

Board of Education Regular Meeting
Monday, February 14, 2022 7:30 PM
Saline County School District 76-0068
501 Main Street
Friend, NE 68359-0067

Board of Education Goals

- **Allocate resources to effectively and efficiently meet the educational needs of the district.**
- **Ensure vertically and horizontally aligned curriculum.**
- **Implement a district instructional program based on current research and best practice.**
- **Provide facilities that maximize student learning opportunities.**

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Approval of the agenda
6. Consent Agenda
 - 6.1. Hold for discussion and for possible action approval of the following items:
 - 6.1.1. Minutes of prior meeting(s)
 - 6.1.2. Treasurer's report
 - 6.1.3. Receipts
 - 6.1.4. Expenditures
 - 6.1.5. Claims for payment
7. Public Forum: Recognition of visitors, delegations, and reading of communications.
8. Reports

8.1. Committee:

8.1.1. Negotiations

8.1.2. Building and Grounds

8.2. Administration

8.2.1. Principal's Report

8.2.2. Superintendent

9. Discussion Items

10. Action Items

10.1. Accept the resignation of Margo Houlden at the conclusion of the 2021-22 school year.

10.2. Approval to offer initial employment contract to Paige Anderson for the 2022-23 school year.

10.3. Approve necessary changes to Policy 3570.

10.4. Approval of 2022-23 Calendar

10.5. Approve the one-year negotiated agreement with the Friend Education Association.

11. Adjournment

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

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(Agenda items only) Public comment time is the time to request to speak to items listed on this agenda. The public forum is available for interested parties that are not part of any formal presentation regarding a specific agenda item. Patrons wishing to address the board need to request to be recognized by the Board President or Chair of the meeting prior to the beginning of the meeting.

(Non agenda item) this is the time to request to speak to any nonagenda topic concerning the school district. Since it is not an agenda item, the board cannot discuss or take action at this time. The BOE may choose to place the item on a future agenda for consideration &/or action.

Time Limit: The Board President of chair for the meeting shall have the authority to establish reasonable time limits for individual speakers (generally five minutes) and for the duration of public forum sessions.

Personnel or Student Topic: Patrons wishing to address the board regarding a personnel or student issue need to understand that Board policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions or comments directed toward or about individual staff members and/or students. Patrons are cautioned that slanderous comments are not protected just because they are made at Board meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

This agenda contains a list of subjects known at the time of its distribution. A copy of the agenda reflecting any changes will be available for public inspection during normal business hours in the office of the Superintendent. Except for the items of an emergency nature, the agenda will not be enlarged later than 24 hours before the scheduled start of the meeting.

Board of Education Regular Meeting

Saline County School District 76-0068

501 Main Street

Friend, NE 68359-0067

Monday, January 10, 2022 7:30 PM

Tyler Bartels: Present
Tiffany Shonerd: Present
Scott Spohn: Present
Jamie Tuttle: Present
Nancy Vossler: Present
Megan Weber: Present

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Election of Officers
- 5.1. Election of Board President

Elect Jamie Tuttle as President Passed with a motion by Scott Spohn and a second by Nancy Vossler.

Jamie Tuttle: Abstain (With Conflict), Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

- 5.2. Election of Board Vice President

Elect Scott Spohn as Vice President Passed with a motion by Tyler Bartels and a second by Jamie Tuttle.

Scott Spohn: Abstain (With Conflict), Tyler Bartels: Yea, Tiffany Shonerd: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

- 5.3. Election of Board Treasurer

Elect Nancy Vossler as Treasurer Passed with a motion by Jamie Tuttle and a second by Scott Spohn.

Nancy Vossler: Abstain (With Conflict), Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Megan Weber: Yea

Yea: 5, Nay: 0, Abstain (With Conflict): 1

6. Approval of the agenda

Motion to approve agenda as presented Passed with a motion by Tiffany Shonerd and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

7. Consent Agenda

Accept the consent agenda as presented, Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

7.1. Hold for discussion and for possible action approval of the following items:

7.1.1. Minutes of prior meeting(s)

7.1.2. Treasurer's report

7.1.3. Receipts

7.1.4. Expenditures

7.1.5. Claims for payment

8. Public Forum: Recognition of visitors, delegations, and reading of communications.

No public comment

9. Reports

9.1. Committee:

9.1.1. Building and Grounds

Building & Grounds met with Facility Advocates on Dec 14. They reviewed the RFQ process, and the various potential projects. The HVAC project estimate has come in greatly over budget. Committee will reassess priorities.

9.1.2. Policy

Policy committee met Jan. 6. Discussed other school district's policies on attendance. Several changes in this section were discussed.

9.1.3. Activities

Activity committee met with coaches and AD on January 5. Discussed possible co-op with Exeter-Milligan for various sports. The coaches would like the BOE and Administration to keep academics the focus.

9.1.4. Negotiations

Committee met with FEA representatives on Dec. 20. Several suggestions were put forward. The groups met again today prior to BOE meeting. Will meet at least once more to discuss salary and sick day conversion and payouts.

9.2. Administration

9.2.1. Principal's Report

Mrs. Stutzman discussed the activities and events which occurred over the past month, and those scheduled for the spring.

9.2.2. Superintendent

Mr. Anderson commented on the 22-23 calendar. He continues to discuss sport and activity co-oping with Exeter-Milligan. He would like to schedule a board retreat in March or April. Plan to have football field scoreboard purchased and installed by this summer.

10. Discussion Items

10.1. Formulate Goals for Superintendent.

Jamie Tuttle distributed the superintendent evaluation compilation. After discussion, President Tuttle will compile the top goals for Mr. Anderson to focus on for the upcoming year.

10.2. Movement of Ag Teacher to full time position.

Mr. Anderson has discussed moving our Ag Teacher position to 1.0 FTE at Friend. He has discussed the logistics with Mr. Sheffield at E-M. We would still like to have a combined FFA program.

10.3. Discussion of possible addition of School Activities Policy

The Friend ministerial association has asked that the district protect Wednesday evenings and Sunday afternoons for church and family activities. Mr. Anderson has drafted a potential policy.

11. Action Items

11.1. Approval to elect Michele Johnson-Clous as Secretary

Move to approve Michele Johnson-Clouse as BOE Secretary. Passed with a motion by Scott Spohn and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

11.2. Approval to appoint Perry Law Firm as legal counsel to Board of Education

Approve Perry Lawn Firm as legal counsel to BOE Passed with a motion by Jamie Tuttle and a second by Tiffany Shonerd.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

11.3. Approval to appoint Citizens State Bank and/or the Bank of Utica as official depository of school district

Appoint Citizens State Bank and/or the Bank of Utica as the official depository of the district Passed with a motion by Nancy Vossler and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

11.4. Approve to recognize the Sentinel and/or the Lincoln Journal Star as the newspaper of record for the school district.

Approve to recognize the Sentinel and/or the Lincoln Journal Star as the newspaper of record for the school district. Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

11.5. Approval to move the Agriculture education position to full time for the 2022/23 school year.

Move the Agriculture education teaching position to full time for the 22-23 school year. Passed with a motion by Nancy Vossler and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

11.6. Approval of bid for new football scoreboard for Daktronics

Move to accept bid from Daktronics for new football field scoreboard, with price not to exceed \$30,000. Passed with a motion by Scott Spohn and a second by Jamie Tuttle.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea

Yea: 6, Nay: 0

11.7. Approve resolution authorizing the issuance, sale and delivery of general obligation refunding bonds.

Approve resolution authorizing the issuance, sale and delivery of general obligation refunding bonds, in an aggregate principal amount not to exceed \$4,800,000; prescribing the form of the bonds; fixing in part and providing for the fixing in part of the terms of the bonds; providing for the levy and collection of taxes to pay the principal of and interest on the bonds; authorizing certain outstanding bonds to be called for redemption; and related matters. Passed with a motion by Scott Spohn and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

12. Adjournment

Motion to adjourn at 8:50pm. Next meeting is Monday, February 14, 2022, at 7:30 pm. Passed with a motion by Nancy Vossler and a second by Jamie Tuttle.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

Posted Locations:

- Friend Sentinel (published)
- Post Office - Friend
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: 12/29/2021

02-1-01510-000-000	DEPR - INVESTMENT INCOME - Interest on Investments	(\$111.34)	(\$900.00)	(\$553.55)	61.50
02-1-05200-000-000	DEPR - OTHER FINANCING SOURCES - Trsf from General Fund	\$0.00	(\$200,000.00)	\$0.00	0.00
Subtotal of Element: [Fund] 02 - Depreciation Fund		(\$111.34)	(\$200,900.00)	(\$553.55)	0%
SCHOOL NUTRITION FUND					
06-1-01510-000-000	SN - Interest	(\$0.35)	\$0.00	(\$0.48)	0.00
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$412.00)	(\$6,150.00)	(\$22,433.57)	364.77
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$224.00)	(\$4,000.00)	(\$1,676.75)	41.91
06-1-01990-000-000	SN - VENDING SALES	\$0.00	\$0.00	(\$69.15)	0.00
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	(\$13,709.23)	\$0.00	(\$59,842.10)	0.00
06-1-04210-000-000	SN - Federal Reimbursement	\$0.00	(\$152,000.00)	\$0.00	0.00
06-1-09001-000-000	SN - Non Pgm Rcpts - Interfund Loan from GF	\$0.00	\$0.00	(\$12,000.00)	0.00
Subtotal of Element: [Fund] 06 - Lunch Fund		(\$14,345.58)	(\$162,150.00)	(\$96,022.05)	59%
BOND FUND					
07-1-01100-000-000	BF - LOCAL - RE & PP TAXES LEVIED	(\$113,753.71)	(\$500,000.00)	(\$263,970.13)	52.79
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	\$0.00	(\$1,200.00)	(\$95.92)	7.99
07-1-01140-000-000	BF - LOCAL - Penalties & Interest on Taxes	(\$122.79)	(\$2,500.00)	(\$402.56)	16.10
07-1-01510-000-000	BF - LOCAL - INTEREST ON INVESTMENTS	(\$3.52)	(\$600.00)	(\$292.83)	48.80
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	(\$303.88)	(\$1,000.00)	(\$495.09)	49.50
07-1-09001-000-000	BF - NON-PROGRAM RECEIPTS - Interfund Loan from General Fund	\$83,250.00	\$0.00	\$0.00	0.00
Subtotal of Element: [Fund] 07 - Bond Fund		(\$30,933.90)	(\$505,300.00)	(\$265,256.53)	52%
SPECIAL BUILDING FUND					
08-1-01100-000-000	SB - LOCAL - RE & PP TAXES LEVIED	(\$20,285.30)	(\$90,235.00)	(\$35,306.27)	39.12
08-1-01115-000-000	SB - LOCAL - CARLINE TAXES	\$0.00	(\$70.00)	(\$9.59)	13.70
08-1-01140-000-000	SB - LOCAL - Penalties & Interest on Taxes	(\$12.27)	\$0.00	(\$40.23)	0.00
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$302.65)	(\$3,500.00)	(\$1,512.40)	43.21
08-1-03134-000-000	SB - STATE - Public Service & RR Tax Credit	\$0.00	(\$250.00)	\$0.00	0.00
08-1-03180-000-000	SB - STATE - PRO-RATE MOTOR VEHICLE	(\$30.39)	(\$100.00)	(\$49.51)	49.51
Subtotal of Element: [Fund] 08 - Special Building Fund		(\$20,630.61)	(\$94,155.00)	(\$36,918.00)	39%

Friend Public School

Account Summary Report

EXPENDITURES

Cycle: FY21-22; Begin Date: 12/01/2021; End Date: 12/31/2021; Account Type: Expenditure; Created On: 1/4/2022 2:56:32 PM

