20333	Mileage Paid to Staff		64.4
0136020215000	20340	Other Professional Services		10304
0136020215000	20610	General Supplies		354.2
TOTAL				10722.6
0136020215100 SPEECH/AUD SCHOOL AGE				
0136020215100	20111	Salaries Certified		56195
0136020215100	20112	Salaries Classified		69056
0136020215100	20113	Salaries Substitute		
0136020215100	20211	Health Ins. Certified		14926.302
0136020215100	20212	Health Ins. Classified		9050.6016
0136020215100	20221	Soc. Sec. Certified		4298.9175
0136020215100	20222	Soc. Sec. Classified		5282.784
0136020215100	20223	Soc. Sec. Substitutes		0
0136020215100	20231	Retirement Certified		5550.38015
0136020215100	20232	Retirement Classified		6820.66112
0136020215100	20251	Tuition Reimbursement		
0136020215100	20261	Unemployment Certified		
0136020215100	20262	Unemployment Classified		
0136020215100	20271	Worker's Comp. Certified		202.302
0136020215100	20272	Worker's Comp. Classified		248.6016
0136020215100	20281	Cash in Lieu Certified		
0136020215100	20282	Cash in Lieu Classified		2666
0136020215100	20291	Life Insurance Certified		94
0136020215100	20292	Life Insurance Classified		281
0136020215100	20320	Professional Educational Services		104816.745

0136020215100	20330	Employee Training and Development Services		
0136020215100	20333	Mileage Paid to Staff		
TOTAL				279489.295
0136020218100 VISION SERVICES SPED				
0136020218100	20320	Professional Educational Services		0
TOTAL				0
0136020221100 SCHOOL IMPROVEMENT				
0136020221100	20111	Salaries Certified		
0136020221100	20211	Health Ins. Certified		0
0136020221100	20221	Soc. Sec. Certified		0
0136020221100	20231	Retirement Certified		0
0136020221100	20251	Tuition Reimbursement		
0136020221100	20261	Unemployment Certified		
0136020221100	20271	Worker's Comp. Certified		0
0136020221100	20281	Cash in Lieu Certified		
0136020221100	20291	Life Insurance Certified		
0136020221100	20320	Professional Educational Services		
0136020221100	20330	Employee Training and Development Services		
0136020221100	20333	Mileage Paid to Staff		
0136020221100	20540	Advertising		
0136020221100	20610	General Supplies		
0136020221100	20733	Furniture and Fixtures		
0136020221100	20810	Dues and Fees		
TOTAL				0
0136020222000 LIBRARY/MEDIA SERVICES				
0136020222000	20111	Salaries Certified		67663
0136020222000	20112	Salaries Classified		14864
0136020222000	20113	Salaries Substitute		
0136020222000	20211	Health Ins. Certified		19327.5868
0136020222000	20212	Health Ins. Classified		5216.5104
0136020222000	20221	Soc. Sec. Certified		5176.2195
0136020222000	20222	Soc. Sec. Classified		1137.096
0136020222000	20223	Soc. Sec. Substitutes		0
0136020222000	20231	Retirement Certified		6683.07451
0136020222000	20232	Retirement Classified		1468.11728
0136020222000	20251	Tuition Reimbursement		
0136020222000	20261	Unemployment Certified		

0136020222000	20262	Unemployment Classified		
0136020222000	20271	Worker's Comp. Certified		419.5106
0136020222000	20272	Worker's Comp. Classified		92.1568
0136020222000	20281	Cash in Lieu Certified		
0136020222000	20282	Cash in Lieu Classified		
0136020222000	20291	Life Insurance Certified		46
0136020222000	20292	Life Insurance Classified		46
0136020222000	20610	General Supplies		2000
0136020222000	20640	Books and Periodicals		15000
0136020222000	20642	Audio-Visual Materials		800
TOTAL				139939.272
0136020223000 TECHNOLOGY-INSTRUTION				
0136020223000	20642	Audio-Visual Materials		0
TOTAL				0
0126020241000 OFFICE OF THE PRINCIPAL				
0136020241000	20111	Salaries Certified		347526
0136020241000	20112	Salaries Classified		149338
0136020241000	20211	Health Ins. Certified		44821.0936
0136020241000	20212	Health Ins. Classified		38706.6168
0136020241000	20221	Soc. Sec. Certified		26585.739
0136020241000	20222	Soc. Sec. Classified		11424.357
0136020241000	20231	Retirement Certified		34325.143
0136020241000	20232	Retirement Classified		14750.1143
0136020241000	20251	Tuition Reimbursement		
0136020241000	20261	Unemployment Certified		
0136020241000	20262	Unemployment Classified		
0136020241000	20271	Worker's Comp. Certified		2154.6612
0136020241000	20272	Worker's Comp. Classified		925.8956
0136020241000	20281	Cash in Lieu Certified		1000
0136020241000	20282	Cash in Lieu Classified		2666
0136020241000	20291	Life Insurance Certified		982
0136020241000	20292	Life Insurance Classified		234
0136020241000	20333	Mileage Paid to Staff		9000
0136020241000	20810	Dues and Fees		2600
TOTAL				687039.62
0136020261000 OPERATIONS OF BUILDING				
0136020261000	20110	Salaires Grounds/Maint		352924
0136020261000	20120	Salaries Temporary		
0136020261000	20130	Overtime		
0136020261000	20210	Health Ins. Grounds/Maint.		122333.526
0136020261000	20220	Soc. Sec. Grounds/Maint		26998.686

0136020261000	20230	Retirement Grounds/Maint.		34858.3035
0136020261000	20260	Unemployment Grounds/Maint.		
0136020261000	20270	Worker's Comp Grounds/Maint.		2188.1288
0136020261000	20280	Cash in Lieu Classified		
0136020261000	20290	Life Insurance Ground/Maint.		514
0136020261000	20340	Other Professional Services		3220
0136020261000	20352	Other Technical Services		966
0136020261000	20530	Communications		483
0136020261000	20610	General Supplies		28980
0136020261000	20621	Natural Gas		64400
0136020261000	20622	Electricity		265650
0136020261000	20629	Other (water)		22540
0136020261000	20730	Equipment		3220
TOTAL				929275.645
0136020262000 MAINTENANCE OF BUILDINGS				
0136020262000	20110	Salary Grounds/Maint.		
0136020262000	20120	Salaries Temporary		
0136020262000	20130	Overtime		
0136020262000	20214	Soc. Sec. Grounds/Maint		0
0136020262000	20210	Health Ins. Grounds/Maint.		0
0136020262000	20231	Retirement Grounds/Maint.		0
0136020262000	20261	Unemployment Grounds/Maint.		
0136020262000	20271	Worker's Comp Grounds/Maint.		0
0136020262000	20280	Cash in Lieu Classified		
0136020262000	20290	Life Insurance Ground/Maint.		
0136020262000	20352	Other Technical Services		25760
0136020262000	20430	Repairs and Maintenance Services		47710
0136020262000	20430	Property Ins.		41860
0136020262000	20530	Communications		1288
0136020262000	20610	General Supplies		322
0136020262000	20730	Equipment		966
0136020262000	20733	Furniture and Fixtures		
0136020262000	20810	Dues and Fees		
TOTAL				117906
013602026600 SECURITY				
0136020266000	20330	Professional Development		322
0136020266000	20340	School Resource Officer		16100
0136020266000	20610	General Supplies		2898
TOTAL				19320
0636020310000 FOOD SERVICE				

0636020310000	20110	Salary Food Service		179349
0636020310000	20130	Overtime		
0636020310000	20210	Health Ins. Food Service		645.6564
0636020310000	20220	Soc. Sec. Food Service		13720.1985
0636020310000	20230	Retirement Food Service		17714.3007
0636020310000	20260	Unemployment Food Service		
0636020310000	20270	Worker's Comp. Food Service		1111.9638
0636020310000	20280	Cash in Lieu Classified		
0636020310000	20290	Life Insurance Food Service		514
0636020310000	20333	Mileage Paid to Staff		455.952
0636020310000	20340	Other Professional Services		397026
0636020310000	20530	Communications		351.624
0636020310000	20610	General Supplies		3602.858
0636020310000	20733	Furniture and Fixtures		4551.148
TOTAL				619042.701
0136020353500		HAL		
0136020353500	20610	General Supplies		1144
TOTAL				1144
0136020620000		TITLE 1 PART A BASIC PROG		
0136020620000	20111	Salaries Certified		
0136020620000	20112	Salaries Classified		
0136020620000	20113	Salaries Substitute		
0136020620000	20211	Health Ins. Certified		0
0136020620000	20212	Health Ins. Classified		0
0136020620000	20221	Soc. Sec. Certified		0
0136020620000	20222	Soc. Sec. Classified		0
0136020620000	20223	Soc. Sec. Substitutes		0
0136020620000	20231	Retirement Certified		0
0136020620000	20232	Retirement Classified		0
0136020620000	20251	Tuition Reimbursement		
0136020620000	20261	Unemployment Certified		
0136020620000	20262	Unemployment Classified		
0136020620000	20271	Worker's Comp. Certified		0
0136020620000	20271	Worker's Comp. Classified		0
0136020620000	20281	Cash in Lieu Certified		
0136020620000	20282	Cash in Lieu Classified		
0136020620000	20291	Life Insurance Certified		
0136020620000	20292	Life Insurance Classified		
0136020620000	20320	Professional Educational Services		736.404

0136020620000	20330	Employee Training and Development Services		259.747
0136020620000	20333	Mileage Paid to Staff		97.446
0136020620000	20590	Interagency Purchased Services		
0136020620000	20610	General Supplies		2101.956
TOTAL				3195.553
0136020621000 TITLE 1 ACCOUNTABILITY				
0136020621000	20111	Salaries Certified		
0136020621000	20211	Health Ins. Certified		0
0136020621000	20221	Soc. Sec. Certified		0
0136020621000	20231	Retirement Certified		0
0136020621000	20251	Tuition Reimbursement		
0136020621000	20261	Unemployment Certified		
0136020621000	20271	Worker's Comp. Certified		0
0136020621000	20281	Cash in Lieu Certified		
0136020621000	20291	Life Insurance Certified		
0136020621000	20320	Professional Educational Services		
0136020621000	20330	Employee Training and Development Services		
TOTAL				0
0136020631000 TITLE 2 EFFECTIVE INSTR.				
0136020631000	20111	Salaries Certified		
0136020631000	20113	Salaries Substitute		
0136020631000	20211	Health Ins. Certified		0
0136020631000	20221	Soc. Sec. Certified		0
0136020631000	20223	Soc. Sec. Substitutes		0
0136020631000	20231	Retirement Certified		0
0136020631000	20251	Tuition Reimbursement		
0136020631000	20261	Unemployment Certified		
0136020631000	20271	Worker's Comp. Certified		0
0136020631000	20281	Cash in Lieu Certified		
0136020631000	20291	Life Insurance Certified		
0136020631000	20320	Professional Educational Services		
0136020631000	20330	Employee Training and Development Services		
0136020631000	20610	General Supplies		
TOTAL				0
0136020641000 IDEA E/P				
0136020641000	20111	Salaries Certified		44368

0136020641000	20112	Salaries Classified		
0136020641000	20113	Salaries Substitute		
0136020641000	20211	Health Ins. Certified		159.7248
0136020641000	20212	Health Ins. Classified		0
0136020641000	20221	Soc. Sec. Certified		3394.152
0136020641000	20222	Soc. Sec. Classified		0
0136020641000	20223	Soc. Sec. Substitutes		0
0136020641000	20231	Retirement Certified		4382.22736
0136020641000	20232	Retirement Classified		0
0136020641000	20261	Unemployment Certified		
0136020641000	20262	Unemployment Classified		
0136020641000	20271	Worker's Comp. Certified		275.0816
0136020641000	20272	Worker's Comp. Classified		0
0136020641000	20281	Cash in Lieu Certified		
0136020641000	20282	Cash in Lieu Classified		
0136020641000	20291	Life Insurance Certified		
0136020641000	20292	Life Insurance Classified		
0136020641000	20320	Professional Educational Services		50824.802
0136020641000	20610	General Supplies		1096.41
TOTAL				104500.398
0136020641200 IDEA PART B PROPOR.				
0136020641200	20320	Professional Educational Services		
TOTAL				0
0136020692500 TITLE 3 ENG. LANG. ACQ.				
0136020692500	20111	Salaries Certified		
0136020692500	20112	Salaries Classified		
0136020692500	20113	Salaries Substitute		
0136020692500	20211	Health Ins. Certified		0
0136020692500	20212	Health Ins. Classified		0
0136020692500	20221	Soc. Sec. Certified		0
0136020692500	20222	Soc. Sec. Classified		0
0136020692500	20223	Soc. Sec. Substitutes		0
0136020692500	20231	Retirement Certified		0
0136020692500	20232	Retirement Classified		0
0136020692500	20261	Unemployment Certified		
0136020692500	20262	Unemployment Classified		
0136020692500	20272	Worker's Comp. Certified		0
0136020692500	20273	Worker's Comp. Classified		0
0136020692500	20281	Cash in Lieu Certified		

0136020692500	20282	Cash in Lieu Classified		
0136020692500	20291	Life Insurance Certified		
0136020692500	20292	Life Insurance Classified		
0136020692500	20320	Professional Educational Services		1318.268
0136020692500	20330	Employee Training and Development Services		228.942
0136020692500	20610	General Supplies		12108.81
TOTAL				13656.02
0136020696700	Title IV Student Support and Academic Enrichment			
0136020696700	20111	Salary Certified		
0136020696700	20112	Salary Classified		
0136020696700	20113	Salary Substitute		
0136020696700	20211	Health Ins. Certified		0
0136020696700	20212	Health Ins. Classified		0
0136020696700	20221	Soc. Sec. Certified		0
0136020696700	20222	Soc. Sec. Classified		0
0136020696700	20223	Soc. Sec. Substitute		0
0136020696700	20231	Retirement Certified		0
0136020696700	20232	Retirement Classified		0
0136020696700	20251	Tuition Reimbursement		
0136020696700	20261	Unemployment Certified		
0136020696700	20262	Unemployment Classified		
0136020696700	20272	Worker's Comp. Certified		0
0136020696700	20273	Worker's Comp. Classified		0
0136020696700	20281	Cash in Lieu Certified		
0136020696700	20282	Cash in Lieu Classified		
0136020696700	20291	Life Insurance Certified		
0136020696700	20292	Life Insurance Classified		
0136020696700	20320	Professional Educational Services		
0136020696700	20330	Employee Training and Development Services		
0136020696700	20610	General Supplies		
TOTAL				0
Activity Fund				
		Salaries of Regular Employees - Non-Instructional		
		Social Security Contributions - Non-Instructional		

		Retirement Contributions - Non-Instructional		0
		Worker's Compensation - Non-Instructional		0
		Health Benefits - Non-Instructional		
		Rentals - Non-Instructional		
		Student Transportation Services		
TOTAL				0
FEDERAL CATEGORICAL RECEIPTS				
0126020699000	20111	Salary Certified		
0126020699000	20211	Health Ins. Certified		0
0126020699000	20221	Soc. Sec. Certified		0
0126020699000	20231	Retirement Certified		0
0126020699000	20261	Unemployment Certified		
0126020699000	20271	Worker's Comp. Certified		0
0126020699000	20281	Cash in Lieu Certified		
0126020699000	20291	Life Insurance Certified		

DW			
org code	account code		Amount
0180020221000	IMPROVEMENT OF INSTRUCTION		
0180020221000	20111	Salary Certified	
0180020221000	20112	Salary Classified	
0180020221000	20211	Health Ins. Certified	
0180020221000	20212	Health Ins. Classified	
0180020221000	20221	Soc. Sec. Certified	
0180020221000	20222	Soc. Sec. Classified	
0180020221000	20231	Retirement Certified	
0180020221000	20232	Retirement Classified	
0180020221000	20251	Tuition Reimbursement	
0180020221000	20261	Unemployment Certified	
0180020221000	20262	Unemployment Classified	
0180020221000	20271	Worker's Comp. Certified	
0180020221000	20272	Worker's Comp. Classified	
0180020221000	20281	Cash in Lieu Certified	
0180020221000	20282	Cash in Lieu Classified	
0180020221000	20291	Life Insurance Certified	
0180020221000	20292	Life Insurance Classified	
0180020221000	20330	Employee Training and Development Services	
0180020221000	20333	Mileage Paid to Staff	
0180020221000	20580	Travel	
0180020221000	20540	Advertising	
0180020221000	20610	General Supplies	
0180020221000	20733	Furniture and Fixtures	
0180020221000	20810	Dues and Fees	
TOTAL			
0180020221200	CURRICULUM DEVELOPMENT		
0180020221200	20110	Salary Classified	
0180020221200	20111	Salary Certified	
0180020221200	20210	Health Ins. Classified	
0180020221200	20211	Health Ins. Certified	
0180020221200	20220	Soc. Sec. Classified	
0180020221200	20221	Soc. Sec. Certified	
0180020221200	20230	Retirement Classified	
0180020221200	20231	Retirement Certified	
0180020221200	20251	Tuition Reimbursement	
0180020221200	20260	Unemployment Classified	
0180020221200	20261	Unemployment Certified	

0180020221200	20270	Worker's Comp. Classified	
0180020221200	20271	Worker's Comp. Certified	
0180020221200	20280	Cash in Lieu Classified	
0180020221200	20281	Cash in Lieu Certified	
0180020221200	20290	Life Insurance Classified	
0180020221200	20291	Life Insurance Certified	
0180020221200	20320	Professional Educational Services	
0180020221200	20330	Employee Training and Development Services	
0180020221200	20333	Mileage Paid to Staff	
0180020221200	20340	Assessments	
TOTAL			
0180020231000	BOARD OF EDUCATION		
0180020231000	20810	Contracted Legal Services	
0180020231000	20320	Professional Educational Services	
0180020231000	20340	Other Professional Services	
0180020231000	20520	Insurance (Other Than Employee Benefits)	
0180020231000	20580	Travel	
0180020231000	20610	General Supplies	
0180020231000	20810	Dues and Fees	
TOTAL			
0180020232000	EXECUTIVE GENERAL ADMINISTRATION		
0180020232000	20105	Salaries Paid to Superintendent	
0180020232000	20110	Salary Classified	
0180020232000	20210	Health Ins. Classified	
0180020232000	20211	Health Ins. Certified	
0180020232000	20220	Soc. Sec. Classifeid	
0180020232000	20221	Soc. Sec. Certified	
0180020232000	20230	Retirement Classified	
0180020232000	20231	Retirement Certified	
0180020232000	20251	Tuition Reimbursement	
0180020232000	20260	Unemployment Classified	
0180020232000	20261	Unemployment Certified	
0180020232000	20270	Worker's Comp. Classified	
0180020232000	20271	Worker's Comp. Certified	
0180020232000	20280	Cash in Lieu Classified	
0180020232000	20281	Cash in Lieu Certified	
0180020232000	20290	Life Insurance Classified	
0180020232000	20291	Life Insurance Certified	
0180020232000	20320	Professional Educational Services	
0180020232000	20330	Employee Training and Development Services	
0180020232000	20333	Mileage Paid to Staff	

0180020232000	20530	Communications	
0180020232000	20531	Postage	
0180020232000	20540	Advertising	
0180020232000	20590	Interagency Purchased Services	
0180020232000	20610	General Supplies	
0180020232000	20810	Dues and Fees	
TOTA.			
0180020249000	SPED ADMINISTRATION		
0180020249000	20110	Salary Classified	
0180020249000	20111	Salary Certified	
0180020249000	20210	Health Ins. Classified	
0180020249000	20211	Health Ins. Certified	
0180020249000	20220	Soc. Sec. Classified	
0180020249000	20221	Soc. Sec. Certified	
0180020249000	20230	Retirement Classified	
0180020249000	20231	Retirement Certified	
0180020249000	20251	Tuition Reimbursement	
0180020249000	20260	Unemployment Classified	
0180020249000	20261	Unemployment Certified	
0180020249000	20270	Worker's Comp. Classified	
0180020249000	20271	Worker's Comp. Certified	
0180020249000	20280	Cash in Lieu Classified	
0180020249000	20281	Cash in Lieu Certified	
0180020249000	20290	Life Insurance Classified	
0180020249000	20291	Life Insurance Certified	
0180020249000	20320	Professional Educational Services	
0180020249000	20330	Employee Training and Development Services	
0180020249000	20333	Mileage Paid to Staff	
0180020249000	20530	Communications	
0180020249000	20610	General Supplies	
0180020249000	20810	Dues and Fees	
TOTAL			
0180020251000	FISCAL SERVICES		
0180020251000	20110	Salary Classified	
0180020251000	20111	Salary Certified	
0180020251000	20210	Health Ins. Classified	
0180020251000	20211	Health Ins. Certified	
0180020251000	20220	Soc. Sec. Classified	
0180020251000	20221	Soc. Sec. Certified	
0180020251000	20221	Retirement Classified	
0180020251000	20231	Retirment Certified	

0180020251000	20251	Tuition Reimbursement	
0180020251000	20260	Unemployment Classified	
0180020251000	20261	Unemployment Certified	
0180020251000	20270	Worker's Comp. Classified	
0180020251000	20271	Worker's Comp. Certified	
0180020251000	20280	Cash in Lieu Classified	
0180020251000	20281	Cash in Lieu Certified	
0180020251000	20290	Life Insurance Classified	
0180020251000	20291	Life Insurance Certified	
0180020251000	20333	Mileage Paid to Staff	
0180020251000	20610	General Supplies	
0180020251000	20733	Furniture and Fixtures	
0180020251000	20810	Dues and Fees	
0180020251000	20835	Interest on Short-Term Debt	
TOTAL			
0180020253000		DUPLICATING SERVICES	
0180020253000	20430	Repairs and Maintenance Services	
0180020253000	20442	Rentals of Equipment and Vehicles	
TOTAL			
0180020256000		PUBLIC INFORMATION SERVICES	
0180020256000	20110	Salary Classified	
0180020256000	20210	Health Ins. Classified	
0180020256000	20220	Soc. Sec. Classified	
0180020256000	20230	Retirement Classified	
0180020256000	20260	Unemployment Classified	
0180020256000	20270	Worker's Comp. Classified	
0180020256000	20280	Cash in Lieu Classified	
0180020256000	20290	Life Insurance Classified	
0180020256000	20320	Professional Educational Services	
0180020256000	20333	Mileage Paid to Staff	
0180020256000	20531	Postage	
0180020256000	20540	Advertising	
0180020256000	20550	Printing and Binding	
0180020256000	20610	General Supplies	
0180020256000	20810	Dues and Fees	
TOTAL			
0180020257000		PERSONNEL SERVICES	
0180020257000	20110	Salary Classified	
0180020257000	20210	Health Ins. Classified	
0180020257000	20220	Soc. Sec. Classified	
0180020257000	20230	Retirement Classified	

0180020257000	20260	Unemployment Classified	
0180020257000	20270	Worker's Comp. Classified	
0180020257000	20280	Cash in Lieu Classified	
0180020257000	20290	Life Insurance Classified	
0180020257000	20330	Employee Training and Development Services	
0180020257000	20340	Other Professional Services	
0180020257000	20540	Advertising	
0180020257000	20580	Travel	
0180020257000	20610	General Supplies	
0180020257000	20810	Dues and Fees	
TOTAL			
0180020258000		TECHNOLOGY SERVICES	
0180020258000	20111	Salary Certified	
0180020258000	20114	Salary Classified	
0180020258000	20211	Health Ins. Certified	
0180020258000	20214	Health Ins. Classified	
0180020258000	20221	Soc. Sec. Classified	
0180020258000	20224	Soc. Sec. Classified	
0180020258000	20231	Retirement Certified	
0180020258000	20234	Retirement Classified	
0180020258000	20251	Tuition Reimbursement	
0180020258000	20261	Unemployment Certified	
0180020258000	20264	Unemployment Classified	
0180020258000	20271	Worker's Comp. Certified	
0180020258000	20274	Worker's Comp. Classified	
0180020258000	20281	Cash in Lieu Certified	
0180020258000	20284	Cash in Lieu Classified	
0180020258000	20291	Life Insurance Certified	
0180020258000	20294	Life Insurance Classified	
0180020258000	20330	Employee Training and Development Services	
0180020258000	20333	Mileage Paid to Staff	
0180020258000	20340	Other Professional Services (computer repair)	
0180020258000	20382	Distance Education & Telecommunications	
0180020258000	20650	Supplies - Technology Related	
0180020258000	20733	Furniture and Fixtures	
0180020258000	20734	Technology-Related Hardware	
0180020258000	20735	Technology Software	
TOTAL			
0180020261000		BUILDING OPERATIONS	
0180020261000	20110	Salary Classified	
0180020261000	20130	Overtime	

0180020261000	20210	Health Benefits - Non-Instructional	
0180020261000	20220	Soc. Sec. Classified	
0180020261000	20230	Retirement Classified	
0180020261000	20260	Unemployment Classified	
0180020261000	20270	Worker's Comp. Classified	
0180020261000	20280	Cash in Lieu Classified	
0180020261000	20290	Life Insurance Classified	
0180020261000	20340	Other Professional Services	
0180020261000	20352	Other Technical Services	
0180020261000	20530	Communications	
0180020261000	20610	General Supplies	
0180020261000	20621	Natural Gas	
0180020261000	20622	Electricity	
0180020261000	20629	Garbage	
0180020261000	20730	Equipment	
TOTAL			
0180020262000		MAINTENANCE OF BUIDLINGS	
0180020262000	20110	Salary Classified	
0180020262000	20120	Salary Temporary	
0180020262000	20130	Salary Overtime	
0180020262000	20210	Health Ins. Classified	
0180020262000	20220	Soc. Sec. Classified	
0180020262000	20231	Retirement Classified	
0180020262000	20260	Unemployment Classified	
0180020262000	20270	Worker's Comp. Classified	
0180020262000	20280	Cash in Lieu Classified	
0180020262000	20290	Life Insurance Classified	
0180020262000	20352	Other Technical Services	
0180020262000	20430	Repairs and Maintenance Services	
0180020262000	20530	Communications	
0180020262000	20610	General Supplies	
0180020262000	20730	Equipment	
0180020262000	20733	Furniture and Fixtures	
0180020262000	20810	Dues and Fees	
TOTAL			
0180020265000		STUDENT TRANSPORTATION VEHICLES	
0180020265000	02610	General Supplies	
0180020265000	02732	Vehicles	
TOTAL			
0180020266000		SECURITY	
0180020266000	20340	Other Professional Services	

0180020266000	20610	General Supplies	
0180020266000	20626	Gasoline	
TOTAL			
0180020271000	TRANSPORTATION REG. ED		
0180020271000	20110	Salary Classified	
0180020271000	20210	Health Ins. Classified	
0180020271000	20220	Soc. Sec. Classified	
0180020271000	20230	Retirement Classified	
0180020271000	20260	Unemployment Classified	
0180020271000	20270	Worker's Comp. Classified	
0180020271000	20280	Cash in Lieu Classified	
0180020271000	20290	Life Insurance Classified	
0180020271000	20332	Mileage Paid to Parents	
0180020271000	20340	Other Professional Services(Activity/Field Trips)	
0180020271000	20510	Student Transportation Services(LC)	
0180020271000	20530	Communications	
0180020271000	20626	Gasoline	
0180020271000	20810	Dues and Fees	
0180020271000	20340	Other Professional Services (tires and parts)	
TOTAL			
0180020271200	SPED TRANSPORTATION		
0180020271200	20110	Salary Driver	
0180020271200	20112	Salary Classified	
0180020271200	20130	Overtime Driver	
0180020271200	20132	Overtime	
0180020271200	20210	Health Ins. Driver	
0180020271200	20212	Health Ins. Classified	
0180020271200	20220	Soc. Sec. Driver	
0180020271200	20222	Soc. Sec. Classified	
0180020271200	20230	Retirement Driver	
0180020271200	20232	Retirement Classified	
0180020271200	20260	Unemployment Driver	
0180020271200	20262	Unemployment Classified	
0180020271200	20270	Worker's Comp. Driver	
0180020271200	20272	Worker's Comp. Classified	
0180020271200	20280	Cash in Lieu Driver	
0180020271200	20282	Cash in Lieu Classified	
0180020271200	20290	Life Insurance Driver	
0180020271200	20292	Life Insurance Classified	
0180020271200	20430	Repairs and Maintenance Services	
0180020271200	20510	Student Transportation Services	

0180020271200	20520	Insurance (vehicle Ins.)	
0180020271200	20530	Communications	
0180020271200	20626	Gasoline	
0180020271200	20732	Vehicles	
0180020271200	20810	Dues and Fees	
TOTAL			
0180020340000	PRIVATE GRANTS AUTISM AND BUFFETT		
0180020340000	20110	Salary Classified	
0180020340000	20111	Salary Certified	
0180020340000	20112	Salary Classified	
0180020340000	20211	Health Ins. Certified	
0180020340000	20212	Health Ins. Classified	
0180020340000	20221	Soc. Sec. Certified	
0180020340000	20222	Soc. Sec. Classified	
0180020340000	20223	Soc. Sec. Substitutes	
0180020340000	20231	Retirement Certified	
0180020340000	20251	Retirement Classified	
0180020340000	20232	Tuition Reimbursement	
0180020340000	20261	Unemployment Certified	
0180020340000	20262	Unemployment Classified	
0180020340000	20271	Worker's Comp. Certified	
0180020340000	20272	Worker's Comp. Classified	
0180020340000	20281	Cash in Lieu Certified	
0180020340000	20282	Cash in Lieu Classified	
0180020340000	20291	Life Insurance Certified	
0180020340000	20292	Life Insurance Classified	
0180020340000	20330	Mileage Paid to Staff	
0180020340000	20610	General Supplies	
0180020340000	20734	Technology-Related Hardware	
TOTAL			
0180020350000	OTHER CATERGORICAL PROGRAMS (REGION 24)		
0180020350000	20111	Salary Certified	
0180020350000	20211	Health Ins. Certified	
0180020350000	20221	Soc. Sec. Certified	
0180020350000	20231	Retirement Certified	
0180020350000	20251	Tuition Reimbursement	
0180020350000	20261	Unemployment Certified	
0180020350000	20271	Worker's Comp. Certified	
0180020350000	20281	Cash in Lieu Certified	
0180020350000	20291	Life Insurance Certified	

0180020350000	20330	Employee Training and Development Services	
0180020350000	20340	Other Professional Services	
0180020350000	20610	General Supplies	
0880020262000	20450	Building Improvements	
0280020110000	20734	Depreciation Technology	
0280020120000	20732	Depreciation Vehicles	
0980020262000	20450	QCPUF	
TOTAL			
STUDENT FEE			
2130		Dist. Nurses	
2151		Diane Meyer	
3100		DW Food Service	
6410		Transportation	

				Totals
107421		Regular Education		0
	*divide 247	SPED		774,673
19470.7156	*divide 247	Pupil Services		131832
		Staff Services		1088120.17
8217.7065		General Admin.		738227.782
0		School Admin		0
10609.9722		Fiscal		451559.359
0		Operations		247129.77
		Maintenance		17200
		Transportation		1104866.34
		Early Childhood		0
666.0102		Title		0
0		IDEA		0
		BOE		211500
280	TOTAL			4765108.34
146665.404				
210302				
0				
10059.0872				
16088.103				
0				
20771.5285				
0				

757.0872				
0				
561				
20000				
4500				
3000				
75000				
361038.806				
75000				
21000				
2500				
86000				
10000				
4500				
12500				
211500				
193800				
74980				
38438.928				
19781.68				
14825.7				
5735.97				
19141.626				
7405.7746				
464.876				
1201.56				
167				
327				
12000				
7500				
13000				

600				
10000				
8300				
17000				
444670.115				
232616				
110044				
41539.1584				
57650.1584				
17795.124				
8418.366				
22975.4823				
10869.0459				
1442.2192				
396.1584				
1000				
1800				
600				
500				
650				
508295.713				
159251				
126378				
39742.3036				
19538.9608				
12182.7015				
9667.917				
15729.2213				
12482.3551				

987.3562				
783.5436				
261				
280				
3000				
3000				
1000				
17275				
30000				
451559.359				
82000				
0				
72841				
26681.2276				
5572.3365				
7194.50557				
451.6142				
561				
30000				
1350				
15650				
7600				
9250				
815				
177966.684				
39050				
19224.58				
2987.325				
3856.9685				

242.11				
280				
3250				
20500				
15000				
3000				
750				
7450				
115590.984				
69108				
132159				
19332.7888				
49007.7724				
5286.762				
10110.1635				
6825.79716				
13053.3444				
428.4696				
8193.858				
46				
864				
8000				
2500				
30000				
165000				
5000				
500				
20000				
35000				
580415.956				
13572				

48.8592				
1038.258				
1340.50644				
84.1464				
46				
8000				
2500				
30000				
165000				
5000				
500				
20000				
30000				
247129.77				
0				
0				
0				
11000				
4200				
2000				
17200				
50000				
50000				

0				
0				
0				
0				
2000				
59000				
430000				
1500				
25000				
8000				
525500				
285360				
21830.04				
0				
28185.0072				
0				
1027.296				
0				
405				
50000				

58000				
5000				
66000				
515807.343				
85499				
19084				
0				
6540.6735				
0				
0				
8444.73623				
307.7964				
0				
1000				
93				
340				
11531				
916				
133756.206				
0				
0				
0				

5557				
3438				
8995				
131832				
123,626				
102361				
13559				

TOTAL PAGE

		Totals
	Regular Education	\$ 15,043,713.21
*divide 247	SPED	\$ 6,559,560.36
*divide 247	Pupil Services	\$ 1,122,913.63
	Staff Services	\$ 1,661,010.91
	General Admin.	\$ 738,227.78
	School Admin	\$ 1,988,903.18
	Fiscal	\$ 451,559.36
	Operations	\$ 2,712,669.03
	Maintenance	\$ 417,518.20
	Transportation	\$ 1,104,866.34
	Early Childhood	\$ 132,279.68
	Title	\$ 699,780.82
	IDEA	\$ 677,891.40
	BOE	\$ 211,500.00
TOTAL		\$ 33,522,393.91

Income		
Property Tax	\$	16,900,000
Pro-Rata Motor Vehicle	\$	2,600,000
Motor Vehicle Tax	\$	25,000
Homestead Exemption	\$	225,000
Tuition from individuals	\$	-
Tuition from other districts	\$	-
Interest on investments	\$	10,000
Local Fines and Fees	\$	45,000
Other Local Revenue	\$	10,000
County Fines and Licenses	\$	90,000
State Aid	\$	11,531,433
SPED Programs	\$	2,300,000
SPED Transportation	\$	225,000
State Apportionment	\$	430,000
Public Power Sales Tax	\$	340,000
Income from Cash Balance		
Total	\$	34,731,433

Student / Staff Count 2018-2019 School Year

Elem. School	Grade																	
	PS		KG		1		2		3		4		5		6		Total *Student / Staff	
	All Student Counts Are Actual SIMS Enrollment Figures																	
	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Students *
BLUM	2	25	3	50	2	52	2	48	3	59	2	45	2	49	2	50	19	353
KW	2	17	2	26	1	15	2	34	1.5	29	1.5	31	1	19	1	18	11	172
MEAD	2	24	2	27	2	45	2	42	2	38	2	54	2	41	2	47	14	294
MOCK	1	20	3	38	3	57	3	46	3	51	3	52	2	48	2	44	19	336
SEY	1	19	2	31	1.5	31	1.5	33	1.5	27	1.5	27	1.5	36	1.5	32	12	217
WW	2	23	2	25	2	32	2	38	2	43	2	47	2	36	2	35	14	256
Totals By Gr	10	128	14	197	11.5	232	12.5	241	13	247	12	256	10.5	229	10.5	226	89	1628
*Does not include PS																		
Blum. & Sey. SPED staff & KW Hearing Impaired for K-6 is added to staff Total																		
Sec. School	7		8		9		10		11		12		TOTAL					
	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud	Staff	Stud				
RMS		227		223									0	450				
RHS						238		255		262		324	0	1079				
Totals	Staff	*Stud	Ratio	*Stud 17-18	Change for 18-19													
BLUM	21	378	18/1	386	-8		*Includes PS											
KW	13	189	15/1	198	-9													
MEAD	16	318	20/1	325	-7													
MOCK	20	356	18/1	379	-23													
SEY	13	236	18/1	224	12													
WW	16	279	17/1	308	-29													
Elem. Totals	99	1756	18/1	1820	-64													
RMS	40	450	11/1	472	-22													
RHS	69	1079	16/1	1064	15													
Sec. Totals	109	1529	14/1	1536	-7													
Dist. Totals	208	3285	16/1	3356	-71													
														July 20 2018				
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Board of Education Legislative Goals 2017/2018

Ralston Public Schools Non-negotiables

- RPS will continue to cultivate a systems thinking approach to all school business and operations through our defined strategic planning process.
- RPS will continue to provide the programs and services that support the strategic plan areas of Achievement, Character, Technology, AdvancED School Improvement, and District Communications.
- RPS will continue to refine and grow our academic programs to meet the needs of all of our students.
- RPS will continue to deliver outstanding activity programs to allow our students a well rounded school experience.
- RPS will continue to evaluate the effectiveness and efficiency of all programs and services to meet the demands of a changing society.
- RPS will refine and grow our outreach programs and service expectations to all stakeholders.
- RPS will continue to offer a rich variety of research based instructional programs and curricular offerings to meet the needs of all learners.
- RPS will research and identify further opportunities and initiatives to help all of our students to be college or career ready.

