

Board of Education Regular Meeting
Monday, December 9, 2019 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
 1. Hold for discussion and for possible action approval of the following items:
 1. Minutes of prior meeting(s)
 2. Treasurer's report
 3. Receipts
 4. Expenditures
 5. Claims for payment
7. Public Forum: Recognition of visitors, delegations, and reading of communications.

8. Reports
 1. Committee:
 1. The Committee on American Civics
 2. Administration
 1. Superintendent
9. Action Items
 1. Hold for review, discussion and approval of the Board of Education's evaluation of the Superintendent of Schools
 2. Approve Superintendent contract.
 3. Consideration and possible action to Review and Update policies: 4150, 4160, 4170, 4180, 4190
10. Discussion Items
 1. 2020-21 School Calendar
 2. School Website and Social Media
11. Adjournment- Next regularly scheduled Board Meeting is January 13th, 2020 at 7:30 P.M.

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, November 11, 2019 7:30 PM

Paul Segner: Present
Scott Spohn: Present
Jamie Tuttle: Present
Nancy Vossler: Present
Scott Vyhnalek: 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. Approval of the agenda

Motion to approve agenda as presented Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

6. Consent Agenda

Approve consent agenda, as presented, Passed with a motion by Scott Spohn and a second by Scott Vyhnalek.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

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

Negotiations committee met just prior to this meeting with FEA representatives Lori Vyhnalek, Julie Ricenbaw and Jim Pfeiffer. Health insurance premiums increased more than anticipated for 2020-21. Committee believes they are close to an agreement.

8.1.2. Transportation, Buildings and Grounds

Property at 605 S Pine was discussed. The house will have asbestos removed, and then be razed. Some plumbing, roof, and water leak issues in the school were discussed. We may remove the bell tower, and replace with a flat roof. Vehicle storage was discussed, and we may rent space. Mr. Kraus will investigate replacing some of the rooftop units over the elementary.

8.2. Administration

8.2.1. Principal's Report

Mrs. Stutzman reviewed all the recent activities, including today's Veterans Day Program.

8.2.2. Superintendent

State Education Conference is next week. The 2020-21 calendar is being prepared.

Administration and staff are preparing for the External Accreditation Visit in March, 2020. Mr. Kraus has requested a Classified staff evaluation form from legal counsel.

9. Action Items

9.1. Consideration and possible action to Review and Update policies: 4120, 4121, 4130, 4131, 4132, 4133, 4141, and 4142

Move to update BOE Policies 4120, 4121, 4130, 4131, 4132, 4133, 4141 and 4142 as presented
Passed with a motion by Scott Spohn and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:
Yea

Yea: 5, Nay: 0

10. Discussion Items

10.1. Superintendent Evaluation time frame

Superintendent evaluation form will be sent to all board members on November 12. They should be completed and submitted back to Paul Segner by November 29. After received, the Board will have a work session on December 2, at 7:30pm, to discuss the evaluation.

10.2. 1st Reading Policy 9300 revision

Move to waive the first reading of Policy 9300, and create action item to approve as presented.
Passed with a motion by Scott Spohn and a second by Jamie Tuttle.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:
Yea

Yea: 5, Nay: 0

11. Board Vacancy

11.1. Interview and consider applicants for the board vacancy

- Yolanda Fennell
- Kristen Milton

- Kelly Rabenhorst
- Tiffany Shonerd

11.2. Assess applicants

The four candidates were interviewed, and given an opportunity to ask questions of the current board.

11.3. Discuss and identify finalist

11.4. Motion to approve

Move to nominate Tiffany Shonerd to fill the vacancy on the Board of Education Passed with a motion by Paul Segner and a second by Jamie Tuttle.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

11.5. Administer oath of office

Oath of Office was read and signed by Tiffany Shonerd.