Account Code	Description	Actual - DEC	Budget (YTD)	Actual (YTD)	% of Budget
General Fund					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$50,573.61	\$606,885.00	\$202,294.44	33.33
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$36,533.81	\$438,405.00	\$146,135.24	33.33
01-2-01100-112-001-00	REG INST - Salaries - Paras and Assistants - Sec	\$658.27	\$11,150.00	\$2,944.81	26.41
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$5,524.33	\$54,338.00	\$24,436.76	44.97
01-2-01100-122-001-00	REG INST - Salaries - Substitute Paras - Sec	\$64.13	\$0.00	\$514.14	0.00
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$129.38	\$3,000.00	\$757.14	25.23
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$646.60	\$25,000.00	\$6,424.16	25.69
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$1,168.00	\$25,000.00	\$3,921.18	15.68
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$9,195.50	\$108,000.00	\$37,522.00	34.74
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$30.50	\$600.00	\$322.00	53.66
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$3,294.00	\$13,175.00	\$3,294.00	25.00
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$14,792.70	\$170,900.00	\$73,963.50	43.27
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$264.00	\$2,600.00	\$1,056.00	40.61
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$10,446.47	\$144,650.00	\$52,232.35	36.10
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$202.00	\$1,800.00	\$808.00	44.88
01-2-01100-212-001-01	REG INST - Group Insurance - LTD - Paras - Sec	\$7.43	\$0.00	\$29.72	0.00
01-2-01100-212-002-01	REG INST - Group Insurance - LTD - Paras - Elem	\$14.40	\$193.00	\$57.60	29.84
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,483.93	\$54,700.00	\$17,988.24	32.88
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,650.09	\$33,500.00	\$10,610.55	31.67
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$294.41	\$850.00	\$488.78	57.50
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$422.18	\$4,400.00	\$1,885.98	42.86
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$49.46	\$1,920.00	\$491.42	25.59
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$89.35	\$1,920.00	\$299.98	15.62
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$4,436.93	\$70,615.00	\$17,802.72	25.21
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$2,714.35	\$43,300.00	\$10,872.24	25.10
01-2-01100-232-001-00	REG INST - Retirement - Paras and Assistants - Sec	\$130.38	\$1,100.00	\$300.12	27.28
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$410.10	\$5,300.00	\$1,814.05	34.22
01-2-01100-237-001-00	REG INST - Retirement Increase - Sec	\$1,510.07	\$0.00	\$5,985.14	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - Elem	\$1,032.98	\$0.00	\$4,194.23	0.00
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - Sec	\$0.00	\$2,246.00	\$2,246.00	100.00
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - Elem	\$0.00	\$1,164.00	\$1,164.00	100.00
01-2-01100-272-002-00	REG INST - Workers Comp - Paras and Assistants - Elem	\$0.00	\$76.00	\$233.00	306.57
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers - Sec	\$0.00	\$0.00	\$3,162.56	0.00
01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$0.00	\$0.00	\$4,422.91	0.00

01-2-01100-291-001-00	REG INST - Other Employee Benefits - Teachers - Sec	\$69.00	\$500.00	\$281.50	56.30
01-2-01100-291-002-00	REG INST - Other Employee Benefits - Teachers - Elem	\$69.00	\$1,200.00	\$281.50	23.45
01-2-01100-320-002-00	REG INST - Prof Educ Services - Elem	\$0.00	\$0.00	\$2,000.00	0.00
01-2-01100-330-001-00	REG INST - Employee Training - Sec	\$0.00	\$5,000.00	\$1,377.00	27.54
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$0.00	\$5,000.00	\$1,089.00	21.78
01-2-01100-333-001-00	REG INST - Mileage Paid to Staff - Sec	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-382-001-SP	REG INST - Distance Ed - Spanish	\$0.00	\$8,000.00	\$3,800.00	47.50
01-2-01100-430-001-MU	REG INST - Repairs to Instruments - Sec	\$35.00	\$2,500.00	\$110.00	4.40
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - Sec	\$679.21	\$7,500.00	\$1,849.48	24.65
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$1,344.45	\$7,500.00	\$2,709.50	36.12
01-2-01100-580-001-00	REG INST - Travel - Sec	\$1,052.46	\$500.00	\$1,131.46	226.29
01-2-01100-580-002-00	REG INST - Travel - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - Sec	\$107.50	\$62,632.00	\$803.68	1.28
01-2-01100-610-001-AG	REG INST - Supplies - Agri	\$132.23	\$2,500.00	\$665.68	26.62
01-2-01100-610-001-AR	REG INST - Supplies - Art - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-FC	REG INST - Supplies - FACS	\$132.84	\$1,500.00	\$453.83	30.25
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - Sec	\$0.00	\$1,000.00	\$323.31	32.33
01-2-01100-610-001-MA	REG INST - Supplies - Math - Sec	\$139.99	\$1,000.00	\$139.99	13.99
01-2-01100-610-001-MU	REG INST - Supplies - Music - Sec	\$1,104.46	\$2,000.00	\$2,453.98	122.69
01-2-01100-610-001-PE	REG INST - Supplies - PE/Health - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-SC	REG INST - Supplies - Science - Sec	\$0.00	\$1,000.00	\$2,027.05	202.70
01-2-01100-610-001-SH	REG INST - Supplies - Shop	\$773.66	\$3,000.00	\$2,529.31	84.31
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - Sec	\$0.00	\$1,000.00	\$19.99	1.99
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$74.50	\$47,132.00	\$900.78	1.91
01-2-01100-610-002-AR	REG INST - Supplies - Art - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - Elem	\$0.00	\$2,000.00	\$280.36	14.01
01-2-01100-610-002-MA	REG INST - Supplies - Math - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-002-MU	REG INST - Supplies - Music - Elem	\$162.46	\$1,000.00	\$531.84	53.18
01-2-01100-610-002-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$1,000.00	\$50.28	5.02
01-2-01100-610-002-SC	REG INST - Supplies - Science - Elem	\$0.00	\$500.00	\$747.01	149.40
01-2-01100-610-002-SS	REG INST - Supplies - Social Studies - Elem	\$0.00	\$200.00	\$0.00	0.00
01-2-01100-640-001-AG	REG INST - Books and Periodicals - Agri	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-001-FC	REG INST - Books and Periodicals - FACS	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-001-LA	REG INST - Books and Periodicals - Lang Arts - Sec	\$0.00	\$2,000.00	\$312.95	15.64
01-2-01100-640-001-MA	REG INST - Books and Periodicals - Math - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-640-001-PE	REG INST - Books and Periodicals - PE/Health - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-640-001-SC	REG INST - Books and Periodicals - Science - Sec	\$0.00	\$2,000.00	\$874.22	43.71
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$20,000.00	\$91.14	0.45
01-2-01100-640-002-MA	REG INST - Books and Periodicals - Math - Elem	\$0.00	\$8,000.00	\$480.68	6.00
01-2-01100-640-002-MU	REG INST - Books and Periodicals - Music - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-640-002-SC	REG INST - Books and Periodicals - Science - Elem	\$0.00	\$3,000.00	\$293.11	9.77
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - Sec	\$0.00	\$5,000.00	\$198.00	3.96

01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$0.00	\$5,000.00	\$1,980.99	39.61
01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-650-001-MU	REG INST - Tech Supplies - Music - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-650-001-SH	REG INST - Tech Supplies - Shop	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-650-001-SS	REG INST - Software/Tech - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-650-001-TE	REG INST - Tech Supplies - Tech Class - Sec	\$0.00	\$1,500.00	\$995.00	66.33
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - Elem	\$0.00	\$500.00	\$1,124.80	224.96
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - Sec	\$0.00	\$6,000.00	\$0.00	0.00
01-2-01100-735-001-00	REG INST - Technology Software - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-810-001-00	REG INST - Dues and Fees - Sec Staff	\$120.00	\$1,000.00	\$757.00	75.70
01-2-01100-810-001-01	REG INST - Field Trips Students - Secondary	\$0.00	\$200.00	\$0.00	0.00
01-2-01100-810-001-AG	REG INST - Dues & Fees - Agri	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-810-001-MU	REG INST - Dues & Contest Fees - Music - Sec	\$0.00	\$500.00	\$72.00	14.40
01-2-01100-810-001-SS	REG INST - Dues & Fees - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-810-002-00	REG INST - Dues & Fees - Elem	\$0.00	\$500.00	\$419.00	83.80
01-2-01100-810-002-01	REG INST - Field Trips Students - Elementary	\$0.00	\$1,000.00	\$207.00	20.70
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - Elem	\$400.00	\$500.00	\$480.00	96.00
01-2-01115-565-001-00	SENCAP - Tuition to Postsecondary Schools	\$1,026.00	\$7,500.00	\$3,081.00	41.08
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$4,790.03	\$57,477.00	\$19,160.12	33.33
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$2,247.52	\$22,302.00	\$9,689.39	43.44
01-2-01190-121-002-00	EARLY - Salaries - Subs - Teachers	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01190-211-002-00	EARLY - Group Insurance - BCBS Teachers	\$1,460.76	\$20,370.00	\$7,303.80	35.85
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$29.44	\$353.00	\$117.76	33.35
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$7.43	\$89.00	\$29.72	33.39
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$357.35	\$4,523.00	\$1,429.10	31.59
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$172.51	\$1,706.00	\$743.52	43.58
01-2-01190-223-002-00	EARLY - Social Security - Subs - Teachers	\$0.00	\$75.00	\$0.00	0.00
01-2-01190-231-002-00	EARLY - Retirement - Teachers	\$355.59	\$5,840.00	\$1,422.36	24.35
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$166.84	\$2,205.00	\$719.29	32.62
01-2-01190-237-002-00	EARLY - Retirement Increase	\$172.72	\$0.00	\$708.04	0.00
01-2-01190-271-002-00	EARLY - Workers Comp - Teachers	\$0.00	\$193.00	\$193.00	100.00
01-2-01190-272-002-00	EARLY - Workers Comp - Paras	\$0.00	\$66.00	\$66.00	100.00
01-2-01190-281-002-00	EARLY - Health Benefits - HSA Teachers	\$0.00	\$0.00	\$921.34	0.00
01-2-01190-330-002-00	EARLY - Employee Training	\$0.00	\$100.00	\$45.00	45.00
01-2-01190-610-002-00	EARLY - General Supplies	\$0.00	\$2,000.00	\$331.00	16.55
01-2-01190-643-002-00	EARLY - Web/Cloud Based Software	\$0.00	\$750.00	\$0.00	0.00
01-2-01190-650-002-00	EARLY - Supplies - Technology	\$0.00	\$100.00	\$0.00	0.00
01-2-01300-111-002-00	SUMMER - Salaries - Teachers - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01300-221-002-00	SUMMER - Social Security - Teachers - Elem	\$0.00	\$200.00	\$0.00	0.00

	Regular Education	\$168,952.31	\$2,200,000.00	\$721,477.82	0.33
01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$4,066.26	\$55,449.00	\$16,265.04	29.33
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$5,688.25	\$68,359.00	\$22,753.00	33.28
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers	\$0.00	\$750.00	\$0.00	0.00
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$146.00	\$750.00	\$292.00	38.93
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$1,428.30	\$22,633.00	\$7,141.50	31.55
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$27.00	\$324.00	\$108.00	33.33
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$22.76	\$273.00	\$91.04	33.34
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$295.68	\$4,466.00	\$1,181.79	26.46
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$413.21	\$5,222.00	\$1,653.80	31.66
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$0.00	\$55.00	\$0.00	0.00
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$11.17	\$55.00	\$22.33	40.60
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$301.86	\$5,765.00	\$1,207.44	20.94
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$422.27	\$6,742.00	\$1,689.07	25.05
01-2-01200-237-001-00	SPED SA - Retirement Increase - Sec	\$99.80	\$0.00	\$399.20	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - Elem	\$139.61	\$0.00	\$558.43	0.00
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - Sec	\$0.00	\$172.00	\$172.00	100.00
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers -Elem	\$0.00	\$201.00	\$367.00	182.58
01-2-01200-272-002-00	SPED SA - Workers Comp - Aides -Elem	\$0.00	\$0.00	\$76.00	0.00
01-2-01200-281-001-00	SPED SA - Health Benefits -HSA Teachers Sec	\$0.00	\$0.00	\$876.89	0.00
01-2-01200-317-001-00	SPED SA - Contracted Legal Services - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-330-001-00	SPED SA - Employee Training - Sec	\$0.00	\$2,000.00	\$111.00	5.55
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$0.00	\$2,000.00	\$267.00	13.35
01-2-01200-580-001-00	SPED SA - Travel - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-591-002-00	SPED SA - SRS fees Purch thru ESU6	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01200-610-001-00	SPED SA - General Supplies - Sec	\$0.00	\$153,892.00	\$179.26	0.11
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$28.60	\$153,892.00	\$147.58	0.09
01-2-01200-643-001-00	SPED SA - Web/Cloud Based Software - Sec	\$0.00	\$500.00	\$5.27	1.05
01-2-01200-643-002-00	SPED SA - Web/Cloud Based Software -Elem	\$0.00	\$500.00	\$800.00	160.00
01-2-01200-650-001-00	SPED SA - Supplies - Technology Related - Sec	\$16.19	\$500.00	\$16.19	3.23
01-2-01200-650-002-00	SPED SA - Supplies - Technology Related -Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-734-001-00	SPED SA - Technology-Related Hardware - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-810-001-00	SPED SA - Dues and Fees - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-810-002-00	SPED SA - Dues and Fees -Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02141-591-001-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Sec	\$0.00	\$30,000.00	\$0.00	0.00
01-2-02141-591-001-01	PSYCH - LMHP Services Purch from ESU6 - SA - Sec	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02141-591-002-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Elem	\$0.00	\$30,000.00	\$0.00	0.00
01-2-02141-591-002-02	PSYCH - Consultant Svs Purch from ESU6 - SA - Elem	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02142-591-002-00	PSYCH - Psych Eval Svcs Purch from ESU6 - Ages 3-4	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02151-591-001-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Sec	\$0.00	\$35,000.00	\$0.00	0.00
01-2-02151-591-001-01	SPEECH - Deaf/HOH Therapy Purch from ESU6 - Sec	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02151-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Elem	\$0.00	\$70,000.00	\$0.00	0.00