Board of Education Legislative Goals

- Continued emphasis that our students and education are a priority in Nebraska
- Continued emphasis of State Equalization Aid (TEEOSA) and the infusion of further dollars into the aid formula
- Oppose tax cuts that endanger any part of the State's revenue stream
- Monitor any legislation that adjusts property valuation
- Increase Special Education Funding
- Continue to support and enhance Learning Community Programs that serve at-risk and diverse student populations in Ralston and within the Metro Area.
- Support legislation or the infusion of more funding for early childhood programs specifically programs serving students in high poverty high need areas. This may include the adjustment of the needs formula for pre-school students within TEEOSA
- Encourage further adjustments to the needs formula within TEEOSA specifically ELL and poverty. Are the current needs calculations in these areas addressing the increasing needs students and schools encounter?
- Support systems, initiatives, and funding options to cultivate additional opportunities to enhance college and career readiness specifically in vocational or certification focused areas.
- Advocate for targeted programs and funding that support the "Whole Child" as it relates to students' social, emotional, and physical well being.
- Oppose any legislation that advances any initiative addressing charter schools or voucher systems that reduce funding and opportunities for public schools.

2018 Legislative Session*

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

Sun	Mon	Tues	Wed	Thur	Fri	Sat
February						
				1	2	3
				DAY 19	DAY 20	
4	5	6	7	8	9	10
	DAY 21	DAY 22	DAY 23	DAY 24	RECESS	
11	12	13	14	15	16	17
	DAY 25	DAY 26	DAY 27	DAY 28	RECESS	
18	19	20	21	22	23	24
	HOLIDAY	DAY 29	DAY 30	DAY 31	DAY 32	
25	26	27	28			
	DAY 33	DAY 34	DAY 35			

Sun	Mon	Tues	Wed	Thur	Fri	Sat
March						
				1	2	3
				DAY 36	RECESS	
4	5	6	7	8	9	10
	RECESS	DAY 37	DAY 38	DAY 39	DAY 40	
11	12	13	14	15	16	17
	DAY 41	DAY 42	DAY 43	DAY 44	RECESS	
18	19	20	21	22	23	24
	RECESS	DAY 45	DAY 46	DAY 47	DAY 48	
25	26	27	28	29	30	31
	DAY 49	DAY 50	DAY 51	DAY 52	RECESS	

Sun	Mon	Tues	Wed	Thur	Fri	Sat
April						
1	2	3	4	5	6	7
	RECESS	DAY 53	DAY 54	DAY 55	DAY 56	
8	9	10	11	12	13	14
	DAY 57	DAY 58	DAY 59	RECESS	RECESS	
15	16	17	18	19	20	21
	RECESS	RECESS	DAY 60			
22	23	24	25	26	27	28
29	30					

Federal & State Holidays

January 15 – Martin Luther King Jr. Day
 February 19 - Presidents' Day

Legislative Recess Days

January 12, 29
 February 9, 16
 March 2, 5, 16, 19, 30
 April 2, 12, 13, 16, 17

*The Speaker reserves the right to revise the session calendar.

2018 LEGISLATIVE COMMITTEES

Standing Committees

Updated 11/20/17

Agriculture (8)

Rm. 2102 - Tuesday

Brasch (C), Blood (VC), Albrecht, Chambers, Halloran, Krist, Lowe, Thibodeau

Appropriations (9)

Rm. 1524 - Monday & Tuesday

Rm. 1003 - Wednesday, Thursday, & Friday

Stinner (C), Bolz (VC), Clements, Hilkemann, Kuehn, McDonnell, Vargas, Watermeier, Wishart

Banking, Commerce and Insurance (8)

Rm. 1507 - Monday & Tuesday

Lindstrom (C), Williams (VC), Baker, Brewer, Harr, Kolterman, McCollister, Schumacher

Business and Labor (7)

Rm. 2102 - Monday

Albrecht (C), Crawford (VC), Chambers, Halloran, Hansen, Howard, Lowe

Education (8)

Rm. 1525 - Monday & Tuesday

Groene (C), Kolowski (VC), Ebke, Erdman, Linehan, Morfeld, Pansing Brooks, Walz

General Affairs (8)

Rm. 1510 - Monday

Larson (C), Blood, Brasch, Krist, Quick, Riepe, Thibodeau, Wayne

Government, Military and Veterans Affairs (8)

Rm. 1507 - Wednesday, Thursday, & Friday

Murante (C), Brewer (VC), Blood, Briese, Hilgers, Lowe, Thibodeau, Wayne

Health and Human Services (7)

Rm. 1510 - Wednesday, Thursday, & Friday

Riepe (C), Erdman (VC), Crawford, Howard, Kolterman, Linehan, Williams

Judiciary (8)

Rm. 1113 - Wednesday, Thursday, & Friday

Ebke (C), Pansing Brooks (VC), Baker, Chambers, Halloran, Hansen, Krist, Morfeld

Natural Resources (8)

Rm. 1525 - Wednesday, Thursday, & Friday

Hughes (C), Bostelman (VC), Albrecht, Geist, Kolowski, McCollister, Quick, Walz

Nebraska Retirement Systems (6)

Rm. 1525 - At call of Chair

Kolterman (C), Lindstrom (VC), Bolz, Groene, Kolowski, Stinner

Revenue (8)

Rm. 1524 - Wednesday, Thursday, & Friday

Smith (C), Friesen (VC), Brasch, Groene, Harr, Larson, Lindstrom, Schumacher

Transportation and Telecommunications (8)

Rm. 1113 - Monday & Tuesday

Friesen (C), Smith (VC), Bostelman, Briese, Geist, Hilgers, Hughes, Murante

Urban Affairs (7)

Rm. 1510 - Tuesday

Wayne (C), Hansen (VC), Crawford, Howard, Larson, Quick, Riepe

Select Committees

Committee on Committees (13)

Vacant

District 1:

Kolterman

Morfeld

Pansing Brooks

Schumacher

District 2:

Harr

Hilkemann

Howard

Smith (VC)

District 3:

Erdman

Friesen

Groene

Kuehn

Enrollment and Review (1)

Wishart (C)

Reference (9)

Watermeier (C), Kuehn (VC), Bolz, Chambers, Crawford, Hughes, Larson, McCollister, Scheer, Stinner (nonvoting ex officio)

Rules (6)

Hilgers (C), Schumacher (VC), Harr, Krist, Kuehn, Scheer (ex officio)

Special Committees

Building Maintenance (6)

Erdman (C), Lowe (VC), Bostelman, Hughes, McDonnell, Stinner

Education Commission of the States (3)

Groene, Larson, Morfeld

Executive Board of the Legislative Council (9)

Watermeier (C), Kuehn (VC), Bolz, Chambers, Crawford, Hughes, Larson, McCollister, Scheer, Stinner (nonvoting ex officio)

Justice Reinvestment Oversight (5)

Ebke (C), Bolz, Halloran, Krist, Pansing Brooks

Legislative Performance Audit (7)

Kuehn (C), Geist (VC), Briese, Linehan, Scheer, Stinner, Watermeier, Friesen (non-voting), Lindstrom (non-voting)

Legislature's Planning (9)

Schumacher (C), Vargas (VC), Hansen, Linehan, Riepe, Scheer, Stinner, Watermeier, Williams

Midwest Interstate Passenger Rail Compact (2)

Quick, Walz

Midwestern Higher Education Commission (Midwest Compact) (2)

Crawford, Kolowski

State-Tribal Relations (7)

Brewer (C), Lindstrom (VC), Albrecht, Baker, Brasch, Quick, Vargas

2018 NEBRASKA UNICAMERAL LEGISLATURE
Alphabetical List

Capitol Mailing Address: Senator _____
 District # State Capitol
 PO Box 94604
 Lincoln NE 68509-4604

As of 10/19/2017

Senator	District	Capitol Phone	Room	City
Albrecht, Joni	17	(402) 471-2716	2010	Thurston
Baker, Roy	30	(402) 471-2620	1208	Lincoln
Blood, Carol	3	(402) 471-2627	1021	Bellevue
Bolz, Kate	29	(402) 471-2734	1015	Lincoln
Bostelman, Bruce	23	(402) 471-2719	1118	Brainard
Brasch, Lydia	16	(402) 471-2728	1022	Bancroft
Brewer, Tom	43	(402) 471-2628	1202	Gordon
Briese, Tom	41	(402) 471-2631	1120	Albion
Chambers, Ernie	11	(402) 471-2612	1302	Omaha
Clements, Robert	2	(402) 471-2613	1523	Elmwood
Crawford, Sue	45	(402) 471-2615	1016	Bellevue
Ebke, Laura	32	(402) 471-2711	1103	Crete
Erdman, Steve	47	(402) 471-2616	1529	Bayard
Friesen, Curt	34	(402) 471-2630	1110	Henderson
Geist, Suzanne	25	(402) 471-2731	1115	Lincoln
Groene, Mike	42	(402) 471-2729	1107	North Platte
Halloran, Steve	33	(402) 471-2712	1306	Hastings
Hansen, Matt	26	(402) 471-2610	1017	Lincoln
Harr, Burke J.	8	(402) 471-2722	2011	Omaha
Hilgers, Mike	21	(402) 471-2673	1404	Lincoln
Hilkemann, Robert	4	(402) 471-2621	2028	Omaha
Howard, Sara	9	(402) 471-2723	1012	Omaha
Hughes, Dan	44	(402) 471-2805	1210	Venango
Kolowski, Rick	31	(402) 471-2327	1018	Omaha
Kolterman, Mark	24	(402) 471-2756	2004	Seward
Krist, Bob	10	(402) 471-2718	1114	Omaha
Kuehn, John L.	38	(402) 471-2732	2000	Heartwell
Larson, Tyson	40	(402) 471-2801	1019	O'Neill
Lindstrom, Brett	18	(402) 471-2618	1401	Omaha
Linehan, Lou Ann	39	(402) 471-2885	1117	Elkhorn
Lowe, John S., Sr.	37	(402) 471-2726	1528	Kearney
McCollister, John S.	20	(402) 471-2622	1101	Omaha
McDonnell, Mike	5	(402) 471-2710	2107	Omaha
Morfeld, Adam	46	(402) 471-2720	1008	Lincoln
Murante, John	49	(402) 471-2725	1423	Gretna
Pansing Brooks, Patty	28	(402) 471-2633	1206	Lincoln
Quick, Dan	35	(402) 471-2617	1406	Grand Island
Riepe, Merv	12	(402) 471-2623	1402	Ralston
Scheer, Jim	19	(402) 471-2929	2103	Norfolk
Schumacher, Paul	22	(402) 471-2715	1124	Columbus
Smith, Jim	14	(402) 471-2730	1116	Papillion
Stinner, John P.	48	(402) 471-2802	1004	Gering
Thibodeau, Theresa	6	(402) 471-2714	1522	Omaha
Vargas, Tony	7	(402) 471-2721	1000	Omaha
Walz, Lynne	15	(402) 471-2625	1403	Fremont
Watermeier, Dan	1	(402) 471-2733	2108	Syracuse
Wayne, Justin T.	13	(402) 471-2727	1212	Omaha
Williams, Matt	36	(402) 471-2642	2015	Gothenburg
Wishart, Anna	27	(402) 471-2632	1308	Lincoln

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28	Pansing Brooks, Patty	(402) 471-2633	1206	Lincoln
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48	Stinner, John P.	(402) 471-2802	1004	Gering
49	Murante, John	(402) 471-2725	1423	Gretna

NEBRASKA UNICAMERAL LEGISLATURE
ONE HUNDRED FIFTH LEGISLATURE - SECOND SESSION
WEEKLY SCHEDULE OF INTERIM COMMITTEE HEARINGS
July 20, 2018

Tuesday, August 28, 2018

Urban Affairs Committee

4:00 p.m. – QLI Lied Life Center, 6320 N. 70th Plaza, Omaha, NE

LR398 (*Wayne*) Interim study to examine the impact on sanitary and improvement districts upon annexations by municipalities

LR392 (*Hansen*) Interim study to examine neighborhood issues and potential neighborhood improvement tools

7:00 p.m. – QLI Lied Life Center, 6320 N. 70th Plaza, Omaha, NE

LR397 (*Wayne*) Interim study to examine the statutory authority for municipalities to establish port authorities

LR399 (*Wayne*) Interim study to examine issues related to metropolitan transit authorities

Tuesday, September 4, 2018

Urban Affairs Committee

6:00 p.m. – Bellevue University Hitchcock Humanities Center, Criss Auditorium, 1040 Bruin Blvd., Bellevue, NE

LR398 (*Wayne*) Interim study to examine the impact on sanitary and improvement districts upon annexations by municipalities

LR399 (*Wayne*) Interim study to examine issues related to metropolitan transit authorities

Friday, September 7, 2018

Appropriations Committee

9:00 a.m. - Room 1003, State Capitol, Lincoln, NE

LR444 (*Wishart*) Interim study to examine issues surrounding film and media production in Nebraska

LR457 (*Vargas*) Interim study to examine state fiscal resources that exist to support first generation students

LR461 (*Vargas*) Interim study to conduct a review of the Affordable Housing Trust Fund and make recommendations to support and increase affordable housing funding in Nebraska

Judiciary Committee

9:00 a.m. - Room 1510, State Capitol, Lincoln, NE

LR406 (*Morfeld*) Interim study to examine the feasibility of adopting the American Bar Association's Guidelines for the Appointment and Performance of Defense Counsel in Death Penalty Cases

LR390 (*Bolz*) Interim study to examine the success of the Office of Violence Prevention since its establishment

LR370 (*Hansen*) Interim study to conduct a review of issues arising from the lack of mental health treatment for those in the criminal justice system

LR415 (*Hansen*) Interim study to examine the effectiveness of statute 29-901, as relates to the imposition of bail and the requiring of money bonds for misdemeanors and city ordinance violations

Tuesday, September 25, 2018

Urban Affairs Committee

10:00 a.m. – Hall County Extension Office, 3180 W. Hwy 34, Grand Island, NE

LR319 (*Quick*) Interim study to determine a sustainable revenue source for the Nebraska Main Street Network

LR400 (*Quick*) Interim study to examine issues related to the Nebraska Municipal Land Bank Act

LR433 (*Hansen*) Interim study to evaluate the availability of affordable housing in Nebraska municipalities with an emphasis on rental housing

4:00 p.m. – Ord Learning Center, Central Community College, 1514 K St., Ord, NE

LR400 (*Quick*) Interim study to examine issues related to the Nebraska Municipal Land Bank Act

LR433 (*Hansen*) Interim study to evaluate the availability of affordable housing in Nebraska municipalities with an emphasis on rental housing

Friday, September 28, 2018

-Continued on next page-

Judiciary Committee

9:00 a.m. - Room 1510, State Capitol, Lincoln, NE

LR418 (*Howard*) Interim study to examine the disproportionality that exists in Nebraska's foster care and juvenile justice systems

Open to the public, invited testimony only (LR418 only).

LR447 (*Morfeld*) Interim study to examine security measures to ensure safety in schools

LR429 (*Pansing Brooks*) Interim study to examine the role and purpose of school resource officers

LR402 (*Halloran*) Interim study to examine the issue of granting local school boards the authority to allow school employees to carry concealed handguns on school grounds

Friday, September 28, 2018
-Continued from previous page-

Appropriations Committee

10:00 a.m. – Lauritzen Outpatient Center, Auditorium, Room 4.14.001, 4014 Leavenworth St., Omaha, NE
LR384 (Williams) Interim study to examine the prevalence of cancer in Nebraska and to examine the existing state funding sources that go towards cancer research
LR386 (Hilkemann) Interim study to examine the impact on state spending as a result of the use of tobacco products in Nebraska
LR445 (Wishart) Interim study to examine the long-term fiscal sustainability of the Nebraska Health Care Cash Fund

Friday, October 19, 2018

Appropriations Committee

9:00 a.m. - Room 1003, State Capitol, Lincoln, NE

LR361 (Pansing Brooks) Interim study to examine the extent of the parking shortage in the Capitol environs
LR389 (Bolz) Interim study to examine criteria for economic development tools funded by the Legislature
LR430 (Bolz) Interim study to examine the federal Family First Prevention Services Act of 2017 and its implementation in Nebraska
LR442 (Stinner) Interim study to examine the underlying appropriation issues contributing to the financial hardship experienced by rural long-term care providers across the State of Nebraska

Nebraska Justice System Special Oversight Committee

1:00 p.m. - Room 1510, State Capitol, Lincoln, NE

Regarding adult justice system programs and policies implemented by the Department of Correctional Services, Office of Parole Administration, Board of Parole, Nebraska Commission on Law Enforcement and Criminal Justice, and Office of Probation Administration

If auxiliary aids or reasonable accommodations are needed for attendance at a hearing, please call the office of the Clerk of the Legislature at (402) 471-2271, or for persons with hearing and/or speech impairments, please call the Nebraska Relay System at (800) 833-7352 TTY or (800) 833-0920 Voice (24 hours notice is requested). Advance notice of ten business days is needed when requesting an interpreter.

The Interim Hearing Schedule is also available via the Internet at www.nebraskalegislature.gov

03-22-03
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Monday, July 23, 2018 Latest: Session Review: Agriculture

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Session Review: Education

📅 May 15, 2018 [Sen. Mike Groene, LB1081 LB651 LB1052 LB1069 LB1103 LB778 LB876 LB803 LB1135 LB998 LB377 LB718](#)

The Education Committee advanced bills this session that would require special instruction for students with dyslexia, allow an exemption from a prekindergarten teacher certification requirement and create a fund to pay for social workers to connect students to behavioral and mental health care services.



Education Committee chairperson Sen. Mike Groene

Instruction

LB1081, introduced by the committee and passed 46-1, is an annual cleanup bill that includes technical changes requested by the state Department of Education.

The bill requires the learning community coordinating council to file an annual financial report with the department and authorizes the commissioner of education to direct that learning community funds be withheld if the report is not filed. It also requires the council to complete an audit of its accounts at least once every three years.

The department no longer is required to file several reports with the council, including a census of 5- to 18-year-olds, an end-of-the-school-



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year statistical summary, an annual financial report and a fall membership report.

The bill eliminates the requirement that school districts submit poverty and limited English proficiency plans to the department and the council.

LB1081 also changes a current provision that “no more than three” schools may be designated priority schools to “no less than three.” It reduces from five to three the number of years that a school can be designated a priority school before the state Board of Education reevaluates the school’s progress plan.

Finally, the bill requires school boards to collaborate with their county attorney to review the rules and standards for student conduct that would require the school to contact law enforcement.

The bill was amended to include provisions of LB651, introduced by Elkhorn Sen. Lou Ann Linehan, which is intended to provide intensive interventions for students identified as having a reading deficiency.

These require each school district to administer an approved reading assessment three times during the school year to all students in kindergarten through third grade. Students who score below a certain threshold will be identified as having a reading deficiency, and school districts are required to provide those students with a supplemental reading intervention program.

The program will be implemented during regular school hours in addition to regular reading instruction unless otherwise agreed to by a parent or guardian. The bill also requires schools to offer a summer reading program for students who continue to have a reading deficiency at the end of the school year.

The reading intervention programs may include several intensive intervention strategies, such as daily targeted small-group reading, parent training workshops and access to before-school or after-school supplemental reading instruction.

LB1052, introduced by Lincoln Sen. Patty Pansing Brooks and passed 44-0, requires schools to provide special reading instruction for students with dyslexia beginning this fall.

A technical assistance document created by the department will provide information on dyslexia’s characteristics, its associated conditions and indicators and the screening, evaluation, instruction and intervention for dyslexia. The information will be distributed to all

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school districts, educational service units and teacher education programs in the state to promote awareness of dyslexia.

The bill prohibits school districts from requiring a student who exhibits characteristics of dyslexia to obtain a medical diagnosis in order to receive interventions.

It also requires that each teacher education program approved by the state board include dyslexia instruction in its initial program course requirements beginning in July 2019.

A bill intended to ensure civic competence among Nebraska students failed to advance from general file.

Under current law, each school district's board is required to appoint three members to an Americanism committee that inspects and approves the textbooks used in the teaching of American history and government. As introduced by Bancroft Sen. Lydia Brasch, LB1069 would have made several updates to state law outlining the committees' responsibilities and the teaching of American history and social studies.

Senators voted 27-13 to place the bill on general file, even though the Education Committee had taken no action to advance it. This unusual maneuver requires a majority vote of the Legislature.

Brasch introduced an amendment that would have replaced the bill. Among other provisions, the Americanism committee would have ensured that a school's social studies curriculum aligns with the standards adopted by the state board and "teaches and assesses foundational knowledge in civics, history, economics, financial literacy and geography."

The Legislature adjourned without voting on the amendment or the bill. LB1069 was not scheduled for further debate.

School funding

A proposal to provide a minimum amount of state aid to each public school district failed to advance from the first round of debate.

Sen. Curt Friesen of Henderson, sponsor of LB1103, said the bill would have ensured that each school district would receive no less than 25 percent of its basic funding needs—as calculated by the state's school aid formula—in the form of state aid.

The Legislature moved to the next item on the agenda before voting on the bill. Per a practice implemented last year by Speaker Jim Scheer, the

sponsor of a bill facing a potential filibuster was required to demonstrate sufficient support for a cloture motion for the measure to be scheduled for additional debate.

A bill that would have limited a special school building fund levy also stalled on the first round after a failed cloture motion.

Under current law, school boards may levy up to 14 cents per \$100 of property valuation to establish a special fund for acquiring sites for school buildings, purchasing existing buildings for use as school buildings and the erection, alteration, equipping and furnishing of school buildings.

As introduced by North Platte Sen. Mike Groene, LB778 would have restricted the use of the fund to repairs and alterations that do not add space to a school building and to equip or furnish school buildings.

An Education Committee amendment would have replaced the bill. Among other provisions, it would have limited the levy to five cents and added major replacement repairs on existing structures to the list of authorized purposes.

Groene filed a motion to invoke cloture, or cease debate and vote on the bill. The motion failed on a vote of 18-12. Thirty-three votes were needed.

The committee did not advance a bill that would have directed more state funding to special education programs and support services.

LB876, introduced by Omaha Sen. Rick Kolowski, would have required the state to reimburse school districts at least 80 percent of the total excess allowable costs for those programs and services. Kolowski said the state currently reimburses schools for approximately 48 percent.

The state Department of Education estimates that the bill would have increased state special education reimbursement by approximately \$150 million in fiscal year 2018-19 and an additional \$170 million in FY2019-20.

Teacher certification

The committee advanced a bill meant to address a shortage of qualified early childhood education teachers in rural Nebraska.

LB803, introduced by Gering Sen. John Stinner and passed 47-0, authorizes the state board to adopt rules and regulations that exempt a prekindergarten program from the requirement that all teachers and administrators hold a valid certificate or permit.

A bill that would have created a two-year alternative certification path for those who wish to teach in Nebraska's public schools failed to advance from committee.

LB1135, introduced by Omaha Sen. Tony Vargas, would have required the state board to grant a Nebraska teaching certificate to any person in good standing who has a valid teaching certificate from another state.

It also would have required the board to grant a two-year teaching certificate to those who hold a bachelor's degree from an accredited college or university, pass basic skills and subject area tests and enroll in an alternative teacher certification program approved by the board.

Other measures

A proposal to place a social worker in each of the state's 17 ESUs to aid students with behavioral and mental health problems was vetoed by Gov. Pete Ricketts.

Introduced by Fremont Sen. Lynne Walz, LB998 created a fund for a collaborative school behavioral and mental health program. Once the initiative received \$3.6 million, each ESU or the ESU coordinating council could have hired a social worker who would train teachers and school personnel and work with parents, schools and behavioral and mental health care providers to connect students to services.

Both public and private schools could have participated in the program, which would have ended in 2022. Its funding was limited to private donations, and the department would have administered the fund.

LB998 passed 31-15 on April 18, the final day of the 2018 session.

In his veto message, the governor said LB998 is unnecessary because ESUs already may receive private donations to pay for behavioral and mental health care programs. He said the proposal does not coordinate with existing efforts by the state Department of Health and Human Services and fails to describe how parents and guardians would be involved in a student's screening, referral and treatment.

The committee advanced a bill reducing the number of public school classifications from six to three.

Introduced by the committee last session, LB377 eliminates Class I, II and VI districts, with the remaining Class II districts becoming Class III districts. All districts now will be classified as either Class III, IV or V.

Under LB377, Class III districts have fewer than 150,000 inhabitants and maintain elementary and high school grades under a single school board.

Class IV districts are those with a population of 100,000 or more that maintain elementary and high school grades. Class V districts have a metropolitan-class city, and their employees participate in a separate retirement system. Lincoln Public Schools will be the only remaining Class IV district, and Omaha Public Schools will be the only remaining Class V district.

The bill passed on a 47-0 vote and takes effect Jan. 1, 2019.

A bill that would have required the University of Nebraska to adopt a detailed policy governing free expression on its campuses failed to advance from committee.

LB718, as introduced by Hastings Sen. Steve Halloran, also would have required the University of Nebraska's Board of Regents to create a nine-member committee that would have submitted an annual report to the Legislature, the governor and the university's governing body.



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Revenue Session Review 2018

Session Review: Revenue

📅 May 15, 2018 Sen. Jim Smith, LB1090 LB1048 LB738 LB760 LB295
LB947 LB640 LB829 LB1084 LB44 LB98 LB1023 LB798 LB804

The Revenue Committee advanced bills this session that update the state's tax code to reflect federal changes, expand a tax credit for volunteer emergency responders and index for inflation the thresholds used when calculating the income tax liability of Nebraskans who receive Social Security benefits.



Revenue Committee chairperson Sen. Jim Smith

The committee also considered several measures to reduce or offset property taxes. The one proposal advanced by the committee stalled on the first round of debate.

Credits and exemptions

Congress made several changes to the federal tax code in December with the Tax Cuts and Jobs Act. Because Nebraska's tax law is tied to the federal code in several places, automatic changes to the state's tax code would have generated more than \$220 million in additional revenue this year.

The repeal of the federal personal exemption effectively repealed Nebraska's personal exemption credit, which is tied to the federal exemption. To offset this change, LB1090, sponsored by Papillion Sen.

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Jim Smith, creates a new \$134 state personal exemption credit that individuals may claim for themselves and each of their dependents beginning in 2018.

The bill establishes a Nebraska standard deduction to offset changes Congress made to itemized deductions, exemptions for capital expenditures and the federal standard deduction.

It also adjusts individual income tax brackets, the personal exemption credit and the standard deduction based on the Consumer Price Index for All Urban Consumers instead of the new federal indexing method.

The state Department of Revenue estimates that the bill will reduce state tax revenue by \$326 million in fiscal year 2018-19 and a further \$257 million in FY2019-20.

LB1090 passed on a vote of 44-0.

Another bill intended to offset the federal changes did not advance from committee.

LB1048, introduced by Omaha Sen. Burke Harr, would have created a state personal exemption credit that some Nebraskans could have used to reduce their state income tax liability for years in which personal exemptions are not allowed on the federal tax return.

Income thresholds the state uses when adjusting the federal AGI of those receiving Social Security benefits will be indexed for inflation under a bill advanced by the committee.

Under current law, federal AGI for state tax purposes is reduced by the amount received as Social Security benefits if AGI is \$58,000 or less for those married filing jointly or \$43,000 or less if filing as an individual.

LB738, introduced by Omaha Sen. Brett Lindstrom and passed 44-2, indexes those thresholds for inflation in the same way the state's income tax brackets are indexed, beginning with tax year 2020.

Also passed was a bill that extends a tax credit to volunteer emergency responders serving a county.

In 2016, the Legislature created a \$250 refundable income tax credit for volunteer emergency responders, rescue squad members and firefighters who serve a city, village or rural or suburban fire protection district. A point system determines whether a volunteer qualifies for the credit each year.

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Sen. Dan Hughes of Venango, sponsor of LB760, has said the 2016 law inadvertently left out county volunteers. LB760, which passed on a vote of 46-0, includes those volunteers and provides retroactive eligibility for 2016 and 2017 for those who meet the criteria.

A bill that would have created an income tax credit for those who donate money to nonprofits that grant scholarships to students to attend a private elementary or secondary school did not advance from general file.

Under LB295, introduced by Smith last session, individuals, pass-through entities, estates, trusts and corporations could have received a nonrefundable income tax credit equal to the contributions they make to scholarship-granting organizations. The scholarships could have been used to pay for tuition and fees for attending a nongovernmental, privately operated elementary or secondary school in Nebraska.

A Revenue Committee amendment would have capped the total amount of credits available in 2019 at \$2 million instead of the original bill's \$10 million. The amendment also would have allowed an annual 20 percent increase in subsequent years if most of the credits are claimed, but it would have limited the amount of credits available per year to \$10 million.

Only students who are Nebraska residents and whose household income does not exceed twice the qualifying income for the federal reduced-price lunch program could have qualified for the scholarships.

The Legislature adjourned before voting on the committee amendment or the bill. Per a practice implemented last year by Speaker Jim Scheer, the sponsor of a bill facing a potential filibuster was required to demonstrate sufficient support for a cloture motion for the measure to be scheduled for additional debate.

Property and income taxes

A proposal to provide income tax credits to partially offset the amount that Nebraskans pay in property taxes failed to advance from general file.

As introduced by Smith on behalf of Gov. Pete Ricketts, LB947 would have eliminated the state's current property tax credit program and instead would have provided Nebraska homeowners and agricultural and horticultural landowners a refundable state income tax credit equal to 10 percent of their property taxes paid.

A Revenue Committee amendment would have replaced the bill, instead providing a refundable state income tax credit for agricultural and horticultural landowners equal to 2 percent of their property taxes paid beginning this year. The credit would have increased in annual increments until reaching 20 percent in 2027.

Homeowners would have received a 1 percent income tax credit on their property taxes paid in 2018, with a \$25 cap. The credit would have increased to 20 percent by 2030, when it would have been capped at \$500.

The amendment would have maintained funding for the current property tax credit program at \$224 million annually, decreased the state's top corporate income tax rate and provided job training funding from the state's cash reserve.

LB947 was passed over in accordance with the three-hour policy and did not return to the agenda.

A bill that would have used the state's property tax credit cash fund to direct more state aid to schools also stalled on the first round.

As introduced last session by North Platte Sen. Mike Groene, LB640 would have decreased the maximum levy for school districts and used money in the state's property tax credit cash fund—which is funded by state income and sales taxes—to increase state aid to districts that lose funding as a result.

A Revenue Committee amendment would have replaced the bill, reducing the maximum levy for school districts from \$1.05 per \$100 of taxable valuation of property in a district to 98.7 cents per \$100.

Groene introduced an amendment, adopted 25-8, that replaced the committee amendment. It would have decreased the maximum levy by the same amount beginning in FY2019-20 but would have used the entire \$224 million in the state's property tax credit fund for school aid.

A district could have qualified for the property tax relief aid if its property tax receipts exceed 55 percent of its total revenue. A school district that receives property tax relief aid would have decreased the amount of property taxes it collects by the same amount.

LB640 also was passed over in accordance with the three-hour policy and did not return to the agenda.

A bill that would have provided Nebraskans with an income tax credit against the amount of property taxes they pay to schools did not

advance from committee.

Introduced by Bayard Sen. Steve Erdman, LB829 would have provided a refundable state income tax credit equal to 50 percent of the property taxes paid to school districts during the taxable year beginning in 2019.

The committee also did not advance a bill that would have increased the state sales tax rate and eliminated several sales and use tax exemptions to pay for additional property tax credits and school aid.

LB1084, sponsored by Albion Sen. Tom Briese, would have increased the state sales tax rate from 5.5 percent to 6 percent. Among other provisions, it also would have imposed sales and use tax on more than a dozen services and would have taxed soft drinks, candy and bottled water.

The bill would have imposed a surtax on anyone who is subject to state income tax and has a federal AGI of at least \$500,000, and it would have increased the excise tax on a pack of cigarettes from 64 cents to \$1.64, directing the additional proceeds to the state's property tax credit cash fund.

LB1084 also would have restored cuts to state aid to schools made last year and would have increased the amount of allocated income taxes to schools from the current 2.23 percent to 20 percent. However, it would have limited the amount that school districts can request in property taxes each year.

Other measures

A bill that would have required some retailers without a physical location in Nebraska to collect and remit state sales and use tax stalled on the final round of debate.

As introduced last session by Sen. Dan Watermeier of Syracuse, LB44 would have applied to retailers outside the state if their sales to Nebraska purchasers exceed a certain amount.

As amended on select file, the bill would have required a retailer that does not collect state sales or use tax to notify Nebraska purchasers that the tax is due and to send them an annual notice showing the total amount paid for taxable items. A non-collecting retailer also would have been required to send an annual report to the department showing the total amount paid for taxable items by Nebraska purchasers.

The requirements would have applied to retailers with more than \$100,000 in total annual sales of taxable items or 200 or more separate transactions to Nebraska purchasers.

Watermeier filed a motion on final reading to return the bill to select file for an amendment that would have removed the notice and reporting requirements.

He then filed a motion to invoke cloture, or cease debate and vote on the bill. The motion failed on a 31-13 vote. Thirty-three votes were needed.

A bill that would have extended a levy authority for certain natural resources districts failed to advance from general file.

Introduced by Sen. Curt Friesen of Henderson last session, LB98 would have extended the three-cent levy authority for NRDs located in fully or over-appropriated river basins from FY2017-18 to FY2025-26. The levy may be used only for ground water management and integrated management programs under the Nebraska Ground Water Management and Protection Act.

Friesen filed a motion to invoke cloture, or cease debate and vote on the bill. The motion failed 27-14. Thirty-three votes were needed.

The committee did not advance a bill that would have moved up the end dates of several of the state's current business tax incentive programs.

Under LB1023, introduced by Columbus Sen. Paul Schumacher, the Nebraska Advantage Act, the New Markets Job Growth Investment Act, the Nebraska Advantage Rural Development Act, the Nebraska Job Creation and Mainstreet Revitalization Act, the Community Development Assistance Act and the Beginning Farmer Tax Credit Act would have expired on Dec. 31, 2018.