12. Adjournment- Adjournment- Next regularly scheduled Board Meeting is December 9th, 2019 at 7:30 P.M.

Motion to adjourn at 8:42pm Passed with a motion by Scott Vyhnalek and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

Board of Education Work Session Meeting
SALINE COUNTY SCHOOL DISTRICT 76-0068
501 Main Street
Friend, NE 68359-0067
Monday, December 2, 2019 7:30 PM

Paul Segner: Present
Tiffany Shonerd: Absent
Scott Spohn: Present
Jamie Tuttle: Present
Nancy Vossler: Present
Scott Vyhnalek: Present

1. Call to Order and Roll Call

2. Notice of Open Meeting Act- Posted

3. Roll Call

4. Approval of Agenda

Agenda approved as presented Passed with a motion by Scott Spohn and a second by Paul Segner.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

5. Superintendent Evaluation

6. Adjourn

Move to adjourn at 9:05 pm Passed with a motion by Scott Vyhnalek and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

02-1-05200-000-000	DEPR - OTHER FINANCING SOURCES - Trsf from General Fund	\$0.00	(\$100,000.00)	\$0.00	0.00
Subtotal of Element: [Fund] 02 - Depreciation Fund		(\$233.06)	(\$100,900.00)	(\$760.87)	1%
SCHOOL NUTRITION FUND					
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$5,679.25)	(\$59,300.00)	(\$23,973.15)	40.42
06-1-01612-000-000	SN - DAILY SALES - SCHOOL BREAKFAST PROGRAM	\$0.00	(\$3,900.00)	\$0.00	0.00
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$560.75)	(\$2,800.00)	(\$1,621.60)	57.91
06-1-01990-000-000	SN - VENDING SALES	\$0.00	(\$500.00)	(\$69.00)	13.80
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	(\$6,680.31)	(\$32,500.00)	(\$15,553.64)	47.85
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	(\$1,000.00)	(\$45,682.00)	(\$8,000.00)	17.51
06-1-05690-000-000	SN - OTHER NON-REVENUE RECEIPTS	(\$10.49)	\$0.00	(\$10.49)	0.00
Subtotal of Element: [Fund] 06 - Lunch Fund		(\$13,930.80)	(\$144,682.00)	(\$49,227.88)	34%
BOND FUND					
07-1-01100-000-000	BF - LOCAL - TAXES LEVIED - SALINE COUNTY	(\$8,187.85)	(\$460,000.00)	(\$158,651.42)	34.48
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	\$0.00	\$0.00	(\$46.23)	0.00
07-1-01140-000-000	BF - LOCAL - Penalties & Interest on Taxes	(\$57.75)	\$0.00	(\$57.75)	0.00
07-1-01510-000-000	BF - LOCAL - INVEST INCOME - INTEREST ON INVEST	(\$392.90)	(\$3,000.00)	(\$1,157.85)	38.59
07-1-03130-000-000	BF - STATE - HOMESTEAD EXEMPTION	\$0.00	(\$4,000.00)	\$0.00	0.00
07-1-03131-000-000	BF - STATE - PROPERTY TAX CREDIT	\$0.00	(\$17,000.00)	\$0.00	0.00
07-1-03134-000-000	BF - STATE - PUBLIC SERVICE CR	\$0.00	(\$15,000.00)	\$0.00	0.00
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$1,000.00)	(\$229.03)	22.90
Subtotal of Element: [Fund] 07 - Bond Fund		(\$8,638.50)	(\$500,000.00)	(\$160,142.28)	32%
SPECIAL BUILDING FUND					
08-1-01100-000-000	SB - LOCAL - TAXES LEVIED - SALINE COUNTY	(\$244.92)	(\$50,000.00)	(\$13,024.54)	26.04
08-1-01100-000-001	SB - LOCAL - TAXES LEVIED - SEWARD COUNTY	\$0.00	\$0.00	(\$1,243.78)	0.00
08-1-01115-000-000	SB - LOCAL - CARLINE TAXES	\$0.00	\$0.00	(\$4.17)	0.00
08-1-01140-000-000	SB - LOCAL - Penalties & Interest on Taxes	(\$5.62)	\$0.00	(\$5.62)	0.00
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$817.81)	(\$10,000.00)	(\$2,702.33)	27.02
08-1-03180-000-000	SB - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$1,000.00)	(\$23.02)	2.30
Subtotal of Element: [Fund] 08 - Special Building Fund		(\$1,068.35)	(\$61,000.00)	(\$17,003.46)	28%