01-2-02151-591-002-01	SPEECH - Deaf/HOH Therapy Purch From ESU6 - SA - Elem	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02151-591-002-02	SPEECH - Extended SY Purch From ESU6 - SA - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02151-610-002-00	SPEECH - General Supplies - SA - Elem	\$0.00	\$44,500.00	\$129.37	0.29
01-2-02152-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 3-5	\$0.00	\$18,000.00	\$0.00	0.00
01-2-02152-591-002-01	SPEECH - Extended SY Purch From ESU6 - Age 3-5	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02152-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 3-5	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02152-610-002-00	SPEECH - Supplies - Age 3-5	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02153-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 0-2	\$0.00	\$8,000.00	\$0.00	0.00
01-2-02153-591-002-01	SPEECH - Extended SY Purch From ESU6 - Age 0-2	\$0.00	\$500.00	\$0.00	0.00
01-2-02153-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 0-2	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02161-591-001-00	OT - Occupational Therapy Purch from ESU6 - SA - Sec	\$0.00	\$15,000.00	\$0.00	0.00
01-2-02161-591-002-00	OT - Occupational Therapy Purch from ESU6 - SA - Elem	\$0.00	\$35,000.00	\$0.00	0.00
01-2-02162-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 3-5	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02163-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 0-2	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02171-340-001-00	PT - Prof Services - Physical Therapy - SA - Sec	\$38.50	\$5,000.00	\$115.50	2.31
01-2-02171-340-002-00	PT - Prof Services - Physical Therapy - SA - Elem	\$717.71	\$10,000.00	\$2,411.99	24.11
01-2-02172-340-002-00	PT - Prof Services - Physical Therapy - Age 3-5	\$330.91	\$5,000.00	\$1,105.44	22.10
01-2-02173-340-002-00	PT - Prof Services - Physical Therapy - Age 0-2	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02181-340-001-00	VISION - Prof Services - Vision Therapy - Sec	\$0.00	\$5,000.00	\$15.25	0.30
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$562.17	\$8,000.00	\$1,369.10	17.11
01-2-02182-340-002-00	VISION - Prof Services - Vision Therapy - 3-5	\$0.00	\$0.00	\$33.99	0.00
01-2-02183-340-002-00	VISION - Prof Services - Vision Therapy - 0-2	\$45.75	\$0.00	\$76.25	0.00
	Special Education	\$14,802.00	\$900,000.00	\$61,637.72	0.07
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$3,017.86	\$35,973.00	\$12,071.44	33.55
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$2,997.86	\$35,972.00	\$11,991.44	33.33
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$623.80	\$7,485.00	\$3,119.00	41.67
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$28.97	\$348.00	\$115.88	33.29
01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$623.81	\$7,486.00	\$3,119.05	41.66
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$228.14	\$2,752.00	\$912.63	33.16
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$224.48	\$2,752.00	\$897.95	32.62
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$224.03	\$3,553.00	\$896.12	25.22
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$222.55	\$3,553.00	\$890.20	25.05
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - Sec	\$74.07	\$0.00	\$296.27	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - Elem	\$73.57	\$0.00	\$294.29	0.00
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor- Secondary	\$0.00	\$156.00	\$212.00	135.89
01-2-02120-271-002-00	GUIDANCE - Workers Comp - Counselor- Elem	\$0.00	\$156.00	\$0.00	0.00
01-2-02120-320-001-00	GUIDANCE - Student Workshops- Secondary	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02120-320-002-00	GUIDANCE - Student Workshops- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02120-330-001-00	GUIDANCE - Employee Training - Secondary	\$0.00	\$750.00	\$111.00	14.80
01-2-02120-330-002-00	GUIDANCE - Employee Training - Elem	\$0.00	\$750.00	\$0.00	0.00
01-2-02120-580-001-00	GUIDANCE - Travel- Secondary	\$0.00	\$500.00	\$0.00	0.00

01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary	\$0.00	\$1,484.00	\$45.96	3.09
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$0.00	\$1,485.00	\$580.00	39.05
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$45.00	\$2,000.00	\$225.00	11.25
01-2-02120-810-002-00	GUIDANCE - Dues and Fees- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-116-001-00	NURSE - Salaries - Nurse - Secondary	\$762.50	\$9,150.00	\$3,050.00	33.33
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,287.50	\$27,450.00	\$9,442.00	34.39
01-2-02130-126-002-00	NURSE - Salaries - Nurse Subs- Elem	\$0.00	\$750.00	\$0.00	0.00
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$471.53	\$5,660.00	\$2,357.65	41.65
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$4.94	\$0.00	\$19.76	0.00
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$1,414.59	\$16,975.00	\$7,072.95	41.66
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$14.81	\$237.00	\$59.24	24.99
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$57.26	\$700.00	\$228.87	32.69
01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$171.78	\$2,100.00	\$708.94	33.75
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$56.61	\$904.00	\$226.43	25.04
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$169.82	\$2,711.00	\$679.25	25.05
01-2-02130-237-001-00	NURSE - Retirement Increase - Sec	\$18.71	\$0.00	\$74.86	0.00
01-2-02130-237-002-00	NURSE - Retirement Increase - Elem	\$56.14	\$0.00	\$224.56	0.00
01-2-02130-276-001-00	NURSE - Workers Comp - Nurse- Secondary	\$0.00	\$54.00	\$0.00	0.00
01-2-02130-276-002-00	NURSE - Workers Comp - Nurse- Elem	\$0.00	\$54.00	\$108.00	200.00
01-2-02130-330-002-00	NURSE - Employee Training - Elem	\$0.00	\$0.00	\$111.00	0.00
01-2-02130-580-002-00	NURSE - Travel- Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02130-610-001-00	NURSE - General Supplies- Secondary	\$5.99	\$250.00	\$280.18	112.07
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$230.20	\$2,000.00	\$307.16	15.35
01-2-02130-810-001-00	NURSE - Dues and Fees- Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02130-810-002-00	NURSE - Dues and Fees- Elem	\$0.00	\$500.00	\$0.00	0.00
	Support - Pupils	\$14,106.52	\$180,000.00	\$60,729.08	0.34
01-2-02211-320-000-00	SCHOOL IMPROV - Professional Educational Services	\$0.00	\$500.00	\$0.00	0.00
01-2-02211-610-000-00	SCHOOL IMPROV - General Supplies	\$0.00	\$500.00	\$0.00	0.00
01-2-02211-810-000-00	SCHOOL IMPROV - Dues and Fees	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-111-001-00	LIB MEDIA - Salaries - Teachers - Secondary	\$1,007.19	\$12,086.00	\$4,028.76	33.33
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$1,007.18	\$12,086.00	\$4,028.72	33.33
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$2,161.25	\$23,010.00	\$9,650.89	41.94
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$341.29	\$4,306.00	\$1,706.45	39.62
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$31.24	\$190.00	\$124.96	65.76
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$341.29	\$4,306.00	\$1,706.45	39.62
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.67	\$190.00	\$30.68	16.14
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$75.49	\$925.00	\$301.97	32.64
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$73.22	\$925.00	\$292.88	31.66
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$165.92	\$1,760.00	\$740.64	42.08
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$74.77	\$1,195.00	\$299.08	25.02
01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$74.77	\$1,195.00	\$299.08	25.02

01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$160.44	\$2,283.00	\$716.43	31.38
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - Sec	\$77.76	\$0.00	\$335.73	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - Elem	\$24.72	\$0.00	\$98.88	0.00
01-2-02220-271-001-00	LIB MEDIA - Workers Comp - Teachers - Secondary	\$0.00	\$207.00	\$0.00	0.00
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - Secondary	\$0.00	\$68.00	\$68.00	100.00
01-2-02220-330-001-00	LIB MEDIA - Employee Training - Secondary	\$0.00	\$0.00	\$90.00	0.00
01-2-02220-443-001-00	LIB MEDIA - Lease - Copier - Secondary	\$256.93	\$500.00	\$326.03	65.20
01-2-02220-443-002-00	LIB MEDIA - Lease - Copier - Elem	\$256.94	\$500.00	\$326.05	65.21
01-2-02220-610-001-00	LIB MEDIA - General Supplies - Secondary	\$0.00	\$1,000.00	(\$150.77)	-15.07
01-2-02220-610-002-00	LIB MEDIA - General Supplies - Elem	\$0.00	\$1,000.00	\$1,113.04	111.30
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - Secondary	\$960.05	\$5,000.00	\$1,103.05	22.06
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$968.52	\$5,000.00	\$1,218.06	24.36
01-2-02220-641-001-00	LIB MEDIA - E-Books - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-643-001-00	LIB MEDIA - Web/Cloud Based Software - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02220-643-002-00	LIB MEDIA - Web/Cloud Based Software - Elem	\$1,000.00	\$1,000.00	\$1,000.00	100.00
01-2-02220-650-001-00	LIB MEDIA - Supplies - Technology Related - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02230-432-000-00	TECH - Technology-Related Repairs and Maintenance	\$172.50	\$3,000.00	\$651.81	21.72
01-2-02230-530-000-00	TECH - Communications	\$1,075.40	\$20,000.00	\$10,523.13	52.61
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$3,000.00	\$33,500.00	\$11,352.00	33.88
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$341.07	\$6,000.00	\$1,364.28	22.73
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$0.00	\$20,000.00	\$12,948.55	64.74
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$388.11	\$4,768.00	\$4,203.56	88.16
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$50,000.00	\$0.00	0.00
	Support - Staff	\$14,043.72	\$225,000.00	\$70,498.39	0.31
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$0.00	\$1,500.00	\$0.00	0.00
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02310-520-000-00	BOE - Insurance	\$0.00	\$6,800.00	\$6,752.00	99.29
01-2-02310-540-000-00	BOE - Advertising	\$221.53	\$3,000.00	\$698.49	23.28
01-2-02310-580-000-00	BOE - Travel	\$1,063.55	\$4,000.00	\$1,063.55	26.58
01-2-02310-610-000-00	BOE - General Supplies	\$0.00	\$5,700.00	\$0.00	0.00
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02310-735-000-00	BOE - Technology Software	\$0.00	\$0.00	\$1,800.00	0.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$1,510.00	\$11,000.00	\$2,660.00	24.18
	Board of Education	\$2,795.08	\$40,000.00	\$12,974.04	0.32
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$10,416.67	\$125,000.00	\$41,666.68	33.33
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,395.25	\$34,840.00	\$10,945.61	31.41
01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,886.12	\$22,633.00	\$9,430.60	41.66
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$19.16	\$230.00	\$76.64	33.32
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$1,676.81	\$23,278.00	\$8,384.05	36.01
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$49.42	\$593.00	\$197.68	33.33