Additionally, no credits could have been claimed under the Nebraska Advantage Research and Development Act after Dec. 31, 2018. No applications for the Nebraska Advantage Microenterprise Tax Credit Act could have been approved for calendar years beginning after Dec. 31, 2018, and no credits could have been allocated for the Angel Investment Act for calendar years beginning after that date.

The programs currently are set to end Dec. 31, 2022, except for the Nebraska Advantage Act, which is set to end Dec. 31, 2020.

Two additional bills also failed to advance from committee.

LB798, sponsored by Omaha Sen. Mike McDonnell, would have created a state sales and use tax exemption for feminine hygiene products.

LB804, introduced by Bancroft Sen. Lydia Brasch, would have allowed contributions to Nebraska's educational savings plan to be used to pay tuition at private and parochial elementary and secondary schools.



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**NEGOTIATED AGREEMENT
Food Service Workers**

**Ralston Public Schools
and
Service Employees Local No. 226**

This agreement is made by and between the Board of Education of Ralston Public Schools, also known as Douglas County School District 0054 and hereinafter referred to as the Board or the District, and Service Employees International Union, Local Number 226, affiliated with the AFL-CIO and hereinafter referred to as the Union. The terms of this Agreement shall be in effect for a period commencing **August 1, 2018 and ending July 31, 2020.**

ARTICLE 1

RECOGNITION

Section 1.1 - Recognition of Union. The District recognizes the Union as the exclusive representative of “employees” as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees. Whenever used in this Agreement, the term “employees” shall mean full-time and part-time employees employed by the District as food service workers but excluding temporary personnel as defined in Section 1.3 of this Agreement.

Section 1.3 - Definition of Temporary Personnel. Temporary personnel are persons hired by the District who, prior to the commencement of work, have executed a written statement acknowledging employment as temporary personnel.

ARTICLE 2

MANAGEMENT RIGHTS

Section 2.1 - Retention of Managerial Prerogatives. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to hire, reprimand, suspend, discharge or otherwise discipline employees; provided that any employee who is reprimanded, suspended or discharged shall be told the reason for the reprimand, suspension or discharge; to determine their qualifications and assign

and direct their work; to promote, demote, transfer, lay off, and recall to work; to set the standards of the services to be rendered; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract or contract out the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign or cease any job or service; to issue, amend and revise policies, rules, regulations and practices. The District's failure to exercise any right, prerogative or function hereby reserved to it, or the District's exercise of any such right, prerogative or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

ARTICLE 3

NONDISCRIMINATION

Section 3 - Nondiscrimination. The Board and Union agree that the hiring of employees shall be done without regard to race, color, national origin, religion, gender, disability, marital status, or participation or nonparticipation in the Union.

ARTICLE 4

CHECK OFF

Section 4.1 - Check off. Upon receipt by the District of a check off authorization, dated and executed by an employee, the District shall deduct the Union's membership dues for the month in which such deduction is made. The District will forward the monies so deducted to the Treasurer of the Union not later than the last day of the calendar month in which the deduction is made. The District shall deduct from an employee's wages only that amount of money which the employee has certified to the District, in writing, is the amount of dues to be withheld and paid to the Union. In the same manner, the District shall also withhold such amounts specified by the employee for charitable contributions and such other purposes as are permitted by the Board.

Section 4.2 - Check Authorization Form. The District shall not deduct any monies from an employee's wages pursuant to Section 4.1 of this Agreement, unless the check off authorization executed by the employee conforms to the rules and regulations of the District.

Section 4.3 - Hold Harmless Provision. The Union shall save the District harmless against any and all claims, demands, suits, grievances or other liability that arise out of or by reason of actions taken by the District pursuant to this Article 4.

ARTICLE 5

GRIEVANCE PROCEDURE

Section 5.1 - Definition of Grievance. A grievance is an allegation by an employee or the Union that the District has violated an express provision of this Agreement.

Section 5.2 - Procedural Steps. The procedure for handling grievances shall be as set forth below.

Step 1 - Oral Notice to Immediate Supervisor. The grievant shall first take up the grievance by presenting it to his or her immediate supervisor within seven (7) days of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Director of Food Services. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the supervisor, the employee or the Union representative shall present the grievance in writing to the Director of Food Services or his or her designated representative. The Director of Food Services or his or her designated representative shall, within ten (10) days from the day the written grievance was received, make a determination and submit his or her answer in writing to the grievant.

Step 3 - Written Appeal to the Superintendent of Schools. If the Director of Food Services or his or her designated representative does not satisfactorily settle the grievance within ten (10) days from the date it is presented to him or her, the employee or the Union may appeal the grievance to the Superintendent of Schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the Superintendent of Schools within twenty (20) days of the date that the grievance was presented to the Director of Food Services or ten (10) days after the determination made by the Director of Food Services, whichever date is later.

The Superintendent of Schools or a designated representative shall make a written determination regarding the grievance within thirty (30) days from the date it is presented to him/her.

Step 4 - Appeal to the Board of Education. If the determination of the Superintendent of Schools is not satisfactory to the grievant, it may be appealed to the Board within thirty (30) days of the date of the Superintendents' decision. At it's next regular meeting, the Board shall

hear the grievance in open or closed session in accordance with the law and the decision of the Board shall be rendered within thirty (30) days of the hearing.

Section 5.3 - Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure set forth in Section 5.2 of this Agreement shall set forth: the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought. All grievances at Step 2 and appeals at Step 3 and Step 4 of the procedure set forth in Section 5.2 of this Agreement shall be signed and dated by the aggrieved employee and/or his shop steward. All written answers submitted by the District shall be signed and dated by the appropriate District representative.

Section 5.4 - Time Limitations. The time limitations set forth in this Article 5 are of the essence of this Agreement. All references to days are to calendar days. No grievance shall be accepted by the District unless it is submitted or appealed within the time limits set forth in Section 5.2 of this Agreement. If the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the District's Step 2 answer. If the District fails to answer within the time limits set forth in Section 5.2 of this Agreement, the grievance shall automatically proceed to the next step.

ARTICLE 6

WAGES

Section 6.1 - Definition of "Designated Job Classification". The job classification to which an employee is assigned at the time of initial employment shall be the employee's "designated job classification" and shall remain the employee's designated job classification unless the employee moves to another job classification.

Section 6.2 - Straight-Time Rate of Pay. Except as otherwise specified in this Agreement, an employee shall be paid the straight-time rate of pay for his or her designated job classification for all time for which the employee is entitled to compensation pursuant to a provision of this Agreement. The straight-time rate of pay for each job classification set forth in Appendix I hereto shall be the hourly rate specified for that job classification.

Section 6.3 - Overtime Rate of Pay. For all hours actually worked in excess of forty (40) hours in a workweek, an employee shall be paid one and one-half (1.5) times his or her straight-time rate of pay for that workweek.

Section 6.4 - No Pyramiding of Overtime or Premium Pay. For each period of time for which an employee is entitled to compensation pursuant to a provision of this Agreement, he or she shall be paid in accordance with that pay formula set forth in this Agreement which entitles him or her to the greatest amount of compensation, but he or she shall not be entitled to compensation pursuant to any other pay formula set forth in this Agreement. Time for which an employee is compensated pursuant to the preceding sentence at a premium rate shall not be counted to enable the employee to receive compensation pursuant to another provision of this Agreement.

Section 6.5 - Compensatory Time. The District shall not assign compensatory time in lieu of paying overtime compensation.

Section 6.6 - Uniforms. Each employee shall wear a uniform in accordance with the requirements of the District. Each employee is responsible for the care and cleaning of her or his own uniforms. Each employee will wear a clean, well maintained, uniform to work each day. The District will pay each employee \$150.00 (One hundred fifty dollars) per year as a uniform allowance upon completion of 60 working days of probation. For current employees the uniform allowance will be paid through payroll in **October** of each year and will be subject to the appropriate taxes as outlined by the IRS. Probationary employees will be paid the uniform allowance after completion of 60 working days. The uniform allowance will be intended to be used to buy at least one pair of slip resistant shoes and specified pants to wear to work. The food service director will publish the required specifications for shoes and pants that are required to be worn. Questions about individual uniforms meeting the identified specifications will be determined by the food service director and will not be open to appeal.

Section 6.7 – Performance Incentive Pay. The District shall pay each employee a performance incentive of \$.25 cents per hour upon two consecutive years of earning at least a 3.5 index score on the evaluation rubric used in the employee evaluation process. Once a performance incentive has been earned it will remain in the employee's hourly pay. For this contract evaluation scores earned for the 2010/2011 school year will count as the first year of a two year cycle for current employees. New employees will be eligible immediately to begin the process of earning an appropriate evaluation score for this benefit. An employee must work at least two consecutive quarters to be evaluated to be eligible for the performance incentive pay benefit. An employee successfully earning a performance incentive may then begin the two year process of earning the benefit again.

ARTICLE 7

JOB OPENINGS

Section 7.1 - Job Openings. Job openings will be posted in the school kitchen area on the Union bulletin board. The notice of the opening will describe the qualifications for the position, hours of work and wages. All employees covered by this Agreement may apply for the opening by submitting a written application to the District's Personnel Office. Such employee applicants will be entitled to a personal interview, if requested in the application, for the purpose of establishing their qualifications for the position. The District will consider all employee applicants and all other applicants to assure the selection of the best qualified person for the position. The district will consider each applicant's skill, work experience, evaluations (for an applicant who is an employee of the District), and such other factors as are rationally related to the selection process. If, in the judgment of the District, the applicants' qualifications are equal, and one or more of the applicants are employees of the District, the District will select the employee with the greatest seniority. Seniority shall be defined as an employee's total length of continuous full-time service, excluding leave of absence, as a food service worker. Any dispute regarding seniority shall be resolved by reference to the official records of the District.

Section 7.2 - Layoff. When the District finds it necessary to lay off employees because of a reduction in the work force generally or in a particular area, the District will consider the employee's skills, work experience, evaluations and such other factors as are rationally related to the selection process to assure that the best qualified persons are retained in employment. If, in the sole judgment of the District, the employees' skills, work experience, evaluation and other qualifications are equal, the District will reduce the employee(s) with the least seniority.

Section 7.3 - Recall. When recalling employees who have been laid off, the District shall offer reemployment first to the qualified person with the greatest seniority. If the person with the greatest seniority declines recall, reemployment shall be offered to the qualified person with the next greatest seniority until a person accepts reemployment of all persons decline recall. An employee who has been laid off shall have recall rights for a period of twelve (12) months following the date of the layoff.

ARTICLE 8

DUTY HOURS

Section 8.1 - Duty Hours. The Director of Food Services will establish the

duty hours of all employees.

Section 8.2 - Lunch Break. The District will provide each employee with an unpaid lunch break of 30 minutes. The District shall endeavor to assure that the lunch break is uninterrupted, but both the Board and Union recognize that emergencies will occur which may unavoidably interrupt the lunch break. The employee may leave the building during the lunch break if she or he clocks out upon departing and clocks in upon returning.

ARTICLE 9

LEAVE

Section 9.1 Employees covered by this contract will accrue their hourly equivalent of 10 (ten) days of sick leave per year. Sick leave will accrue by the number of hours worked per day (i.e. employees working 6 hours per day will accrue 6 hours of leave per month) and may be used by the hour (i.e. doctor's appointments, etc.) The maximum number of sick hours that may be accumulated in a calendar year is ten times the average assigned work day. In addition the employee's hourly equivalent of two (2) days are designated for personal leave (personal business that cannot be scheduled outside of work time), provided that three days notice shall be given to the Director of Food Service by submitting a completed Leave Request form to his/her office and the 60 day probationary period has been met. This 3-day requirement may be waived by the Food Service Director if the need for the leave is based on an emergency and such notice would have been impossible or impractical. The employee need not give a reason for the leave. If personal leave days are unused, two days will be carried over at the end of the school year (not to exceed four in one year). Unused, accrued sick leave days may be carried over from one year to the next, when service is unbroken, to a maximum hourly accumulation of seventy times the hourly equivalent of one work day. Sick leave days may be either used for personal or family illness (maximum of 10 days per year may be used for family illness). Family illness is defined the same as certified staff, i.e., spouse, child (including stepchild), parent, or a person who resides in the employee's home for whom the employee is legally responsible.

Snow Days: All snow days may be made up in the calendar year to maximize instruction for the students. Employees will not be required to take personal days during snow days knowing that the days may be made up at a later time in the current year calendar.

Section 9.2 – Unused Sick Leave. Upon leaving the district each food service employee shall be paid 45% of their hourly rate times the average number of hours worked per day during the last year of employment for up to the hourly equivalent of 70 seventy (70) days. An employee will be eligible for this program after they have completed eight (8) consecutive years of employment.

Section 9.3 – Requirements. Because of the difficulty of finding proper replacements, no more than three persons district wide may take their paid leave day, on any single day. Personal leave may not be taken on the day preceding or the day following intersession, a holiday, or a vacation day.

Section 9.4 – Perfect Attendance Compensation. Employees covered by this contract are eligible to earn \$40.00 (Forty) dollars per quarter for perfect attendance. Perfect attendance compensation will be recorded and accumulated annually and paid in June of each school year. A perfect attendance list will be published for inspection at the end of each quarter. Quarters are defined in Appendix II of this document. Use of personal days for this contract will not count against earning perfect attendance.

ARTICLE 10

BEREAVEMENT LEAVE

Section 10 - Bereavement Leave. An employee shall be permitted as many of the following number of consecutive days of paid leave, at the employee's discretion, for bereavement purposes: Five (5) days in the event of the death of the employee's spouse, child, stepchild, grandchild, parent, step-parent, sister or brother; three (3) days in the event of the death of the employee's or the spouse's grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, **niece, nephew** or a person who resides in the employee's household for whose care the employee is responsible; one (1) day of paid leave in the event of the death of the employee's aunt, uncle or cousin, or any persons not named above. The Director of Food Services shall have the discretion to grant unpaid bereavement leave to extend the leave described above.

ARTICLE 11

TERM LIFE INSURANCE

Section 11 - Term Life Insurance. The District will provide group term life insurance coverage for employees in the amount stated in the Ralston Education Association negotiated agreement. Employees shall have the option to purchase additional insurance at their own expense as may be allowed by the term life insurance policy provisions.

ARTICLE 12

VISION EXAMINATIONS

Section 12.2 - Vision Examination. The District will pay up to Fifty Dollars (\$50) per employee for a vision examination every second year according to the rules and regulations of the District.

ARTICLE 13

DISABILITY INSURANCE

Section 13.1 - Disability. -The employee will pay the premium as a payroll deduction for participation in the long-term disability program. The Board will increase each employee's compensation by an amount equal to the employee's disability insurance. Employees will receive 66 2/3 percent disability insurance coverage based on the employee's salary.

Section 13.2 - Qualifications. Each employee shall be entitled to disability coverage beginning on the date when the employee has used all of his or her accumulated sick leave.

ARTICLE 14

ACTS IN VIOLATION OF LAWS OR ORDERS

Section 14.1 - Acts in Violation of Laws or Orders. Nothing in this agreement shall be construed to require either party to act in violation of any state or federal law or any presidential order. In the event such conditions should arise, this agreement should be considered modified to the extent necessary to comply with the law.

ARTICLE 15

Health Insurance

Section 15.1-Health Insurance. Under the provisions of the Affordable Care Act, all eligible employees will now be offered health insurance through the district's health insurance provider. Single Health insurance will be offered for all eligible employees at a rate of contribution not to exceed 9.5% of the employee's gross paycheck. Employees choosing the health insurance option will have a rate not to exceed their hourly rate multiplied by 13 for their monthly deduction. This deduction will be made for the 10 pay periods of the employee's work year. Additionally, employees who choose may select additional health coverage at an additional premium, which is paid entirely by the employee.

SIGNATURES OF THE PARTIES

Dated this _____ day of
_____, 2018.

Dated this _____ day of
_____, 2018.

Jason Buckingham, Chief Negotiator
Ralston Board of Education

Suzanne Anderson, President
Service Employees International
Union, Local 226

APPENDIX I

For the 2018 – 2019 contract year, all Managers and Assistant Managers will receive a 0.50 cent raise. Kitchen Assistants will receive a .50 cent raise.

APPENDIX

Entry Level Wage*

	<u>2018-2019</u>
<u>ELEMENTARY SCHOOL</u>	
Manager	\$13.70
Kitchen Asst.	\$11.55
<u>MIDDLE SCHOOL</u>	
Manager	\$14.70
Lead Cashier	\$12.00
Kitchen Asst.	\$11.55
<u>HIGH SCHOOL</u>	
Manager	\$15.00
Asst. Manager	\$13.70
Kitchen Asst.	\$11.55

For the 2019 – 2020 contract year, all Managers and Assistant Managers will receive a .40 cent raise. Kitchen Assistants will receive a .40 cent raise.

Entry Level Wage*

	<u>2019-2020</u>
<u>ELEMENTARY SCHOOL</u>	
Manager	\$14.10
Kitchen Asst.	\$11.95
<u>MIDDLE SCHOOL</u>	
Manager	\$15.10
Lead Cashier	\$12.40
Kitchen Asst.	\$11.95
<u>HIGH SCHOOL</u>	
Manager	\$15.40
Asst. Manager	\$14.10
Kitchen Asst.	\$11.95

*Actual starting salaries may be increased slightly at the discretion of the administration for employees who have applicable prior experience in the field.

Longevity Payments. Longevity bonuses are in effect for those employees with consecutive service to the district. Food Service employees will receive longevity increases starting with the new fiscal year after the 6th, 11th, 16th, 21st, and 26th anniversary of employment have been reached. The employee will receive an additional 30 cents per hour above their established hourly wage. This longevity bonus remains in effect each year until the next plateau is reached or until changed by Board Action. A break in service will nullify this benefit.

- 6-10 years - 30 cents**
- 11-15 years - 30 cents**
- 16-20 years - 30 cents**
- 21-25 years - 30 cents**
- 26+ years - 30 cents**

APPENDIX II

Quarterly awards for perfect attendance will be reviewed during the month following the specific quarter outlined below. Payments will be made through the payroll process in June of each year. Quarters for food service employees are as follows:

Quarter 1 – July through September

Quarter 2 – October through December

Quarter 3 – January through February

Quarter 4 – March through May

To be eligible for quarterly awards, employees must be full time employees. Part-time employees will be paid on a pro-rated basis equal to their full time equivalency (FTE).

**NEGOTIATED AGREEMENT
Food Service Workers**

**Ralston Public Schools
and
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ARTICLE 1

RECOGNITION

Section 1.1 - Recognition of Union. The District recognizes the Union as the exclusive representative of “employees” as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees. Whenever used in this Agreement, the term “employees” shall mean full-time and part-time employees employed by the District as food service workers but excluding temporary personnel as defined in Section 1.3 of this Agreement.

Section 1.3 - Definition of Temporary Personnel. Temporary personnel are persons hired by the District who, prior to the commencement of work, have executed a written statement acknowledging employment as temporary personnel.

ARTICLE 2

MANAGEMENT RIGHTS

Section 2.1 - Retention of Managerial Prerogatives. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to hire, reprimand, suspend, discharge or otherwise discipline employees; provided that any employee who is reprimanded, suspended or discharged shall be told the reason for the reprimand, suspension or discharge; to determine their qualifications and assign

and direct their work; to promote, demote, transfer, lay off, and recall to work; to set the standards of the services to be rendered; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract or contract out the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign or cease any job or service; to issue, amend and revise policies, rules, regulations and practices. The District's failure to exercise any right, prerogative or function hereby reserved to it, or the District's exercise of any such right, prerogative or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

ARTICLE 3

NONDISCRIMINATION

Section 3 - Nondiscrimination. The Board and Union agree that the hiring of employees shall be done without regard to race, color, national origin, religion, gender, disability, marital status, or participation or nonparticipation in the Union.

ARTICLE 4

CHECK OFF

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Section 4.3 - Hold Harmless Provision. The Union shall save the District harmless against any and all claims, demands, suits, grievances or other liability that arise out of or by reason of actions taken by the District pursuant to this Article 4.

ARTICLE 5

GRIEVANCE PROCEDURE

Section 5.1 - Definition of Grievance. A grievance is an allegation by an employee or the Union that the District has violated an express provision of this Agreement.

Section 5.2 - Procedural Steps. The procedure for handling grievances shall be as set forth below.

Step 1 - Oral Notice to Immediate Supervisor. The grievant shall first take up the grievance by presenting it to his or her immediate supervisor within seven (7) days of the incident giving rise to the grievance.

Step 2 - Written Grievance to the Director of Food Services. If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the supervisor, the employee or the Union representative shall present the grievance in writing to the Director of Food Services or his or her designated representative. The Director of Food Services or his or her designated representative shall, within ten (10) days from the day the written grievance was received, make a determination and submit his or her answer in writing to the grievant.

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hear the grievance in open or closed session in accordance with the law and the decision of the Board shall be rendered within thirty (30) days of the hearing.

Section 5.3 - Written Presentation. All grievances presented at Step 2 and subsequent steps of the procedure set forth in Section 5.2 of this Agreement shall set forth: the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought. All grievances at Step 2 and appeals at Step 3 and Step 4 of the procedure set forth in Section 5.2 of this Agreement shall be signed and dated by the aggrieved employee and/or his shop steward. All written answers submitted by the District shall be signed and dated by the appropriate District representative.

Section 5.4 - Time Limitations. The time limitations set forth in this Article 5 are of the essence of this Agreement. All references to days are to calendar days. No grievance shall be accepted by the District unless it is submitted or appealed within the time limits set forth in Section 5.2 of this Agreement. If the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the District's Step 2 answer. If the District fails to answer within the time limits set forth in Section 5.2 of this Agreement, the grievance shall automatically proceed to the next step.

ARTICLE 6

WAGES

Section 6.1 - Definition of "Designated Job Classification". The job classification to which an employee is assigned at the time of initial employment shall be the employee's "designated job classification" and shall remain the employee's designated job classification unless the employee moves to another job classification.

Section 6.2 - Straight-Time Rate of Pay. Except as otherwise specified in this Agreement, an employee shall be paid the straight-time rate of pay for his or her designated job classification for all time for which the employee is entitled to compensation pursuant to a provision of this Agreement. The straight-time rate of pay for each job classification set forth in Appendix I hereto shall be the hourly rate specified for that job classification.

Section 6.3 - Overtime Rate of Pay. For all hours actually worked in excess of forty (40) hours in a workweek, an employee shall be paid one and one-half (1.5) times his or her straight-time rate of pay for that workweek.

Section 6.4 - No Pyramiding of Overtime or Premium Pay. For each period of time for which an employee is entitled to compensation pursuant to a provision of this Agreement, he or she shall be paid in accordance with that pay formula set forth in this Agreement which entitles him or her to the greatest amount of compensation, but he or she shall not be entitled to compensation pursuant to any other pay formula set forth in this Agreement. Time for which an employee is compensated pursuant to the preceding sentence at a premium rate shall not be counted to enable the employee to receive compensation pursuant to another provision of this Agreement.

Section 6.5 - Compensatory Time. The District shall not assign compensatory time in lieu of paying overtime compensation.

Section 6.6 - Uniforms. Each employee shall wear a uniform in accordance with the requirements of the District. Each employee is responsible for the care and cleaning of her or his own uniforms. Each employee will wear a clean, well maintained, uniform to work each day. The District will pay each employee \$150.00 (One hundred fifty dollars) per year as a uniform allowance upon completion of 60 working days of probation. For current employees the uniform allowance will be paid through payroll in October of each year and will be subject to the appropriate taxes as outlined by the IRS. Probationary employees will be paid the uniform allowance after completion of 60 working days. The uniform allowance will be intended to be used to buy at least one pair of slip resistant shoes and specified pants to wear to work. The food service director will publish the required specifications for shoes and pants that are required to be worn. Questions about individual uniforms meeting the identified specifications will be determined by the food service director and will not be open to appeal.

Section 6.7 – Performance Incentive Pay. The District shall pay each employee a performance incentive of \$.25 cents per hour upon two consecutive years of earning at least a 3.5 index score on the evaluation rubric used in the employee evaluation process. Once a performance incentive has been earned it will remain in the employee's hourly pay. For this contract evaluation scores earned for the 2010/2011 school year will count as the first year of a two year cycle for current employees. New employees will be eligible immediately to begin the process of earning an appropriate evaluation score for this benefit. An employee must work at least two consecutive quarters to be evaluated to be eligible for the performance incentive pay benefit. An employee successfully earning a performance incentive may then begin the two year process of earning the benefit again.

ARTICLE 7

JOB OPENINGS

Section 7.1 - Job Openings. Job openings will be posted in the school kitchen area on the Union bulletin board. The notice of the opening will describe the qualifications for the position, hours of work and wages. All employees covered by this Agreement may apply for the opening by submitting a written application to the District's Personnel Office. Such employee applicants will be entitled to a personal interview, if requested in the application, for the purpose of establishing their qualifications for the position. The District will consider all employee applicants and all other applicants to assure the selection of the best qualified person for the position. The district will consider each applicant's skill, work experience, evaluations (for an applicant who is an employee of the District), and such other factors as are rationally related to the selection process. If, in the judgment of the District, the applicants' qualifications are equal, and one or more of the applicants are employees of the District, the District will select the employee with the greatest seniority. Seniority shall be defined as an employee's total length of continuous full-time service, excluding leave of absence, as a food service worker. Any dispute regarding seniority shall be resolved by reference to the official records of the District.

Section 7.2 - Layoff. When the District finds it necessary to lay off employees because of a reduction in the work force generally or in a particular area, the District will consider the employee's skills, work experience, evaluations and such other factors as are rationally related to the selection process to assure that the best qualified persons are retained in employment. If, in the sole judgment of the District, the employees' skills, work experience, evaluation and other qualifications are equal, the District will reduce the employee(s) with the least seniority.

Section 7.3 - Recall. When recalling employees who have been laid off, the District shall offer reemployment first to the qualified person with the greatest seniority. If the person with the greatest seniority declines recall, reemployment shall be offered to the qualified person with the next greatest seniority until a person accepts reemployment of all persons decline recall. An employee who has been laid off shall have recall rights for a period of twelve (12) months following the date of the layoff.

ARTICLE 8

DUTY HOURS

Section 8.1 - Duty Hours. The Director of Food Services will establish the

duty hours of all employees.

Section 8.2 - Lunch Break. The District will provide each employee with an unpaid lunch break of 30 minutes. The District shall endeavor to assure that the lunch break is uninterrupted, but both the Board and Union recognize that emergencies will occur which may unavoidably interrupt the lunch break. The employee may leave the building during the lunch break if she or he clocks out upon departing and clocks in upon returning.

ARTICLE 9

LEAVE

Section 9.1 Employees covered by this contract will accrue their hourly equivalent of 10 (ten) days of sick leave per year. Sick leave will accrue by the number of hours worked per day (i.e. employees working 6 hours per day will accrue 6 hours of leave per month) and may be used by the hour (i.e. doctor's appointments, etc.) The maximum number of sick hours that may be accumulated in a calendar year is ten times the average assigned work day. In addition the employee's hourly equivalent of two (2) days are designated for personal leave (personal business that cannot be scheduled outside of work time), provided that three days notice shall be given to the Director of Food Service by submitting a completed Leave Request form to his/her office and the 60 day probationary period has been met. This 3-day requirement may be waived by the Food Service Director if the need for the leave is based on an emergency and such notice would have been impossible or impractical. The employee need not give a reason for the leave. If personal leave days are unused, two days will be carried over at the end of the school year (not to exceed four in one year). Unused, accrued sick leave days may be carried over from one year to the next, when service is unbroken, to a maximum hourly accumulation of seventy times the hourly equivalent of one work day. Sick leave days may be either used for personal or family illness (maximum of 10 days per year may be used for family illness). Family illness is defined the same as certified staff, i.e., spouse, child (including stepchild), parent, or a person who resides in the employee's home for whom the employee is legally responsible.

Snow Days: All snow days may be made up in the calendar year to maximize instruction for the students. Employees will not be required to take personal days during snow days knowing that the days may be made up at a later time in the current year calendar.

Section 9.2 – Unused Sick Leave. Upon leaving the district each food service employee shall be paid 45% of their hourly rate times the average number of hours worked per day during the last year of employment for up to the hourly equivalent of 70 seventy (70) days. An employee will be eligible for this program after they have completed eight (8) consecutive years of employment.

Section 9.3 – Requirements. Because of the difficulty of finding proper replacements, no more than three persons district wide may take their paid leave day, on any single day. Personal leave may not be taken on the day preceding or the day following intersession, a holiday, or a vacation day.

Section 9.4 – Perfect Attendance Compensation. Employees covered by this contract are eligible to earn \$40.00 (Forty) dollars per quarter for perfect attendance. Perfect attendance compensation will be recorded and accumulated annually and paid in June of each school year. A perfect attendance list will be published for inspection at the end of each quarter. Quarters are defined in Appendix II of this document. Use of personal days for this contract will not count against earning perfect attendance.

ARTICLE 10

BEREAVEMENT LEAVE

Section 10 - Bereavement Leave. An employee shall be permitted as many of the following number of consecutive days of paid leave, at the employee's discretion, for bereavement purposes: Five (5) days in the event of the death of the employee's spouse, child, stepchild, grandchild, parent, step-parent, sister or brother; three (3) days in the event of the death of the employee's or the spouse's grandparent, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, niece, nephew or a person who resides in the employee's household for whose care the employee is responsible; one (1) day of paid leave in the event of the death of the employee's aunt, uncle or cousin, or any persons not named above. The Director of Food Services shall have the discretion to grant unpaid bereavement leave to extend the leave described above.

ARTICLE 11

TERM LIFE INSURANCE

Section 11 - Term Life Insurance. The District will provide group term life insurance coverage for employees in the amount stated in the Ralston Education Association negotiated agreement. Employees shall have the option to purchase additional insurance at their own expense as may be allowed by the term life insurance policy provisions.

ARTICLE 12

VISION EXAMINATIONS

Section 12.2 - Vision Examination. The District will pay up to Fifty Dollars (\$50) per employee for a vision examination every second year according to the rules and regulations of the District.

ARTICLE 13

DISABILITY INSURANCE

Section 13.1 - Disability. -The employee will pay the premium as a payroll deduction for participation in the long-term disability program. The Board will increase each employee's compensation by an amount equal to the employee's disability insurance. Employees will receive 66 2/3 percent disability insurance coverage based on the employee's salary.

Section 13.2 - Qualifications. Each employee shall be entitled to disability coverage beginning on the date when the employee has used all of his or her accumulated sick leave.

ARTICLE 14

ACTS IN VIOLATION OF LAWS OR ORDERS

Section 14.1 - Acts in Violation of Laws or Orders. Nothing in this agreement shall be construed to require either party to act in violation of any state or federal law or any presidential order. In the event such conditions should arise, this agreement should be considered modified to the extent necessary to comply with the law.

ARTICLE 15

Health Insurance

Section 15.1-Health Insurance. Under the provisions of the Affordable Care Act, all eligible employees will now be offered health insurance through the district's health insurance provider. Single Health insurance will be offered for all eligible employees at a rate of contribution not to exceed 9.5% of the employee's gross paycheck. Employees choosing the health insurance option will have a rate not to exceed their hourly rate multiplied by 13 for their monthly deduction. This deduction will be made for the 10 pay periods of the employee's work year. Additionally, employees who choose may select additional health coverage at an additional premium, which is paid entirely by the employee.

SIGNATURES OF THE PARTIES

Dated this _____ day of
_____, 2018.

Dated this _____ day of
_____, 2018.

Jason Buckingham, Chief Negotiator
Ralston Board of Education

Suzanne Anderson, President
Service Employees International
Union, Local 226

APPENDIX I

For the 2018 – 2019 contract year, all Managers and Assistant Managers will receive a 0.50 cent raise. Kitchen Assistants will receive a .50 cent raise.

APPENDIX

Entry Level Wage*

	<u>2018-2019</u>
<u>ELEMENTARY SCHOOL</u>	
Manager	\$13.70
Kitchen Asst.	\$11.55
<u>MIDDLE SCHOOL</u>	
Manager	\$14.70
Lead Cashier	\$12.00
Kitchen Asst.	\$11.55
<u>HIGH SCHOOL</u>	
Manager	\$15.00
Asst. Manager	\$13.70
Kitchen Asst.	\$11.55

For the 2019 – 2020 contract year, all Managers and Assistant Managers will receive a .40 cent raise. Kitchen Assistants will receive a .40 cent raise.

Entry Level Wage*

	<u>2019-2020</u>
<u>ELEMENTARY SCHOOL</u>	
Manager	\$14.10
Kitchen Asst.	\$11.95
<u>MIDDLE SCHOOL</u>	
Manager	\$15.10
Lead Cashier	\$12.40
Kitchen Asst.	\$11.95
<u>HIGH SCHOOL</u>	
Manager	\$15.40
Asst. Manager	\$14.10
Kitchen Asst.	\$11.95

*Actual starting salaries may be increased slightly at the discretion of the administration for employees who have applicable prior experience in the field.

Longevity Payments: Food Service employees will receive longevity increases starting with the new fiscal year after the 6th, 11th, 16th, 21st, and 26th anniversary of employment have been reached. The employee will receive an additional 30 cents per hour above their established hourly wage. This longevity bonus remains in effect each year until the next plateau is reached or until changed by Board Action. A break in service will nullify this benefit.

- 6-10 years - 30 cents**
- 11-15 years - 30 cents**
- 16-20 years - 30 cents**
- 21-25 years - 30 cents**
- 26+ years - 30 cents**

APPENDIX II

Quarterly awards for perfect attendance will be reviewed during the month following the specific quarter outlined below. Payments will be made through the payroll process in June of each year. Quarters for food service employees are as follows:

- Quarter 1 – July through September
- Quarter 2 – October through December
- Quarter 3 – January through February
- Quarter 4 – March through May

To be eligible for quarterly awards, employees must be full time employees. Part-time employees will be paid on a pro-rated basis equal to their full time equivalency (FTE).

**NEGOTIATED AGREEMENT
OPERATIONS AND MAINTENANCE DIVISION**

**Ralston Public Schools
and
Service Employees Local No. 226**

This agreement is made by and between the Board of Education of Ralston Public Schools, also known as Douglas County School District 0054 and hereinafter referred to as the Board or the District, and Service Employees International Union, Local Number 226, affiliated with the AFL-CIO and hereinafter referred to as the Union. The terms of this Agreement shall be in effect for a period commencing **September 1, 2018 and ending August 31, 2020.**

ARTICLE 1

RECOGNITION

Section 1.1 - Recognition of Union - The District recognizes the Union as the exclusive representative of “employees” as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees - Whenever used in this Agreement, the term “employees” shall mean all full-time employees employed by the District as custodians, grounds personnel, maintenance personnel and delivery drivers, but excluding temporary personnel as defined in Section 1.4 of this Agreement.

Section 1.3 - Definition of Full-Time Employee - A full-time employee is an employee who is assigned work for forty (40) hours per workweek by the District but excludes temporary personnel as defined in Section 1.4.

Section 1.4 - Definition of Temporary Personnel - Temporary personnel are persons hired by the District who, prior to the commencement of work, have executed a written statement acknowledging employment as temporary personnel.