Friend Public School

Account Summary Report

EXPENDITURES

Cycle: FY19-20; Begin Date: 11/01/2019; End Date: 11/30/2019; Account Type: Expenditure; Created On: 12/3/2019 2:40:44 PM

Account Code	Description	Actual - NOV	Budget (YTD)	Actual (YTD)	% of Budget
General Fund					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$46,761.82	\$566,000.00	\$140,629.96	24.84
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$33,314.93	\$402,000.00	\$99,944.79	24.86
01-2-01100-112-001-00	REG INST - Salaries - Paras and Assistants - Sec	\$768.96	\$7,800.00	\$2,445.75	31.35
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$4,357.17	\$51,000.00	\$13,783.79	27.02
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$1,071.66	\$3,000.00	\$1,769.14	58.97
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$2,027.68	\$25,000.00	\$5,028.74	20.11
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$4,894.92	\$35,000.00	\$6,515.66	18.61
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$10,617.64	\$95,000.00	\$25,734.78	27.08
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$29.50	\$1,000.00	\$88.50	8.85
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$0.00	\$16,000.00	\$0.00	0.00
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$15,060.38	\$180,800.00	\$60,241.52	33.31
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$269.06	\$3,250.00	\$787.41	24.22
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$10,467.97	\$120,400.00	\$40,559.98	33.68
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$164.70	\$2,000.00	\$494.10	24.70
01-2-01100-212-001-01	REG INST - Group Insurance - LTD - Paras - Sec	\$0.00	\$0.00	\$6.59	0.00
01-2-01100-212-002-01	REG INST - Group Insurance - LTD - Paras - Elem	\$13.80	\$170.00	\$41.40	24.35
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,312.22	\$48,900.00	\$12,478.72	25.51
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,444.04	\$29,500.00	\$7,340.71	24.88
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$58.83	\$600.00	\$187.10	31.18
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$408.72	\$3,800.00	\$1,170.25	30.79
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$155.13	\$1,950.00	\$384.73	19.72
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$374.46	\$2,700.00	\$487.57	18.05
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$4,259.53	\$65,000.00	\$12,350.02	19.00
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$2,475.33	\$41,000.00	\$7,425.98	18.11
01-2-01100-232-001-00	REG INST - Retirement - Paras and Assistants - Sec	\$57.08	\$1,000.00	\$181.56	18.15
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$351.54	\$5,100.00	\$1,056.74	20.72
01-2-01100-237-001-00	REG INST - Retirement Increase - Sec	\$1,427.12	\$0.00	\$4,143.10	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - Elem	\$934.61	\$0.00	\$2,804.51	0.00
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - Sec	\$0.00	\$1,950.00	\$1,942.14	99.59
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - Elem	\$0.00	\$1,300.00	\$1,254.78	96.52
01-2-01100-272-002-00	REG INST - Workers Comp - Paras and Assistants - Elem	\$0.00	\$200.00	\$195.66	97.83
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers - Sec	\$0.00	\$1,150.00	\$261.18	22.71
01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$0.00	\$1,150.00	\$498.42	43.34
01-2-01100-291-001-00	REG INST - Other Employee Benefits - Teachers - Sec	\$58.00	\$1,300.00	\$245.50	18.88
01-2-01100-291-002-00	REG INST - Other Employee Benefits - Teachers - Elem	\$91.00	\$1,400.00	\$278.50	19.89