01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$178.66	\$2,665.00	\$819.03	30.73
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$799.29	\$9,560.00	\$3,197.13	33.44
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$177.81	\$3,440.00	\$812.55	23.62
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$773.28	\$12,350.00	\$3,093.12	25.04
01-2-02320-237-000-00	SUPER - Retirement Increase	\$314.44	\$0.00	\$1,291.28	0.00
01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$0.00	\$103.00	\$103.00	100.00
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$0.00	\$368.00	\$368.00	100.00
01-2-02320-285-000-00	SUPER - Health Benefits - Superintendents	\$0.00	\$0.00	\$1,052.24	0.00
01-2-02320-310-000-00	SUPER - Contracted Services	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02320-330-000-00	SUPER - Employee Training	\$0.00	\$0.00	\$111.00	0.00
01-2-02320-333-000-00	SUPER - Mileage Paid to Staff	\$0.00	\$200.00	\$0.00	0.00
01-2-02320-530-000-00	SUPER - Cell Phone Reimb	\$50.00	\$600.00	\$200.00	33.33
01-2-02320-580-000-00	SUPER - Travel	\$345.52	\$3,000.00	\$436.07	14.53
01-2-02320-610-000-00	SUPER - General Supplies	\$0.00	\$8,140.00	\$40.29	0.49
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$0.00	\$2,500.00	\$1,275.64	51.02
01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$465.53	\$500.00	\$1,622.53	324.50
01-2-02320-810-000-00	SUPER - Dues and Fees	\$432.00	\$2,000.00	\$1,322.00	66.10
	Superintendent	\$19,979.96	\$255,000.00	\$86,445.14	0.34
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$0.00	\$7,500.00	\$360.00	4.80
	District Legal	\$0.00	\$7,500.00	\$360.00	0.05
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,190.32	\$24,320.00	\$9,816.92	40.36
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$3,979.17	\$47,750.00	\$15,916.68	33.33
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$3,979.17	\$47,750.00	\$15,916.68	33.33
01-2-02410-120-001-00	PRIN - Salaries - Subs - Admin Asst- Secondary	\$0.00	\$0.00	\$83.25	0.00
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst- Secondary	\$8.11	\$97.00	\$32.44	33.44
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$838.41	\$11,639.00	\$4,192.05	36.01
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$39.59	\$476.00	\$158.36	33.26
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$838.40	\$11,639.00	\$4,192.00	36.01
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$166.25	\$1,860.00	\$752.12	40.43
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$302.91	\$3,667.00	\$1,211.64	33.04
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$299.94	\$3,667.00	\$1,199.76	32.71
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$162.60	\$2,400.00	\$728.76	30.36
01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$295.39	\$4,735.00	\$1,181.56	24.95
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$295.40	\$4,735.00	\$1,181.60	24.95
01-2-02410-237-001-00	PRIN - Retirement Increase - Sec	\$151.42	\$0.00	\$631.59	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - Elem	\$97.66	\$0.00	\$390.64	0.00
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - Secondary	\$0.00	\$71.00	\$71.00	100.00
01-2-02410-271-001-00	PRIN - Workers Comp - Principal - Secondary	\$0.00	\$141.00	\$141.00	100.00
01-2-02410-271-002-00	PRIN - Workers Comp - Principal - Elementary	\$0.00	\$141.00	\$141.00	100.00
01-2-02410-281-001-00	PRIN - Health Benefits - Principal - Secondary	\$0.00	\$0.00	\$526.72	0.00

01-2-02410-281-002-00	PRIN - Health Benefits - Principal - Elementary	\$0.00	\$0.00	\$521.52	0.00
01-2-02410-330-002-00	PRIN - Employee Training - Principal - Elementary	\$0.00	\$0.00	\$111.00	0.00
01-2-02410-580-001-00	PRIN - Travel - Secondary	\$0.00	\$300.00	\$79.38	26.46
01-2-02410-580-002-00	PRIN - Travel - Elementary	\$0.00	\$300.00	\$0.00	0.00
01-2-02410-610-001-00	PRIN - General Supplies - Secondary	\$0.00	\$15,156.00	\$846.26	5.58
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$33.46	\$15,156.00	\$526.88	3.47
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - Secondary	\$0.00	\$750.00	\$639.62	85.28
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - Elementary	\$0.00	\$750.00	\$639.29	85.23
01-2-02410-650-001-00	PRIN - Supplies - Technology Related - Secondary	\$232.64	\$250.00	\$232.64	93.05
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - Elem	\$240.92	\$250.00	\$327.83	131.13
01-2-02410-810-001-00	PRIN - Dues and Fees - Secondary	\$0.00	\$1,000.00	\$200.00	20.00
01-2-02410-810-002-00	PRIN - Dues and Fees - Elementary	\$0.00	\$1,000.00	\$335.00	33.50
	Principal	\$14,151.76	\$200,000.00	\$62,925.19	0.31
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$4,850.08	\$58,200.00	\$19,400.32	33.33
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,886.12	\$22,633.00	\$9,430.60	41.66
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$26.95	\$325.00	\$107.80	33.16
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$353.00	\$4,450.00	\$1,412.00	31.73
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$360.05	\$5,750.00	\$1,440.20	25.04
01-2-02510-237-000-00	FISCAL SVCS - Retirement Increase	\$119.04	\$0.00	\$476.16	0.00
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$0.00	\$171.00	\$171.00	100.00
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$6,725.00	\$7,000.00	\$6,725.00	96.07
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$29.47	\$150.00	\$53.07	35.38
01-2-02510-530-000-00	FISCAL SVCS - Communications	\$395.11	\$5,000.00	\$1,604.40	32.08
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$100.00	\$5,700.00	\$813.73	14.27
01-2-02510-580-000-00	FISCAL SVCS - Travel	\$0.00	\$300.00	\$34.30	11.43
01-2-02510-610-000-00	FISCAL SVCS - General Supplies	\$0.00	\$2,521.00	\$99.50	3.94
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$67.32	\$12,000.00	\$9,221.51	76.84
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$800.00	\$0.00	0.00
	Fiscal Services	\$14,912.14	\$125,000.00	\$50,989.59	0.41
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$13,057.31	\$158,500.00	\$53,661.08	33.85
01-2-02610-110-000-01	OPERATIONS - Salaries - Summer Custodial	\$0.00	\$4,140.00	\$0.00	0.00
01-2-02610-130-000-00	OPERATIONS - Salaries - Overtime	\$0.00	\$500.00	\$0.00	0.00
01-2-02610-210-000-00	OPERATIONS - Group Insurance - BCBS	\$2,129.72	\$25,556.00	\$10,648.60	41.66
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$57.41	\$700.00	\$229.64	32.80
01-2-02610-220-000-00	OPERATIONS - Social Security	\$971.18	\$12,400.00	\$4,002.09	32.27
01-2-02610-230-000-00	OPERATIONS - Retirement	\$895.14	\$14,900.00	\$3,665.85	24.60
01-2-02610-237-000-00	OPERATIONS - Retirement Increase	\$295.95	\$0.00	\$1,211.98	0.00
01-2-02610-270-000-00	OPERATIONS - Workers Comp	\$0.00	\$4,491.00	\$4,491.00	100.00
01-2-02610-410-000-00	OPERATIONS - Utility Services - Water & Sewage	\$828.10	\$15,000.00	\$5,830.90	38.87

01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$68.75	\$1,200.00	\$725.50	60.45
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$467.43	\$8,000.00	\$1,422.96	17.78
01-2-02610-441-000-00	OPERATIONS - Rental of Bus Barn	\$600.00	\$7,200.00	\$2,400.00	33.33
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$235.00	\$8,000.00	\$4,058.00	50.72
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$0.00	\$33,240.00	\$33,240.00	100.00
01-2-02610-610-000-00	OPERATIONS - General Supplies	\$465.39	\$31,073.00	\$837.31	2.69
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$506.16	\$15,000.00	\$3,145.53	20.97
01-2-02610-621-000-00	OPERATIONS - Utility Energy Services	\$5,269.95	\$55,000.00	\$14,947.99	27.17
01-2-02620-431-000-00	MAINT BLDG - Repairs & Maint	\$7,232.15	\$60,000.00	\$21,575.18	35.95
01-2-02620-442-000-00	MAINT BLDG - Rentals of Equipment	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02620-490-000-00	MAINT BLDG - Other Purchased Property Services	\$227.95	\$6,000.00	\$9,307.90	155.13
01-2-02620-610-000-00	MAINT BLDG - General Supplies	\$511.29	\$12,000.00	\$8,175.24	68.12
01-2-02630-420-000-00	GROUNDS - Mowing - Contracted	\$0.00	\$4,800.00	\$1,600.00	33.33
01-2-02630-420-000-01	GROUNDS - Snow Removal - Contracted	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02630-420-000-02	GROUNDS - Lawn Care - Contracted	\$800.00	\$7,000.00	\$800.00	11.42
01-2-02630-431-000-00	GROUNDS - Repairs and Maintenance Services	\$0.00	\$4,000.00	\$323.48	8.08
01-2-02630-490-000-00	GROUNDS - Other Purchased Property Services	\$0.00	\$300.00	\$0.00	0.00
01-2-02630-610-000-00	GROUNDS - General Supplies	\$44.96	\$3,000.00	\$2,574.70	85.82
01-2-02650-430-001-00	STAFF VEH - Repairs and Maintenance Services	\$0.00	\$1,500.00	\$0.00	0.00
01-2-02650-431-000-00	STAFF VEH - Repairs & Maint	\$0.00	\$0.00	\$72.46	0.00
01-2-02650-520-000-00	STAFF VEH- Insurance	\$0.00	\$600.00	\$597.00	99.50
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$73.70	\$700.00	\$506.15	72.30
01-2-02650-732-001-00	STAFF VEH - Vehicles	\$0.00	\$16,600.00	\$0.00	0.00
01-2-02660-340-000-00	SAFETY - Safety Audits	\$0.00	\$500.00	\$500.00	100.00
01-2-02660-610-000-00	SAFETY - Supplies	\$0.00	\$100.00	\$0.00	0.00
	Operations, Maint & Grounds	\$34,737.54	\$520,000.00	\$190,550.54	0.37
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$966.54	\$11,978.00	\$2,352.26	19.63
01-2-02710-110-002-00	BUSING - Salaries - Elem	\$3,692.46	\$43,527.00	\$17,111.40	39.31
01-2-02710-120-001-00	BUSING - Salaries - Subs - Secondary	\$0.00	\$200.00	\$31.74	15.87
01-2-02710-120-002-00	BUSING - Salaries - Subs - Elem	\$180.12	\$200.00	\$1,936.29	968.14
01-2-02710-220-001-00	BUSING - Social Security - Secondary	\$73.18	\$930.00	\$179.69	19.32
01-2-02710-220-002-00	BUSING - Social Security - Elem	\$296.25	\$3,345.00	\$1,456.96	43.55
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$20.79	\$300.00	\$66.82	22.27
01-2-02710-230-002-00	BUSING - Retirement - Elem	\$0.00	\$0.00	\$10.03	0.00
01-2-02710-237-001-00	BUSING - Retirement Increase - Sec	\$6.88	\$0.00	\$22.09	0.00
01-2-02710-237-002-00	BUSING - Retirement Increase - Elem	\$0.00	\$0.00	\$3.32	0.00
01-2-02710-270-001-00	BUSING - Workers Comp - Secondary	\$0.00	\$560.00	\$560.00	100.00
01-2-02710-270-002-00	BUSING - Workers Comp - Elem	\$0.00	\$1,312.00	\$1,312.00	100.00
01-2-02710-290-002-00	BUSING - Reimb drivers licensing costs - Elem	\$0.00	\$100.00	\$121.42	121.42
01-2-02710-340-001-00	BUSING - Physicals - Secondary	\$0.00	\$500.00	\$317.60	63.52
01-2-02710-340-001-01	BUSING - Drug Testing - Secondary	\$0.00	\$600.00	\$35.02	5.83