ARTICLE 2

MANAGEMENT RIGHTS

Section 2.1 - Retention of Managerial Prerogatives - Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to hire, reprimand, suspend, discharge or otherwise discipline employees; provided that any employee who is reprimanded, suspended or discharged shall be told the reason for the reprimand, suspension or discharge; to determine their qualifications and assign and direct

their work; to assign and require the completion of safety training, to promote, demote, transfer, lay off, and recall to work; to set the standards of the services to be rendered; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract or contract out the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign or cease any job, or service; and to issue, amend and revise policies, rules, regulations and practices. The District's failure to exercise any right, prerogative or function hereby reserved to it, or the District's exercise of any such right, prerogative or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

It is the duty and responsibility of the school district to provide adequate equipment and materials to service employees to perform the tasks expected of them on a daily basis. All building services employees shall communicate with their immediate supervisor if there is equipment and materials that are ineffective or in disrepair. It should also be understood that any equipment or materials that are unsafe shall be reported immediately.

ARTICLE 3

NONDISCRIMINATION

Section 3 – Nondiscrimination - The Board and Union agree that the hiring of employees shall be done without regard to race, color, national origin, religion, gender, disability, marital status, or participation or nonparticipation in the Union.

ARTICLE 4

CHECK OFF

Section 4.1 - Check Off - Upon receipt by the District of a check off authorization dated and executed by an employee, the District shall deduct the Union's membership dues for the month in which such deduction is made. The District will forward the monies so deducted to the Treasurer of the Union not later than the last day of the calendar month in which the deduction is made. The District shall deduct from an employee's wages only that amount of money that the employee has certified to the District, in writing, is the amount of dues to be withheld and paid to the Union. In the same manner, the District shall also withhold such amounts specified by the employee for contributions and such other purposes as are permitted by the Board.

Section 4.2 - Check Off Authorization Form - The District shall not deduct any monies from an employee's wages pursuant to Section 4.1 of this Agreement, unless the check off authorization executed by the employee conforms to the rules and regulations of the District.

Section 4.3 - Hold Harmless Provision - The Union shall save the District harmless against any and all claims, demands, suits, grievances or other liability that arise out of or by reason of actions by the District pursuant to this Article 4.

ARTICLE 5

GRIEVANCE PROCEDURE

Section 5.1 - Definition of Grievance - A grievance is an allegation by an employee or the Union that the District has violated an express provision of this Agreement.

Section 5.2 - Procedural Steps - The procedure for handling grievances shall be as set forth below.

Step 1 - Oral Notice to Immediate Supervisor - The grievant shall first take up the grievance by presenting it to his or her immediate supervisor within seven (7) days of the incident giving rise to the grievance.

Step 2 - Written Grievance to Supervisor of Building and Grounds - If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the supervisor, the employee or the Union representative shall present the grievance in writing to the Supervisor of Buildings and Grounds or his or her designated representative.

The Supervisor of Buildings and Grounds or his or her designated representative shall, within ten (10) days from the day the written grievance was received, make a determination and submit his or her answer in writing to the grievant.

Step 3 - Written Appeal to the Superintendent of Schools - If the Supervisor of Buildings and Grounds or his or her designated representative does not satisfactorily settle the grievance within ten (10) days from the date it is presented to him or her, the employee or the Union may appeal the grievance to the Superintendent of Schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the Superintendent of Schools within twenty (20) days of the date that the grievance was presented to the Supervisor of Buildings and Grounds or ten (10) days after the determination made by the Supervisor of Buildings and Grounds, whichever date is later.

The Superintendent of Schools or a designated representative shall make a written determination regarding the grievance within thirty (30) days from the date it is presented to him.

Step 4 - Appeal to the Board of Education - If the determination of the

Superintendent of Schools is not satisfactory to the grievant, it may be appealed to the Board within thirty (30) days of the date of the Superintendent's decision. At its next regular meeting, the Board shall hear the grievance in open or closed session in accordance with the law, and the decision of the Board shall be rendered within thirty (30) days of the hearing.

Section 5.3 - Written Presentation - All grievances presented at Step 2 and subsequent steps of the procedure set forth in Section 5.2 of this Agreement shall set forth: the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought. All grievances at Step 2 and appeals at Step 3 and Step 4 of the procedure set forth in Section 5.2 of this Agreement shall be signed and dated by the aggrieved employee and/or his shop steward. All written answers submitted by the District shall be signed and dated by the appropriate District representative.

Section 5.4 - Time Limitations - The time limitations set forth in this Article 5 are of the essence of this Agreement. All references to days are to calendar days. No grievance shall be accepted by the District unless it is submitted or appealed within the time limits set forth in Section 5.2 of this Agreement. If the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the District's Step 2 answer. If the District fails to answer within the time limits set forth in Section 5.2 of this Agreement, the grievance shall automatically proceed to the next step.

ARTICLE 6

WAGES

Section 6.1 - Definition of "Designated Job Classification" - The job classification to which an employee is assigned at the time of initial employment shall be the employee's "designated job classification" and shall remain the employee's designated job classification unless the employee moves to another job classification.

Section 6.2 - Straight-Time Rate of Pay - Except as otherwise specified in this Agreement, an employee shall be paid the straight-time rate of pay for his designated job classification for all time for which the employee is entitled to compensation pursuant to a provision of this Agreement. The straight-time rate of pay for each job classification set forth in Appendix I hereto shall be the hourly rate specified for that job classification in Appendix I.

Section 6.3 - Overtime Rate of Pay - For all hours actually worked in excess of forty (40) hours in a workweek, except as hereinafter provided, an employee shall be paid one and one-half (1.5) times the straight-time rate of pay for that workweek, but premium pay shall not be pyramided. Hours worked per week shall include paid holidays and approved paid vacation.

Section 6.4- Call-Back Pay - An employee who is notified by the District to report for work at a time other than the employee's regularly scheduled starting time shall be entitled to a minimum of two (2) hours of work and shall perform such duties as the District assigns.

Section 6.5 - Compensatory Time - The District shall not assign compensatory time in lieu of paying overtime compensation, however an employee may request that compensatory time be granted in lieu of overtime pay.

Section 6.6- Flexible Time - Pursuant to Articles 2 and 8, the District reserves the right to schedule employees' work in the manner deemed to be in the best interest of the District, including the use of flex time (assignments of less than eight (8) hours in duration). However, the District will not use flex time to prevent an employee from earning overtime compensation. For example, if the District calls an employee in prior to the beginning of his or her assigned work hours for the day, the District may not require the employee to leave the shift early if school is in session unless the employee agrees to the early dismissal. On days when school is not in session, the District may require an employee who begins work prior to the beginning of his or her assigned work hours for the day to cease work at the conclusion of eight (8) hours work. During times of inclement weather, the district may require all custodians to be called in to perform snow removal. Some of these snow events may occur on times outside of the Monday-Friday work week. It is expected that each custodian arrive at their designated school to assist with snow removal.

Section 6.7- Uniforms - Each employee shall wear a clean well maintained uniform provided by the District. Each employee shall be entitled to five (5) shirts and three (3) pairs of slacks upon initial employment. The District will provide a new shirt or pair of slacks when the employee turns in an old, non-serviceable shirt or pair of slacks of the kind currently being used by the District. The District shall reimburse each employee \$19.45 per pair of jeans and \$27.00 per shirt. Each employee is responsible for the care and cleaning of his or her own uniforms.

ARTICLE 7

JOB OPENINGS

Section 7.1 - Job Openings - Job openings will be posted on the Union bulletin board. The notice of the opening will describe the qualifications for the position, hours of work and wages. All employees covered by this Agreement may apply for the opening by submitting a written application to the District's Personnel Office. The District will consider all employee applicants and all other applicants to assure the selection of the best-qualified person for the position. The District will consider each applicant's skill, work experience, evaluations (for an applicant who is an employee of the District), and such other factors as are rationally related to the selection process. If, in the sole judgment of the District, the applicants' qualifications are equal, and one or more of the applicants are employees of the District, the District will select the employee with the

greatest seniority. Seniority shall be defined as an employee's total length of continuous full-time service, excluding leaves of absence, as a custodian, maintenance person, grounds person or driver. Any dispute regarding seniority shall be resolved by reference to the official records of the District.

Section 7.2 – Layoff - When the District finds it necessary to lay off employees because of a reduction in the work force generally or in a particular area, the District will consider the employees' skill, work experience, evaluations and such other factors as are rationally related to the selection process to assure that the best qualified persons are retained in employment. If, in the sole judgment of the District, the employees' skills, work experience, evaluations and other qualifications are equal, the District will reduce the employee(s) with the least seniority.

Section 7.3 – Recall - When recalling employees who have been laid off, the District shall offer reemployment first to the qualified person with the greatest seniority. If the person with the greatest seniority declines recall, reemployment shall be offered to the qualified person with the next greatest seniority until a person accepts reemployment or all persons decline recall. An employee who has been laid off shall have recall rights for a period of twenty-four (24) months following the date of the layoff.

ARTICLE 8

DUTY HOURS

Section 8.1 - Duty Hours - The District will provide all full-time employees covered by this agreement with forty (40) hours of employment per workweek, except when an employee's service is interrupted due to conditions beyond the control of the District. The Supervisor of Buildings and Grounds shall establish the duty hours of all employees and will endeavor to schedule each employee's workweek in five (5) eight-hour shifts but reserves the right to schedule the workweek as is deemed to be in the best interest of the District.

Section 8.2 - Lunch Hour and Breaks - The District will provide each employee with an unpaid lunch break of 30 minutes and two breaks of fifteen (15) minutes each during each eight (8) hour shift. The District shall endeavor to assure that the lunch break is uninterrupted; but both the Board and the Union recognize that emergencies will occur which may unavoidably interrupt the employee's breaks. All service employees must clock out prior to taking their lunch breaks and clock back in upon their return. The employee may leave the building during the lunch break.

ARTICLE 9

HOLIDAYS

Section 9.1 – Holidays - Employees shall be entitled to be paid for the following holidays. If any of the holidays fall on Saturday or Sunday, the holiday will be observed on a work day. The exact dates of the holidays noted below with an asterisk may be adjusted. The holiday calendar will be established by September 1 of each school year. The District Administration may on occasion adjust the Holiday calendar to maximize the time off for employees as well as optimize available work production schedules.

Fourth of July
Labor Day
Thanksgiving
Friday after Thanksgiving
*December 24
December 25
*December 31
January 1
Memorial Day
*Floating Holiday TBD each year

Section 9.2 - Manner of Payment - When any of the above holidays fall on the employee's regular work day and such employee does not work on that day, he or she shall receive eight (8) hours of straight-time pay; provided, however, that in order to be entitled to such holiday pay, an employee must have worked his or her normally scheduled hours on both his or her regularly scheduled work days immediately preceding the holiday and on his or her regularly scheduled work day immediately following the holiday, unless the employee has been excused by the District for reason of illness or other good reason.

ARTICLE 10

VACATIONS

Section 10.1 - Vacations - When calculating entitlement to vacation days, the starting date of employment will be used for determination of **yearly years of** service, **vacation time allotted will be adjusted on Sept. 1 of each year. From the original hire date** through the second full year of employment, employees will be awarded one-half day (1/2) day of vacation for each month of employment up to a maximum of five (5) days. Employees employed more than two (2) full years, but fewer than eight (8) complete years will be entitled to two (2) weeks vacation (~~80 hours~~) **prorated to the employee's FTE status.** Employees who begin their eighth (8th) year of employment ~~on or prior to September 1~~ will be entitled to three (3) weeks of vacation **on September 1st following their anniversary date** (~~one hundred twenty (120) hours~~) **prorated to the employee's FTE status.** Employees who begin their twenty first (21) year of employment ~~on or prior to September 1~~ will be entitled to four (4) weeks of vacation **on September 1st following**

~~their anniversary date (one hundred sixty (160) hours) prorated to the employee's FTE status.~~ Employees may accumulate vacation up to six (6) weeks ~~(two hundred forty (240) hours) prorated to the employee's FTE status.~~

- 0-2 years – one (1) week
- 3-7 years - two (2) weeks
- 8 - 20 years - three (3) weeks
- 21 years or more - four (4) weeks

Section 10.2 - Times of Vacations - All vacation schedules are subject to supervisory approval.

ARTICLE 11

SICK LEAVE

Section 11.1 - Sick Leave - Employees will be awarded one (1) day of sick leave for each full month of employment up to a total of eighty (80) days. A full month of employment is defined as a month in which the employee works more than half of the work days in the month. Sick leave days will not be credited to the sick leave accumulation of an employee who has accumulated eighty (80) sick leave days. After three consecutive days of absence, the School District administration may require the employee to submit a physician's written certification attesting to the employee's sickness or disability. An employee who calls in sick on days designated for snow removal may result in the district requesting a physician's written certification excusing the employee from snow removal on that day. Up to five (5) days of the employee's accumulated sick leave may be taken by the employee for the care for a sick spouse, children and/or the parents of the employee.

Section 11.2 – Unused Sick Leave – Upon leaving the district each employee shall be paid 50% of their hourly rate times the average number of hours worked per day during the last year of employment for up to eighty (80) days. An employee will be eligible for this program after they have completed eight (8) consecutive years of employment.

Section 11.3 – Perfect Attendance Compensation. Employees covered by this contract are eligible to earn \$40.00 (Forty) dollars per quarter for perfect attendance. Perfect attendance compensation will be recorded and accumulated annually and paid in September of each school year. A perfect attendance list will be published for inspection at the end of each quarter. Quarters are defined in Appendix II of this document. Use of personal days for this contract will count against earning perfect attendance.

ARTICLE 12

PERSONAL LEAVE

Section 12.1 - Paid Leave - One (1) day of Personal Leave (personal business that cannot be conducted outside of work time) will be granted to each employee. Staff may carry one Personal day forward at the end of the school year.

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Section 13.1 - Bereavement Leave - An employee will be allowed five (5) days of Bereavement due to the death of a member of the employee's immediate family. Immediate family is defined as including parents, spouse, sister, brother, children, grandchildren and step-children and step-parents. Bereavement leave of (3) days is allowed for the death of a grandparent, in-laws, **niece, nephew** or person's who reside in the employee's household. Bereavement leave of (1) day is permissible for the death of an aunt, uncle, or cousin, or any persons not named above.

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2018-2019

Custodian \$13.00

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**NEGOTIATED AGREEMENT
OPERATIONS AND MAINTENANCE DIVISION**

**Ralston Public Schools
and
Service Employees Local No. 226**

This agreement is made by and between the Board of Education of Ralston Public Schools, also known as Douglas County School District 0054 and hereinafter referred to as the Board or the District, and Service Employees International Union, Local Number 226, affiliated with the AFL-CIO and hereinafter referred to as the Union. The terms of this Agreement shall be in effect for a period commencing September 1, 2018 and ending August 31, 2020.

ARTICLE 1

RECOGNITION

Section 1.1 - Recognition of Union - The District recognizes the Union as the exclusive representative of “employees” as defined in Section 1.2 of this Agreement.

Section 1.2 - Definition of Employees - Whenever used in this Agreement, the term “employees” shall mean all full-time employees employed by the District as custodians, grounds personnel, maintenance personnel and delivery drivers, but excluding temporary personnel as defined in Section 1.4 of this Agreement.

Section 1.3 - Definition of Full-Time Employee - A full-time employee is an employee who is assigned work for forty (40) hours per workweek by the District but excludes temporary personnel as defined in Section 1.4.

Section 1.4 - Definition of Temporary Personnel - Temporary personnel are persons hired by the District who, prior to the commencement of work, have executed a written statement acknowledging employment as temporary personnel.

ARTICLE 2

MANAGEMENT RIGHTS

Section 2.1 - Retention of Managerial Prerogatives - Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to hire, reprimand, suspend, discharge or otherwise discipline employees; provided that any employee who is reprimanded, suspended or discharged shall be told the reason for the reprimand, suspension or discharge; to determine their qualifications and assign and direct

their work; to assign and require the completion of safety training, to promote, demote, transfer, lay off, and recall to work; to set the standards of the services to be rendered; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract or contract out the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign or cease any job, or service; and to issue, amend and revise policies, rules, regulations and practices. The District's failure to exercise any right, prerogative or function hereby reserved to it, or the District's exercise of any such right, prerogative or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

It is the duty and responsibility of the school district to provide adequate equipment and materials to service employees to perform the tasks expected of them on a daily basis. All building services employees shall communicate with their immediate supervisor if there is equipment and materials that are ineffective or in disrepair. It should also be understood that any equipment or materials that are unsafe shall be reported immediately.

ARTICLE 3

NONDISCRIMINATION

Section 3 – Nondiscrimination - The Board and Union agree that the hiring of employees shall be done without regard to race, color, national origin, religion, gender, disability, marital status, or participation or nonparticipation in the Union.

ARTICLE 4

CHECK OFF

Section 4.1 - Check Off - Upon receipt by the District of a check off authorization dated and executed by an employee, the District shall deduct the Union's membership dues for the month in which such deduction is made. The District will forward the monies so deducted to the Treasurer of the Union not later than the last day of the calendar month in which the deduction is made. The District shall deduct from an employee's wages only that amount of money that the employee has certified to the District, in writing, is the amount of dues to be withheld and paid to the Union. In the same manner, the District shall also withhold such amounts specified by the employee for contributions and such other purposes as are permitted by the Board.

Section 4.2 - Check Off Authorization Form - The District shall not deduct any monies from an employee's wages pursuant to Section 4.1 of this Agreement, unless the check off authorization executed by the employee conforms to the rules and regulations of the District.

Section 4.3 - Hold Harmless Provision - The Union shall save the District harmless against any and all claims, demands, suits, grievances or other liability that arise out of or by reason of actions by the District pursuant to this Article 4.

ARTICLE 5

GRIEVANCE PROCEDURE

Section 5.1 - Definition of Grievance - A grievance is an allegation by an employee or the Union that the District has violated an express provision of this Agreement.

Section 5.2 - Procedural Steps - The procedure for handling grievances shall be as set forth below.

Step 1 - Oral Notice to Immediate Supervisor - The grievant shall first take up the grievance by presenting it to his or her immediate supervisor within seven (7) days of the incident giving rise to the grievance.

Step 2 - Written Grievance to Supervisor of Building and Grounds - If the grievance is not satisfactorily adjusted within five (5) days from the meeting with the supervisor, the employee or the Union representative shall present the grievance in writing to the Supervisor of Buildings and Grounds or his or her designated representative.

The Supervisor of Buildings and Grounds or his or her designated representative shall, within ten (10) days from the day the written grievance was received, make a determination and submit his or her answer in writing to the grievant.

Step 3 - Written Appeal to the Superintendent of Schools - If the Supervisor of Buildings and Grounds or his or her designated representative does not satisfactorily settle the grievance within ten (10) days from the date it is presented to him or her, the employee or the Union may appeal the grievance to the Superintendent of Schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the Superintendent of Schools within twenty (20) days of the date that the grievance was presented to the Supervisor of Buildings and Grounds or ten (10) days after the determination made by the Supervisor of Buildings and Grounds, whichever date is later.

The Superintendent of Schools or a designated representative shall make a written determination regarding the grievance within thirty (30) days from the date it is presented to him.

Step 4 - Appeal to the Board of Education - If the determination of the

Superintendent of Schools is not satisfactory to the grievant, it may be appealed to the Board within thirty (30) days of the date of the Superintendent's decision. At its next regular meeting, the Board shall hear the grievance in open or closed session in accordance with the law, and the decision of the Board shall be rendered within thirty (30) days of the hearing.

Section 5.3 - Written Presentation - All grievances presented at Step 2 and subsequent steps of the procedure set forth in Section 5.2 of this Agreement shall set forth: the facts giving rise to the grievance; the provision(s) of the Agreement, if any, alleged to have been violated; the names of the aggrieved employee(s); and the remedy sought. All grievances at Step 2 and appeals at Step 3 and Step 4 of the procedure set forth in Section 5.2 of this Agreement shall be signed and dated by the aggrieved employee and/or his shop steward. All written answers submitted by the District shall be signed and dated by the appropriate District representative.

Section 5.4 - Time Limitations - The time limitations set forth in this Article 5 are of the essence of this Agreement. All references to days are to calendar days. No grievance shall be accepted by the District unless it is submitted or appealed within the time limits set forth in Section 5.2 of this Agreement. If the grievance is not timely submitted at Step 1 or Step 2, it shall be deemed waived. If the grievance is not timely appealed to Step 3, it shall be deemed to have been settled in accordance with the District's Step 2 answer. If the District fails to answer within the time limits set forth in Section 5.2 of this Agreement, the grievance shall automatically proceed to the next step.

ARTICLE 6

WAGES

Section 6.1 - Definition of "Designated Job Classification" - The job classification to which an employee is assigned at the time of initial employment shall be the employee's "designated job classification" and shall remain the employee's designated job classification unless the employee moves to another job classification.

Section 6.2 - Straight-Time Rate of Pay - Except as otherwise specified in this Agreement, an employee shall be paid the straight-time rate of pay for his designated job classification for all time for which the employee is entitled to compensation pursuant to a provision of this Agreement. The straight-time rate of pay for each job classification set forth in Appendix I hereto shall be the hourly rate specified for that job classification in Appendix I.

Section 6.3 - Overtime Rate of Pay - For all hours actually worked in excess of forty (40) hours in a workweek, except as hereinafter provided, an employee shall be paid one and one-half (1.5) times the straight-time rate of pay for that workweek, but premium pay shall not be pyramided. Hours worked per week shall include paid holidays and approved paid vacation.

Section 6.4- Call-Back Pay - An employee who is notified by the District to report for work at a time other than the employee's regularly scheduled starting time shall be entitled to a minimum of two (2) hours of work and shall perform such duties as the District assigns.

Section 6.5 - Compensatory Time - The District shall not assign compensatory time in lieu of paying overtime compensation, however an employee may request that compensatory time be granted in lieu of overtime pay.

Section 6.6- Flexible Time - Pursuant to Articles 2 and 8, the District reserves the right to schedule employees' work in the manner deemed to be in the best interest of the District, including the use of flex time (assignments of less than eight (8) hours in duration). However, the District will not use flex time to prevent an employee from earning overtime compensation. For example, if the District calls an employee in prior to the beginning of his or her assigned work hours for the day, the District may not require the employee to leave the shift early if school is in session unless the employee agrees to the early dismissal. On days when school is not in session, the District may require an employee who begins work prior to the beginning of his or her assigned work hours for the day to cease work at the conclusion of eight (8) hours work. During times of inclement weather, the district may require all custodians to be called in to perform snow removal. Some of these snow events may occur on times outside of the Monday-Friday work week. It is expected that each custodian arrive at their designated school to assist with snow removal.

Section 6.7- Uniforms - Each employee shall wear a clean well maintained uniform provided by the District. Each employee shall be entitled to five (5) shirts and three (3) pairs of slacks upon initial employment. The District will provide a new shirt or pair of slacks when the employee turns in an old, non-serviceable shirt or pair of slacks of the kind currently being used by the District. The District shall reimburse each employee \$19.45 per pair of jeans and \$27.00 per shirt. Each employee is responsible for the care and cleaning of his or her own uniforms.

ARTICLE 7

JOB OPENINGS

Section 7.1 - Job Openings - Job openings will be posted on the Union bulletin board. The notice of the opening will describe the qualifications for the position, hours of work and wages. All employees covered by this Agreement may apply for the opening by submitting a written application to the District's Personnel Office. The District will consider all employee applicants and all other applicants to assure the selection of the best-qualified person for the position. The District will consider each applicant's skill, work experience, evaluations (for an applicant who is an employee of the District), and such other factors as are rationally related to the selection process. If, in the sole judgment of the District, the applicants' qualifications are equal, and one or more of the applicants are employees of the District, the District will select the employee with the

greatest seniority. Seniority shall be defined as an employee's total length of continuous full-time service, excluding leaves of absence, as a custodian, maintenance person, grounds person or driver. Any dispute regarding seniority shall be resolved by reference to the official records of the District.

Section 7.2 – Layoff - When the District finds it necessary to lay off employees because of a reduction in the work force generally or in a particular area, the District will consider the employees' skill, work experience, evaluations and such other factors as are rationally related to the selection process to assure that the best qualified persons are retained in employment. If, in the sole judgment of the District, the employees' skills, work experience, evaluations and other qualifications are equal, the District will reduce the employee(s) with the least seniority.

Section 7.3 – Recall - When recalling employees who have been laid off, the District shall offer reemployment first to the qualified person with the greatest seniority. If the person with the greatest seniority declines recall, reemployment shall be offered to the qualified person with the next greatest seniority until a person accepts reemployment or all persons decline recall. An employee who has been laid off shall have recall rights for a period of twenty-four (24) months following the date of the layoff.

ARTICLE 8

DUTY HOURS

Section 8.1 - Duty Hours - The District will provide all full-time employees covered by this agreement with forty (40) hours of employment per workweek, except when an employee's service is interrupted due to conditions beyond the control of the District. The Supervisor of Buildings and Grounds shall establish the duty hours of all employees and will endeavor to schedule each employee's workweek in five (5) eight-hour shifts but reserves the right to schedule the workweek as is deemed to be in the best interest of the District.

Section 8.2 - Lunch Hour and Breaks - The District will provide each employee with an unpaid lunch break of 30 minutes and two breaks of fifteen (15) minutes each during each eight (8) hour shift. The District shall endeavor to assure that the lunch break is uninterrupted; but both the Board and the Union recognize that emergencies will occur which may unavoidably interrupt the employee's breaks. All service employees must clock out prior to taking their lunch breaks and clock back in upon their return. The employee may leave the building during the lunch break.

ARTICLE 9

HOLIDAYS

Section 9.1 – Holidays - Employees shall be entitled to be paid for the following holidays. If any of the holidays fall on Saturday or Sunday, the holiday will be observed on a work day. The exact dates of the holidays noted below with an asterisk may be adjusted. The holiday calendar will be established by September 1 of each school year. The District Administration may on occasion adjust the Holiday calendar to maximize the time off for employees as well as optimize available work production schedules.

- Fourth of July
- Labor Day
- Thanksgiving
- Friday after Thanksgiving
- *December 24
- December 25
- *December 31
- January 1
- Memorial Day
- *Floating Holiday TBD each year

Section 9.2 - Manner of Payment - When any of the above holidays fall on the employee's regular work day and such employee does not work on that day, he or she shall receive eight (8) hours of straight-time pay; provided, however, that in order to be entitled to such holiday pay, an employee must have worked his or her normally scheduled hours on both his or her regularly scheduled work days immediately preceding the holiday and on his or her regularly scheduled work day immediately following the holiday, unless the employee has been excused by the District for reason of illness or other good reason.

ARTICLE 10

VACATIONS

Section 10.1 - Vacations - When calculating entitlement to vacation days, the starting date of employment will be used for determination of years of service, vacation time allotted will be adjusted on Sept. 1 of each year. From the original hire date through the second full year of employment, employees will be awarded one-half day (1/2) day of vacation for each month of employment up to a maximum of five (5) days. Employees employed more than two (2) full years, but fewer than eight (8) complete years will be entitled to two (2) weeks vacation - prorated to the employee's FTE status. Employees who begin their eighth (8th) year of employment will be entitled to three (3) weeks of vacation on September 1st following their anniversary date prorated to the employee's FTE status. Employees who begin their twenty first (21) year of will be entitled to four (4) weeks of vacation on September 1st following their anniversary date prorated to the

employee's FTE status. Employees may accumulate vacation up to six (6) weeks prorated to the employee's FTE status.

- 0-2 years – one (1) week
- 3-7 years - two (2) weeks
- 8 - 20 years - three (3) weeks
- 21 years or more - four (4) weeks

Section 10.2 - Times of Vacations - All vacation schedules are subject to supervisory approval.

ARTICLE 11

SICK LEAVE

Section 11.1 - Sick Leave - Employees will be awarded one (1) day of sick leave for each full month of employment up to a total of eighty (80) days. A full month of employment is defined as a month in which the employee works more than half of the work days in the month. Sick leave days will not be credited to the sick leave accumulation of an employee who has accumulated eighty (80) sick leave days. After three consecutive days of absence, the School District administration may require the employee to submit a physician's written certification attesting to the employee's sickness or disability. An employee who calls in sick on days designated for snow removal may result in the district requesting a physician's written certification excusing the employee from snow removal on that day. Up to five (5) days of the employee's accumulated sick leave may be taken by the employee for the care for a sick spouse, children and/or the parents of the employee.

Section 11.2 – Unused Sick Leave – Upon leaving the district each employee shall be paid 50% of their hourly rate times the average number of hours worked per day during the last year of employment for up to eighty (80) days. An employee will be eligible for this program after they have completed eight (8) consecutive years of employment.

Section 11.3 – Perfect Attendance Compensation. Employees covered by this contract are eligible to earn \$40.00 (Forty) dollars per quarter for perfect attendance. Perfect attendance compensation will be recorded and accumulated annually and paid in September of each school year. A perfect attendance list will be published for inspection at the end of each quarter. Quarters are defined in Appendix II of this document. Use of personal days for this contract will count against earning perfect attendance.

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A Union officer or steward who is employed by the District shall clock out beginning when he or she ceases work to attend to union business and shall clock in upon resuming work. The officer or steward shall submit a written statement to the Supervisor of Buildings and Grounds or his or her designee specifying the amount of time that the officer or steward was away from work and that the absence was because of authorized Union business. Upon receipt of an invoice, the Union shall reimburse the District for all costs and expenses resulting from the absence of the officer or steward from his or her assigned duties including the wages with applicable taxes and fringe benefits paid or provided to the officer or steward as an employee of the District.

Union officers and stewards shall, on the employer's premises during non-working time, be entitled to investigate and process grievances, collect union dues, post printed matter on union bulletin boards and disseminate official union communications. As used herein, the term "non-working time" means the non-working time of the steward and any bargaining unit employee contacted.

SIGNATURES OF THE PARTIES

Dated the _____ day of _____, 2018. Dated the _____ day of _____, 2018.

Jason Buckingham, Chief Negotiator
Ralston Board of Education

Suzanne Anderson, President
Service Employees International
Union, Local 226

APPENDIX 1

2018-2019

Custodian \$13.00

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TRANE

Proposal

(Valid for 30 days from Proposal date)

*PROPRIETARY AND CONFIDENTIAL PROPERTY OF Trane U.S. Inc.
DISTRIBUTION TO OTHER THAN THE NAMED RECIPIENT IS PROHIBITED*

© 2016 Trane All rights reserved

Prepared For: Kenny Derby

Date: July 11, 2018

Job Name: Ralston High School Repl WPHD100

Proposal Number: Q4-49243-6

Delivery Terms: Freight Prepaid - F.O.B. Factory

Payment Terms: Net 30 Days

Trane U.S. Inc. is pleased to provide the following proposal for your review and approval.

TRANE Water-Source Comfort Systems (Qty: 1)

Tag(s)	Qty	Description	Model Number
	1	10-ton Horizontal Standard Efficiency WSHP	GEHE120

Product Data

LEAD TIME: 7-8 WEEKS

- Standard efficiency horizontal
- Heating and cooling refrigerant circuit
- R-410A
- 10 ton nominal size
- 208 volt/60 hertz/3 phase power supply
- Insulated Copper EX/suct lines
- Blower drive package
- 35 deg freeze protection
- Back supply / Right return arrangement
- Deluxe 24v controls
- Condensate overflow sensor
- Enhanced sound attenuation package
- Standard piping configuration
- 2" throwaway filter
- 5 year compressor parts warranty
- 1st year parts & labor warranty whole unit
- FACTORY STARTUP

LESS: Power or control wiring, BMS interface, extra filters, smoke detectors, hose kits, piping packages, control/isolation valves, disconnect, hangars, vibration isolation, quick ship, thermostat, & adtl. accessories.

Total Net Price (Excluding Sales Tax) **\$ 11,752**

ADD to provide with a hot gas reheat coil and humidistat..... **+ \$ 1,193**

Sincerely,

Aaron Rasell - Trane U.S. Inc.

5720 S. 77th St.
 Ralston, NE 68127-4202
 Phone: (402) 331-7111
 Cell: (402) 682-2767
 Fax: (402) 331-5200

This proposal is subject to your acceptance of the attached Trane terms and conditions.

TERMS AND CONDITIONS - COMMERCIAL EQUIPMENT

"Company" shall mean Trane Canada ULC for sales in Canada and Trane U.S. Inc. for sales in the United States.