01-2-01100-320-002-00	REG INST - Prof Educ Services - Elem	\$0.00	\$0.00	\$756.00	0.00
01-2-01100-330-001-00	REG INST - Employee Training - Sec	\$0.00	\$5,000.00	\$792.48	15.84
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$90.00	\$5,000.00	\$750.15	15.00
01-2-01100-333-001-00	REG INST - Mileage Paid to Staff - Sec	\$0.00	\$1,500.00	\$58.00	3.86
01-2-01100-340-001-MU	REG INST - Contracted Piano Accompanist - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-382-001-SP	REG INST - Distance Ed - Spanish	\$2,750.00	\$11,000.00	\$5,500.00	50.00
01-2-01100-430-001-MU	REG INST - Repairs to Instruments - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - Sec	\$371.72	\$7,500.00	\$1,203.27	16.04
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$371.72	\$7,500.00	\$1,394.12	18.58
01-2-01100-580-001-00	REG INST - Travel - Sec	\$288.70	\$2,000.00	\$426.30	21.31
01-2-01100-580-002-00	REG INST - Travel - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - Sec	\$0.00	\$103,265.00	\$214.15	0.20
01-2-01100-610-001-AG	REG INST - Supplies - Agri	\$325.00	\$2,500.00	\$366.27	14.65
01-2-01100-610-001-AR	REG INST - Supplies - Art - Sec	\$0.00	\$1,000.00	\$783.87	78.38
01-2-01100-610-001-FC	REG INST - Supplies - FACS	\$0.00	\$2,000.00	\$19.88	0.99
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-MA	REG INST - Supplies - Math - Sec	\$57.60	\$1,000.00	\$110.50	11.05
01-2-01100-610-001-MU	REG INST - Supplies - Music - Sec	\$109.73	\$2,000.00	\$492.03	24.60
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	\$2,000.00	\$0.00	0.00
01-2-01100-610-001-SH	REG INST - Supplies - Shop	\$107.47	\$3,000.00	\$1,201.59	40.05
01-2-01100-610-001-SP	REG INST - Supplies - Spanish	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - Sec	\$0.00	\$500.00	\$309.00	61.80
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - Sec	\$765.99	\$500.00	\$765.99	153.19
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$157.67	\$103,265.00	\$650.61	0.63
01-2-01100-610-002-AR	REG INST - Supplies - Art - Elem	\$0.00	\$1,000.00	\$536.00	53.60
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-610-002-MA	REG INST - Supplies - Math - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-01100-610-002-MU	REG INST - Supplies - Music - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-01100-610-002-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-002-SC	REG INST - Supplies - Science - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-SS	REG INST - Supplies - Social Studies - Elem	\$0.00	\$200.00	\$0.00	0.00
01-2-01100-611-001-FC	REG INST - Food - FACS	\$115.39	\$0.00	\$248.30	0.00
01-2-01100-640-001-AG	REG INST - Books and Periodicals - Agri	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-001-FC	REG INST - Books and Periodicals - FACS	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-640-001-LA	REG INST - Books and Periodicals - Lang Arts - Sec	\$0.00	\$2,000.00	\$119.65	5.98
01-2-01100-640-001-MA	REG INST - Books and Periodicals - Math - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-001-PE	REG INST - Books and Periodicals - PE/Health - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-001-SC	REG INST - Books and Periodicals - Science - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-640-002-MA	REG INST - Books and Periodicals - Math - Elem	\$0.00	\$25,000.00	\$1,133.58	4.53
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - Sec	\$551.36	\$10,000.00	\$570.36	5.70
01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$794.00	\$5,000.00	\$794.00	15.88