01-2-02710-340-002-00	BUSING - Physicals - Elem	\$0.00	\$500.00	\$83.00	16.60
01-2-02710-340-002-01	BUSING - Drug Testing - Elem	\$0.00	\$600.00	\$191.00	31.83
01-2-02710-520-001-00	BUSING - Insurance - Buses and Vans - Secondary	\$0.00	\$5,674.00	\$5,674.00	100.00
01-2-02710-520-002-00	BUSING - Insurance - Buses and Vans - Elem	\$0.00	\$5,674.00	\$5,674.00	100.00
01-2-02710-610-001-00	BUSING - General Supplies - Secondary	\$0.00	\$0.00	\$8.95	0.00
01-2-02710-610-002-00	BUSING - General Supplies - Elem	\$2.79	\$3,500.00	\$11.29	0.32
01-2-02710-626-001-00	BUSING - Gasoline - Secondary	\$979.78	\$4,500.00	\$2,224.89	49.44
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$1,221.31	\$15,000.00	\$5,378.02	35.85
01-2-02710-810-001-00	BUSING - Dues & Fees	\$0.00	\$500.00	\$0.00	0.00
01-2-02730-431-000-00	BUSING - Repairs & Maint Service	\$1,898.35	\$25,000.00	\$10,071.87	40.28
01-2-02730-610-000-00	BUSING - General Supplies	\$18.98	\$500.00	\$124.67	24.93
	Pupil Transportation	\$9,357.43	\$125,000.00	\$54,958.33	0.44
01-2760-140-1-88	SPED TRANSP - SALARY	\$0.00	\$0.00	\$0.00	0.00
01-2760-210-1-88	SPED TRANSP - FICA	\$0.00	\$0.00	\$0.00	0.00
01-2760-220-1-88	SPED TRANSP - RETIREMENT	\$0.00	\$0.00	\$0.00	0.00
01-2760-334-1-88	SPED TRANSP - Reimb Mileage to Parent	\$0.00	\$0.00	\$0.00	0.00
	SPED Transportation	\$0.00	\$0.00	\$0.00	#DIV/0!
01-2-03400-810-001-00	CATEG GRANT - Dues & Fees - Sec	\$0.00	\$275,723.00	\$0.00	0.00
01-2-03535-610-002-00	HAL - General Supplies- Elem	\$0.00	\$3,600.00	\$0.00	0.00
01-2-03599-610-002-00	CATEG GRANT - Supplies	\$1,082.04	\$0.00	\$1,082.04	0.00
01-2-04700-720-001-00	FACILITIES - Building Improve - Sec	\$0.00	\$14,800.00	\$0.00	0.00
01-2-04700-720-002-00	FACILITIES - Bldg Improve - Elem	\$0.00	\$14,800.00	\$0.00	0.00
01-2-06200-111-002-00	TITLE - Salaries - Teachers	\$4,254.75	\$51,057.00	\$17,059.00	33.41
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$0.00	\$11,000.00	\$12,128.52	110.25
01-2-06200-211-002-01	TITLE - Group Insur - LTD - Teacher	\$20.68	\$248.00	\$82.72	33.35
01-2-06200-221-002-00	TITLE - Social Security - Teachers	\$291.59	\$3,906.00	\$1,168.60	29.91
01-2-06200-231-002-00	TITLE - Retirement - Teachers	\$315.85	\$5,043.00	\$1,266.37	25.11
01-2-06200-237-002-00	TITLE - Retirement Increase	\$104.43	\$0.00	\$418.69	0.00
01-2-06200-271-002-00	TITLE - Workers Comp - Teachers	\$0.00	\$146.00	\$146.00	100.00
01-2-06200-330-002-00	TITLE - Employee Training	\$45.00	\$0.00	\$201.00	0.00
01-2-06200-610-002-00	TITLE - General Supplies	\$0.00	\$15,600.00	\$891.93	5.71
01-2-06406-591-002-00	IDEA PS - Speech Cont Svc Purch - ESU6	\$0.00	\$3,500.00	\$0.00	0.00
01-2-06408-111-002-00	IDEA BASE-EP - Salaries - Teachers	\$532.22	\$6,390.00	\$2,128.88	33.31
01-2-06408-112-002-00	IDEA BASE-EP - Salaries - Paras	\$2,135.70	\$22,302.00	\$9,555.53	42.84
01-2-06408-211-002-00	IDEA BASE-EP - Group Insurance - BCBS - Teachers	\$162.30	\$2,263.00	\$811.50	35.85
01-2-06408-212-002-00	IDEA BASE-EP - Group Insurance - LTD - Paras	\$8.54	\$102.00	\$34.16	33.49
01-2-06408-221-002-00	IDEA BASE-EP - Social Security - Teachers	\$39.46	\$503.00	\$157.83	31.37
01-2-06408-222-002-00	IDEA BASE-EP - Social Security - Paras	\$148.71	\$1,958.00	\$650.10	33.20
01-2-06408-231-002-00	IDEA BASE-EP - Retirement - Teachers	\$39.51	\$649.00	\$158.04	24.35
01-2-06408-232-002-00	IDEA BASE-EP - Retirement - Paras	\$158.54	\$2,528.00	\$709.35	28.05

01-2-06408-237-002-00	IDEA BASE-EP - NPERS Ret Incr	\$65.47	\$0.00	\$286.75	0.00
01-2-06408-281-002-00	IDEA BASE-EP - Health Benefits - Elem Teachers	\$0.00	\$0.00	\$101.74	0.00
01-2-06408-591-002-00	IDEA BASE-EP - Speech Svcs Purch from ESU6	\$0.00	\$22,805.00	\$0.00	0.00
01-2-06408-591-002-01	IDEA BASE-EP - OT Svcs Contracted thru ESU6	\$0.00	\$5,000.00	\$0.00	0.00
01-2-06408-610-002-00	IDEA BASE-EP - General Supplies	\$0.00	\$1,000.00	\$0.00	0.00
01-2-06992-734-001-00	REAP - Technology-Related Hardware- Secondary	\$0.00	\$11,500.00	\$5,665.04	49.26
01-2-06992-734-002-00	REAP - Technology-Related Hardware- Elem	\$0.00	\$11,500.00	\$0.00	0.00
01-2-06997-720-001-00	ESSER II - Building Improv - Sec	\$0.00	\$36,200.00	\$0.00	0.00
01-2-06997-720-002-00	ESSER II - Building Improv - Elem	\$0.00	\$36,200.00	\$0.00	0.00
01-2-06998-720-001-00	ESSER III - Building Improv - Sec	\$0.00	\$69,500.00	\$0.00	0.00
01-2-06998-720-002-00	ESSER III - Building Improv - Elem	\$0.00	\$69,500.00	\$0.00	0.00
	Federal & State Programs	\$9,404.79	\$699,323.00	\$54,703.79	0.08
01-2-08000-912-000-00	Fund Transfers to School Nutrition Fund	\$0.00	\$0.00	\$0.00	0.00
01-2-08000-913-000-00	Fund Transfers to Activities Fund	\$4,000.00	\$24,000.00	\$10,000.00	41.66
	IntraFund Support	\$4,000.00	\$24,000.00	\$10,000.00	0.42
	DECEMBER TOTALS	\$321,243.25	\$5,500,823.00	\$1,438,249.63	0.26
	Intrafund Transfers				
01-2-09000-223-000-00	Non-Program Expenditure-Social Security Payments for Substitute Teachers	\$1.91	\$0.00	\$1.91	0.00
01-2-09000-233-000-00	Non-Program Expenditure-Retirement Contributions for Substitute Teachers	\$1.86	\$0.00	\$1.86	0.00
01-2-09000-237-000-00	Non-Program Expenditure-Increased Retirement Contributions	\$0.61	\$0.00	\$0.61	0.00
01-2-09000-913-000-00	NON-PGM EXPENDITURES - Fund Trsf to Activity Fund	\$7,276.06	\$0.00	\$7,276.06	0.00
01-2-09002-001-000-00	NON-PGM EXPENDITURES - Interfund Loan to Bond Fund	\$83,250.00	\$0.00	\$83,250.00	0.00
01-2-09005-000-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund	\$19,168.70	\$0.00	\$21,155.70	0.00
01-2-09005-220-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA	\$547.05	\$0.00	\$547.05	0.00
01-2-09005-230-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET	\$458.90	\$0.00	\$458.90	0.00
01-2-09005-237-000-00	-Increased Retirement Contributions	\$151.72	\$0.00	\$151.72	0.00
01-2-09006-000-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund	\$1,275.00	\$0.00	\$1,275.00	0.00
01-2-09006-220-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA	\$93.42	\$0.00	\$93.42	0.00
01-2-09006-230-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET	\$89.10	\$0.00	\$89.10	0.00
01-2-09006-237-000-00	-Increased Retirement Contributions	\$29.43	\$0.00	\$29.43	0.00
	TOTAL GENERAL FUND EXPENDITURES	\$433,587.01	\$5,500,823.00	\$1,552,580.39	0.28
	Depreciation Fund				
02-2-02900-610-001-00	DEPR - General Supplies	\$0.00	\$7,500.00	\$2,566.31	34.21

FRIEND PUBLIC SCHOOLS

Board of Education - Payments to be Approved
2/14/2022

Manual Checks/Funds Transfers done in Jan:

GENERAL FUND

Payroll Fund	January payroll	\$	283,197.45
NWU	Honor Band Festival registration	\$	200.00
Constellation	natural gas	\$	411.31
Sterling Public School	conf honor band - meals	\$	66.00
			<u>\$ 283,874.76</u>

BOND FUND

General Fund	pay back Dec loan	\$	83,250.00
			<u>\$ 83,250.00</u>

SPECIAL BUILDING FUND

Stuppy Greenhouse	final payment	\$	21,475.00
			<u>\$ 21,475.00</u>

February Presentations

GENERAL FUND

34 Electric	change out switches - gym	\$	547.31
Activity Fund	February support	\$	4,000.00
AdminPartners	annual admin fee	\$	100.00
Albiero Energy	Tech fixes - RTU's	\$	3,400.00
Anderson, Derek	reimburse cell phone	\$	50.00
Awards Unlimited	NHS plaque	\$	68.50
b2 Environmental	asbestos inspection	\$	900.00
Beaver Hardware	maintenance supplies	\$	84.51
Black Hills Energy	natural gas	\$	1,547.39
Cash	quarters for van washing	\$	40.00
Cash-Wa	snacks for preschool	\$	311.45
Central Nebr Rehab Services	PT & Vision - SPED Services Dec & Jan	\$	2,156.65
City of Friend	utilities	\$	2,903.12
Constellation	natural gas	\$	4,471.89
Culligan	water softener	\$	221.75
DAS State Accounting - Nebraska	internet service - Dec, Jan	\$	518.98
Decker Equipment	janitorial	\$	176.86
Diode Technologies	repairs to elevator phone line	\$	115.00
Drake Refrigeration	repairs to elem heat	\$	115.00
Egan Supply	janitorial	\$	947.74
Electronic Contracting	repairs to phone line in elevator	\$	684.00
Erdkamp Motors	molding for staff van	\$	117.00
ESU6	Tech Support, Blue River Cohort, e-books	\$	4,403.96
Facility Advocates	service contract - year 1	\$	8,600.00
Farmers Union Coop - Carquest	supplies	\$	119.44
Fillmore County Hospital	School Step challenge	\$	50.00
Five Star Truck Center	bus wash 08	\$	29.99
General Fire & Safety	hood inspection	\$	154.85
Hillyard	janitorial	\$	1,047.99
Hobart	repairs to convention oven - kitchen	\$	1,433.65
Hometown Leasing	monthly copier/printer lease	\$	743.44
Houlden, Margo	reimburse supplies for FACS	\$	30.19



Mrs. Stutzman's Principal Report



"We are a Rainbow of Possibilities"

February

What has happened....

- Second round of teacher evaluations completed
- Dr. Kubicek came for dental evaluations/check ups (kids)
- Para evaluations completed (meetings this week)
- I love Public School Day Jan. 19
- Planning and preparations for the 22-23 school year (Hiring and FCS teacher)
- Conference Speech Meet
- Step Challenge
- Hired Paige Anderson for our new K-12 Sped teacher!
- Bulldog Buddies- Spread the love to our EMT's, Firefighters, Police officers, and Staff members
- 7th-12th grade Food drive began
- Valentine's Day Parties

What is coming up....

- Parents Teacher Conferences Feb. 16 (1:00-6:00) 7th-12th in the old gym
- Todd Becker Performance Feb. 16 7:00, new gym
- Grandparents Day and Read with a Buddy Day March 2, 12:30-2:00 For Elementary
- Spring Break
- End of the 3rd quarter

*** (Review the Expressions Math Curriculum Data and information from the teachers)

Friend Public School:

Committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning.

Expressions Math Curriculum Kindergarten-7th Grade “Year 2” Update- February 14, 2022

Abby Brandt- Kindergarten

- The best part of the program is:

I love how challenging Expressions is for Kindergarten students. They are able to add/subtract fluently when leaving Kindergarten. Also, their knowledge of numbers and number sense is great in preparing them for first grade.

I also really like the Daily Math Routines to teach them number sense along with the Student leaders. We also learn a new math concept daily which continually reviews something we have learned at a previous time. Students have a great knowledge of numbers, shapes, money, adding/subtracting, measurement, and sorting when they leave Kindergarten.

- The main impact this new math curriculum has had is:

This program has been so much more challenging for five and six year olds. They are challenged daily with their classroom work along with their homework. I also like the daily homework piece to help get parents involved in the way that we are learning math concepts.