1. **Acceptance.** These terms and conditions are an integral part of Company's offer and form the basis of any agreement (the "Agreement") resulting from Company's proposal (the "Proposal") for the sale of the described commercial equipment and any ancillary services (the "Equipment"). **COMPANY'S TERMS AND CONDITIONS ARE SUBJECT TO PERIODIC CHANGE OR AMENDMENT.** The Proposal is subject to acceptance in writing by the party to whom this offer is made or an authorized agent ("Customer") delivered to Company within 30 days from the date of the Proposal. If Customer accepts the Proposal by placing an order, without the addition of any other terms and conditions of sale or any other modification, Customer's order shall be deemed acceptance of the Proposal subject to Company's terms and conditions. If Customer's order is expressly conditioned upon Company's acceptance or assent to terms and/or conditions other than those expressed herein, return of such order by Company with Company's terms and conditions attached or referenced serves as Company's notice of objection to Customer's terms and as Company's counter-offer to provide Equipment in accordance with the Proposal and the Company's terms and conditions. If Customer does not reject or object in writing to Company within 10 days, Company's counter-offer will be deemed accepted. Customer's acceptance of the Equipment will in any event constitute an acceptance by Customer of Company's terms and conditions. This Agreement is subject to credit approval by Company. Upon disapproval of credit, Company may delay or suspend performance or, at its option, renegotiate prices and/or terms and conditions with Customer. If Company and Customer are unable to agree on such revisions, this Agreement shall be cancelled without any liability.
2. **Title and Risk of Loss.** All Equipment sales with destinations to Canada or the U.S. shall be made as follows: FOB Company's U.S. manufacturing facility or warehouse (full freight allowed). Title and risk of loss or damage to Equipment will pass to Customer upon tender of delivery of such to carrier at Company's U.S. manufacturing facility or warehouse.
3. **Pricing and Taxes.** Following acceptance without addition of any other terms and condition of sale or any other modification by Customer, the prices stated are firm provided that notification of release for immediate production and shipment is received at Company's factory not later than 3 months from order acceptance. If such release is received later than 3 months from order acceptance date, prices will be increased a straight 1% (not compounded) for each 1 month period (or part thereof) beyond the 3 month firm price period up to the date of receipt of such release. If such release is not received within 6 months after the date of order acceptance, the prices are subject to renegotiation or at Company's option, the order will be cancelled. Any delay in shipment caused by Customer's actions will subject prices to increase equal to the percentage increase in list prices during that period of delay and Company may charge Customer with incurred storage fees. In no event will prices be decreased. The price of Equipment does not include any present or future foreign, federal, state, or local property, license, privilege, sales, use, excise, value added, gross receipts or other like taxes or assessments. Such amounts will be itemized separately to Customer, who will make prompt payment to Company. Company will accept valid exemption documentation for such from Customer, if applicable. All prices include packaging in accordance with Company's standard procedures. Charges for special packaging, crating or packing are the responsibility of Customer.
4. **Delivery and Delays.** Delivery dates are approximate and not guaranteed. Company will use commercially reasonable efforts to deliver the Equipment on or before the estimated delivery date will notify Customer if the estimated delivery dates cannot be honored, and will deliver the Equipment and services as soon as practicable thereafter. In no event will Company be liable for any damages or expenses caused by delays in delivery.
5. **Performance.** Company shall be obligated to furnish only the Equipment described in the Proposal and in submittal data (if such data is issued in connection with the order). Company may rely on the acceptance of the Proposal, and in submittal data as acceptance of the suitability of the Equipment for the particular project or location. Unless specifically stated in the Proposal, compliance with any local building codes or other laws or regulations relating to specifications or the location, use or operation of the Equipment is the sole responsibility of Customer. If Equipment is tendered that does not fully comply with the provisions of this Agreement, and Equipment is rejected by Customer, Company will have the right to cure within a reasonable time after notice thereof by substituting a conforming tender whether or not the time for performance has passed.
6. **Force Majeure.** Company's duty to perform under this Agreement and the Equipment prices are contingent upon the non-occurrence of an Event of Force Majeure. If the Company shall be unable to carry out any material obligation under this Agreement due to an Event of Force Majeure, this Agreement shall at Company's election (i) remain in effect but Company's obligations shall be suspended until the uncontrollable event terminates or (ii) be terminated upon 10 days notice to Customer, in which event Customer shall pay Company for all parts of the Work furnished to the date of termination. An "Event of Force Majeure" shall mean any cause or event beyond the control of Company. Without limiting the foregoing, "Event of Force Majeure" includes: acts of God; acts of terrorism, war or the public enemy; flood; earthquake; tornado; storm; fire; civil disobedience; pandemic insurrections; riots; labor/labour disputes; labor/labour or material shortages; sabotage; restraint by court order or public authority (whether valid or invalid); and action or non-action by or inability to obtain or keep in force the necessary governmental authorizations, permits, licenses, certificates or approvals if not caused by Company; and the requirements of any applicable government in any manner that diverts either the material or the finished product to the direct or indirect benefit of the government.
7. **Limited Warranty.** Company warrants the Equipment manufactured by Company for a period of the lesser of 12 months from initial start-up or 18 months from date of shipment, whichever is less, against failure due to defects in material and manufacture and that it has the capacities and ratings set forth in Company's catalogs and bulletins ("Warranty"). **Equipment manufactured by Company that includes required start-up and sold in North America will not be warranted by Company unless Company performs the Equipment startup.** Exclusions from this Warranty include damage or failure arising from: wear and tear; corrosion, erosion, deterioration; modifications made by others to the Equipment; repairs or alterations by a party other than Company that adversely affects the stability or reliability of the Equipment; vandalism; neglect; accident; adverse weather or environmental conditions; abuse or improper use; improper installation; commissioning by a party other than Company; unusual physical or electrical or mechanical stress; operation with any accessory, equipment or part not specifically approved by Company; refrigerant not supplied by Company; and/or lack of proper maintenance as recommended by Company. Company shall not be obligated to pay for the cost of lost refrigerant or lost product. Company's obligations and liabilities under this Warranty are limited to furnishing replacement equipment or parts, at its option, FCA (Incoterms 2000) factory or warehouse (f.o.b. factory or warehouse for US domestic purposes) at Company-designated shipping point, freight-allowed to Company's warranty agent's stock location, for all non-conforming Company-manufactured Equipment (which have been returned by Customer to Company. Returns must have prior written approval by Company and are subject to restocking charge where applicable. Equipment, material and/or parts that are not manufactured by Company are not warranted by Company and have such warranties as may be extended by the respective manufacturer. **COMPANY MAKES NO REPRESENTATION OR WARRANTY, EXPRESS OR IMPLIED, REGARDING PREVENTION OF MOLD/MOULD, FUNGUS, BACTERIA, MICROBIAL GROWTH, OR ANY OTHER CONTAMINATES.** No warranty liability whatsoever shall attach to Company until Customer's complete order has been paid for in full and Company's liability under this Warranty shall be limited to the purchase price of the Equipment shown to be defective. Additional warranty protection is available on an extra-cost basis and must be in writing and agreed to by an authorized signatory of the Company. **EXCEPT FOR COMPANY'S WARRANTY EXPRESSLY SET FORTH HEREIN, COMPANY DOES NOT MAKE, AND HEREBY EXPRESSLY DISCLAIMS, ANY WARRANTIES, EXPRESS OR IMPLIED CONCERNING ITS PRODUCTS, EQUIPMENT OR SERVICES, INCLUDING, WITHOUT LIMITATION, ANY WARRANTY OF DESIGN, MERCHANTABILITY OR OF FITNESS FOR A PARTICULAR PURPOSE, OR OTHERS THAT ARE ALLEGED TO ARISE FROM COURSE OF DEALING OR TRADE.**
8. **Indemnity.** To the fullest extent permitted by law, Company and Customer shall indemnify, defend and hold harmless each other from any and all claims, actions, costs, expenses, damages and liabilities, including reasonable attorneys' fees, resulting from death or bodily injury or damage to real or personal property, to the extent caused by the negligence or misconduct of their respective employees or other authorized agents in connection with their activities within the scope of this Agreement. Neither party shall indemnify the other against claims, damages, expenses or liabilities to the extent attributable to the acts or omissions of the other party. If the parties are both at fault, the obligation to indemnify shall be proportional to their relative fault. The duty to indemnify will continue in full force and effect, notwithstanding the expiration or early termination hereof, with respect to any claims based on facts or conditions that occurred prior to expiration or termination.

9. Insurance. Upon request, Company will furnish evidence of its standard insurance coverage. If Customer has requested to be named as an additional insured under Company's insurance policy, Company will do so but only subject to Company's manuscript additional insured endorsement under its primary Commercial General Liability policies. In no event does Company waive any rights of subrogation.

10. Customer Breach. Each of the following events or conditions shall constitute a breach by Customer and shall give Company the right, without an election of remedies, to terminate this Agreement, require payment prior to shipping, or suspend performance by delivery of written notice: (1) Any failure by Customer to pay amounts when due; or (2) any general assignment by Customer for the benefit of its creditors, or if Customer becomes bankrupt or insolvent or takes the benefit of any statute for bankrupt or insolvent debtors, or makes or proposes to make any proposal or arrangement with creditors, or if any steps are taken for the winding up or other termination of Customer or the liquidation of its assets, or if a trustee, receiver, or similar person is appointed over any of the assets or interests of Customer; (3) Any representation or warranty furnished by Customer in connection with this Agreement is false or misleading in any material respect when made; or (4) Any failure by Customer to perform or comply with any material provision of this Agreement. Customer shall be liable to the Company for all Equipment furnished and all damages sustained by Company (including lost profit and overhead).

11. Limitation of Liability. NOTWITHSTANDING ANYTHING TO THE CONTRARY, IN NO EVENT SHALL COMPANY BE LIABLE FOR ANY SPECIAL, INCIDENTAL, INDIRECT CONSEQUENTIAL, OR PUNITIVE OR EXEMPLARY DAMAGES (INCLUDING WITHOUT LIMITATION REFRIGERANT LOSS, BUSINESS INTERRUPTION, LOST DATA, LOST REVENUE, LOST PROFITS) EVEN IF A PARTY HAS BEEN ADVISED OF SUCH POSSIBLE DAMAGES OR IF SAME WERE REASONABLY FORESEEABLE AND REGARDLESS OF WHETHER THE CAUSE OF ACTION IS FRAMED IN CONTRACT, NEGLIGENCE, ANY OTHER TORT, WARRANTY, STRICT LIABILITY, OR PRODUCT LIABILITY). In no event will Company's liability in connection with the provision of products or services or otherwise under this Agreement exceed the entire amount paid to Company by Customer under this Agreement.

12. Nuclear Liability. In the event that the Equipment sold hereunder is to be used in a nuclear facility, Customer will, prior to such use, arrange for insurance or governmental indemnity protecting Company against all liability and hereby releases and agrees to indemnify Company and its suppliers for any nuclear damage, including loss of use, in any manner arising out of a nuclear incident, whether alleged to be due, in whole or in part to the negligence or otherwise of Company or its suppliers.

13. Intellectual Property; Patent Indemnity. Company retains all ownership, license and other rights to all patents, trademarks, copyrights, trade secrets and other intellectual property rights related to the Equipment, and, except for the right to use the Equipment sold, Customer obtains no rights to use any such intellectual property. Company agrees to defend any suit or proceeding brought against Customer so far as such suit or proceeding is solely based upon a claim that the use of the Equipment provided by Company constitutes infringement of any patent of the United States of America, provided Company is promptly notified in writing and given authority, information and assistance for defense of same. Company will, at its option, procure for Customer the right to continue to use said Equipment, or modify it so that it becomes non-infringing, or replace same with non-infringing Equipment, or to remove said Equipment and to refund the purchase price. The foregoing will not be construed to include any Agreement by Company to accept any liability whatsoever in respect to patents for inventions including more than the Equipment furnished hereunder, or in respect of patents for methods and processes to be carried out with the aid of said Equipment. The provision of Equipment by Company does not convey any license, by implication, estoppel, or otherwise, under patent claims covering combinations of said Equipment with other devices or elements. The foregoing states the entire liability of Company with regard to patent infringement. Notwithstanding the provisions of this paragraph, Customer will hold Company harmless against any expense or loss resulting from infringement of patents or trademarks arising from compliance with Customer's designs or specifications or instructions.

14. Cancellation. Equipment is specially manufactured in response to orders. An order placed with and accepted by Company cannot be delayed, canceled, suspended, or extended except with Company's written consent and upon written terms accepted by Company that will reimburse Company for and indemnify Company against loss and provide Company with a reasonable profit for its materials, time, labor, services, use of facilities and otherwise. Customer will be obligated to accept any Equipment shipped, tendered for delivery or delivered by Company pursuant to the order prior to any agreed delay, cancellation, suspension or extension of the order. Any attempt by Customer to unilaterally revoke, delay or suspend acceptance for any reason whatever after it has agreed to delivery of or accepted any shipment shall constitute a breach of this Agreement. For purposes of this paragraph, acceptance occurs by any waiver of inspection, use or possession of Equipment, payment of the invoice, or any indication of exclusive control exercised by Customer.

15. Invoicing and Payment. Equipment shall be invoiced to Customer upon tender of delivery thereof to the carrier. Customer shall pay Company's invoices within net 30 days of shipment date. Company reserves the right to add to any account outstanding for more than 30 days a service charge equal to the lesser of the maximum allowable legal interest rate or 1.5% of the principal amount due at the end of each month. Customer shall pay all costs (including attorneys' fees) incurred by Company in attempting to collect amounts due and otherwise enforcing these terms and conditions. If requested, Company will provide appropriate lien waivers upon receipt of payment. Company may at any time decline to ship, make delivery or perform work except upon receipt of cash payment, letter of credit, or security, or upon other terms and conditions satisfactory to Company. Customer agrees that, unless Customer makes payment in advance, Company will have a purchase money security interest in all Equipment to secure payment in full of all amounts due Company and its order for the Equipment, together with these terms and conditions, form a security agreement (as defined by the UCC in the United States and as defined in the Personal Property Security Act in Canada). Customer shall keep the Equipment free of all taxes and encumbrances, shall not remove the Equipment from its original installation point and shall not assign or transfer any interest in the Equipment until all payments due Company have been made. The purchase money security interest granted herein attaches upon Company's acceptance of Customer's order and on receipt of the Equipment described in the accepted Proposal but prior to its installation. The parties have no agreement to postpone the time for attachment unless specifically noted in writing on the accepted order. Customer will have no rights of set off against any amounts, which become payable to Company under this Agreement or otherwise.

16. Claims. Company will consider claims for concealed shortages in shipments or rejections due to failure to conform to an order only if such claims or rejections are made in writing within 15 days of delivery and are accompanied by the packing list and, if applicable, the reasons in detail why the Equipment does not conform to Customer's order. Upon receiving authorization and shipping instructions from authorized personnel of Company, Customer may return rejected Equipment, transportation charges prepaid, for replacement. Company may charge Customer any costs resulting from the testing, handling, and disposition of any Equipment returned by Customer which are not found by Company to be nonconforming. All Equipment damaged during shipment and all claims relating thereto must be made with the freight carrier in accordance with such carrier's policies and procedures. Claims for Equipment damaged during shipment are not covered under the warranty provision stated herein.

17. Export Laws. The obligation of Company to supply Equipment under this Agreement is subject to the ability of Company to supply such items consistent with applicable laws and regulations of the United States and other governments. Company reserves the right to refuse to enter into or perform any order, and to cancel any order, under this Agreement if Company in its sole discretion determines that performance of the transaction to which such order relates would violate any such applicable law or regulation. Customer will pay all handling and other similar costs from Company's factories including the costs of freight, insurance, export clearances, import duties and taxes. Customer will be "exporter of record" with respect to any export from the United States of America and will perform all compliance and logistics functions in connection therewith and will also comply with all applicable laws, rules and regulations. Customer understands that Company and/or the Equipment are subject to laws and regulations of the United States of America which may require licensing or authorization for and/or prohibit export, re-export or diversion of Company's Equipment to certain countries, and agrees it will not knowingly assist or participate in any such diversion or other violation of applicable United States of America laws and regulations. Customer agrees to hold harmless and indemnify Company for any damages resulting to Customer or Company from a breach of this paragraph by Customer.

18. General. Except as provided below, to the maximum extent provided by law, this Agreement is made and shall be interpreted and enforced in accordance with the laws of the state of New York for Equipment shipped to a U.S. location and the laws of the province to which Equipment is

shipped within Canada, without regard to its conflict of law principles that might otherwise call for the application of a different state's or province's law, and not including the United Nations Convention on Contracts for the International Sale of Goods. Any action or suit arising out of or related to this Agreement must be commenced within one year after the cause of action has accrued. To the extent the Equipment is being used at a site owned and/or operated by any agency of the Federal Government, determination of any substantive issue of law shall be according to the Federal common law of Government contracts as enunciated and applied by Federal judicial bodies and boards of contract appeals of the Federal Government. This Agreement contains all of the agreements, representations and understandings of the parties and supersedes all previous understandings, commitments or agreements, oral or written, related to the subject matter hereof. This Agreement may not be amended, modified or terminated except by a writing signed by the parties hereto. No documents shall be incorporated herein by reference except to the extent Company is a signatory thereon. If any term or condition of this Agreement is invalid, illegal or incapable of being enforced by any rule of law, all other terms and conditions of this Agreement will nevertheless remain in full force and effect as long as the economic or legal substance of the transaction contemplated hereby is not affected in a manner adverse to any party hereto. Customer may not assign, transfer, or convey this Agreement, or any part hereof, or its right, title or interest herein, without the written consent of the Company. Subject to the foregoing, this Agreement shall be binding upon and inure to the benefit of Customer's permitted successors and assigns. This Agreement may be executed in several counterparts, each of which when executed shall be deemed to be an original, but all together shall constitute but one and the same Agreement. A fully executed facsimile copy hereof or the several counterparts shall suffice as an original.

19. Equal Employment Opportunity/Affirmative Action Clause. Company is a federal contractor that complies fully with Executive Order 11246, as amended, and the applicable regulations contained in 41 C.F.R. Parts 60-1 through 60-60, 29 U.S.C. Section 793 and the applicable regulations contained in 41 C.F.R. Part 60-741; and 38 U.S.C. Section 4212 and the applicable regulations contained in 41 C.F.R. Part 60-250 Executive Order 13496 and Section 29 CFR 471, appendix A to subpart A, regarding the notice of employee rights in the United States and with Canadian Charter of Rights and Freedoms Schedule B to the Canada Act 1982 (U.K.) 1982, c. 11 and applicable Provincial Human Rights Codes and employment law in Canada.

20. U.S. Government Work.

The following provision applies only to direct sales by Company to the US Government. The Parties acknowledge that Equipment ordered and delivered under this Agreement are Commercial Items as defined under Part 12 of the Federal Acquisition Regulation (FAR). In particular, Company agrees to be bound only by those Federal contracting clauses that apply to "commercial" suppliers and that are contained in FAR 52.212-5(e)(1).

The following provision applies only to indirect sales by Company to the US Government. As a Commercial Item Subcontractor, Company accepts only the following mandatory flow down provisions: 52.219-8; 52.222-26; 52.222-35; 52.222-36; 52.222-39; 52.247-64. If the sale of the Equipment is in connection with a U.S. Government contract, Customer certifies that it has provided and will provide current, accurate, and complete information, representations and certifications to all government officials, including but not limited to the contracting officer and officials of the Small Business Administration, on all matters related to the prime contract, including but not limited to all aspects of its ownership, eligibility, and performance. Anything herein notwithstanding, Company will have no obligations to Customer unless and until Customer provides Company with a true, correct and complete executed copy of the prime contract. Upon request, Customer will provide copies to Company of all requested written communications with any government official related to the prime contract prior to or concurrent with the execution thereof, including but not limited to any communications related to Customer's ownership, eligibility or performance of the prime contract. Customer will obtain written authorization and approval from Company prior to providing any government official any information about Company's performance of the work that is the subject of the Proposal or this Agreement, other than the Proposal or this Agreement.

21. Limited Waiver of Sovereign Immunity. If Customer is an Indian tribe (in the U.S.) or a First Nation or Band Council (in Canada), Customer, whether acting in its capacity as a government, governmental entity, a duly organized corporate entity or otherwise, for itself and for its agents, successors, and assigns: (1) hereby provides this limited waiver of its sovereign immunity as to any damages, claims, lawsuit, or cause of action (herein "Action") brought against Customer by Company and arising or alleged to arise out of the furnishing by Company of any product or service under this Agreement, whether such Action is based in contract, tort, strict liability, civil liability or any other legal theory; (2) agrees that jurisdiction and venue for any such Action shall be proper and valid (a) if Customer is in the U.S., in any state or United States court located in the state in which Company is performing this Agreement or (b) if Customer is in Canada, in the superior court of the province or territory in which the work was performed; (3) expressly consents to such Action, and waives any objection to jurisdiction or venue; (4) waives any requirement of exhaustion of tribal court or administrative remedies for any Action arising out of or related to this Agreement; and (5) expressly acknowledges and agrees that Company is not subject to the jurisdiction of Customer's tribal court or any similar tribal forum, that Customer will not bring any action against Company in tribal court, and that Customer will not avail itself of any ruling or direction of the tribal court permitting or directing it to suspend its payment or other obligations under this Agreement. The individual signing on behalf of Customer warrants and represents that such individual is duly authorized to provide this waiver and enter into this Agreement and that this Agreement constitutes the valid and legally binding obligation of Customer, enforceable in accordance with its terms.

1-26.130-4 (0614)
Supersedes 1-26.130-4(0214)

5001

Compulsory Attendance and Excessive Absenteeism

Required Attendance

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

Mandatory Attendance Age

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

Exceptions

This policy does not apply when temporary illness or severe weather conditions make attendance impossible or impracticable or by the temporary illness of the student or a child whom the student is parenting.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child. A copy of the required affidavit is attached to this policy.

Discontinuing Enrollment – 5 Year Old Students

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to re-enroll in this school district until the beginning of the following school year unless otherwise required by law.

Discontinuing Enrollment – 16 and 17 Year Old Students

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request and submit it to the superintendent using the form which is attached to this policy. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend a non-accredited school may be exempt from this with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted

to the State Department of Education for attending non-accredited schools. The superintendent may confirm the validity of the submission with the State Department of Education.

Attendance Officer

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

Excessive Absenteeism

When a student receives five (5) absences or the hourly equivalent in any semester, the Attendance Officer will follow the attached procedure for addressing barriers to the student's attendance.

Reporting Excessive Absenteeism

The building administrator shall report to the county attorney of the county in which the student resides when the school has documented the efforts made that the collaborative plan to reduce barriers identified to improve regular attendance has not been successful and that the child has been absent more than 20 days per year.

Adopted on: August 15, 2017

Revised on:

Reviewed on: July 23, 2018

Compulsory Attendance and Excessive Absenteeism

- A. A student who is absent 5 days or the hourly equivalent per quarter or has been reported as not regularly attending school by any superintendent, principal, teacher or member of the school board shall come to the attention of the school attendance officer. An investigation into violation of the mandatory education law (79-201) will begin. The school will render all services to address barriers to attendance including, but not limited to:
- a. Verbal or written communication by school officials with the person or persons who have legal or actual charge or control of the child; and
 - b. One or more meetings between, at a minimum, (i) a school attendance officer, (ii) a school social worker or school administrator or his/her designee, or (iii) the person who has legal or actual charge or control of the child, and (iv) the child, when appropriate, to attempt to address the barriers to attendance. The result of the meeting/s shall be to develop a collaborative plan to reduce barriers identified to improve attendance. Refusal by the parent/guardian to participate will also be documented.

The plan shall consider, but not be limited to:

- a) illness related to physical or behavioral health of the child
 - b) educational counseling
 - c) educational evaluation
 - d) referral to community agencies for economic services
 - e) family or individual counseling and assisting the family in working with other community services.
- B. Upon accumulation of 10 or more absent days or the hourly equivalent a form letter will be sent to the parents/guardians of the child notifying them of the school attendance policy and the compulsory attendance law. Upon accumulation of 15 or more absent days a form letter will be sent to the parents/guardians of the child notifying them of the school attendance policy, the compulsory attendance law, and when the school is required to notify the county attorney.
- C. Parents are responsible to notify and work with building administrators or assignees regarding reasons for absences and any extended or recurring illnesses or family emergencies involved. Illnesses of 3 days or more will require a doctor's statement. If illness continues to be a reason for absences a form may be given to the parents or mailed to the doctor's office to be completed by the student's physician. School authorized or sponsored activities and trips and all suspensions and expulsions that may result in absences from classes are not counted as absences from school under the compulsory attendance policy.
- D. When the collaborative plan has not been successful and a student has reached 20 absent days or the hourly equivalent, the student shall be referred to the county attorney for violation of the mandatory education law. Illness that makes attendance impossible or impracticable shall not be the basis for referral to the county attorney. Parents/guardians will be notified prior to any referral to the county attorney. The referral will include a history of attendance issues, an exact update of days absent and tardy, reasons provided, dates of student enrollment for the current year, a statement summarizing the collaborative plan, and the impact of absences on learning and grades.

5018

Parent and Guardian Involvement In Education Practices

The school district recognizes the importance of parental and guardian involvement in the education of their children. The school district will take the following steps to ensure that the rights of parents and guardians to participate in the education of their children are preserved.

1. Parents/Guardians will be provided access, as described in district procedures, to district-approved textbooks and other curricular materials and tests used in the district upon request.
 - a. A parental request to review specific approved textbooks and other district- or building-approved curricular materials (written, visual, and audio) should be made to the principal of the building where the textbooks and curriculum materials are used.
 - b. Parents may check out textbooks and may review curricular materials such as video and audio recordings within a time frame determined by the building principal to prevent disruption of the instructional process.
 - c. A parental request to review specific standardized and criterion- referenced tests used in the district should be made in writing to the building principal. Copies of the most recent tests used in the district will be available for parent review. Parents wishing to review statewide NeSA assessments will be provided with sample questions and a copy of a practice test, but will not be provided with copies of the actual assessment due to testing security. In the case of other secure tests such as the ACT, parents must contact the publisher to obtain copies of the test.
2. Parents/Guardians will be permitted, within district procedures, to attend and observe courses, assemblies, counseling sessions, and other instructional activities.
 - a. Parents/guardians are invited to make appointments with the building principal to visit classes, assemblies and other instructional activities. The principal shall give permission after determining that parental/guardian observation would not disrupt the activity. Observations that last more than 60 minutes or occur on consecutive days are typically disruptive and will not be permitted absent unusual circumstances, in the sole discretion of the building principal.
 - b. Parents/guardians may contact the building principal to request permission to attend counseling sessions in which their child is involved.
3. Parents/guardians will be permitted, within district procedures, to ask that their children be excused from school experiences that parents find objectionable.
 - a. Building principals may excuse a student from any single school experience at the parent's written request.
 - b. When appropriate, alternative experiences will be provided for the student by the school.

4. Parents/guardians will be informed through the student handbook and district policies of the manner that the district will provide access to records of students.
5. Parents/guardians will be informed of the standardized and criterion-referenced district testing program. Parents may request additional information from the building principal.
6. Parents/guardians will be informed of the circumstances under which they may opt-out of state and federal assessments.
 - a. In accordance with federal law, at the beginning of the school year, the District shall provide notice of the right to request a copy of this policy to parents/guardians of students attending schools receiving Title I funds. The District will provide a copy of this policy to a requesting parent in a timely manner.
 - b. State Assessments

The District cannot approve requests to opt out of state assessments. Approval of such requests is contrary to state law.
 - c. National Assessment of Educational Progress

As a condition of receiving federal funds, the District participates in the National Assessment of Educational Progress (NAEP). To help ensure that the District has a representative sample of students taking the NAEP, which will allow the District to assess the quality and effectiveness of its programming on a national level, the District strongly encourages all eligible students to participate. However, student participation in NAEP is voluntary.

The District shall provide parents/guardians of eligible students with reasonable notice prior to the exam being administered. Parents/guardians wishing to opt their students out of the NAEP assessment must notify the district in writing at least three days prior to the exam date to ensure that the District can coordinate supervision and alternative activities for students who have opted out.
7. Parents/guardians will be notified of their right to remove their children from surveys prior to district participation in surveys.
 - a. The principal must approve all surveys intended to gather information from students before they are administered to students.
 - b. Students' participation in surveys is voluntary. Parents/guardians may restrict their child from participating in any survey.

Adopted on: August 15, 2017

Revised on:

Reviewed on: July 23, 2018



Employee Handbook

Revised July, 2018

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Professionals:

Welcome to the Ralston Public Schools – we are glad to have you on our team. At Ralston Public Schools, we believe that our employees are our most valuable assets. In fact, we attribute our success as a public school district in significant part to our ability to recruit, hire and maintain a happy, professional, and productive instructional and support staff. We hope that during your career at Ralston Public Schools you will become a productive and successful member of our team.

This employee handbook describes, in summary form, the personnel policies and procedures that govern the employment relationship between the Ralston Public Schools and its employees. The policies and procedures stated in this book are just a general outline; many policies are described in detail in the negotiated agreement that applies to your employment group. You may receive updated information concerning changes in policy and procedures from time to time, and those updates should be kept with your copy of the handbook. If you have any questions about any of the provisions in the handbook, please contact Human Resources at the Administrative Offices.

Personally, as Superintendent of Schools, I want to thank you in advance for your commitment and professionalism as we all work together as a team to make the Ralston Public Schools a world class educational institution. I would also like to extend an open invitation to you to share any compliments, concerns, or ideas with me that will help all of us to make our organization better.

Sincerely,

Dr. Mark Adler
Superintendent

WELCOME

Welcome, and congratulations on becoming a member of the Ralston Public Schools employee team. By accepting this opportunity, you are committing your talents and skills to the task of developing well educated, productive and responsible adults. The work you do now is an investment in the future of our students.

RALSTON’S PURPOSE STATEMENT

A community dedicated to achieving excellence through purposeful instruction and nurturing a climate of hope.

RALSTON’S DIRECTION STATEMENT

Cultivating resilient citizens prepared for the diverse demands of the future.

GOVERNING BELIEFS

The Ralston Public Schools believe

- An educational process is a partnership involving the school, the family, the student, and the community
- Students learn best when they are actively engaged in the learning process
- All students can learn
- Students learn best when schools maintain high expectations for learning
- The foremost responsibility of any educational organization is the student
- The essence of education is the ability to develop lifelong learners to deal responsibly with choice in a changing world

THE SCHOOL BOARD

The Board of Education is the controlling body of the Ralston Public Schools. The Board is responsible for establishing a vision, making policy and establishing the budget.

Members of the Ralston Board of Education are elected by the qualified voters of the Ralston School District on a non-partisan ballot on the first Tuesday following the first Monday in November of even numbered years. The term of office is four years and begins on the first Thursday following the first Tuesday of January after the election.

Board of Education meetings are held the second and fourth Monday of every month at 6:00 p.m. in the District Office Board Room. Notice of meetings are published the preceding Wednesday in the Ralston Recorder. These are open meetings and visitors are welcome.

The Superintendent of Schools is responsible for seeing that the Board’s policies are put into action. The Superintendent does this through a system of administrators who serve throughout the schools and offices in the district. In this way, all functions are orchestrated to best reach our goals.

You and the work you do are important and integral parts of a carefully planned system designed by the residents of the Ralston School District. They are depending on you to nurture and educate our most precious resource - our children.

GENERAL INFORMATION

The school district's handbooks are intended to convey information and explain school regulations and procedures that are necessary for the school to run smoothly and efficiently. Although the board of education may take action to approve the handbooks annually, the administration has the authority to change the contents of any handbook at any time so long as the changes are consistent with board policy.

None of the district's handbooks create a "contract" between the school district, staff members, parents or students. If any information contained in any handbook conflicts with board policy or state statute, the policy or statute will govern.

NONDISCRIMINATION

Ralston Public Schools does not discriminate in employment or educational programs/activities on the basis of race, color, national origin, sex (including pregnancy), gender identity, gender expression, sexual orientation, religion, marital status, disability, age or any other classification protected by applicable local, state, or federal laws. Ralston Public Schools also provides equal access to the Boy Scouts and other designated youth groups.

The following person has been designated to handle inquiries regarding the School District's non-discrimination policies: **Executive Director of Human Resources, who may be contacted in writing at 8545 Park Drive, Ralston, Nebraska, at mrupprecht@ralstonschools.org by e-mail, or by telephone at (402) 898-3483.**

For further information about anti-discrimination laws or to file a complaint of discrimination under Title VI, Title IX, Section 504, or other applicable laws, any person may also contact the Office for Civil Rights, U.S. Department of Education, by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.

EQUAL OPPORTUNITY

The Ralston Public Schools shall provide equal opportunity to employees and applicants for employment in accordance with applicable equal employment opportunity and non-discrimination laws, directives and regulations of federal, state, and local governing bodies. Opportunity to all employees and applicants for employment includes hiring, placement, promotion, transfer or demotion, recruitment, advertising or solicitation for employment, treatment during employment, rates of pay or other forms of compensation, and layoff or termination. Employees will support and comply with the district's established equal employment opportunity and non-discrimination policies. Employees shall be given notice of this policy annually.

Individuals who file an application with the school district will be given consideration for employment if they meet or exceed the qualifications set by the board, administration, and Nebraska Department of Education for the position for which they apply. In employing individuals, the district will not discriminate in any aspect of employment with regard to race, color, religion, national or ethnic origin, sex, disability, age, marital status, veteran status, genetic background, pregnancy or childbirth, or related medical condition.

COMPENSATION

SALARY INFORMATION

Teachers and identified certified employees are placed on a salary schedule according to the negotiated agreement between the Ralston Education Association and the Board of Education. Placement and advancement on the schedules are based on experience, the number of years served in the district, the addition of approved undergraduate hours for endorsements or specialties not previously approved, or graduate hours in your field. Teachers who report college hours before November 1st advance on the schedule for the entire school year. The Human Resource Office can be contacted for more information or an explanation of the salary schedule.

SALARY INFORMATION FOR CLASSIFIED STAFF

Pay rates for classified staff are established each year by the Board of Education with input from the Superintendent of Schools and the Assistant Superintendent of Business and Finance. A raise may be granted each year based on the financial climate of the school district.

PAYDAY

Ralston school employees are paid monthly. Payday is the 18th of the month, unless that date falls on a weekend. In that case deposits are issued the Friday before. Employees are notified by automated e-mail when pay records are available for viewing each month.

UNIT PAY

Teachers who have duties beyond their normal teaching assignments, such as coaching, department head responsibilities, and building supervision, may be eligible for supplemental pay. Supplemental assignments and unit pay schedules are determined annually. The supplemental salary schedule is a part of the teacher's negotiated agreement.

CLOCKING IN AND OUT

Hourly employees are required to use the district's online (ETS) timesheet to record all hours worked. Staff members are required to clock in no sooner than 7 minutes before/after the scheduled shift and clock out no later than 7 minutes before/after the scheduled shift. If an employee is unable to clock in or out within the allotted period of time, the staff member is required to attach a note to the timecard explaining the discrepancy to his/her supervisor.

If an employee misses an entry into the timekeeping system, the staff member is responsible for correcting his/her timecard at the earliest possible convenience. If an employee makes a correction to his/her timesheet, the staff member is required to attach a note to the timecard explaining the discrepancy to his/her supervisor. Employees who consistently miss time clock entries may be subject to disciplinary action.

Employees are not allowed to use another person's login credentials under any circumstances in order to clock in/out or modify the timecard of another staff member.

Any employee who knowingly misrepresents or falsifies documentation about the number of hours he/she has worked or knowingly misrepresents or falsifies documentation about the number of hours another employee has worked will be subject to disciplinary action, up to and including termination of employment.

OVERTIME AND COMPENSATORY TIME

All classified staff members must keep an accurate record of all hours worked for the district. Employees who are "non-exempt" under the Fair Labor Standards Act and who work more than 40 hours in a workweek will be paid at the rate of time-and-one-half (1½) times their regular rate of pay for all overtime hours or will be provided compensatory time. All overtime must be approved in advance by the employee's supervisor. Overtime that is not approved in advance, may not be payable. Scheduled holidays, vacation days, time off for jury duty, and time off for sickness, emergencies or other personal reasons will not be considered hours worked for overtime purposes.

“Non-exempt” employees may not waive their rights under the Fair Labor Standards Act.

For more information, please see Ralston Board Policy 4050.

DIRECT DEPOSIT

Direct deposit of paychecks into bank accounts is mandatory. Instead of a check, employees can access their pay records online through the Employee Access Center. To enroll in direct deposit, employees must provide a voided check prior to their first pay date.

DEDUCTIONS

All required deductions, such as for federal, state, and local taxes, retirement contributions, and all authorized voluntary deductions, such as for insurance or union dues, will be withheld automatically from your paychecks. Garnishments are legal proceedings imposed by a court of law upon the school district requiring payment to a third party of monies earned by district employees. The school district will accept all legal garnishments and tax levies against wages in compliance with state and federal law. An employee's pay will be held upon receipt of a garnishment until a court order is issued indicating satisfaction of the indebtedness or until ordered to surrender the monies to the court or its agent. The school district prohibits improper pay deductions, and employees shall be reimbursed for any improper pay deductions. If you believe that an improper deduction has been made to your pay, you should immediately report this information to your direct supervisor, payroll personnel, or the Superintendent.

If a staff member owes funds to the district at the time of his or her resignation or termination, the district may deduct that which is owed to the district from the employee's final paycheck.

OUTSIDE EMPLOYMENT

An employee's responsibilities to the district take precedence over personal responsibilities during school hours. Employees may not engage in other employment business activity during assigned duty hours.

Teachers are expected to assist students who are having learning problems as part of the teachers' employment. Such assistance is expected both in the classroom and at other times during the school day. A teacher shall not solicit a student or parent to retain the teacher as a tutor and shall not act as a tutor for pay or other remuneration for any student who is then enrolled in any class taught by that teacher. In all other cases during the school year, a teacher may act as a tutor for pay or other remuneration upon prior approval of the building principal and superintendent or his/her designee.

Employees shall not sell, solicit or promote the sale of goods or services to students. Employees shall not sell, solicit or promote the sale of goods or services to parents of students when the employee's relationship with the district is used to influence any sale or may be reasonably perceived by parents as attempting to influence any sale. Employees with supervisory or managerial responsibilities shall not sell, solicit or promote the sale of goods or services to employees over whom they have such responsibilities in any manner that could reasonably be perceived as coercive by the subordinate employee(s). Employees shall not use employee, student, or parent directories in connection with the solicitation, sale, or promotion of goods or services and shall not provide any such directory to any person or entity for any purpose without the prior knowledge or approval of the building principal.

No school board member, administrator, teacher, or other employee shall use the personnel, facilities, resources, equipment, property, or funds of the district for personal financial gain or business activities.

For more information, please see Ralston Board Policy 4008.

AT-WILL EMPLOYMENT

Classified staff members are employed "at-will" unless they are a member of a bargaining unit that is subject to a negotiated agreement with the district. Either you or the school district may terminate your employment at any time, for any reason, with or without cause or notice. This handbook is not a contract, express or implied, guaranteeing employment for any specific duration.

BENEFITS

HEALTH INSURANCE

The school district's health insurance plan is administered by Blue Cross and Blue Shield of Nebraska. The plan year's coverage is effective September 1st. The current plan is as stated in your employee benefit package. If one of the qualifying members is less than full time but at least 50% FTE, the monthly premium will be prorated based upon the reduced FTE. Details are available in the Payroll Office. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

DENTAL INSURANCE

Dental coverage through Blue Cross and Blue Shield of Nebraska (100% A, 75% B, and 50% C coverage) covers the cost of preventive, diagnostic and maintenance services. This includes a check-up and cleaning twice a year, fillings, extractions, X-rays and sealants. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LONG-TERM DISABILITY INSURANCE

Employees will receive 66 2/3 percent long-term disability insurance coverage based on the employee's salary and fringe benefits. An employee shall be entitled to disability coverage beginning on the date when the employee has used all of his or her accumulated sick leave. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LIFE INSURANCE

The district provides term life insurance (\$20,000 in most cases) for full time employees. The plan includes accidental death and dismemberment coverage in the same amount as the basic life benefit. Employees may choose to buy supplemental insurance at an amount allowed by the district and the carrier. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

WORKMAN'S COMPENSATION

The school district shall provide workers' compensation insurance for the protection of the district and its employees, and such other insurance as the board deems appropriate or has agreed to provide pursuant to a collective bargaining agreement.

Workman's compensation pays medical costs for injuries on the job and partially reimburses for loss of salary up to a legislated maximum. Salary reimbursement begins after a seven-day waiting period. If the employee is off the job more than six weeks, the initial seven days will be paid retroactively.

TUITION REIMBURSEMENT

An eligible employee may receive tuition reimbursement based on the terms of the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

COBRA BENEFITS

Under a federal law known as COBRA, employees, their spouses and children are allowed to continue group health insurance at their own expense under any of the following conditions:

- Death of the employee.
- Leaving the district's employment, whether through resignation or termination.
- Reduction of hours.
- Divorce or legal separation.
- The employee is entitled to benefits under Title XVIII of the Social Security Act.
- A dependent child ceases to be a dependent child under the plan.

Coverage may continue for up to 18 months in cases of termination or reduction of hours, and 36 months in other instances. Details are available through the Business Office.

403B PLAN

Monthly contributions to qualified 403b investment accounts are available through payroll deductions. Employees can elect to have money deducted from their monthly salary and sent to an account with an approved 403B Plan vendor. Contact the payroll office for a list of approved vendors, and also once you have set up an account with your financial planner. Additional information is available through the Business Office.

PAY FLEX

Pay Flex is a program designed to set aside your pre-tax salary dollars for specific medical or childcare expenses. When enrolled in the program, a specified amount is put into an account before payroll deductions. The money in this account is available for health care needs not covered by insurance, such as orthodontics, co-pays, prescriptions, eyeglasses, and also for childcare costs from qualified providers.

Enrollment in or withdrawal from the Pay Flex program is permitted in October each year during the official enrollment period. The plan year is October 1- September 30. Enrollment information is distributed in August and enrollment forms are due September 1st. Contact the Business Office for more information.

VOLUNTARY SEPARATION PROGRAM

Teachers with 20 years of service may qualify for the Voluntary Separation Program. The Voluntary Separation Program is outlined in the teacher's negotiated contract or through specific board action.

RETIREMENT

Employees are required to participate in the Nebraska School Employees Retirement system. Contributions, which are subject to change annually, are deducted automatically from paychecks. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

LEAVE

FAMILY AND MEDICAL LEAVE

The school district shall provide leave to its employees in accordance with the Family and Medical Leave Act. Under the FMLA, eligible employees are entitled to certain rights, and have certain obligations with respect to unpaid leave for certain family and medical reasons.

FMLA leave eligibility: An eligible employee under the FMLA is an employee who has been employed by Ralston Public Schools for at least twelve (12) months, who has worked at least 1,250 hours in the past 12 months, and who works at a facility in which at least fifty (50) employees are employed at that facility or within seventy-five (75) miles of that facility. Returning Service members are given credit for any months or hours of service they would have been employed but for their military service.

Reasons for FMLA leave: The school district will grant an eligible employee up to a total of 12 workweeks of unpaid leave under the following conditions:

- For birth of a son or daughter, and to care for the newborn child
- For placement of a son or daughter with the employee for adoption or foster care
- To care for the employee's spouse, son, daughter, or parent with a serious health condition
- Because of a serious health condition that makes the employee unable to perform the functions of his or her job
- Because of any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is on active duty (or has been notified of an impending call or order to active duty) in the armed forces in support of a contingency operation

The school district will grant an eligible employee who is the spouse, son, daughter, parent or next of kin of a covered service member a total of 26 workweeks of unpaid leave during a 12-month period to care for the service member. The leave described in this paragraph shall only be available during a single 12-month period.

The school district will continue group health plan benefits on the same basis as coverage would have been provided if the employee had been continuously employed during the FMLA leave period. Any share of health plan premiums which have been paid by the employee prior to FMLA leave must continue to be paid by the employee during the FMLA leave period.

The school district requires employees to substitute any accrued paid vacation leave, paid personal leave, paid family leave, paid medical leave or paid sick leave for FMLA leave.

However, nothing in this policy shall require the school district to provide paid sick or medical leave in any situation in which the school district would not normally provide such paid leave.

Any staff member who needs to take an extended leave for medical or personal reasons must submit a leave request and complete FMLA forms. The absences that most often fall into the scheduled category are maternity, scheduled surgeries, and medical leaves of absence.

For more information, please see Ralston Board Policy 4011.

FAMILY MILITARY LEAVE

All employees, including elected officials of the State of Nebraska or any political subdivision thereof, who shall be members of the National Guard, Army Reserve, Marine Corps Reserve, Air Force Reserve, and Coast Guard Reserve, shall be entitled to a leave of absence from their respective duties, without loss of pay, on all days during which they are employed with or without pay under the orders or authorization of competent authority in the active service of the State or of the United States, not to exceed fifteen workdays in any one calendar year. Such leave of absence shall be in addition to the regular annual leave of the persons named herein. When the Governor of this state shall declare that a state of emergency exists, and any of the persons named in this section are ordered to active service of the state, an additional leave of absence will be granted until such member is released from active service by competent authority. During the additional leave of absence because of the call of the Governor, any official or employee subject to the provisions of this section shall receive such portion of his salary or compensation as will equal to the loss he may suffer while in active service of the State.

An administrator, at his or her discretion, may require an employee who requests leave under the Nebraska Family Military Leave Act to provide certification from the proper military authority to verify the employee's eligibility for the leave requested.

Military Leave under the Federal Family and Medical Leave Act (FMLA) will be governed by the FMLA and the board's policy regarding the FMLA.

SICK LEAVE

Sick leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

PERSONAL LEAVE

Personal leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

BEREAVEMENT LEAVE

An employee shall be permitted paid leave for bereavement purposes per the current negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated

agreements or benefits procedures of the employee group in which you have been hired for and assigned.

ASSOCIATION LEAVE

Association leave is granted as per the negotiated contract. All benefits of this nature will be available to employees as outlined in the negotiated agreements or benefits procedures of the employee group in which you have been hired for and assigned.

JURY DUTY

An employee who has been called to serve as a juror will be granted paid leave. Employees must sign over to the district the compensation they receive for jury duty, but not compensation for expenses.

An employee who has been subpoenaed to testify as a witness in a court proceeding shall be entitled to one day of paid leave. To receive paid leave, the employee must sign over to the district his or her witness fee.

An employee who has been subpoenaed to testify in court in a matter relating to business of the District will be considered on official District business.

VOTING

Ralston Public Schools will grant employees time off to vote if they do not have two consecutive hours away from work while the polls are open. The District will specify the two hours the employee may be absent from work to vote, and no deduction will be made from wages on account of such absence. Appointed election officials should contact their administrator to arrange paid time off.

REPORTING LEAVE

All employees are expected to report all leave taken to their supervisor and the employee benefits professional each time leave is taken. Please speak with your building administrator or direct supervisor as to their expectations to make sure this is accomplished. Failure to report leave will be considered insubordination and will be addressed as such.

PURCHASES AND REIMBURSEMENT

PURCHASE ORDERS

Orders may be placed at your building. A requisition form must be filled out. This is available from the school secretary or a supervisor. It must be filled out completely, including address, item, quantity and price. It must also be signed by a supervisor. The requisition form should be turned in to the building secretary for input as a purchase order. The building secretary will notify accounts payable for printing and mailing of the purchase order. The original signed

requisition and any additional information should be attached to the requisition and sent to accounts payable. No items or service should ever be ordered without being assigned to a purchase order and submitted into the purchase order system.

If the item is needed immediately, a requisition, complete with purchase order number, can be obtained from the building secretary. The requisition, approved and signed by a supervisor, can then be taken to the vendor. A receipt of goods will be issued. The completed and signed requisition and receipt should be turned in to the building secretary for input into the system as a purchase order. Once entered, the requisition and receipt should be submitted to accounts payable for the printing of the purchase order.

There may be occasions, such as registration to attend a preapproved seminar, when a fee will need to be paid prior to the Board of Education meeting. Please contact your building secretary for details. Administrators are responsible for establishing procedures in their buildings and department to insure that these procedures are followed.

TRAVEL

All out-of-district travel must be pre-approved by a supervisor. A travel and expense form is available through a supervisor. All receipts being submitted for reimbursement (especially transportation, lodging and meals) must be kept and submitted with the completed travel and expense form to the Accounts Payable Department. Please see Appendix A for reimbursement guidelines.

MILEAGE

Expenses for required travel throughout the district on school business by an approved employee may be reimbursed if the employees own vehicle is used. Mileage reimbursement is based on the state approved rate and will be within the guidelines of the Local Government Miscellaneous Expenditure Act. Mileage voucher forms are available from the school secretary or supervisor. Forms must be filled out completely and signed by the employee and supervisor. Forms shall be turned in at the end of each month. They will be processed by the Accounts Payable Department (see reimbursement checks). Please see Appendix A for reimbursement guidelines.

REIMBURSEMENT GUIDELINES

Guidelines are in place to outline reimbursement of expenses to employees while doing the business of the Ralston Public Schools. Please review the Ralston Public Schools Reimbursement Guidelines in Appendix A of this document.

REIMBURSEMENT CHECKS

Reimbursement checks are issued once a month and are processed by the Accounts Payable Department. Vouchers must be submitted by the 25th of the month to receive payment the following month. Please see Appendix A for reimbursement guidelines.

RESTRICTIONS ON EMPLOYEES RECEIVING GRATUITIES

An employee who, because of his or her employment by the school district, receives any bonus merchandise or gift with a value over \$25.00 must disclose the receipt of such gift to the superintendent. The superintendent, at his or her discretion, may require that the gift become the property of the district.

Employees are directed to discourage merchants from offering bonus paraphernalia in exchange for the school's patronage.

ASSIGNMENTS

JOB DESCRIPTIONS

Job descriptions are the district's way of letting employees know what is expected of them. They are not, however, comprehensive nor intended to be limiting. Employees are part of a total team. If anything on the description is unclear, clarification should be sought by contacting the district's Human Resource office.

PLACEMENTS AND TRANSFERS

The District Office assigns all staff. Top priority is given to the needs of the students. Assignments within buildings or departments are the responsibility of the building/program administrator.

It is the policy of the Ralston Public Schools to fill all positions with the best-qualified people. The district reserves the right to place/transfer employees in positions they see are most beneficial to the success of the District. The District also prefers to promote from within whenever possible. As positions become available, administration will, at its discretion, either directly promote or transfer a qualified employee of the District or open the position for application by internal and external candidates.

If a position is opened for application, it will be posted electronically. Frequently, job vacancies will be advertised with outside sources during the same week they are posted online. This is done to speed up the screening process and to aid in ensuring that vacancies are filled by the most qualified persons.

To apply for an open position, you should either submit a formal letter of interest to the Human Resources Office referencing the position and requesting an interview. Interviews will be arranged by the Human Resources Department.

A detailed procedure regarding district transfers is available. Contact Human Resources Office or your building principal for more information.

HOURS

Members of the certified staff shall be on duty before and after the regularly scheduled student school day long enough to plan and to carry out their individual professional responsibilities as determined by the Superintendent of Schools and/or the Building Principals.

Classified staff hours are determined at time of hire.

NEGOTIATED AGREEMENTS

Negotiated agreements for the various employee groups are available for review electronically in the Essential Documents folder located in the district's G-mail system (Google Drive).

The negotiated agreement and salary schedule for teachers are negotiated by the district and the Ralston Education Association.

EMPLOYEE PERSONNEL FILE

The district shall maintain a personnel file regarding each employee. All materials in a personnel file, except for employment references and information that was gathered in the process of assessing an applicant for hiring, shall be available to the employee for review within a reasonable period of time of the employee's request. Employees may inspect the contents of their personnel files only in the presence of an administrator or a person designated by the administration.

An employee may respond to any document(s) in his or her personnel file by submitting a written response to the person responsible for keeping the file, who shall attach the response to file copies of the disputed document.

No person other than school officials engaged in their professional duties shall be granted access to employees' personnel files, and the contents of such files shall not be divulged in any manner to any unauthorized person. An attorney acting on behalf of the board of education or administration is deemed to be a school official.

NOTIFICATION OF CHANGE OF ADDRESS/PHONE NUMBER

The district must keep accurate employee information. Therefore, the Human Resources Office should be contacted regarding change of address or phone numbers. This information is for district use only and is not made available to the public.

CERTIFIED EVALUATIONS

All certificated employees to be evaluated shall be notified annually in writing. A certified administrator, with the exception of the local board of education when it is evaluating the superintendent, will observe and evaluate each probationary certified employee for a full instructional period once each semester and each permanent certificated employee for a full instructional period once each school year. 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. The evaluation will include, but not be limited to evaluating the employee's instructional performance, classroom organization and management, personal conduct, and professional conduct. Evaluation of instructional performance and classroom organization and management is applicable to teachers only.

The Ralston Public Schools shall provide procedures for the evaluation of staff. The evaluation shall serve as a basis for improvement of performance and continued employment in the Ralston School District. The procedures shall provide a source of information for sound decision-making as well as for counseling, for in-service training, and for continual growth of all employees. The procedures shall provide not only for the identification and improvement of staff skills and abilities that enhance the learning process, but also for the dismissal of those who do not meet the standards of the District.

The administrator will provide the employee with a written list of deficiencies, suggestions and a timeline for correcting the deficiencies and improving performance, and sufficient time to improve. The evaluation form will include notice that the employee may respond to the evaluation in writing.

For more information, please see Ralston Board Policies 4030 and 4031.

CLASSIFIED EVALUATIONS

Non-certificated District employees will receive a written evaluation yearly. To gain a clear understanding of your job expectations and your performance, you and your supervisor will discuss your evaluation together and each of you will sign it. The evaluation then becomes part of your permanent personnel file.

Classified employees who are new to the district may receive an initial evaluation by his or her supervisor at the conclusion of a 60-day probationary period of employment. This evaluation is at the discretion of the employee's supervisor and is used to identify strengths and/or areas where continued professional growth may be needed.

GRIEVANCE PROCEDURE

A Ralston School District employee who wishes to file a grievance with the district may use the grievance procedure outlined in Board Policy 4013. Certified staff members should follow the grievance procedure outlined in the teachers' negotiated agreement.

DISCIPLINARY PROCEDURE

The key to a successful working relationship between employer and employee is good communication. If a problem arises with a job performance or behavior, it is important for the employee to have a clear understanding of the district's concerns. The following disciplinary guidelines have been set by the district. With cooperation, these procedures can keep small problems from becoming big ones.

The following disciplinary actions will be considered whenever an infraction of the employer and employee relationship occurs. Infractions may be related to policies, rules, regulations or procedures that are administrative in nature, or the infraction may be related to job performances. These actions are not intended to be a hierarchy, but options. It is understood that this guideline for disciplinary action in no way negates the grievance clause of the contract between the school and the Ralston Education Association. The supervisor will select the most appropriate action.

- **Verbal Counseling:** A conversation which would include but not be limited to reminding the employees of rules, regulations, procedures, job description as well as complimentary remarks of good performance.
- **Oral Reprimand:** A written summary of an oral reprimand that will be placed in the employees personnel file to document the conversation. (i.e., on such and such day I had a discussion with John Doe about...) A signature of the employee and supervisor is required on this written summary.
- **Conference Report:** A set meeting with the employee and his/her supervisor to discuss inadequate performance or inappropriate behavior. This conference will provide a thorough discussion of behavior or inadequate performance and actions needed to be taken to improve that behavior or performance. This conference may include the Superintendent. A written summary, signed by the employee, is placed in the employee's personal file.
- **Written Reprimand:** An action by an employee of a more serious nature will trigger a written reprimand. It gives the employee notice that his/her actions have placed his/her continued employment with the district in jeopardy.
- **Suspension with Pay:** This will generally be used when an employee has been charged with a crime or when a serious accusation is made against the employee. The employee may be suspended with pay while an investigation is conducted.
- **Suspension without Pay:** This action may be taken for two reasons: 1) as a result of less serious disciplinary actions which have not improved performance. 2) as a result of an infraction of a very serious nature.
- **Termination of Employment:** This action may be used when the nature of the infraction warrants it or when the employee's records show previous infractions have not been corrected. Employee will be given a written notice of the effective date of termination.

RESIGNATION OR DISMISSAL OF CERTIFICATED STAFF

Certificated staff members who know they will not be returning to employment at the school district for the following school year are encouraged to submit their resignations as early as possible, to enable the board to find suitable replacements. In the event of dismissal, procedures for the dismissal of certified staff members are governed by the laws of the State of Nebraska.

Staff members who submit their resignations to the board of education by April 15th will be released from the next school year's contract. Staff members who submit their resignations after April 15th will not be released unless the board is able to obtain the services of a quality replacement. Staff members who refuse to fulfill their contractual obligations are subject to being reported to the Professional Practices Committee of the Nebraska Department of Education.

PROFESSIONAL EXPECTATIONS

STAFF ETHICS

The Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education, are the minimum standards for all certificated staff members of the school district. All certified employees are responsible for reading, acknowledging, and complying with these standards.

Please refer to APPENDIX C to review these standards in detail.

Ralston Public Schools respects the privacy interests of its employees and recognizes their right to conduct their personal lives free from interference from the District. Nonetheless, employees should keep in mind that, even while off-duty, they represent the Ralston Public Schools to the public and should strive to preserve the District's reputation. In addition, certain types of off-duty conduct may reflect poorly upon an employee's character and judgment and thereby influence his or her standing as an employee of the Ralston Public Schools. Therefore, employees who engage in unprofessional or criminal conduct or other serious misconduct off-duty may be subject to disciplinary action by the District, including termination of employment, if such conduct is determined by administration to be harmful to our image, inconsistent with expectations of our employees, or otherwise adversely affects our legitimate business interests.

School district employees are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students. They may be friendly with students, but they are the students' teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees' conduct and interactions with students and to material they post on personal web sites and other social networking sites. The posting or publication of messages or pictures or other images that diminish an employee's professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

Unless an employee has a legitimate educational purpose, the following behavior is a violation of the professional boundaries that employees are expected to maintain with students. The following list is intended to illustrate inappropriate behavior involving students but not to describe every kind of prohibited behavior.

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.
- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.

- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by e-mail, text messaging, through social media or instant messaging) on a matter that does not pertain to a school matter. Electronic communications with students generally are to be sent simultaneously to multiple recipients and not just to one student except when the communication is clearly school related and inappropriate for persons other than the individual student to receive (i.e. grades). In these cases the students' parents should be included in the communications when possible.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior that exploits the special position of trust and authority between an employee and student.

An employee is required to make a report to their direct supervisor and/or superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the President of the Ralston School Board.

A student who feels his or her boundaries have been violated should immediately report the conduct or communication to a teacher, administrator, counselor, or other school employee with whom she or he feels comfortable.

All reports made under this policy will remain confidential to the extent allowed by law. Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

A violation of this policy will form the basis for employee discipline up to and including termination or cancellation of employment, filing a report with Health and Human Services, filing a report with law enforcement officials, and filing a report with the Commissioner of Education.

PERFORMANCE AND BEHAVIOR

The following set of rules and regulations is intended to serve as a general guideline in governing appropriate employee behavior. The list is not intended to include all offenses for which an employee may be disciplined or discharged.

Performance Rules:

- Always make your best effort in your work.
- You are expected to meet reasonable standards of efficiency, productivity, and performance.
- Do not leave during working hours without advance permission from your supervisor.
- Always be punctual.

Behavior Toward Others:

- All staff members are expected to behave in a professional manner at all times. This expectation includes all interactions staff members have with students, staff members, parents, or other stakeholders of the Ralston Public Schools.
- Insubordination is prohibited. Insubordination includes the failure or refusal to obey the orders or instructions of a supervisor or administrator, the use of abusive or threatening language toward such individuals, or any conduct that undermines supervisor authority is prohibited.
- Do not threaten, intimidate, coerce, provoke, interfere, or fight with other employees, supervisors, or students and their families at any time.
- Do not make false or malicious statements about employees, supervisors, students and their families, or Ralston Public Schools at any time.
- The use of profane or abusive language is not permitted in any situation.

Property of Others:

- Do not abuse, misuse, damage, destroy, sabotage, or steal the property of Ralston Public Schools, or the property of employees, supervisors, or students and their families.
- The use of Ralston Public Schools' equipment and supplies for personal purposes is generally not permitted. On various occasions and with permission from administration usage may be permitted on a limited basis and for a nominal fee.

Honesty:

- Do not falsify or fail to disclose completely all information requested or recorded on any employment, personnel, or other record of the District or its students and families.
- Do not alter, misuse, or remove from the District, without proper authorization, employee lists, student records, or confidential information of any nature.

Condition of District Premises:

- Do not create or contribute to unsanitary conditions on the District's premises; do not litter.
- Keep you work area safe and clean at all times.

Other Rules:

- Do not post or remove notices, signs, or any written or printed material on or from bulletin boards or elsewhere on the District’s property at any time without advance permission.
- Always report any mistake by yourself or another person that could affect the District.

EMPLOYMENT-RELATED SEXUAL HARASSMENT

It is the policy of the school district to provide an environment free of unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct or communication constituting sexual harassment. Sexual harassment by any employees and students is unequivocally prohibited. Sexual harassment is misconduct that interferes with work productivity and wrongfully deprives employees of the opportunity to work and students of the opportunity to study and be in an environment free from unsolicited and unwelcome sexual overtones. Sexual harassment includes all unwelcome sexual advances, requests for sexual favors and other such verbal or physical misconduct. Sexual harassment is a prohibited practice and is a violation of the law.

The U.S. Equal Employment Opportunity Commission has issued guidelines interpreting Section 703 of Title VII as prohibiting sexual harassment. Sexual harassment is defined in those guidelines as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical misconduct of a sexual nature constitutes sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment

A person who feels harassed is encouraged to inform the person engaging in sexually harassing conduct or communication directly that the conduct or communication is offensive and must stop. If the person who feels harassed does not wish to communicate directly with the person whose conduct or communication is offensive, or if direct communication with the offending person has been ineffective, the person who feels harassed should report the conduct or communication **using the district’s complaint policy. Complaints involving sexual harassment may also be submitted at any time to the district’s Title IX coordinator.**

Regardless of the means selected for resolving the problem, the good faith initiation of a complaint of sexual harassment will not affect the complainant’s employment, compensation or work assignments as an employee, or status as a student.

DRESS CODE

The attire worn by staff members conveys an important image to students and the general public. Certified staff, para-educators and office staff are expected to dress professionally.

The building principal may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees.

Custodial, maintenance, **food service**, and transportation staff should wear their employee uniform during work hours.

Staff must maintain a clean and professional image at all times when representing the district. Staff members who dress unprofessionally or have an appearance that is a distraction to the learning environment will be in violation of this policy and referred to the administration to correct the situation. Staff members who continue to dress in an inappropriate manner will be considered insubordinate and handled accordingly.

SECURITY BADGES

All District employees are required to wear a Ralston School District security badge. The initial security badge will be provided by the school district. All replacement badges will be purchased at the expense of the employee. While on duty and in the various school buildings staff members should have their ID badge on.

CARE OF DISTRICT PROPERTY & EQUIPMENT

Nearly all staff members will be issued some sort of equipment or property owned by the Ralston Public Schools to help achieve your job responsibilities. Examples of this equipment could be laptop computers, various electronic equipment or phones, books, tools, or different types of safety equipment. Staff members are expected to use great care and respect when using District owned equipment and property. In the event that District owned property has been lost, stolen, or damaged beyond what is normal wear and tear, the District will assess appropriate monetary damages back to the staff member to replace the lost, stolen, or damaged item.

PERSONAL PROPERTY AT SCHOOL

Bringing valuable personal property to any school district building is strongly discouraged. The Ralston Public Schools will accept no level of responsibility for lost, stolen, or damaged personal property brought to school by employees. The best advice in these situations is to leave valuable personal property at home in a secure place to be assured of its protection. Examples of such items are: personal computers, expensive jewelry, large amounts of cash, personal electronic devices, tools, and family keepsakes to name just a few.

CERTIFICATION AND ENDORSEMENT REQUIREMENTS

All educators, including substitute teachers, must be duly certified by the Nebraska Department of Education in accordance with the Department's rules and the laws of Nebraska. They must file copies of their teaching certificates, including endorsements, with the superintendent of schools, and must promptly file any changes in certification or endorsements.

Certified employees are required to maintain all their endorsements, and may not permit any endorsement to lapse or remove it from their certificates. Any certificated employee working under a provisional endorsement must document regular progress and complete said endorsement as outlined in the Nebraska Department of Education, Rule 21.

The board or superintendent may require a certified employee to obtain a new endorsement when it is deemed necessary for the benefit of the school district and/or to comply with federal or state requirements.

Each administrator, including the Superintendent, principals, and supervisors or supervisor of any special subjects or subject in which persons directly supervise the work of other teachers shall hold either a Nebraska Administrative and Supervisory Certificate or a Nebraska Professional Administrative and Supervisory Certificate.

PROFESSIONAL GROWTH OF CERTIFIED STAFF

Every six years, permanent certificated employees shall give evidence of professional growth. The six-year period shall commence on August 1st of the year the certified staff member achieves permanent status or tenure and shall end on July 31st after the sixth year of continuous service. Each subsequent six-year cycle shall begin immediately following the end of a cycle. Hours or credits cannot be accumulated during one cycle to be applied during a subsequent six-year cycle.

Six semester hours of college credit shall be accepted as evidence of professional growth. Other activities which may count towards the teacher's professional growth requirements include, but are not limited to:

- Mentoring a teacher new to the district
- Leading (or serving on) an external accreditation visit
- Teaching undergraduate or graduate level college courses directly related to education
- Publishing professional journal articles and/or research on a topic directly related to education
- Presenting on a topic directly related to education at a state or national conference
- Presenting on a topic directly related to education during a district inservice
- Attending at a state or national conference directly related to education
- Attending pre-approved professional workshops, seminars, or local inservice activities
- Serving on a pre-approved district-level committee
- Serving on a building school improvement committee
- Supervising a student teacher

One unit of professional growth credit will generally be equivalent to twelve hours of personal time spent on an educational activity.

Failure to comply with the requirement shall result in the following action:

1. Those certified staff members who fail to meet the statutory requirements shall be frozen on the salary schedule for the seventh year of the cycle or the first year of non-compliance.
2. Those in non-compliance with the statutory requirements shall be notified by April 15th of the sixth year of the cycle that their contract will be amended for the following contract year to include a freeze in dollar amount.
3. Evidence of compliance with the statutory requirements by October 1st of the seventh year shall result in restoration of normal salary status.
4. Failure to complete the statutory requirements by March 15th of the seventh year shall result in notification of suspension without pay and a recommendation for termination of

employment at the close of the contract year as specified under Nebraska Revised Statute 79-824

PROFESSIONAL DEVELOPMENT PROCEDURES

Professional development is an important part of keeping with current trends and practices to provide the best service and instructional quality for our students and community. With that, employees will be asked to participate in professional development activities on a regular basis.

Professional development opportunities may be initiated by teachers, building administrators, or district administration. In all cases professional development must support the goals and mission of the Ralston Public Schools. Prior to registering for a professional development activity get approval from your supervisor or administrator. Procedures for registering for professional development activities are outlined in Appendix B of this document.

DISCLOSURE OF STAFF QUALIFICATIONS

Parents/guardians may inquire about the professional qualifications of their child’s classroom teachers. The District designates the following information as “directory information” and will give parents/guardians such information upon request:

- Whether the teacher has met State qualifications and licensing criteria for the grade levels and subject areas in which the teacher provides instruction.
- Whether the teacher is teaching under an emergency or provisional teaching certificate.
- The baccalaureate degree major of the teacher, along with information about other graduate certification or degrees held by the teacher, and the field of discipline of the certification or degree.
- Whether the parent/guardian’s child has been assigned, or has been taught for four or more consecutive weeks, by a teacher who does not meet state or federal requirements.

ACADEMIC CONTENT STANDARDS, ASSESSMENTS, ACCOUNTABILITY

The instructional curriculum of the Ralston Public School District will reflect state-approved academic content standards and district-established academic content standards. The Board of Education adopts District academic content standards that are equal to or exceed in rigor, the measurable academic content standards adopted by the state board of education. These content standards describe the knowledge, skills, and processes that are taught, learned, and assessed.

The Board of Education shall direct the Superintendent to develop and implement a comprehensive student assessment system. The assessment system will be responsive to federal, state, and district requirements. It will reflect district identified academic content standards and state approved academic content standards. The comprehensive student assessment system shall be aligned with the instructional curriculum of the Ralston Public School District.

The Board of Education of the Ralston Public School District directs that the instructional curriculum shall be the taught curriculum.

The responsibility of the teachers is to teach the instructional curriculum using best practices that promote student learning. The responsibility of the principals shall be to monitor the taught curriculum through the use of the curriculum guide and learning plans as well as to evaluate

teachers through the teacher evaluation process to ensure the instructional curriculum is the taught curriculum. The Superintendent and his/her designees shall ensure that principals monitor the implemented curriculum and evaluate teachers.

ASSESSMENT ADMINISTRATION AND SECURITY

The purpose of all testing and assessments is to measure students' knowledge, skills or abilities in the area tested. All staff members are prohibited from engaging in any behavior that adversely affects the validity of test scores as a measure of student achievement. This policy applies to all national, state, and local assessments, including both standardized and general classroom assessments.

For more information, please see Ralston Board Policy 4048.

HEALTH AND SAFETY

USE OF TOBACCO PRODUCTS

The use or possession of any tobacco product, including the use of vapor products, alternative nicotine products, or any other such look-alike product, is not permitted on school property at any time.

BREAK TIME FOR NURSING MOTHERS

The district will provide reasonable break time for an employee who wishes to express breast milk for her nursing child in a place, other than a bathroom, which is shielded from view and free from intrusion from co-workers and the public for one year after the child's birth.

SUICIDE PREVENTION TRAINING

School nurses, teachers, counselors, school psychologists, administrators and school social workers are required to complete at least one hour of suicide awareness and prevention training per year. These employees must complete the on-line training provided by the Nebraska Department of Education no later than September 1 of each school year or within 30 days of their initial employment. Failure to complete this training shall constitute just cause for the termination or nonrenewal of an employee's contract.

Classified employees may also be asked to participate in the training process at the request of the Ralston Board of Education or the Superintendent.

DRUG AND ALCOHOL FREE WORKPLACE

It is vitally important to have a healthy workforce that is free from the effects of illegal drugs. The use or possession of unlawful drugs in the workplace has a very detrimental effect upon safety and morale of the affected employee, coworkers, and the public at large; and on productivity and the quality of work.

Federal law requires this school district, as a recipient of federal funds, to maintain a drug-free workplace. The unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance in the district's workplace is prohibited. The term "workplace" includes every location where district employees may be found during their working hours or while they are on duty, regardless of whether the location is within the geographic boundaries of the district. Any employee who violates this policy will be disciplined with measures up to and including discharge. The district may, in its sole discretion, require or allow an employee who violates this policy to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

The district shall provide every current employee with a copy of this policy, and shall provide each newly hired employee with a copy upon hiring. Every employee shall be required to signify receipt of a copy of the policy in writing. All district employees must abide by this policy, including those who are not directly engaged in the performance of work pursuant to a federal grant.

Within five days after a conviction, an employee must notify the head of the department in which he or she is assigned of any conviction of a criminal drug statute for a violation occurring in the workplace. The failure to report such a conviction will result in dismissal. If the employee convicted of such an offense is engaged in the performance of work pursuant to the provisions of a federal grant, the district shall notify the grant agency within 10 days of receiving notice of a conviction from the affected employee or of receiving actual notice of such a conviction.

An employee who is convicted of violating any criminal drug statute for conduct that occurred in the workplace will be subject to disciplinary action, including but not limited to suspension or discharge. The district may, in its sole discretion, require the employee to participate in and satisfactorily complete a drug abuse assistance or rehabilitation program.

DRUG TESTING OF DRIVERS

Drivers for the school district must be free from drug and alcohol abuse, and the use of illegal drugs or improper use of alcohol is prohibited. The overall goal of drug and alcohol testing is to ensure a drug-free and alcohol-free transportation environment, and to reduce accidents, injuries and fatalities.

The refusal to submit to the testing used by the district will be grounds for refusal to hire driver applicants and to terminate the employment of existing drivers. Any driver who becomes unqualified on the basis of violation of the terms of this policy will be subject to disciplinary action that may include termination of the driver's employment.

Any applicant who tests positive for the presence of these illegal drugs is medically unqualified to drive and will not be considered for the position of driver: (1) marijuana, (2) cocaine, (3) opiates, (4) amphetamines, or (5) phencyclidine (PCP). Any district driver who tests positive shall be medically unqualified and removed from service immediately.

A driver who has been involved in a reportable accident must submit to drug and alcohol testing within 24 hours. A reportable accident includes any accident in which there is a fatality, a person is injured and must be treated away from the accident site, the driver receives a citation

for a moving violation, or a vehicle is towed from the scene. The driver must notify the district immediately regarding any reportable accident. If a driver is so seriously injured that he or she cannot submit to testing at or immediately after the time of the accident, the driver must provide the necessary authorization for the district to obtain hospital reports or other documents that would indicate whether there were controlled substances or alcohol in the driver's system.

All drivers will be subject to unannounced random testing for drugs and alcohol. The district or its agents will periodically select drivers at random for testing. A district official will notify a driver when his or her name has been selected and will instruct the driver to report immediately for testing. By its very nature, random selection may result in one driver being tested more than once in a 12-month period, while another driver may not be selected at all during the same 12 months.

For more information, please see Ralston Board Policy 4003.

WORKPLACE SEARCHES

To safeguard the property and interests of our students, employees, and patrons; to help prevent the possession, sale, and use of illegal drugs on school grounds, and in keeping with the spirit and intent of the district's drug-free workplace policy and other policies, the school district reserves the right to question employees and all other persons entering and leaving our premises, and to inspect any packages, parcels, purses, handbags, briefcases, lunch boxes, or any other possessions or articles carried to and from school when it has reasonable grounds to do so. The school also reserves the right to search any employee's office, desk, files, locker, or any other school owned property on school grounds. All offices, desks, files, lockers, and so forth, are school district property and are issued or provided for the use of employees only during their employment with the district. Inspections may be conducted at any time at the discretion of the administration. Employees who refuse to cooperate with this provision will be subject to disciplinary action up to and including discharge.

WEAPONS AND FIREARMS

Weapons: No student may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy. No visitor under the age of 18 may possess, handle, or transmit any weapon while on school grounds or at any school activity or event off school grounds except as permitted by this policy.

Definition of Weapon: The term "weapon" means any object, device, instrument, material, or substance which is capable of causing injury in the manner it is used or intended to be used.