- The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:

Expressions is more challenging for Kindergarteners than Saxon ever was. Also, Expressions provides many different strategies for learning numbers 1-20 and being able to compose/decompose them. Students are able to see the number “8” and find a 5-group (5 and 3 more) and also all the “partners” of 8 (1+7, 2+6, etc.). They can do this with all numbers 1-20.

- Something from the new curriculum that took some getting used to/extra time was:

The planning piece as a teacher. Time does not allow for us to teach EVERYTHING in the teacher's manual daily. So as a teacher, I have to go through and decide what is essential that students know and which pieces we can save for a different time. I also have had to make decisions on which math concepts we should take more time on and spend an extra day learning about.

Nicole White- 1st Grade

- The best part of the program is:

- My favorite part about this program is how it challenges my students and gives them a wide range of skills. We go in depth with adding and subtracting which is something we didn't do much of in Saxon. I like how it gives students different ways of solving one problem. There isn't just one way of solving an answer. I see my students growing more and more and I love seeing their confidence grow as we continue with this curriculum. It's also fun to see how prepared they are for the next grade level.

- The main impact this new math curriculum has had is:

- The main impact to me is seeing how everything carries over into the next grade. When we first started this curriculum last year it was tough for the kids to catch on because there was different vocabulary being used and different strategies for solving problems. Now that we've had a year of it I see that my students already know a majority of the things being taught because they did it in Kindergarten.

- The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:

- The big difference is how much more it challenges my students. I think it gets them thinking more and it gives them many ways to solve a problem and not just one way. I also like the pace of this curriculum. I feel it flows well and the kiddos love math time and they seem to really enjoy it. I also love teaching math now where with Saxon I just didn't think it was as exciting.

- Something from the new curriculum that took some getting used to/extra time was:

- I think the language was the toughest part to get used to because my first graders didn't have that knowledge of it and it was tough at first to get it down. I also think when I had it for the first year it was hard to know what to cut out and what were the most important parts to get through. There's so many great pieces in each lesson that it took some time to know which parts were okay to skip and which parts you needed.

Keeley Kroeker- 2nd Grade

- The best part of the program is:

- Some of my favorite things about this math program are that there are frequent quizzes and there are checkpoints at the end of each lesson. The quizzes and the checkpoints give me a good idea of whether or not students are understanding or if certain topics need to be reviewed. I also like that this program provides multiple strategies for different types of learning. For example when we learn about double digit subtraction there are a variety of strategies for students to try and figure out which strategy works best for them.

- The main impact this new math curriculum has had is:

- This year I've noticed how certain vocabulary words and certain strategies are carried over from one grade level to another. Last year my class was introduced to Math Mountains and this year when I covered Math Mountains the students were already aware of this addition and subtraction strategy. I think this aspect of the curriculum will be very beneficial for the students as they continue through this program because the strategies and the vocabulary build off of each other from year to year.

- The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:

- Some differences that I've noticed between the previous curriculum and the current curriculum are that the previous curriculum had more fact practice, and the current curriculum covers different types of word problems more than the previous curriculum. Although the current curriculum doesn't have as much fact practice as the previous curriculum, I have been able to use other tools such as IXL and rocket math to help students practice math facts. I think the current curriculum does a great job of covering different types of word problems and I think that this will not only help students better understand how to use problem solving skills, but I think it will also help their listening and reading comprehension.

- Something from the new curriculum that took some getting used to/extra time was:

- Something from the new curriculum that took some getting used to was getting to know realistically how much you can get through based on what the curriculum provides and the given time for the math lesson. This has gotten a lot easier to manage in year two of having this curriculum because I learned what lessons are going to take longer and realistically how much we can get through in our math time.

Alexandra Clouse- 3rd Grade

- The best part of the program is:

All of the resources that come with it. There is an extra practice, reteach, and challenge workpage for every lesson of the curriculum along with an activity card that pushes the students to use what they learn while problem solving. There are Tier II and Intervention supports as well. The online component is very nice for reviewing or giving extra practice on “homework like” problems.

- The main impact this new math curriculum has had is:

Overall, my students are scoring much higher on their MAP testing because of the exposure this curriculum gives them to problem solving and word problems. Their growth throughout the year is tremendous and I feel like they are given many chances to review and cycle back to what they have learned earlier in the year. Majority of my students are able to multiply and divide fluently by the end of first semester. This is huge for them as they can use their skills to solve many other types of problems (area, time, graph keys, word problems, etc.)

- The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:

This program focuses on a specific topic at a time. The units are broken into “like” areas of math and the students are expected to master the content before moving on. It then allows them “remembering” time on their homework to revisit skills previously learned. This program also focuses on the “why” when solving problems. There are many different ways to add and subtract, so it exposes the students to all of them--allowing them the chance to find a way that works for them

- Something from the new curriculum that took some getting used to/extra time was:

It took a while to really understand the online component of this curriculum because it was something we did not have with Saxon. This year, I really feel like I am able to use all of the resources to the best of my ability and can differentiate for students because of this.

Stephanie Svehla- 4th Grade

- The best part of the program is:

I really like how each lesson has a review page that will review previous material. There are always a wide variety of problems. Some have been learned recently while others are a month or two ago. I also really like the quick quizzes and how they are so frequently so it gives you a great idea of what the students have mastered and what we need to work on. I also like the back side of them which is a fluency check.

- The main impact this new math curriculum has had is:

This curriculum is more challenging for kids and the content is taught earlier than our previous curriculum. I feel that I am teaching them concepts about a semester ahead of schedule.

- The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:

For some of the concepts there are multiple ways to teach the students how to solve the problem. For example, in division there are five different methods that the students can use to solve each division problem.

- Something from the new curriculum that took some getting used to/extra time was:

It took a lot of time to know what was the main information to teach and at what pace to teach it in. In 4th grade, I feel I have to move fairly quickly to keep them on track for the next year. I like to incorporate extra fact practice to make sure they fully understand their multiplication facts.

Lori Vyhnalek- 5th Grade

- The best part of the program is:

The last concept in Saxon (adding and subtracting fractions with unlike denominators) is now in the first chapter of Expressions. I like the order of skills and concepts taught and it seems like Expressions is aligned much better with Nebraska State Standards. I also like the spiral review of problems each day on the "Remembering" homework page, but my favorite part would have to be the Quick Practice we do each day which requires a Student Leader to review a skill that has been recently taught.

- The main impact this new math curriculum has had is:

The Expression program challenges students to conceptualize math skills and concepts rather than just learning to work through and solve a math algorithm. It gives them a deep understanding of how and why they are solving the algorithm and relates all math processes and algorithms to real life situations. It also teaches multiple ways to solve a problem and let's the student choose which way works best for him or her.

- **The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:**

Expression teaches multiple ways to solve a problem and allows students to choose the way that works best for them unlike Saxon that had one method to solve an algorithm. Lots of time is spent in Expressions understanding the “how” and “why” of the math skill or concept being taught.

- **Something from the new curriculum that took some getting used to/extra time was:**

There is so much in just one lesson! One lesson could easily last 2 days so it takes lots of planning ahead in order to determine what should be kept and what can be taken out of the lesson. It is just a new way of teaching math and it is definitely different than I have ever learned or taught before so I am learning right along with the students. The math language that is used has also taken some time to get used to, and makes so much more sense this year on my second go round with the program.

Sue Eigsti- 6th Grade

- **The best part of the program is:** Students are pushed and challenged. Skills that used to be taught in 7th and 8th grade are being learned now in sixth grade. Students are being much better prepared for JH and HS math.

- **The main impact this new math curriculum has had is:** This is a repeat of the last question, but students are challenged and pushed. I feel like they know so much more and are way better equipped than they ever were before.

- **The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:** Expressions focus on one topic for an entire unit as opposed to a different topic every lesson. There continues to be a spiral review of skills, but not to the extent that there was in Saxon. I also felt that higher ability students were not challenged in Saxon. That is certainly not the case with Expressions.

- **Something from the new curriculum that took some getting used to/extra time was:** Learning how to pace myself in order to get everything in was an adjustment. Knowing what to use and not to use was difficult. There are so many resources and not enough time to use them all so picking and choosing was hard. I feel like I have a much better handle on that this year.

Lori Klooz- 7th Grade (purchased for 7th grade in Fall 2020 due to advancement of students coming in the next year)

- **The best part of the program is:** The focus on problem-solving and critical thinking skills. Students are asked to explain their thinking, which demonstrates a deeper understanding.
- **The main impact this new math curriculum has had is:** Students are being challenged. I believe that over the next few years we will see increasing benefits as students are pushed from early on. Additionally, there are some online components that help our 7th grade students prepare for future classes.
- **The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:** For 7th grade, the old textbooks were a lot of repetition. As the new curriculum is implemented in the elementary, 7th grade students would not have been presented with anything new. The HMH book is designed to take them from the end of 6th grade to being ready for Algebra in a single year.
- **Something from the new curriculum that took some getting used to/extra time was:** Filling in the gaps for students that did not have the curriculum throughout elementary. There are some concepts that the book assumes they learned in a previous grade. This will take care of itself as we get a few years into the program.

Kristen Sherman- Title

- **The best part of the program is:**

This program supports below, at, and above level students. In Title I, I can pull from many different resources provided from the curriculum to support the intervention students. I have options to work on the current topic being taught in the classroom or I can go back and reteach and/or review past topics with worksheets or online material.

- **The main impact this new math curriculum has had is:**

The curriculum is challenging all levels of students and improving math state testing scores.

- **The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:**

Expressions allows students to learn many different methods for adding, subtracting, multiplying, and dividing. Then students can use the method they like best and continue to use that method. The new program also has students learning the new concept and goes back over a “remembering” section to review previous concepts for that unit. Another piece that is completely different from Saxon is the many options of games and/or online materials to be used for just teachers, just students, or teachers and students together.

- **Something from the new curriculum that took some getting used to/extra time was:**

The online portion took some getting used to. Looking further into this piece and learning more about it through colleagues and/or professional development has allowed me to feel more comfortable using the pieces that I need online.

Amy Wiese- Special Education

- **The best part of the program is:** What I love about this program is that it requires much more than just “rote” memory of math skills. This curriculum teaches kids not only to memorize the steps to solve something, it dives deep in to the “hows” and “whys” behind the steps needed in solving it. As a SpEd teacher, I LOVE how it teaches *multiple strategies* to solve, because we know not all kids learn the same. It comes with tons of online resources to help differentiate, which makes teaching and reteaching easier, and fun for the kids.
- **The main impact this new math curriculum has had is:** Teaching the “hows” and “whys” behind the math concepts helps build upon their skills for future grade levels. There is definitely a learning curve for both kids, teachers, (and parents!), but it is worth it! Math scores are improving!
- **The difference from the previous curriculum (Saxon) and this curriculum (Expressions) is:** I think the flow of math skills/concepts seems much more smooth, and lines up with state testing expectations much more closely. There is much more “math talk”, vocabulary, and skill sets taught in this new curriculum that helps build that deeper understanding of math. Plus, all the online resources make it more fun and interactive for the students!
- **Something from the new curriculum that took some getting used to/extra time was:** As already stated, there is a big learning curve to this “new math” for everyone involved. Change can be

hard for students, teachers, and parents; it takes an open mind, especially for adults, to learn a new way to solve math that is different from the way we were taught in school. It is that trust factor that is needed to say, “yes, this is a new, improved, research-based curriculum that is going to take our kids to a higher level of thinking in their math skills!” (*Trust the process!!*) I know we are going to see great results in the long run!

Mrs. Stutzman

- I love the scope and sequence and easy flow from year to year, it’s so fun to see them expand their knowledge from the previous year (it’s one of the best parts of my job)
- I love that ALL of our kids are getting challenged but also getting what they need. I love the differentiated instruction that it gives our teachers, so they don’t have to do/create more work that they don’t have time for.
- I love the technology piece, the “Puzzled Penguin”, and my all time favorite is seeing the student leaders from K-7 get up and “teach” a lesson/problem.
- I cannot wait to see how it flows into our middle school and high school math classes, they will be so much more advanced than they are now.
- It adds in a lot of reading as well which has been a benefit to our students in their reading abilities.
- The kids know the “how” and the “why” when it comes to math and problems.
- During the craziest year ever (sickness, quaratines, subs, coming back from being off for months) our teachers dug deep and started a new (more difficult) curriculum!!! I am so impressed with our kids, but I am amazingly impressed with our teachers!!! The teachers are the reason this curriculum is successful!!!