Firearms: No person may bring, possess, handle or transmit a firearm on school grounds, in a school owned vehicle, or at a school activity or event off school grounds, except as permitted by this policy.

Definition of Firearm: The term "firearm, as defined in 18 U.S.C. 921, means any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, any firearm muffler or firearm silencer, or any destructive device (excluding an antique firearm).

Exceptions Regarding Firearms: The prohibition against firearms does not apply to:

1. The issuance of firearms to or possession by members of the armed forces of the United States, active or reserve, National Guard of this State, or Reserve Officers Training Corps or peace officers or other duly authorized law enforcement officers when on duty or training; or
2. Firearms that may lawfully be possessed by a person who is receiving instruction at the school under the immediate supervision of an adult instructor;
3. Firearms which may lawfully be possessed by a person for the purpose of using them, with the approval of the school, in a historical reenactment, in a hunter education program, or as part of an honor guard;
4. Firearms contained within a private vehicle **operated by a nonstudent adult** that are not loaded **and** are encased or are in a locked firearm rack that is on a motor vehicle; or
5. A handgun carried as a concealed handgun by nonstudent adult who holds a valid permit issued under the Concealed Handgun Permit Act in a vehicle or on his or her person while riding in or on a vehicle into or onto any parking area, which is open to the public and used by the school if, prior to exiting the vehicle, the handgun is locked inside the glove box, trunk, or other compartment of the vehicle, a storage box securely attached to the vehicle, or, if the vehicle is a motorcycle, a hardened compartment securely attached to the motorcycle while the vehicle is in or on such parking area, except as prohibited by federal law.

Definition of Encased: The term “encased” means enclosed in a case that is expressly made for the purpose of containing a firearm and that is completely zipped, snapped, buckled, tied, or otherwise fastened with no part of the firearm exposed.

Exceptions for Students: The only exceptions for a student to bring or possess a weapon, including a firearm, are as follows:

1. The firearm or weapon has been brought to school grounds or to an activity or event off school grounds for some educational purpose;
2. The person bringing the firearm or weapon has requested and received the prior approval of both the instructor and the building principal to do so; and
3. All arrangements to use and store the firearm or weapon safely while it is on school premises have been agreed to and carried out.

Consequences – Firearm: Any student who brings a firearm, as that term is defined in 18 United States Code 921, to school will be expelled from school for one calendar year. The superintendent of schools and the board of education shall have the authority to modify the expulsion requirement on a case-by-case basis.

Consequences – Weapon: State law and this policy provide that any student who violates this policy by knowingly bringing, possessing, handling or transmitting a weapon, other than a firearm, on school grounds, in a school owned vehicle, or at a school activity or event off school grounds may be suspended on a long-term basis, mandatorily reassigned, or expelled for the remainder of the school year in which the expulsion takes effect (if the misconduct occurs during the first semester) or the remainder of the second semester, summer school, and the first semester of the following school year (if the misconduct occurs during the second semester).

Confiscation of Firearms: Administrative and teaching personnel are statutorily authorized, without a warrant, to confiscate any firearm possessed in violation of this policy. By statute, any firearm that is confiscated by school personnel shall be delivered to a peace officer as soon as practicable. Such firearms are subject to being destroyed by law enforcement authorities.

Report to Law Enforcement Authorities: All school personnel are required to report any violation of this policy to a principal or the superintendent of schools. Pursuant to state and federal law, school personnel are required to report to law enforcement authorities when a student brings a firearm or weapon to school.

NOTIFICATION OF ARREST, CRIMINAL CHARGES, LICENSURE OR CHILD ABUSE

Employees shall notify the Superintendent or designee by the next working day after the employee is (a) arrested; (b) ticketed; or (c) issued any form of criminal charge for committing an offense, crime, or infraction.

The above notification and reporting requirement herein apply if:

1. The maximum penalty for the crime equals or exceeds seven days incarceration;
2. The crime relates to abuse, neglect, or endangerment of a minor, or a minor was allegedly a victim or a witness;
3. The crime relates to misuse of drugs, alcohol, or controlled substances;
4. Job responsibilities are impacted including offenses that:
 - a. Would constitute a violation of NDE Standards of Conduct and Ethics, chapter 27; or
 - b. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives students; or
 - c. Would impact the employee's Commercial Driver's License if the employee's job requires that the employee have a CDL.
5. The crime relates to alleged violence, force, coercion, or sexual misconduct;
6. The arrest or criminal activity occurs while the employee is on duty, or at a school attendance facility, on school property, at a school-supervised activity or school-sponsored function or in a school-owned or utilized vehicle.

Employees must also promptly report to the Superintendent or designee whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense is not otherwise reportable. Employees must give full disclosure of the existence and nature of the above proceedings and shall also immediately notify the Superintendent or designee of the disposition of any such case or matter.

Employees shall also notify the Superintendent or designee by the next working day after the employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license requirement for the employee's position. Employees shall also notify the Superintendent or designee by the next working day after the employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Legal documents related to criminal charges, arrests, and child abuse complaints shall be treated and maintained as part of the employee's confidential criminal background file. Failure to notify the Superintendent or designee as required under this policy may subject the employee to disciplinary action, up to and including termination.

WORKPLACE SAFETY

It shall be the policy of the Ralston Public Schools to take every reasonable precaution for the safety of the students, employees, visitors and all others having business with this school district.

The district will provide a loss control program designed to prevent on-the-job injuries and illnesses. In addition, each building will design procedures to address school violence. With staff and parent involvement, each school principal shall be responsible for developing a building safety management plan. The plan shall be reviewed annually. Cooperation by all employees is expected in our effort to make our schools a safe place to work and learn.

REPORTING AN ACCIDENT

If an employee is involved in an accident at work, immediately or as soon as possible within 24 hours, they must complete an Employee Accident Form and report the accident to the immediate supervisor. This form is available from the building secretary. The supervisor will then complete an accident analysis form. Both forms must be sent to the Business Office.

In order to protect you and other employees, you must present a physician's statement releasing you to return to work following any injury or illness for which you received a doctor's care or that resulted in your absence for three or more consecutive scheduled working days. The doctor's release must state that you are released to return to work either: (a) without limitation; or (b) with limitations, listing them specifically.

THREAT REPORTING AND ASSESSMENT

All staff must report any threatening statements or behavior to a member of the administration. Staff must make such report regardless of the nature of the relationship between the individual who initiated the threat or threatening behavior and the person(s) who were threatened or who were the focus of the threatening behavior. Staff must also make such reports regardless of where or when the threat was made or the threatening behavior occurred.

THREATS OR ASSAULTS THAT REQUIRE IMMEDIATE INTERVENTION SHOULD BE REPORTED TO THE POLICE AT 911.

UNIVERSAL PRECAUTIONS

In general, a student or employee illness or injury will be dealt with by the school nurse or health paraprofessional. Because the need to help a sick or injured child may exist, training is required for all school employees. Because of the threat of infectious diseases, the following precautions must be followed for everyone's health & safety.

- Gloves should be worn when contact with any blood or bodily fluids are anticipated and should therefore be carried during playground duty, school activities, sports and field

trips. They should also be worn for touching mucous membranes or broken skin (abrasions, etc.). Gloves should be changed after contact with each student. Hands should be washed immediately after removal of gloves.

- Disposable paper supplies and bandages should be used in the treatment and clean-up of any blood or bodily fluid.
- Disposable emergency mouth-to-mouth resuscitation masks should be used for such emergencies.
- Employees, who have an open lesion, wound, dermatitis, etc., should cover them with a dressing that will prevent contamination from other sources.
- Clean-up of blood and bodily fluids are dealt with primarily by the custodial staff. Again, precautions must be taken by all employees.
- Gloves must be worn for clean-up and disposal.
- Contain blood or bodily fluids with paper towels and use them to wipe up. Then place them in an individual plastic bag for disposal.
- Vomit must be covered with vomit absorbent first. (This is available from the custodians.) Follow the directions, then place the material in an individual plastic bag for disposal.
- Anything non-disposable (dust pans, brooms, etc.) must be sanitized. Cover them with a plastic bag until this can be done correctly.
- All plastic bags containing disposed material must be tied and disposed of in a lined trash receptacle.
- Soiled clothing should be removed immediately and placed in a plastic bag for laundering in hot water and detergent for 25 minutes. If cooler water is used, appropriate solutions must be used to inactivate the microorganisms.
- Both the injured party and the first aid responder must wash their hands or any exposed areas of the body immediately at the finish of clean-up and disposal. Should first aid to a fellow employee or visiting adult be required, the same precautions should be applied.

COMMUNICABLE DISEASES

The school district strives to provide a safe environment for both students and staff while safeguarding the rights of all students and employees, including those with communicable diseases.

Communicable diseases are defined by the Nebraska Department of Health and Human Services in Title 173 Nebraska Administrative Code, Chapter 1 and include HIV/AIDS, Hepatitis (A, B, and E), Measles, Mumps, and Tuberculosis.

A student who has been diagnosed with a communicable disease shall be provided with educational services in accordance with state law and board policy. Generally, individuals with a communicable disease will be restricted only to the extent necessary to prevent the transmission of the disease, to protect their health and rights of privacy, and to protect the health and safety of others. The decision regarding a student's education program and placement shall be made on an individual basis in light of current medical and educational information and recommendations. These will be determined by the superintendent, the student's Section 504 or Individualized Education Program (IEP) team, or the district's Crisis Team. In addition, participation in Nebraska School Athletic Association (NSSA) events will be subject to its rules and procedures, if any.

If medical judgment substantiates that an employee has a chronic communicable disease and that employee poses a significant health threat to students and/or other employees the employee may be placed on medical leave.

The superintendent is responsible for assuring that procedural safeguards are used when determining the employment status of employees with chronic communicable diseases.

For more information, please see Board Policy 3048.

HIPPA

The Health Insurance Portability and Accountability Act of 1996 protects certain health information. Prior to obtaining or releasing employees' protected health information, employees may be requested to sign an authorization for the disclosure of health information. If protected health information is requested from a third party, the School District will ensure that protected health information is released only as allowed by federal and state law.

AIDS AND AIDS-RELATED CONDITIONS

Ralston Public Schools recognizes that Acquired Immune Deficiency Syndrome (AIDS), its related conditions such as AIDS Related Complex (ARC), and persons with seropositive test results for AIDS and/or ARC, are the source of considerable concern and pose significant and delicate issues for all employees.

As a result of such recognition, we have established guidelines for handling issues that may arise when an employee is affected by these conditions.

Policy Statement: Ralston Public Schools is committed to maintaining a safe and healthy work environment for all employees. Consistent with this commitment, the Company will treat AIDS and/or ARC the same as other illnesses in terms of all our employee policies and benefits, such as group health and life insurance, disability leaves of absence, and other disability benefits.

Based on the overwhelming weight of available medical and scientific opinion, including statements from the Surgeon General of the United States, and the U.S. Public Health Service and Centers for Disease Control, there is no evidence that such diseases are casually transmitted in ordinary social or occupational settings or circumstances. Therefore, subject to changes in available medical information and/or specific conditions involving the potential for transmission of these diseases, it is the policy of Ralston Public Schools that employees with such diseases or any of their related conditions may continue to work as long as they are able, with any reasonable accommodation required by law, to perform the essential functions of their positions. Employees who are affected by AIDS and/or ARC or any other life-threatening illness will be treated with compassion and understanding. Co-workers will be expected not to refuse to work or withhold their services for fear of contracting such diseases by working with such an affected employee and not to harass or otherwise discriminate against such a person.

Procedures: Recognizing the need for all employees to be able to be accurately informed about these diseases, Ralston Public Schools will make every effort to have information available regarding the facts about them, how they are transmitted and not transmitted, and how best to

keep them from spreading. Employees who would like to be provided with this information should contact the Human Resources Department.

Employees affected by or concerned about AIDS and/or ARC or any of their related conditions are encouraged to contact their supervisor or Human Resources Department to discuss their concerns and to obtain additional information. All such communications will be treated by Ralston Public Schools with strict confidentiality.

AHERA NOTIFICATION

In the past, asbestos was used extensively in building materials because of its insulating, sound absorbing, and fire retarding capabilities. Virtually any building constructed before the late 1970s contained some asbestos. Intact and undisturbed asbestos materials generally do not pose a health risk. Asbestos materials, however, can become hazardous when, due to damage or deterioration over time, they release fibers. If the fibers are inhaled, they can lead to health problems, such as cancer and asbestosis.

In 1986, Congress passed the Asbestos Hazard Emergency Response Act (AHERA), which requires schools to be inspected to identify any asbestos containing building materials. Suspected asbestos-containing building materials were located, sampled (or assumed) and rated according to condition and potential hazard. Every three years, Ralston Public Schools has conducted a re-inspection to determine whether the condition of the known or assumed asbestos containing building materials (ACBM) has changed and to make recommendations on managing or removing the ACBM. At the last re-inspection conducted on January 22, 2013, all materials listed in the Management Plan as asbestos containing (or assumed to be asbestos-containing) were inspected and found to be in good condition.

The law further requires an asbestos management plan to be in place. Ralston Public Schools developed a plan, as required, which has been continually updated. The plan has several ongoing requirements: publish a notification on management plan availability and the status of asbestos activities; educate and train its employees about asbestos and how to deal with it; notify short-term or temporary workers on the locations of the asbestos containing building materials; post warning labels in routine maintenance areas where asbestos was previously identified or assumed; follow set plans and procedures designed to minimize the disturbance of asbestos containing building materials; and survey the condition of these materials every six months to assure that they remain in good condition.

The following buildings contain no asbestos-containing building materials; therefore, no operations and maintenance programs or future inspections are required: Ralston Middle School. During the past year, asbestos containing building materials have been removed, encapsulated, or enclosed in the following buildings: Mockingbird kitchen storage. During the next year, we plan to conduct the following asbestos related activities at the following school buildings: removal of kitchen storage room floor tile at Mockingbird Elementary.

It is the intention of Ralston Public Schools to comply with all federal and state regulations controlling asbestos and to take whatever steps are necessary to ensure students and employees a healthy and safe environment in which to learn and work. You are welcome to review a copy of the asbestos management plan in school district administrative office or administrative office of

the school during regular business hours. Pat Flinn is our designed asbestos program coordinator, and all inquiries regarding the asbestos plan and asbestos-related issues should be directed to 402-898-3460.

SCHOOL CLOSING

During the winter months there are occasionally mornings when the decision is made to close school due to severe wind chills or driving conditions that make it unsafe for students who walk to school or are inexperienced drivers. On those days principals and specific personnel will report to check buildings and monitor if some students arrive at school so they can be returned home for safety reasons. All other personnel will not report. The Virginia Moon Administrative Center will be open from 9 a.m. to 3 p.m. on those days. A school closing protocol will be published annually to outline specifics surrounding this process.

When school is closed there will be no school-sponsored activities held without the permission of the superintendent or his/her designee.

TECHNOLOGY

USE OF TECHNOLOGY

The use of school-owned technology, including computers, whether stand-alone, as a part of a local area network, or as part of a wide area network such as the Internet, is a privilege, not a right. The following policies apply to any and all electronic devices (including personal devices) that are used on school property, whether or not the user is connected to a network.

All use of technology, whether personally owned or provided by the district, must be consistent with and driven by the educational objectives of the Ralston School District.

The following guidelines shall be observed by all staff members regarding the acceptable use of the district's Internet resources:

- Staff shall be restricted to use the Internet to conduct research for instructional purposes.
- Staff may use the Internet for school-related e-mail communication with fellow educators, students, parents and patrons.
- Staff may use the Internet in any other way which serves a legitimate educational purpose and that is consistent with district policy and good professional judgment.
- Teachers should integrate the use of electronic resources into the classroom. As the quality and integrity of content on the Internet is not guaranteed, teachers must examine the source of the information and provide guidance to students on evaluating the quality of information they may encounter on the Internet.

The following behaviors represent unacceptable use of the district's Internet resources:

- Staff shall not access obscene or pornographic material.
- Staff shall not engage in any illegal activities on school computers, including the downloading and reproduction of copyrighted materials.

- Staff shall not use school computers or district Internet access to use per-to-peer sharing systems such as BitTorrent, or participate in any activity which interferes with the staff member's ability to perform their assigned duties.
- The only political advocacy allowed by staff on school computers or district Internet access is that which is permitted by the Political Accountability and Disclosure Act and complies with district policy.
- Staff shall not share their passwords with anyone, including students, volunteers or fellow employees.

To display or print sexually explicit images or documents on the district's systems is a direct violation of the district's Sexual Harassment policy. In addition, sexually explicit material may not be archived, stored, distributed, edited, or recorded using our network or computing resources. The exception to this would be documents/files needed to be archived for legal reasons.

The distribution or sharing of confidential information related to the faculty, staff, or students of the Ralston Public Schools is expressly prohibited. Even when physically able to do so, users will not access any information other than which they are specifically authorized to and which is necessary for the performance of their assigned duties. The district's information may not be utilized for the benefit of any other person or organization.

No employee may use the district's Internet, Intranet, or e-mail facilities to deliberately propagate any virus, worm, Trojan horse, or trap-door program code. Likewise, no employee may use the district's Internet or e-mail facilities to knowingly disable or overload any computer system or network, or to circumvent any system intended to protect the privacy or security of another user. Local law enforcement officials will be contacted in the event of theft and/or intentional damage to district's equipment or network systems.

While on district property, the use of technology shall not be permitted for personal reasons or for purposes that are contrary to the goals and objectives of the Ralston Public Schools, unless deemed incidental, intermittent, or occasional. The district administration shall have sole and absolute discretion to determine what personal use may be permitted as incidental, intermittent, or occasional. The Ralston Public Schools shall not be held liable for any loss (including, but not limited to, financial loss, identity theft, or loss of information) an employee may experience while conducting personal business on school property or with equipment owned by the district.

Any district-owned electronic devices are subject to service at any time, which may result in the loss of data. The district will not be responsible for any damage a user may suffer, including loss of data.

The Ralston School District makes no warranties of any kind, whether express or implied, for the technological services it provides. The Ralston School District will not be responsible for any liability or expense the user may incur in connection with the use of District technology. The user agrees to indemnify (hold harmless) the Ralston School District for any expenses, including attorney's fees, arising out of the use of District technology in violation of this agreement.

The Ralston Public Schools Internet facilities, computing resources, e-mail and voice mail must not be used to knowingly violate the laws and regulations of the United States or any other

nation, or the laws and regulations of any state, city, province, or other local jurisdiction in any way.

Any violation of school policy and rules regarding the use of the district’s computer and/or Internet resources may result in:

- Discharge from employment or such other discipline as the administration and/or the board deem appropriate.
- The filing of a complaint with the Commissioner of Education alleging unprofessional conduct by a certified staff member.
- When appropriate, the involvement of law enforcement agencies in investigating and prosecuting wrongdoing.

The Ralston Public Schools will comply with reasonable requests from law enforcement and regulatory agencies for logs, diaries, and archives on individuals’ Internet, e-mail, and voice mail activities. In addition, the Ralston Public Schools may divulge any information found during monitoring to any party it deems appropriate.

OFF-DUTY PERSONAL USE OF TECHNOLOGY

School employees may use the internet, school computers, and other school technology while not on duty for personal use as long as such use is (1) consistent with other district policies, (2) consistent with the provisions of Title 92, Nebraska Administrative Code, Chapter 27 (Nebraska Department of Education “Rule 27”), and (3) is reported as compensation in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid. All of the provisions of Rule 27 will apply to non-certificated staff for the purposes of this policy. In addition, employees may not use the school’s Internet, computers, or other technology to access obscene or pornographic material, sext, or engage in any illegal activities.

SCHOOL AFFILIATED WEBSITES

Staff must obtain the permission of the administration prior to creating or publishing any school-affiliated webpage that represents itself to be school-related, or which could be reasonably understood to be school-related. This includes any website which identifies the school district by name or which uses the school’s mascot name or image.

Staff must provide administrators with the username and password for all school-affiliated web pages and must only publish content appropriate for the school setting. Staff must also comply with all board policies in their school-affiliated websites and must comply with the board’s policy on professional boundaries between staff and students at all times and in all contexts.

Publication of student work or personally-identifiable student information on the Internet may violate the Federal Education Records Privacy Act. Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information on the Internet.

SCHOOL AFFILIATED SOCIAL MEDIA

Any social media account which purports to be “the official” account of the school district (e.g., “Ralston Football”), or any of its programs, classes or entities will be considered to be an account that is used exclusively for the school district’s business purpose. Staff members may not use “official” accounts for personal use.

Staff may be required to provide their supervising administrator with the username and password to school-affiliated social media accounts. Staff may also be required to interact with specified individuals on school-affiliated social media accounts.

When staff use school-affiliated social media accounts to comment on school-related matters, they do not do so as private citizens and are therefore not entitled to First Amendment protections.

Staff must comply with all board policies, contract provisions, and applicable rules of professional conduct in their social media usage. They must comply with the board’s policy on professional boundaries between staff and students at all times and in both physical and digital environments.

Staff must obtain the consent of their building principal or the superintendent prior to posting any student-related information in order to make sure that the publication does not violate the Federal Education Records Privacy Act or any other laws. Staff must also comply with all applicable state and federal record retention requirements, even with regard to personal social media usage.

Staff must comply with all applicable laws prohibiting the use or disclosure of impermissible content, such as copyright laws, accountability and disclosure laws, and any other law governing the use of resources of a political subdivision. Questions about appropriate content should be referred to the staff member’s supervising administrator.

The following is a list of unacceptable uses of social media which constitute a basis for disciplinary action up to and including termination of employment:

- Staff shall not access obscene or pornographic material while at school, on school-owned device or on school-affiliated social media accounts.
- Staff shall not engage in any illegal activities, including the downloading and reproduction of copyrighted materials.
- Staff shall not access social media networking sites such as Facebook, Twitter, and Instagram on school-owned devices or during school time unless such access is for an educational activity which has been preapproved by the staff member’s immediate supervisor. This prohibition extends to using chat rooms, message boards, or instant messaging in social media applications and includes posting on social networking sites using personal electronic devices.

For more information, please see Board Policy 4051.

MONITORING / NO EXPECTATION OF PRIVACY

Access to the District's network, email, voice mail, and Internet/Intranet resources are given to employees to assist them in the performance of their work. The district owns the computer system and monitors e-mail and Internet communications, Internet usage, and patterns of Internet usage. Staff members have no right of privacy in any electronic communications or files, which are stored or accessed on or using school property and these are subject to search and inspection at any time.

Although Ralston Public Schools does not routinely monitor employee use of computers, Internet, e-mail or voice mail, it reserves the right to do so at any time at its discretion.

The use of encryption or passwords, the labeling of an email or document as private or personal, the deletion of an email or document, or any other such process or action shall not diminish the District's rights in any manner.

Ralston Public Schools will comply with reasonable requests from law enforcement and regulatory agencies for logs, diaries and archives on individuals' Internet, email and voice mail activities. In addition, Ralston Public Schools may divulge any information found during monitoring to any party it deems appropriate.

COMMUNICATION / ACCESSING INFORMATION

Communication is vital to having an informed and efficient organization that is responsive to the needs of students and the community. All employees are expected to regularly read their printed and electronic communication. It is expected that employees reply promptly to mail, e-mail, and other communication requests by parents, community members, students, other teachers, and administration.

Employees who are interested in communicating electronically with more than half of the staff members at a building site, for reasons that are not related to the normal, day-to-day operations of the school, must first receive the permission of the principal or the employee's immediate supervisor. Likewise, employees who are interested in communicating electronically with staff members at the district level, for reasons that are not related to the normal, day-to-day operations of the district, must first receive the permission of a district administrator. In all cases, the information being communicated must advance the educational objectives of the Ralston Public Schools and may not interfere with the learning environment, be harmful to our image, inconsistent with the expectations of our employees, or otherwise adversely affect our legitimate business interests. Employees who attempt to circumvent and/or violate this policy may be subject to disciplinary actions up to and including termination of employment.

CELL PHONE/ELECTRONIC DEVICE USE

Ralston Public Schools recognizes that employees will need to use cell phones and other electronic devices occasionally. However, the District prohibits excessive use of such devices during working hours.

DISTRICT CELL PHONES

The District will provide identified employees with a cell phone. Approved employees will be able to choose from an identified list of cell phones that the district will provide. The monthly service charge will be paid by the district based upon the negotiated agreement with the cell phone service provider. Approved employees wishing to hold their own cell phone contract will be reimbursed a \$50.00 monthly stipend and a \$100.00 equipment stipend every two years. If an approved employee holds their own cell phone contract and is paid a stipend they must supply their phone number to RPS so they can be contacted. All approved employees will have to sign a cell phone user agreement before being supplied with a district provided cell phone.

ELECTRONIC COMMUNICATION WHILE DRIVING

Except as provided below, school personnel shall not use any electronic communication device to read a written communication, manually type a written communication, send a written communication, verbally communicate with others, or otherwise communicate with others while operating a school vehicle or while using a school-issued electronic communication device while operating a private vehicle. This prohibition includes but is not limited to answering or making telephone calls, engaging in telephone conversations, and reading or responding to e-mails, instant messages, or text messages.

The Superintendent or building principal may grant exceptions and allow verbal communication on an as needed basis for specific district-related worked based upon employees' duties and responsibilities.

POLICIES REGARDING STUDENTS

STUDENT SAFETY

Teachers shall make every reasonable effort to protect students from conditions that interfere with the learning process or are harmful to the health and/or safety of others.

Physical restraint of a student may sometimes be necessary to protect the student and/or other individuals. Physical restraint will be used with extreme caution and only in emergency situations where there is a risk of injury to someone if physical restraint is not used, and only after other less intrusive alternatives have failed or been deemed inappropriate. Staff members may physically restrain a student without advance notice to the building administrator when a student's behavior poses a threat of imminent, serious, physical harm to self and/or others.

The Ralston School District's emphasis is on prevention and behavioral de-escalation that reduces the risk of injury. The emphasis is always on the care, safety, and welfare of our students. The primary technique that should be utilized by staff members is verbal de-escalation. Physical restraint may only be used when non-physical interventions would not be effective, and/or the student's behavior poses a threat of imminent, serious, physical harm to self and/or others.

STUDENT DISCIPLINE

Administrative and teaching personnel may take actions regarding student behavior, other than those specifically provided in this policy and the Student Discipline Act, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but need not be limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. Disciplinary consequences may also include in-school suspension, Saturday School, and any other consequence authorized by law. District administrators may develop building-specific protocols for the imposition of student discipline. **Further, students who qualify for special education services may have other procedures that apply as required by state and federal law.**

For more information, please see Ralston Board Policy 5035.

EMERGENCY EXCLUSION

Any student may be excluded from school in the following circumstances subject to the procedural provisions governing short-term suspension found elsewhere in these policies or state law:

- (a) If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
- (b) If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers that prompted the exclusion.

For more information, please see Ralston Board Policy 6031.

CORPORAL PUNISHMENT

Corporal punishment, defined as the infliction of bodily pain as a penalty for disapproved behavior, is prohibited. Some physical contact is inevitable. Therefore, physical contact, short of corporal punishment, is acceptable to promote personal interaction with students, to maintain order and control, and to protect persons and property.

SUSPECTED CHILD ABUSE/NEGLECT

Because of their daily contact with school-age children, educators and other school employees are in a unique position to identify abused and/or neglected children. Educators are required by law to report any known child abuse or neglect. Nebraska law defines child abuse or neglect as knowingly, intentionally, or negligently causing or permitting a minor child to be (1) placed in a

situation that endangers his or her life or physical or mental health; (2) cruelly confined or cruelly punished; (3) deprived of necessary food, clothing, shelter or care; (4) left unattended in a motor vehicle, if such child is six years of age or younger; (5) sexually abused; or (6) sexually exploited by allowing, encouraging, or forcing such person to solicit for or engage in prostitution, debauchery, public indecency, or obscene or pornographic photography, films, or depictions.

Any school employee who has reasonable cause to believe that a child has been abused or neglected must report the suspicion to the building principal immediately.

The principal and the school nurse and/or the school guidance counselor or school psychologist shall, whenever possible, investigate the concern immediately within 24 hours of receiving the initial report. The school staff shall endeavor to conduct this investigation in a manner that does not interfere with any current or future investigation by law enforcement. When the principal determines that a report should be made, he or she shall make a report to the office of social services or law enforcement. The principal shall inform the employee(s) who made the initial report whether he or she has made a report to the office of social services or law enforcement. If no such report has been made but is deemed appropriate, the employee(s) shall file such a report if he, she or they have reasonable cause to believe that a child has been abused or neglected in conjunction with the building principal, school counselor or school psychologist.

The building principal, school counselor, or school psychologist must complete the necessary paperwork and keep it on file. Any doubt or question in reporting such cases shall be resolved in the favor of reporting the suspected abuse or neglect. Consultation between the administrator and school employee is encouraged; keeping in mind that prompt reporting is essential.

The report to authorities shall contain the following information to the extent it is available: (1) name and position of reporting person; (2) name, address, and age of abused or neglected person; (3) address of the person or persons having custody of the abused or neglected person; (4) the nature and extent of the abuse or neglect, or the conditions and circumstances which would reasonably result in such abuse or neglect; and (5) any other information that may be useful in establishing the identity of the persons involved and cause of the abuse or neglect.

Nebraska statutes give legal immunity from any civil or criminal liability to any person who makes a good faith report of child abuse or neglect or participates in a judicial proceeding resulting from such a report.

For more information, please see Ralston Board Policy 4054.

STUDENT INTERVIEWS

Employees shall refer any police officer, child protective service worker, or other similar individual seeking to speak to or interview a student to an administrator.

STUDENT SEARCHES

Certified and classified staff members may not search students or their belongings. If a staff member suspects that a student is in possession of contraband, he/she should immediately

contact a member of the administration and supervise the student until the administrator arrives. Students who are suspected of having an item in violation of school rules may be directed to wait with a staff member.

ELECTRONIC COMMUNICATION WITH STUDENTS

All forms of electronic communication with students including, but not limited to, the use of e-mail, text messaging, instant messaging, and social media must advance the educational goals and objectives of the Ralston Public Schools.

STUDENT CONFIDENTIALITY

Any student records, including reports of illness, abuse and neglect are strictly confidential. Student privacy will be rigidly protected by all employees of the district. Failure to do so will result in disciplinary action, up to and including termination.

The school district provides students with a certificated school guidance counselor. Information that students provide to counselors and/or school psychologists is confidential but not legally privileged. The counselor and/or school psychologist will attempt to respect the privacy of student disclosures, but will share all relevant information with other education professionals as appropriate or as directed. The counselor and/or school psychologist will also contact parents and law enforcement officials as appropriate.

Records of the counseling relationship, including interview notes, test data, correspondence, tape recordings and other documents, are to be considered professional information for use in counseling, not part of the student's education record.

When a counselor and/or school psychologist is in doubt about what information to release, he or she should discuss the matter with the building principal or with the superintendent.

CRISIS ASSISTANCE

The school district will use a Crisis Response Team (CRT) to plan and coordinate efforts to deal with an emergency that involves the school, staff, and students. The primary concern will be the safety and welfare of students and staff, followed by the protection and salvaging of property.

During a crisis, school will be conducted in as normal and routine a manner as possible. To help provide students and staff with the services to cope with an emergency, the CRT may call upon patrons and school and community professionals who are skilled in providing counseling. A careful balance must be maintained between the right of the public to information and the rights of the student and staff to privacy and normalcy. All crisis information will remain confidential unless decided otherwise by the general coordinator. The general coordinator will be responsible for dealing with the media and providing information to the public.

For more information, please see Ralston Board Policy 4036.

SUMMARY

This handbook is a general guide to the operations of the school district. More information and specific details on matters covered here are provided in negotiated agreements, Board of Education policies and building handbooks. Questions that are not addressed in this handbook may be answered by contacting a supervisor, the Human Resources Office or another appropriate office. All employees are wished the best as they work with their colleagues to provide quality education for the students of Ralston.

EMPLOYEE ACKNOWLEDGEMENT PAGE

This is to certify that I have read this employee handbook and I am familiar with its contents. I understand that it is not a binding contract but a set of guidelines for the implementation of personnel policies. I understand that by signing this acknowledgement, I agree to abide by the policies and procedures set forth by the Ralston Public Schools.

Employee Signature

Employee Name (Printed)

Date

APPENDIX A

Ralston Public Schools District Reimbursement Guidelines

Receipts:

If an expense item is to be reimbursed by Ralston Public Schools, there must be a receipt attached validating the expense. The receipt must include the following:

1. Name of business where purchase was made or service was performed. (Some business receipts do not include the business name. Please write the name on the receipt.)
2. Date of service
3. Detail of items/service purchased
4. If expense is for a meal or food, please include the name of the meeting and the names of the individuals who attended or ate the meals claimed for reimbursement.
5. If needed receipts may be attached to a plain piece of paper to include all pertinent information.

The following types of receipts are NOT acceptable:

1. Summary credit card slip showing only the total charge
2. Cancelled check
3. Credit card statement with the expense circled

Bottom Line: If you do not have an acceptable receipt for expense reimbursement the district may not be able to reimburse for that expense item.

Mileage:

Mileage will be reimbursed at the standard IRS mileage allowance. The IRS updates the rate annually. The District publishes a mileage reimbursement form that is to be used for mileage reimbursement. This document can be found in the essential documents section on Google drive, or on the Ralston Forms website. Please remember to check on the availability of the Ralston Public Schools vehicles for trips in which several staff members will be attending. When available, the district vehicles must be used for travel. Mileage will only be reimbursed from your place of work to the activity location identified and back. Mileage will not be paid from your home or residence.

Rental Cars:

Rental cars are not reimbursed to the employee unless the following conditions exist:

1. Prior approval from the Assistant Superintendent for Business AND one or more of the following conditions exist:
2. The cost of the cab fare or shuttle, to **or** from the airport, is more than the daily rate plus incidentals, such as fuel and parking, to rent the car.
3. The hotel where the employee is staying is not within walking distance to the conference and the hotel does not offer shuttle service to the conference.
4. The rental is less expensive than a flight for several persons attending an event and is within a reasonable driving distance.

Purchasing Items:

We are a tax-exempt organization. As a result, we are not required to pay sales tax on purchases. Because of this, purchasing items on a personal basis and asking for reimbursement is discouraged. The district does recognize that at times cost savings may be realized by purchasing items on a personal basis. If this becomes necessary advanced permission from your supervisor is required prior to purchasing items that you wish to be considered for reimbursement. When asking for reimbursement on such purchases please use the receipts portion of this document to guide the reimbursement submittal. *NO PERSONAL ITEMS ARE TO BE PURCHASED USING OUR TAX EXEMPTION. PLEASE RING UP PERSONAL ITEMS SEPARATELY!*

Expenses that will not be reimbursed:

1. **Alcoholic Beverages** will NOT be reimbursed.
2. **Entertainment** such as movies, etc.
3. **Laundry fees**
4. **Personal maintenance items**
5. **Tips for services** such as housekeeping, bellman, etc. Tips for cab fare, shuttles, and meals will be reimbursed but are limited to 20% of the charges.
6. **Cab fares, shuttle costs, etc.** for employee's personal travel such as sightseeing, shopping, etc. Restaurants for dining out should be selected close to the hotel to keep transportation costs to a minimum.

Meals:

When traveling away from Ralston and it is necessary to have a meal while on duty it is expected that care is used in selection an appropriate price level restaurant. Exact per diem amounts have not been set so care and good judgment should be used in keeping costs appropriate. It is also expected that detailed documentation and receipts are kept to insure reimbursement. Meal reimbursement is for RPS staff members only unless the event is hosted by the Ralston Public Schools and you are doing the business of the Ralston Public Schools.

District Cell Phones:

The district will provide identified employees with a cell phone. Approved employees will be able to choose from an identified list of cell phones that the district will provide. The monthly service charge will be paid by the district based upon the negotiated agreement with the cell phone service provider. Approved employees wishing to hold their own cell phone contract will be reimbursed a \$50.00 monthly stipend and a \$100.00 equipment stipend every two years. If an approved employee holds their own cell phone contract and is paid a stipend they must supply their phone number to RPS so they can be contacted. All approved employees will have to sign a cell phone user agreement before being supplied with a district provided cell phone.

Charging on District Accounts:

At no time shall any employee charge items to a revolving account registered to the Ralston Public Schools unless advanced permission has been granted by a supervisor or school administrator. Charging any items for personal business on school district revolving accounts is strictly prohibited.

APPENDIX B

**Ralston Public Schools
District Professional Development Guidelines**

Requesting Professional Development:

1. Teachers: Please get approval from building administrator.
2. Building Administrator: Please align requests with goals and mission and identify appropriate funding prior to making arrangements.
3. District Administrator: Please align requests with goals and mission and identify appropriate funding prior to making arrangements. Communication with building principals is also essential prior to making arrangements.

Professional Development Requests from Buildings/Teachers:

Professional development requests that originate from building principals or teachers must be arranged and organized at the building level. Steps that are required for appropriate planning are:

1. Identify if the professional development meets the District/Building goals and mission
2. Identify appropriate funding in advance
3. Complete any required registration process
4. Organize any needed transportation or lodging arrangements
5. Schedule substitute teachers as needed
6. Submit costs, reimbursement, and expenses for payment as needed to the Business Office
7. Prior to the event check that all details are covered

Professional Development Requests from District Administration:

Professional development requests that originate from Central Office or District administration must be arranged and organized at the Central Office level. Steps that are required for appropriate planning are:

1. Identify if the professional development meets the District/Building goals and mission
2. Identify appropriate funding in advance
3. Communicate with building principals and teachers about the training opportunity
4. Complete any required registration process
5. Organize any needed transportation or lodging arrangements
6. Schedule substitute teachers as needed
7. Submit costs, reimbursement, and expenses for payment as needed to the Business Office
8. Communicate to all stakeholders details of arrangements and expectations
9. Prior to the event check that all details are covered

Requests for Payment:

Any requests for payment that would accompany reservations or registrations should be submitted well in advance of the deadline (at least 3 business days) to the Business Office so that a check can be mailed. In all cases detailed documentation should accompany requests so that accurate records may be kept and registrations and reservations are made in a timely manner.

APPENDIX C

CODE OF ETHICS

**TEACHING
PROFESSION**

STATE OF NEBRASKA

STANDARDS OF PROFESSIONAL PRACTICES

Introduction

It is the responsibility of the Commission to provide advice and counsel to the State Board of Education in developing standards of professional practices in areas including, but not limited to, (1) ethical and professional performance, (2) competency, (3) continuance in professional service, and (4) contractual obligations.

Standards applicable to professional practices have been adopted by the Nebraska State Board of Education. The Code of Ethics, Standards for Continuance in Professional Service, and Contractual Obligations are presented in this pamphlet. The Commission shall adhere to these standards in making recommendations of whatever nature in accordance with its statutory authority.

The State Board of Education shall request the Commission or a special committee of members thereof to hold hearings and make recommendations to the State Board of Education concerning alleged violations of standards of professional ethics and practices by holders of public school certificates. Each educator can be aided by this publication in developing and continuing the use of professional practices that are in the best interest of the students, the profession, and the public.

CODE OF ETHICS

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence, and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this chapter.

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in Nebraska with respect to ethical and professional conduct and are,

therefore, declared to be the criteria of ethical and professional performance adopted pursuant to the provisions of Section 79-868 R.R.S. for holders of public school certificates.

If the certificate holder is employed in a nonpublic school, that context shall be taken into account in the application of these standards.

Principle I - Commitment as a Professional Educator

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance, and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
2. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.
3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
5. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or board members.
7. Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.
8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
9. Shall report to the Commissioner any known violation of Principle I, number 7; Principle III, number 5; or Principle IV, number 2.
10. Shall seek no reprisal against any individual who has reported a violation of this chapter.

Principle II - Commitment to the Student

Mindful that a profession exists for the purpose of serving the best interest of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
5. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
6. Shall not tutor for remuneration students assigned to his or her classes, unless approved by the local board of education.
7. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public

The magnitude of responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of and confidence in the rule of law, a respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

1. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair professional judgment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude, or commit any felony under the laws of the United States or any state or territory.
6. Shall with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession

In the belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

1. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
2. Shall not misrepresent his or her professional qualifications, or those of colleagues.
3. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
5. Shall not assign to unqualified personnel, tasks for which an educator is responsible.
6. Shall permit no commercial or personal exploitation of his or her professional position.
7. Shall use time on duty and leave time for the purpose for which intended.

STANDARDS FOR CONTRACTUAL OBLIGATIONS FOR ALL CERTIFICATE HOLDERS

Members of the teaching profession shall adhere fully to the terms of a contract or appointment.

Summary

Teaching in the public schools of Nebraska and related administrative and supervisory services are recognized as a profession by the Legislature.

In recognition of the professional status of educators, the Governor is authorized to appoint a Professional Practices Commission representative of elementary and secondary teachers, administrators, and higher education. The goal of the Commission is to develop, promote and enforce standards of professionalism for Nebraska educators.

APPENDIX D

Supplemental policies and procedures for Sign Language Interpreters

Code of professional conduct:

The Code of Professional Conduct for the Suburban Schools' Program is based on the Code of Professional Conduct of the Registry of Interpreters for the Deaf (RID) with the perspective of an educational setting. The RID Code of Professional Conduct referenced is in parenthesis following each principle.

1. The EI/T shall be dedicated to providing competent interpreting services in a manner befitting a professional. (RID tenet 2)
 - 1.1. Professional appearance: EI/Ts must always keep in mind their role to facilitate communication and their responsibilities as visual representatives of the consumers involved in any given interpreting assignment. EI/Ts should dress in a manner that will be as unobtrusive as possible and assure the best background for signing. Avoid highly visible jewelry, excessive makeup and other characteristics of physical appearance that are distracting.
 - 1.2. Personal Qualities: The EI/T must be dependable, responsible and reliable at all times. The EI/T must use tact when interacting with others, remaining diplomatic and perceptive. The EI/T must maintain an acceptable demeanor, exhibiting self-confidence and self-control.
2. The EI/T judiciously safeguards assignment-related information of a confidential nature. The obligation to protect confidences does not prevent an educational interpreter from revealing information to his/her employer or member of the IEP professional team for record keeping, program management and supervision. (RID tenet 1)
3. The EI/T provides parents and other members of the educational team on the student's use of interpreting service when requested. The EI/T will redirect parents and other team members to the deaf educator/resource teacher for parental/team member questions that are not related to the student's use of an interpreter within the educational setting. (RID tenets 1, 2, 3, and 4)
4. The EI/T and deaf educator/resource teacher shall provide information when necessary, to educate the consumers about the role and appropriate use of the interpreter. (RID tenets 2 and 3)
5. The EI/T conveys the content, spirit and affect of the speaker using the language system approved by the educational team. (RID tenet 2)
6. The EI/T will not counsel nor interject personal opinion during interpretations/transliterations. (RID tenet 3)
7. The EI/T will maintain an appropriate adult-student relationship with all children/students (deaf and hearing). This is the ability to maintain "Professional Distance" or professional boundaries. (RID tenet 3)

Registry of Interpreters for the Deaf (RID) Code of Professional Conduct

The Registry of Interpreters for the Deaf, Inc. has set forth the following principles of ethical behavior to protect and guide interpreters and transliterators and hearing and deaf consumers. Underlying these principles is the desire to insure for all the right to communicate.

This Code of Professional Conduct applies to all members of the Registry of Interpreters for the Deaf, Inc. and to all certified non-members.

Tenets (updated 2008)

1. Interpreters adhere to standards of confidential communication.
2. Interpreters possess the professional skills and knowledge required for the specific interpreting situation.
3. Interpreters conduct themselves in a manner appropriate to the specific interpreting situation.
4. Interpreters demonstrate respect for consumers.
5. Interpreters demonstrate respect for colleagues, interns, and students of the profession.
6. Interpreters maintain ethical business practices.
7. Interpreters engage in professional development.

Educational Interpreter Roles and Responsibilities

1. The IEP team, not an individual EI/T, has the responsibility to determine any alternative modes of communication to be used in order to meet the needs of an individual student.
2. The EI/T will use an English-based system such as Signing Exact English System during subjects such as Reading, Writing, or English where the focus is learning to read and/or write English.
3. The EI/T will interpret any and all information presented in a classroom situation: formal instruction, individual instruction, informal social interaction between peers and conversation in classroom when appropriate.
4. The EI/T will voice interpret and relay information to non-signers.
5. The EI/T will rephrase information or simplify to aid understanding without providing the student with answers. If time does not permit during class time, the EI/T will inform the resource or deaf education teacher that extra help is needed and be willing to tutor if requested.
6. The EI/T will interpret at school functions during the school day.
7. The EI/T will tutor students when requested by deaf educators.
8. The EI/T will use any preparation time to prepare for future classes. It is the responsibility of the EI/T to know the assignments in advance so that any unknown vocabulary can be learned prior to class.
9. The EI/T will notify the deaf education teacher of tests, reviews, special assignments and any other concerns that impact the student's performance.
10. The EI/T will remain in the assigned classroom until the end of the class period, even when the student is doing independent seatwork. S/he should be available to interpret at all times.
11. Clarify routine points for the student, but do not assume the teacher's role. Repeat the interpretation of instruction only when it is needed, not routinely.
12. The EI/T will make sure students understand his/her interpreting, requesting feedback from the student as age or maturity allows. The EI/T will help the student develop his/her ability to provide appropriate feedback as a consumer of the service.
13. The EI/T will interpret all information presented in the class. Do not make indiscriminate decisions to leave out some class information.
14. The EI/T will use fingerspelling to convey key vocabulary, as method to emphasize a word/concept, and as a sign; do not invent signs without prior discussion with the student. The fingerspelling presentation must contain *all* the letters of the word and be presented at a rate at which the student can receptively comprehend the word. EI/TVs need to be aware of the students' challenges with which they work. Some students may be poor spellers or have memory problems; therefore reading a word sign may be more

meaningful, faster, and provide a clearer message for students to key into than fingerspelling.

15. The EI/T will obtain information on the day's goals, tests, review, projects, extra credit work, special assignments, etc. for the deaf educator. Students are also responsible for all afore stated information.
16. The EI/T will refer any questions from parents regarding their child to the appropriate teacher(s). The EI/T **will not** discuss student's performance.
17. The EI/T will request to review student folders of those individuals for whom the EI/T will provide service. This review will help better prepare the EI/T to meet the language and learning demands of the students. This information may also be acquired from the deaf education teacher or the student's IEP case manager. All information learned during the review or conversation should be kept strictly confidential.
18. The EI/T will complete a sub folder. This folder should be prepared within the first week of school and be updated accordingly. These folders will be housed in the interpreter's desk/office or in the deaf education room. Sub folders should contain the following information and need to be kept up to date with schedule changes and appropriate forms:
 - Opening letter from director
 - Schedules
 - Positioning information
 - Equipment needs of students such as Alpha Smart, FM
 - Communication mode and other special information
 - Building map with key rooms/locations highlighted
 - Substitute Interpreter Time Sheet
 - Sub notes (use form appropriate for the grade level and class schedule)

Educational Interpreter Attendance

In order to ensure consistency and to maximize progress of the students who are deaf or hard of hearing, it is crucial for the EI/T to be at work. Punctuality is essential. If an absence from work is necessary, follow these guidelines.

1. All EI/TVs must call the designated interpreter or program director at 402-496-1419 (morning) or 402-339-2090 (during school hours) to report an absence.
 - a. Must call between 6:00 am-7:15 am – **DO NOT** send a text message and **DO NOT** leave a message
 - b. Also leave a message with Diane Meyer at 402-339-2090 or notify Diane via e-mail: diane_meyer@ralstonschools.org
2. The ill/absent EI/T will contact their assigned building also.

If you are at school and become ill:

 - a. You must notify the building's deaf education teacher.
 - b. You must contact the designated interpreter/program director at 402-339-2090
 - c. Also leave a message with Diane Meyer at 402-339-2090 or notify Diane via e-mail: diane_meyer@ralstonschools.org
3. The EI/T will document the beginning and end of their workday through the electronic time card system as required by Ralston Public Schools.

Extra-Curricular Activities

Suburban Schools' Program offers many opportunities for extra-duty pay to interpreters. Extra-curricular activities include: sports, meetings, clubs, Open house, National Honor Society, parent conferences, etc. EI/T duty time is seven and one-half hours of which 30 minutes is a paid lunch, an additional benefit. Any activity outside of assigned duty time is considered extra-curricular and is done for extra pay. Overtime pay (time and one half) begins after you reach 40 hours in one week. The 40 hours does not include the paid lunch benefit but does include negotiated leaves.

The amount of time interpreted must be rounded to the nearest quarter hour. For example, if an activity runs ten minutes, the EI/T is to charge for fifteen. If the activity runs for 25 minutes, the EI/T is to charge for thirty minutes.

Please sign-up if you are interested in covering extra-curricular activities. The activities are posted via email to all the EI/T staff. Job assignments are based on order of interest. Any individual accepting an activity must locate his/her own substitute for the activity in the event of illness. Recurrent activities such as sport practices may be split between interpreters.

Mileage can be claimed for extra-curricular activities under certain circumstances. The mileage form can be found in Ralston's Cloud. See the section on mileage included in the forms section for details on completing the document. Conditions for mileage reimbursement for Extra-curricular activities:

- Mileage cannot be claimed for driving back to school for a club, sport, or evening activity (i.e. open house, parent-teacher conferences, etc.) in which you will be paid for your time. Example: drama rehearsal starts at 7:00 pm; the interpreter goes home between school and rehearsal—no mileage can be claimed.
- Mileage cannot be claimed for driving to a school or competition site for sports when the event occurs on the weekend such as practice or a meet/game.
- Interpreters are to facilitate communication with any non-signers (coach or fellow students), which include drive times to off-campus events. The only exception to this is when there is no room on the district vehicle for the interpreter. The program director must be notified of this situation prior to the event for approval to drive a personal vehicle and request reimbursement.

Educational Interpreter/Transliterators Performance Appraisals

Observations

The director will observe EI/Ts twice a year. Evaluations are also sent to the personnel office. This will provide for documentation of skills as well as professionalism. The director will complete the evaluation. Copies of the format are included so the EI/T can be aware of expectations. A Ralston Public Schools' general evaluation of employee skills is also completed by the program director with input from the deaf educator.

Any areas deemed unsatisfactory or "in need of improvement" will be addressed initially through informal interventions between the interpreter and the Director. If performance is not improved in a stated period of time, the interpreter will be placed on formal intervention, which can lead to termination.

Continuing Education

The Nebraska Department of Education Rule 51 outlines the rules and regulations governing employment of EI/Ts in the state of Nebraska. The guidelines can be view at <http://www.nde.state.ne.us/SPED/sped.html>. It is under the Policy and Procedures section. To maintain employment in the state, educational interpreters will obtain 20 clock hours of educationally related continuing education every two years. The RID Code of Professional Conduct, tenet 7, also requires continued professional development.

APPENDIX E

Supplemental policies and procedures for Drivers

Dress Code

Drivers are expected to present a neat, clean, and professional appearance at all times. The following minimum Transportation Department dress code standards are based on professional image, safety, and health.

- a. Drivers will wear Transportation shirts provided by the district of them or Ralston shirts.
- b. Drivers will wear enclosed shoes. No open-toed shoes are allowed. Sandals and flip-flops are not safe in the event of a bus evacuation.

Minimum Acceptable Conduct

Driving school children is an awesome responsibility. Consequently, drivers are held accountable for the safety of their passengers. Ralston Public Schools drivers must be above reproach at all times. The following guidelines reflect the minimum acceptable standards of conduct and dress expected of all drivers while on duty.

- a. Smoking in or around any school district vehicle is prohibited.
- b. Eating or drinking on the bus while students are present or while the vehicle is in motion is prohibited.
- c. Drivers will not use inappropriate language or engage in inappropriate conversations while on duty and/or while on Ralston Public School property.
- d. Unauthorized connections of electronic equipment (i.e., radios, tape decks, CDs...) to any district vehicle is prohibited. Drivers must be able to hear sirens and train signals.
- e. Inappropriate conduct or conversations with students is strictly prohibited. Inappropriate conversation or comments about students is strictly prohibited.
- f. Failure to wear seat belts in district vehicles.
- g. Regular and predictable attendance is a required condition for employment.
- h. While on duty, drivers should treat parents, community members, students, patrons, and all individuals in a respectful manner. Incidents involving dissatisfaction with Ralston's transportation department should be reported to the transportation supervisor immediately.

Termination and/or Suspension

Serious infraction, including but not limited to the following, may be cause for immediate termination and/or suspension:

- a. Being under the influence of drugs or alcohol
- b. Destruction of school property
- c. Failure to stop at railroad crossings
- d. Failure to report an accident involving a district vehicle
- e. Failure to report an accident involving a personal vehicle
- f. Carrying unauthorized passengers: In accordance with Nebraska Department of Education, Title 92, "No one except school personnel, supervisory personnel, monitoring personnel, and pupils assigned to a pupil transportation vehicle for a particular route schedule or for an activity trip as defined in 92 NAC 92-002.02 , may ride such vehicles" Essentially, this rule means no one other than students, sponsors,

- and chaperones may ride a school bus.
- g. Failure to pick up a student
 - h. Leaving a student on the vehicle after returning to the Transportation Center or other final destination
 - i. Unauthorized use of the district vehicles or using the vehicle for personal errands
 - j. Failure to be punctual
 - k. Deviating, without approval, from the assigned route unless there are unforeseen traffic circumstances
 - l. Failure to pre-trip a vehicle properly. Arrive early enough to complete the pre-trip before leaving the lot. The time clock will show if you had time to do the pre-trip.
 - m. Inappropriate language, comments, or touching towards students, staff, and/or other adults
 - n. Tampering with any cameras and/or recording devices located inside the vehicle.

Basic Loading and Unloading Policies

Bus drivers should adhere to the following procedures:

- a. If a parent wishes to change a pick-up/drop-off time/location, advise them to contact the Coordinator of Transportation. Drivers are not authorized to make changes.
- b. When running more than 10 minutes late for the schedule pick-up or drop-off, contact the Coordinator of Transportation who will pass on that information as appropriate.
- c. Pick-ups should be curbside at the student's residence. If this is not possible, park the vehicle so the student does not have to walk on the roadway.
- d. If a student is not at the authorized stop at the scheduled time, drivers will wait 3 minutes and then leave. Call the Coordinator of Transportation at the soonest opportunity.
- e. Drivers are responsible for ensuring all students are properly seated on the bus with the appropriate restraint system secured, except if a parent/aide assisted/seated the child.
- f. After arriving at the school of attendance, drivers or the para are responsible for removing students from the seat and assisting students in leaving the vehicle, if needed.
- g. After all students have departed the vehicle, immediately check the vehicle for any students or items that may have been left behind.
- h. When drivers are given route changes, new student information, or when a student has been dropped from the route, all outdated information is to be shredded at the Central Office.
- i. If no one is at the student's home or the student cannot enter his/her home at the end of the day, the driver will continue the route and then, return to the student's home and call the Coordinator of Transportation. If after the second attempt, there is still no one at the home, then the student will be returned to school of attendance. If the child is an open enrolled student, call the Coordinator of Transportation.

Emergency Procedures

The following procedures will be used in the event of an accident involving a district vehicle, other emergencies, when experiencing mechanical problems, or during inclement weather.

Accidents (Vehicle contact with any moving or stationary object)

All accidents will be reported to the Coordinator of Transportation immediately. Drivers will call immediately, and drivers will initiate a 911 call if appropriate. The following procedures will be followed for all accidents.

- a. Stop the vehicle as soon as possible
- b. Drivers involved in an accident must take and maintain control of the situation. This is especially important when injuries are involved.
- c. Notify the Coordinator of Transportation of the situation. Give the following information:
 - Vehicle number
 - Location
 - Number of vehicles involved
 - Number of students on board and what school they are from
 - Number of injured
- d. Check for injuries and administer and/or direct first aid if required
- e. Evacuate passengers to a safe area if necessary
- f. Set up “breakdown” reflectors to protect accident scene and warn motorists
- g. Complete accident forms in driver route book
- h. Make no statements or comments to anyone other than law enforcement and/or district representatives

Mechanical Problems

If a non-safety mechanical problem arises while en-route, annotate the problem on the pre-trip vehicle inspection form. If unsure of the seriousness of the mechanical problem, contact the Coordinator of Transportation. If a safety related mechanical problem or a breakdown occurs, contact the Coordinator of Transportation and wait for further instructions.

Inclement Weather Procedures

Drivers will provide the Coordinator of Transportation and the Central Office with home phone numbers, addresses, and emergency contact phone numbers to facilitate contact in the event of inclement weather.

If weather is threatening during the day, drivers must provide the Coordinator of Transportation with a phone number (or some other piece contact information) in case of early dismissal.

If inclement weather occurs while en-route, the following procedures will be used:

- a. Contact the Coordinator of Transportation only when delayed more than 10 minutes or completely immobilized by weather or traffic
- b. In the case of disabled/immobilized vehicle, drivers will remain with the students to supervise and ensure their safety
- c. Students are to remain onboard a disabled/immobilized vehicle until an alternate vehicle has arrived, unless remaining on the vehicle creates a safety concern
- d. Under no circumstances will drivers release students without the permission of the Coordinator of Transportation
- e. Vehicle windows and roof hatches will be closed after the last daily run, and whenever there is the possibility of inclement weather
- f. During cold weather operations, all diesel vehicles will be plugged in at night.

- g. On mornings that are 20 degrees or below, the early start crew may start vehicles
- h. Drivers will not leave vehicles unattended while the engine is running at any time, including warm-up, except during the pre-trip inspection

Tornado/Severe Weather Procedures

A tornado watch indicates an area in which atmospheric conditions exist from which a tornado could develop.

A tornado warning is issued when a tornado has actually been sighted in the area or is indicated by radar.

The following procedures are designed to ensure the safety of passengers when the threat of or actual severe weather is experienced. Drivers must be familiar with these procedures and able to respond appropriately in the event of deteriorating weather conditions. Students are not to board a district vehicle while under a tornado warning.

Tornado Warning While on Route

Every situation involving a tornado/severe weather will be different. Drivers must always consider the following factors when dealing with a tornado warning/severe weather:

- a. ALWAYS maintain control of the situation and accountability of all passengers.
- b. Proceed immediately to the nearest safe location for evacuation. If there is immediate danger and no shelter is available, evacuate students from the vehicle and into the nearest ditch or culvert at least 100 feet away from the vehicle or any other vehicle.
- c. In most instances, the driver will be the last off the bus as he/she will direct the evacuation and ensure all passengers have exited the vehicle. There may be instances, however, that it would be more appropriate for the driver to be the first out of the vehicle in order to direct passengers to the appropriate safe location. In this case, drivers must assign a responsible passenger to assist in the evacuation by ensuring all passengers have exited the vehicle.
- d. Make certain all students go to the safe location and are accounted for.
- e. Drivers should make every effort to keep the Coordinator of Transportation apprised of the evacuation location to include the number of passengers onboard. Once the tornado warning has been lifted, drivers will advise Dispatch when they are 10-8 and reaffirm the number of passengers.
- f. Do not release passengers without the Coordinator of Transportation's permission.

2018 ELEMENTARY SUMMER SCHOOL COURSE DESCRIPTIONS

Kindergarten

Kindergarten Readiness and Movement ABC's

This **all morning** class will give students experience in working independently, sharing, taking turns, using fine and gross motor skills, identifying colors, using numbers, cutting, pre-reading, etc. It will be especially beneficial for students who have no pre-school experience.

Grade 1

Reading and Math Skills

This class will give students who have completed kindergarten more experiences with reading and math concepts in order to increase their readiness for first grade. Lessons are designed around targeted skills which include phonemic awareness, vocabulary, decoding, addition, subtraction, and number concepts.

Music, Movement and Drama

This is a class for students who enjoy music and simple dance movements, rhythm instruments, elements of story-telling, and acting out songs and stories.

Simple Spanish

Students will learn very simple conversational patterns, the names of colors and numbers, and the names of family relationships (mother, sister, and so forth).

English Language Learners (ELL) Levels 1 & 2

Students who are learning English as an additional language, and have been identified as ELL Level 1 or Level 2, will participate in activities to promote English reading, writing, listening and speaking skills. Lessons will focus on building academic vocabulary, grammar, and oral proficiency. Language will be taught through content concepts and themes.

Grades 2-3

Reading and Math Skills Grade 2

This class will give students who have completed first grade more experiences with reading and math skills to increase their readiness for second grade. Lessons address targeted skills which include vocabulary, phonemic awareness, fluency, place value, addition and subtraction.

Reading and Math Skills Grade 3

This class will give students who have completed second grade more experiences with reading and math skills to increase their readiness for third grade. Lessons address targeted skills which include vocabulary, fluency, reading comprehension, fractions, and multiplication.

Music, Movement and Drama

This is a class for students who enjoy music and simple dance movements, rhythm instruments, elements of story-telling, and acting out songs and stories.

Puzzles and Logic

Let's get logical! Using Lego type bricks, students will explore communication concepts and teamwork. Other hands-on activities will foster critical thinking and problem-solving as students study science and engineering processes through the building of structures to withstand outside forces, the discovery of patterns, and the creation of concrete models from abstract concepts.

Author Exploration

Learn about authors by reading his or her books, researching their history, and exploring their professional websites. Students will explore genres, writing styles, and illustrations. In some cases the students will be able to communicate with and interview authors using digital tools, social media, or Skype. This course includes reading, writing, illustrating, and the use of digital tools for communication.

English Language Learners (ELL) Levels 1 & 2

Students who are learning English as an additional language, and have been identified as ELL Level 1 or Level 2, will participate in activities to promote English reading, writing, listening and speaking skills. Lessons will focus on building academic vocabulary, grammar, and oral proficiency. Language will be taught through content concepts and themes.

Spanish

Students will practice simple conversations (please and thank you) and learn the names of simple shapes and some animals. They may listen to some classic children's stories in Spanish to develop an ear for fluency.

Grades 4-5

Reading and Math Skills Grade 4

This class will give students who have completed third grade more experiences with reading comprehension, writing, fractions, division, and equations to increase their readiness for fourth grade.

Reading and Math Skills Grade 5

This class will give students who have completed fourth grade more experiences with reading comprehension, writing, fractions, decimals, exponents, and order of operations to increase their readiness for fifth grade.

Writing Workshop

This class is for students who already enjoy writing and want to refine their skills. Students will explore various types of writing such as fiction, poetry, and informational. The workshop will provide practice from the brainstorming stage to editing and publication.

Music Explosion!!

This class will explore vocal and instrumental music, plus some music composition software. Students do not need to have any prior musical experience to take part.

What's Your Canvas?

Students learn to express themselves through physical art forms such as drawing, painting, sculpting, and more. Each activity focuses on a specific style or era of art in order to expand a student's appreciation of artistic expression, terminology, famous artists and influential movements in architecture.

Spanish

Students will learn the names of various foods and various general public buildings (library, school, store, etc.). They will practice simple conversations. They may learn some simple Spanish poems. They will become acquainted with the culture of some countries where Spanish is the primary language.

English Language Learners (ELL) Levels 1 & 2

Students who are learning English as an additional language, and have been identified as ELL Level 1 or Level 2, will participate in activities to promote English reading, writing, listening and speaking skills. Lessons will focus on building academic vocabulary, grammar, and oral proficiency. Language will be taught through content concepts and themes.

High Ability Learners (HAL)

Grade 1-Face to Face!

See the Faces of the world from a different perspective! The differentiated curriculum in this course will foster life-long learning. Students will explore faces in art, astronomy and geometry. Faces in various cultures will be studied through myths, folktales and fairy tales from around the world.

Grades 2-3- #Symbolsaroundtheworld

This course presents a study of today's practical symbols, as well as ancient symbols from Chinese and Mayan cultures. Students will compare shields of old with modern day mascots, investigate symbols of other societies and identify patriotic symbols. A search and study of practical symbols such as symbols for traffic, weather and maps will be conducted. As students discover both concrete and abstract symbols they will learn to appreciate the things they represent in the world. Through the use of rich literature, hands on discovery lessons, and practical application students will discover the symbols around them and learn how these symbols apply to their everyday life.

Grades 4-5-Questioning Minds Want to Know

Who's on first? To be or not to be? The more people learn, the more curious they become. Coming up with the right questions involves vigorous thinking, looking at things from new angles and prioritizing which are the most important questions to get to the heart of the matter. Students will learn about Socrates and his ideas of asking questions to find deeper truth. They will create a school newspaper using the 5W's. Students will use comedy to create a humorous skit, only using questions! Finally, students will discover how society has changed because people dare to ask bold questions.



2018 ELEMENTARY STEM CAMP COURSE DESCRIPTIONS

Grade 1-2

Bubble Bonanza

Students will enter the world of Science, Technology, Engineering and Mathematics (STEM) as they explore how bubbles behave and investigate properties of materials they can use to create different kinds of bubble wands. Students will engineer bubble wands for the grand finale.

Introduction to Computer Coding and Rocking Robotics

Computers and technology surround us. We need to learn how to use them. But how does this ever-changing world of technology work? How do computers think? How can we make them go faster and work better? Students investigating these questions today will be our computer scientists of tomorrow. In this course, Introduction to Computer Coding and Rocking Robotics, students going into grades 1-2 will explore the building blocks of how computers work. Students will experience the foundations of coding and robotics, utilize iPads to apply coding skills, and gain a greater understanding of computer science.

Science of the Senses

This course will teach students the science behind each of the senses and how the senses work. Students will learn that ears catch vibrations and eyes use light infractions to see the world. Nerves on the skin feel sensations, skin inside the nose detects odor molecules, and taste buds have the ability to sense four flavors. What a "sensational" world!

Grades 2-3

Earth Habitats

In this class, students will be introduced to seven different habitats. They will learn about the plants and animals that live in those habitats, and how they are all dependent on one another. Students will participate in hands on discovery experiences for each of the habitats. They will explore various animals and their habitats through reading, art, and literature activities, as well as multi-media projects. Included in the class will be a field trip and guest speakers to enhance learning in this class. At the end of the class students will present a play to remind all of us the importance of saving our habitats.

Lego Technics and Math Applications

Students will work together to use Legos to build working models of various machines and will study the math applications of simple machines. Any student will enjoy this experience.

Take the Plunge

The "Taking the Plunge" course allows students to explore how ocean engineers use their knowledge of science, math, the ocean, and their creativity to design and test technologies

that solve problems related to ocean environments. Concepts such as density, ocean engineering, submersibles, and other ocean-related science facts will be discussed and used in controlled tests to determine an object's ability to float or sink. This knowledge and the engineering design process is used as the students work in teams to develop their own ocean submersible designs.

Problem-Solving in a Maker Space

Participants will solve real problems using creativity, collaboration, design, and hands-on materials. Students will work in groups to find and build the solutions. A culminating project will result in each group using a 3D printer to create their answer to the problem.

Grades 3-5

Animation Station

Explore the creation of animated figures used in movies! Students will use coding to create their own animated projects using Pixar Education. The education and career path of animators will also be explored.

Computer Coding and Rocking Robotics

Computers and technology surround us. We need to learn how to use them. But how does this ever-changing world of technology work? How do computers think? How can we make them go faster and work better? Students investigating these questions today will be our computer scientists of tomorrow. In this course, Computer Coding and Rocking Robotics, students going into grades 3-5 will explore the building blocks of how computers work. Students will program Spheros (robots), utilize iPads to write codes with various apps, and gain a greater understanding of binary numbers, how fax machines work, and QR codes.

Google Expedition

Take a field trip everyday-virtually! Participants will solve problems and mysteries around the world using virtual reality tools. Students may visit the Louvre, the Smithsonian Museum, a coral reef, or a rain forest in order to find answers and solve the mysteries.

Learning with Minecraft

Students will enter the world of Minecraft and learn coding, problem-solving, and creativity to solve problems. Minecraft Education allows students to collaborate and create as they learn science concepts such as deforestation and planet exploration. Mathematics concepts are also reinforced as students work with geometric concepts and fractions in real life settings.

Nanotechnology

NanoNano: A Study of the Smallest Science! Nanometer-sized things are very small--one billionth of a meter! Nano is found in nature and technology and often behave differently than larger things do. Explore the different aspects of nanotechnology, nanoscience and nanoengineering in this hands-on science class. Did you know that a single blink of an eye is about one-billionth of a year? You will after you take this fun and education class!

Rockets and Rovers

Rockets and Rovers is a course that taps into students' engineering skills as they experience what it is like to be a NASA scientist and engineer. Students will engage in the engineering process by exploring how Aerospace Engineers create and test rockets and rovers to explore space. Students will work in cooperative groups to design and test their own pump rockets and rovers. In addition, they will have an opportunity to build their inquiry skills when modifying their designs, creating a more efficient model.

Roving Reporter

Plan, create, and produce news reports about the activities and events of the STEM Academy. Students will explore written, filmed, audio, and social media reporting. They will take pictures, create movies, interview participants and write stories in order to report on the projects, activities, and events of this summer session.

The Sky's the Limit

What is aeronautical engineering? What does it take to be a pilot? This class will explore the answers to these questions and more. Students will learn what is new in the world of flight and work with drones or unmanned aerial vehicles. In addition, students will collaborate and apply what they have learned to design a model flying technology that meets a set of criteria and constraints.

Grades 4-5

Claymation Movie Making

Students become a scriptwriter, movie producer, and editing expert as they learn the basics of animating, filming, video dubbing and storyboarding. Students will gain experiential knowledge of the filmmaking industry by idea mapping, synopsis writing, and learning the elements of a good story. A current global topic such as the environment, food, medicine or water will be studied and recorded as students learn to work together to create their film.

Invent an App

Students will investigate and solve a real life problem by designing a digital app. Students will develop coding skills, collaborate, and be creative as they plan and build an app.

The Science of Magic

This summer course will teach students various science concepts through the use of magic tricks and optical illusions. Each session focusses on specific science concepts such as water works, air pressure, motion, force and topology, while allowing students to experiment and enhancing critical thinking and collaboration skills.



NEBRASKA

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July 23, 2018

Dr. Mark Adler, Superintendent
Ralston Public Schools
8545 Park Dr.
Ralston, NE 68127-3690

Dear Dr. Adler,

This letter is to inform you that we have received the Principal Evaluation System documents that you submitted to the Nebraska Department of Education for approval. They have been reviewed pursuant to NAC 92 Rule 10: Section 007.06A1(a-f) and are in compliance with the requirements of statute regarding the approval of certificated staff evaluation policies and procedures. It is our understanding that these documents do not replace anything currently contained in Ralston's Policy 4030 regarding certificated staff evaluations that was approved by your Board in 2016. As such, no further Board approval is needed for these procedural changes. These documents will be added to your file at NDE.

The certificated evaluation policies and procedures for Ralston Public Schools will remain approved until Ralston Public Schools revises them. Revised policies and procedures must be submitted to the Department of Education for approval at the time of adoption.

If you have any questions regarding this letter or any of the applicable statutes, please feel free to contact me at your convenience.

Sincerely,

A handwritten signature in black ink that reads "Brad Conner".

Brad Conner

Consultant

Accreditation and School Improvement, NDE

brad.conner@nebraska.gov