Data Results

Class averages from our MAP (*Measure of Academic Progress*) Tests

2020-2021 School year

(first year of the new math curriculum implementation, during the year of covid/quarantines/online learning etc.)

Grade	Class Average Fall to Spring (March)	National class average score for Spring	Most kids jumped this many points in 6 months	Scores up to
3rd Grade	Fall 190 to Spring 206	201	20 points	17/20 kids above 201, scores up to 220
4th Grade	Fall 204 to Spring 217	210	15 to 20 points	15/17 kids above a 210, scores up to 242
5th Grade	Fall 215 to Spring 220	218	10 points	14/20 kids above a 218, scores up to 246
6th Grade <i>(in 6th grade the test goes from being a 2nd-5th grade test, to a 6th-12th grade test)</i>	Fall 224 to Spring 231	222	10 points	15/19 kids above a 222, scores up to 246

How has it affected another content area.... **(READING MAP SCORES)**

2nd grade: Class average went from 169 (fall) to a 189 (spring)

3rd grade: Class average went from 189 (fall) to a 201 (spring)

4th grade: Class average went from 200 (fall) to a 209 (spring)

5th grade: Class average went from a 203 (fall) to a 210 (spring)

6th grade: Class average went from a 216 (fall) to a 218 (spring) (6th-12th grade test)



Friend Public School

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Administration

Superintendent: Derek Anderson
Principal: Elizabeth Stutzman
Counselor: Amy Hottovy
Activities Director: Jim Pfeiffer

To: Board of Education

CC: Principal

From: Derek Anderson, Superintendent

Date: February 14, 2022

RE: Monthly Report

Board Items

- 1) I have made a large effort to dive into the last 10 years of finances.
 - a) I am continuing to learn a ton.
 - b) I also attended the NASB Needs/Resources workshop in Seward last week.
- 2) I continue to be in communication with Paul Sheffield in terms of working together with our shared FFA program and continued joint activity offerings.
- 3) Reminder that we will have a Board Retreat on March 7th at 6pm in the Media Center
 - a) Marcia Herring from NASB will facilitate
- 4) Title I Review went well.
 - a) One change that was needed was the rewording of Policy 3570
 - i) Includes Every Student Succeeds Act and removes NCLB
- 5) NRCSA Spring Conference is March 17&18.
 - a) Please let me know if you wish to attend ASAP.
- 6) I will also be attending the NRCSA Legislative Forum on Feb. 22
- 7) Todd Becker Foundation - setup is Tuesday night and teardown will be Wednesday night. I will be on hand to help with any questions they have.

Staff Items

- 1) We have opened up the FCS position for possible interviews. We have received applications and will be contacting applicants soon about possible interviews.
- 2) Pioneer Conference Speech was run well and we received compliments about our helpful staff and our facilities.

Facility & Finance Items

- 1) Greenhouse - Starr Plumbing is coming to finish the plumbing work. Electrical is done.
- 2) Scoreboard is ordered and might be here as early as May.





February 1, 2022

Superintendent Derek Anderson
Friend Board of Education
501 South Main Street
Friend, NE 68359

Dear Mr. Anderson and Friend Board of Education,

After considerable thought, I have made the difficult decision to resign my position at the end of the 2021-22 school year to enjoy retirement. This decision is one that is filled with both sadness and excitement but I feel it is time to move on to the next chapter of my life.

It has been a wonderful journey as I served Friend Public School for 44 years. Thank you for allowing me to be part of an amazing school system in educating many students over the years.. My teaching career has been most rewarding thanks to the support of the Friend School and the Friend community.

It is my hope to make the transition to the next educator as smooth as possible in the months remaining in my contract.

Respectfully,

A handwritten signature in cursive script that reads "Margo Houlden".

Margo Houlden

Friend Public School 2022-23 Calendar

AUGUST

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

SEPTEMBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

OCTOBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

NOVEMBER

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DECEMBER

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Qtr.	Ends	Teacher Days Scheduled
1	10/14	45
2	12/21	46
3	3/10	46
4	5/24	48
	Total	185

August

- 2 Flex day – Aug 1-12
- 15 PD/Teacher Workday
- 16 First Day of School – 2:00 out

September

- 5 NO SCHOOL – Labor Day
- 6 Teacher Cohort Day

October

- 5 PT Conferences – 12:30 out
- 7 NO SCHOOL – Fall Break

November

No School Nov. 23-25

December

- 22 End Quarter 2
- Holiday Break Dec -Jan
- [NSAA Moratorium Dec 23-27](#)

January

- 4 Teacher Work Day
- 3 Teacher Cohort Day

February

- 22 PT Conferences – 12:30 out
- 24 No School

March

- No School 9-10
- 8 End Quarter 3
- 15 Conference Quiz Bowl

April

No School 7 & 10

May

- 13 Graduation
- 18 Last Day of School-12:30 out
- 19 Teacher Workday

JANUARY

S	M	T	W	T	F	S
	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

FEBRUARY

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

MARCH

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

APRIL

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24	25	26	27	28	29

MAY

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Teacher Workday/No Students
No School Break Days
Flex Day
Dismiss 12:30
Dismiss 2:00

SALINE COUNTY SCHOOL DISTRICT 76-0068

FRIEND PUBLIC SCHOOLS

MASTER AGREEMENT

2022-2023

MASTER AGREEMENT
Contract Year 2022-2023

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Board Initials _____

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MASTER AGREEMENT
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MASTER AGREEMENT
Contract Year 2022-2023
PREAMBLE

This agreement is made and entered into on January 13th, 2020 by and between the Board of Education of Saline County School District 0068, (hereinafter referred to as the “Board” or “District” as the context may require) and Friend Education Association (hereinafter referred to as the “Association”).

ARTICLE I

Recognition

The Board recognizes the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District, except substitute teachers.

Teacher shall mean all certificated employees as defined by Section 79-101, R.R.S., except substitute teachers, and administrators such as principals or superintendents.

ARTICLE II

Grievance Procedure

The purpose of the grievance procedure is to secure, at the lowest possible level, equitable solutions to problems, which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this District. An underlying principle of the grievance procedure is to ensure fair and equitable treatment for the District’s employees.

A. Definition of Terms

- 1. Grievance – Claim based upon the interpretation, meaning, or application of any of the policies, rules, regulations, or professional negotiations of School District #68.
- 2. Aggrieved Person – Person or persons making the claim.
- 3. Party in Interest – Person or persons making the claim, any person who might be required to take action, or against whom action might be taken, in order to resolve the claim.

B. Purpose

The broad purposes of grievance adjustment in a public school system are:

- 1. Unobstructed communication with respect to alleged grievance without fear of reprisal.
- 2. Reduction of the potential areas of conflict among staff members and administrators and the Board of Education

Board Initials _____

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MASTER AGREEMENT
Contract Year 2022-2023

- 3. Two-way communication through recognized channels among administrators, staff members, local professional associations, and the Board.
- 4. Development of improved morale and effectiveness of staff members.
- 5. Encouragement of teacher expression regarding conditions that affect the employee.

Procedures for the Grievance process are found in board policies 4003, 5401, and 2400 or in the Superintendent’s office.

ARTICLE III

Salaries

A. Salary Schedule

The salary of each teacher covered by this Agreement shall be determined by the salary schedule attached as Appendix A. The Board reserves the right to pay a teacher more than indicated by the salary schedule.

B. Initial Placement

Credit for previous teaching experience and initial placement on salary schedule shall be determined by the Board on an individual basis.

C. Base Salary

The base salary shall be \$37,250 for the 2022-2023 school year on a 4.5 X 4 schedule.

D. Extended Employment

Teachers contracted for extended employment will receive compensation of 1/185 of placement on the salary schedule times the number of days extended beyond 185.

E. Extra Duty Pay – as per attached schedule Appendix B.

G. Steering Committee

Teachers on the steering committee will be compensated at an hourly rate of twenty Dollars (\$20.00) per hour for any work done outside the annual employment period. Total hours are not to exceed 180 hours.

ARTICLE IV

Health / Accident, Dental, and LTD Insurance

Board Initials _____

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MASTER AGREEMENT
Contract Year 2022-2023

A. Insurance

- 1. The District will provide the following health insurance options from the Educators Health Alliance (E.H.A.) at a level of coverage that is appropriate for each individual certificated employee. The current EHA coverage options are as follows:

\$1200 deductible or \$3600 High Deductible HSA Plan

Employee (single)	Employee/Child(ren)	Employee/Spouse	Employee/Family
Coverage includes Dental PPO 100% A, 75% B and 50% C			(employee-only)

In-district married, teaching couples will receive one full family health insurance policy, with no additional insurance or cash-in-lieu of insurance. They will receive full family dental coverage paid by the district.

Those eligible for full family insurance that would like family dental insurance may purchase it at their own expense.

- 2. Long Term Disability (LTD) for certified teaching staff will be available that will insure 66 2/3 percent of a teacher’s gross income and the Health insurance premium with a 45 day elimination period. The District will pay each teacher the amount of LTD premium cost; this amount will then be deducted from the employee’s check to pay the LTD premium. By doing this, any benefits received will be non-taxable to the employee. There will be coordination of benefits between the insurance provider and the district so that a staff member will not be able to collect LTD and receive benefits under the provisions of sick leave at the same time. Staff will be required to go on to LTD when the certificated staff member’s accumulated sick days and days granted from sick leave bank have been exhausted. The Superintendent’s office will assist the affected individual and/or family members with the initial filing with the insurance carrier.

ARTICLE V

Terms of Employment

A. Teacher’s Contract

Upon initial employment, the teaching contract issued to employee’s subject to the Agreement shall be on the contract form provided by the Board.

B. Release from Contract

Prior to April 15th teachers who wish to be released from their contract shall be released upon written request filed with the Board. After April 15th and prior to June 1, a teacher will be granted a release

Board Initials _____

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MASTER AGREEMENT
Contract Year 2022-2023

from contract only after a satisfactory replacement has been employed. There shall be no penalty for release from a contract.

After June 1, the Board reserves the right to refuse such request by authority granted by Nebraska School Law.

C. Part-Time / Job-Sharing

Part-time and job-sharing employees will receive salary and fringe benefits based on FTE.

D. Annual Employment Period

The certificated employee contract will be 185 days. The certificated staff workday shall generally be eight (8.0) hours per day, subject to special circumstances such as parent teacher conferences, school programs and student/parent meetings. Thirty (30) minutes of duty free time will be allowed. Any work beyond 8 hours per day will only be compensated as described in Article III, Salaries and Appendix C. Workday hours and lunchtime will be established by the administration.

E. Athletic Pass

All staff members shall have the opportunity to secure a yearly activity pass for home school activities. To be eligible to receive a personal activity pass, a teacher must work a minimum of one (1) activity event in the capacity of ticket seller, ticket taker, supervisor or assigned by the administration. A teacher who wishes to secure a husband/wife pass must work a minimum of two (2) activity events and a teacher who wishes to secure a family activity pass must work a minimum of three (3) activity events. A complete schedule will be worked out during the first two (2) weeks of the school year whereby assignments will be made according to the needs and desires of the staff and administration.

F. Calendar/Budget Committee

The FEA may appoint a committee to make recommendations to the administration in the formulation of the calendar and the planning of in-service activities to be submitted to the Board for final approval. Another committee will be appointed by FEA to work with the Board on the budget.

ARTICLE VI

Leaves

A. Sick Leave

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
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Each teacher is entitled to ten days sick leave each year cumulative to 45 days. Teachers shall be entitled to absence without loss of pay for personal illness, or illness or death in the immediate family for the period designated above. Immediate family is defined as spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, stepfather, stepmother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. One of the ten sick days may be used in the death of a non-relative. The Board reserves the right to ask the teacher for documentation. The Board reserves the right to ask the teacher for a doctor’s certificate in the case of extended illness or frequent absence due to illness. The Board also reserves the right to extend these provisions in cases of extreme hardship upon recommendation of the Administration and the vote by majority of the Board. At separation in good standing and after seven years of service to the district, the employee may turn in all unused sick days at a rate of \$35.00 per day. After seven years of service to the district, the employee may also turn in unused sick days over the number of 35 days at a rate of \$35.00 a day at the end of the fiscal year.

Converting Sick Days to Personal Day

Teachers who conclude the school year, with 38 or more accrued sick leave days, may carry forward an additional personal leave day under the terms described herein. Teachers may exchange three (3) days of unused sick days for a maximum of one (1) personal day which may be carried forward into the next school year. In any one contract year, the teacher could have a total/maximum of four (4) personal days--two (2) provided by the district annually, one (1) carried over from the prior year, and one (1) by converting three (3) sick days to a personal day.

B. Sick Leave Bank

A sick leave bank will be available to teachers with catastrophic or extended illness or injury to themselves or their immediate family defined as spouse, parents or children, who have exhausted their sick and personal leave. Prior to the start of the school year, teachers will be notified that they may voluntarily contribute one day of their accumulated sick leave to the sick leave bank. By September 1 of each year, teachers desiring to contribute to the sick bank shall authorize in writing that one day of their sick leave will be placed in the sick leave bank.

Any teacher having used all accumulated sick and personal leave shall be eligible to draw days from the bank if the teacher contributed a day voluntarily in that school year and is not drawing income protection. Any days left in the sick leave bank at the end of the school year shall be carried over into the next school year, cumulative to 100 days.

Sick leave bank shall be administered as follows:

Requests for sick bank leave must be made in writing to the President of the FEA. Use of the sick leave bank may occur only after the individual teacher has used all of his or her accumulated sick and personal leave. Individuals may use up to 5 days from the sick bank for catastrophic or extended illness or injury of the teacher or the teacher’s immediate family. The FEA President and FEA Member at Large in conjunction with the Superintendent and Building Principal will make approval of the sick bank leave. Up to 5 more days for a maximum of 10 days may be given

Board Initials _____

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MASTER AGREEMENT
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dependent on availability and approval of the FEA President, FEA Member at Large, Superintendent and Building Principal. Upon request by a participating staff member, additional days may be granted with the approval of the sick bank committee.

C. Personal Leave

Two days of personal leave may be granted each year. All personal leave must be approved by the Administration at least 5 days prior to taking such days except in emergency cases. A third personal day may be granted with the teacher reimbursing the District in the amount of one day’s substitute pay whether that day is a student or an in-service day. These personal leave days are non-cumulative. Teachers will be paid, on a yearly basis, \$100.00 for each unused personal day (up to two), subject to all mandatory withholding. One of the two personal days granted may be carried over to the next school year.

D. Professional Leave

Three days of professional leave may be granted each year for professional activities subject to approval by administration. Additional days of professional leave may be granted at the discretion of the administration in cases that are beneficial to the District. These professional leave days are non-cumulative. There shall be no pay in lieu of unused professional leave upon separation of employment for any reason.

ARTICLE VII

Miscellaneous Provisions

A. Nondiscrimination

The Board and the Association agree that there shall be no discrimination in the application or administration of the Agreement on the basis of race, creed, color, religion, national origin, gender, or marital status.

B. Board of Education Policy Availability

This agreement constitutes Board policy for the term of said Agreement and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy. The Board of Education, Administration, and staff agree to place the Board of Education Policies on the school file server for electronic retrieval by staff.

C. Separability

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023

If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid, but all other provisions or application shall continue in full force and effect.

D. Compliance Between Individual Contract and Master Agreement

Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

E. Printing Agreement

Copies of the Agreement shall be printed at the expense of the Board within thirty (30) days after the agreement is signed. The Agreement shall be provided to all teachers now employed or hereafter employed by the Board.

F. Class Coverage By Staff

Teaching staff will be paid when they cover the class of another in lieu of a substitute.

Procedure for payment of teachers for covering classes:

1. The initial rate of pay for covering any class of 15-50 minutes length shall be \$20.00.
2. While it is impossible to anticipate all of the possibilities involved, a few guidelines follow:
 - a. Every effort will be made to implement class coverage in a fair and equitable manner. Teachers wishing to take part should let their principal know of their interest. Similarly, teachers should be under no pressure to take part.
 - b. This procedure is designed to help the school operate efficiently by having the staff help each other when it is difficult or inefficient to hire a substitute. The intent of this policy is to cause a teacher to be paid for covering classes. Typically, this means when a teacher has to give up preparation time to cover a class or study hall; they shall be paid. Some staff members, because of more flexible schedules (for example, counselor, media specialist, vocational director, and athletic director) may well be asked to cover (supervise students in any way) in times not actually considered preparation time. These staff members shall be paid according to this policy if they are unable to perform their normal duties. However, small classes (five or less) may be placed in the library for various reasons, and the media specialist will not be paid.
 - c. Certain situations shall not cause this procedure to be used. Should a teacher have time free that would not normally be free, they would not be paid. An example would be when a teacher has an entire class on a field trip, and another teacher has

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023

a period free because of that. There will be no pay for a staff member filling in for noon (or lunch) time supervision.

G. Ticket Assignments

Any staff member wishing to secure yearly activity pass(es) will first meet the requirements in Appendix C: Tasks Qualifying for Extra Pay. A person who is assigned duties such as tasks at school-sponsored events after school hours shall be paid twenty-five dollars (\$25.00) for each activity event. An activity event is defined as each two and one-half (2 1/2) hours or fraction thereof that an employee performs such services for events as shown in appendix C. The athletic director has the flexibility to pay more at sub-district, district, or state contests. Assignments will be made, if needed by the athletic director.

ARTICLE VIII

Personnel File

A. File

Any teacher shall have the right, upon request, to review the contents of their personnel file(s) and to receive copies at Board expense of any documents contained therein.

B. Derogatory Material

No material derogatory to a teacher’s conduct, service, character, performance or personality shall be placed in the teacher’s personnel file unless the teacher has had the prior opportunity to review the material. The teacher shall acknowledge that they had the opportunity to review such material by affixing their signature to the copy to be filed with the express understanding that signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and their answer shall be reviewed by the Superintendent or the Superintendent’s designee and attached to the file copy.

C. No Separate File

Although the Board agrees to protect the confidentiality of personal reference, academic credentials and other similar personnel records, it shall not establish any separate personnel file(s) which is not available for the teacher’s inspection.

ARTICLE IX

Safety

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023

The parties agree that it is the responsibility of the Board to provide and maintain a safe place of employment. Consistent with the teacher’s assignment, it is the responsibility of the teacher to report observed unsafe or hazardous practices or conditions. The principal or immediate supervisor will contact duly qualified personnel who will in turn make a timely inspection and take steps to remedy the condition.

ARTICLE X

Duration of Agreement

This master agreement shall consist of a one year agreement covering the school year of 2022-2023.

ARTICLE XI

Document Authorization

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed hereon, all on the day and year first above written.

Attachments

- Appendix A: Salary Schedule steps and lanes
- Appendix B: Extra Duty Schedule
- Appendix C: Tasks Qualifying for Extra Pay
- Appendix D: Complaint Form Discrimination, Harassment or Retaliation

FRIEND EDUCATION ASSOCIATION

FRIEND BOARD OF EDUCATION

By: Steph Svehla, PRESIDENT

By: Jamie Tuttle, PRESIDENT

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023

BY JULIE RICENBAW, CHIEF NEGOTIATOR

BY JAMIE TUTTLE, COMMITTEE CHAIR

BY JIM PFEIFFER, NEGOTIATOR

BY Tyler Bartels, NEGOTIATOR

BY Tiffany Shonerd, NEGOTIATOR

Appendix A: 2020-2021									
2020-21 Salary Schedule									
BASE									
= \$37,250									
	Step	BA	BA+9	BA+18	BA+27	BA+36/M A	MA+9	MA+18	MA+27
	1	1.0	1.04	1.08	1.12	1.16	1.2	1.24	1.28

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FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023

	\$37,250	\$37,544	\$38,988	\$40,432	\$41,876	\$43,320	\$44,764	\$46,208
	1.045	1.085	1.125	1.165	1.205	1.245	1.285	1.325
2	\$37,725	\$39,169	\$40,613	\$42,057	\$43,501	\$44,945	\$46,389	\$47,833
	1.09	1.13	1.17	1.21	1.25	1.29	1.33	1.37
3	\$39,349	\$40,793	\$42,237	\$43,681	\$45,125	\$46,569	\$48,013	\$49,457
	1.135	1.175	1.215	1.255	1.295	1.335	1.375	1.415
4	\$40,974	\$42,418	\$43,862	\$45,306	\$46,750	\$48,194	\$49,638	\$51,082
	1.18	1.22	1.26	1.3	1.34	1.38	1.42	1.46
5	\$42,598	\$44,042	\$45,486	\$46,930	\$48,374	\$49,818	\$51,262	\$52,706
	1.225	1.265	1.305	1.345	1.385	1.425	1.465	1.505
6	\$44,223	\$45,667	\$47,111	\$48,555	\$49,999	\$51,443	\$52,887	\$54,331
	1.31	1.35	1.39	1.43	1.47	1.51	1.55	
7	\$47,291	\$48,735	\$50,179	\$51,623	\$53,067	\$54,511	\$55,955	
	1.355	1.395	1.435	1.475	1.515	1.555	1.595	
8	\$48,916	\$50,360	\$51,804	\$53,248	\$54,692	\$56,136	\$57,580	
	1.44	1.48	1.52	1.56	1.6	1.64	1.68	
	9	\$51,984	\$53,428	\$54,872	\$56,316	\$57,760	\$59,204	
	1.485	1.525	1.565	1.605	1.645	1.685	1.725	
	10	\$53,609	\$55,053	\$56,497	\$57,941	\$59,385	\$60,829	
	1.57	1.61	1.65	1.69	1.73	1.77	1.81	
	11	\$56,677	\$58,121	\$59,565	\$61,009	\$62,453	\$63,897	
	1.615	1.655	1.695	1.735	1.775	1.815	1.855	
	12	\$58,302	\$59,746	\$61,190	\$62,634	\$64,078	\$65,522	
	1.66	1.7	1.74	1.78	1.82	1.86	1.9	
	13	\$59,926	\$61,370	\$62,814	\$64,258	\$65,702	\$67,146	
	1.745	1.785	1.825	1.865	1.905	1.945	1.985	
	14	\$62,995	\$64,439	\$65,883	\$67,327	\$68,771	\$70,215	

Appendix B: Extra Duty Schedule			
Athletic Director	1 st Year	2 nd Year	3 rd Year
Percent of Base	18%	21%	24%
Head Coaching	1 st Year	2 nd Year	3 rd Year
Football	12%	14%	16%
Volleyball	12%	14%	16%
Basketball	12%	14%	16%
Wrestling	12%	14%	16%

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023

Track	12%	14%	16%
Softball	10%	12%	14%
FFA	10%	12%	14%
Golf	7%	7%	7%
Assistant Coaching	1 st Year	2 nd Year	
Football	8%	9%	
Volleyball	8%	9%	
Basketball	8%	9%	
Wrestling	8%	9%	
Track	8%	9%	
Softball	6%	7%	
Jr. High Coaching	1 st Year		
Football	5%		
Volleyball	5%		
Basketball	5%		
Wrestling	5%		
Track	5%		
Class Sponsorship			
Senior	1%		
Junior (2 Sponsors)	2% (each)		
Sophomore	1%		
Freshmen	1%		
Band	12%	StrivTV	5%
Vocal	6%	Drill Team	7%
Yearbook	5%	FCCLA	5%
Drama	6%	Quiz Bowl	4%
Speech Director	6%	Electric Car	5%
National Honor Society	6%	One-Act Play	4%
Elementary SCIP (trained)	1%	Concessions	4%
Student Council	8%		

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023

Appendix C: Tasks Qualifying for Extra Pay

Tasks occurring after school hours, which qualify for extra pay or credit for an activity pass:

Football games

Volleyball games

Basketball games

Wrestling events

Track meets (clerks, timers, pickers, and field event officials)

Dance Supervisors (not sponsors)

Softball games

Complaint Form

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Year 2022-2023
Discrimination, Harassment or Retaliation

The Friend Public School District does not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, marital status, pregnancy, childbirth or related medical condition, or other protected status, or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:

Students: Derek Anderson, Superintendent, PO Box 67, Friend NE 68359 derek.anderson@friendschool.org

Employees and Others: Derek Anderson, Superintendent, PO Box 67, Friend NE 68359 derek.anderson@friendschool.org

Name: _____ Date: _____

(1) Description of the complaint: _____

(2) Names of any witnesses to the matter being complained about: _____

(3) Identify and attach any document supporting the complaint: _____

(4) Confidentiality: I ___do___ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

(5) Relief requested (what I want done in response to this complaint):

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Signature: _____

Received by: _____ Date: _____

Board Initials _____ FEA Initials _____