01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$0.00	\$1,000.00	\$89.00	8.90
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	\$407.00	81.40
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	\$0.00	0.00
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - Elem	\$367.95	\$1,000.00	\$456.95	45.69
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - Sec	\$0.00	\$10,000.00	\$0.00	0.00
01-2-01100-734-002-00	REG INST - Tech-Related Hardware - Elem	\$0.00	\$10,000.00	\$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	\$0.00	\$3,000.00	\$287.00	9.56
01-2-01100-810-001-01	REG INST - Field Trips Students - Secondary	\$0.00	\$200.00	\$34.00	17.00
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	\$85.00	\$1,100.00	\$210.00	19.09
01-2-01100-810-001-SS	REG INST - Dues & Fees - Social Studies - Sec	\$0.00	\$250.00	\$90.00	36.00
01-2-01100-810-002-00	REG INST - Dues & Fees - Elem	\$0.00	\$1,000.00	\$120.00	12.00
01-2-01100-810-002-01	REG INST - Field Trips Students - Elementary	\$0.00	\$1,500.00	\$153.00	10.20
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01115-565-001-00	SENCAP - Tuition to Postsecondary Schools	\$1,134.00	\$5,000.00	\$2,899.00	57.98
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$4,882.25	\$58,600.00	\$14,646.75	24.99
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$1,915.26	\$18,500.00	\$5,832.02	31.52
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	\$1,474.42	\$17,695.00	\$5,897.68	33.32
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$26.49	\$320.00	\$79.47	24.83
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$5.95	\$75.00	\$17.85	23.80
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$363.15	\$4,375.00	\$1,089.42	24.90
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$146.98	\$1,420.00	\$447.52	31.51
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	\$362.43	\$5,800.00	\$1,087.29	18.74
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$142.18	\$1,850.00	\$432.94	23.40
01-2-01190-237-002-00	EARLY - Retirement Increase	\$166.83	\$0.00	\$502.62	0.00
01-2-01190-271-002-00	EARLY - Workers Comp - Teachers	\$0.00	\$185.00	\$183.53	99.20
01-2-01190-272-002-00	EARLY - Workers Comp - Paras	\$0.00	\$60.00	\$55.90	93.16
01-2-01190-281-002-00	EARLY - Health Benefits - HSA Teachers	\$0.00	\$3,215.00	\$1,070.92	33.31
01-2-01190-330-002-00	EARLY - Employee Training	\$0.00	\$500.00	\$66.04	13.20
01-2-01190-610-002-00	EARLY - General Supplies	\$156.10	\$2,000.00	\$959.94	47.99
01-2-01190-643-002-00	EARLY - Web/Cloud Based Software	\$0.00	\$0.00	\$299.99	0.00
01-2-01190-650-002-00	EARLY - Supplies - Technology	\$590.00	\$0.00	\$590.00	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	\$165,903.14	\$2,208,570.00	\$509,961.21	0.23

01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$5,638.33	\$67,800.00	\$16,924.99	24.96
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$7,279.13	\$87,500.00	\$21,847.39	24.96
01-2-01200-112-001-00	SPED SA - Salaries - Paras - Sec	\$1,931.61	\$20,200.00	\$6,371.79	31.54
01-2-01200-112-002-00	SPED SA - Salaries - Paras -Elem	\$1,281.61	\$13,000.00	\$4,076.23	31.35
01-2-01200-122-001-00	SPED SA - Salaries - Subs - Paras - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-122-002-00	SPED SA - Salaries - Subs - Paras -Elem	\$0.00	\$750.00	\$63.60	8.48
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers	\$426.00	\$5,000.00	\$932.94	18.65
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$142.00	\$5,000.00	\$568.00	11.36
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$1,851.35	\$22,225.00	\$7,405.40	33.32
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$24.37	\$300.00	\$73.11	24.37
01-2-01200-211-002-00	SPED SA - Group Insurance - BCBS - Teachers -Elem	\$318.26	\$3,825.00	\$1,273.04	33.28
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$41.14	\$500.00	\$123.42	24.68
01-2-01200-212-001-00	SPED SA - Group Insurance LTD Paras - Sec	\$7.02	\$85.00	\$21.06	24.77
01-2-01200-212-002-00	SPED SA - Group Insurance LTD Paras -Elem	\$7.02	\$85.00	\$21.06	24.77
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$428.80	\$5,150.00	\$1,285.92	24.96
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$544.06	\$6,550.00	\$1,633.17	24.93
01-2-01200-222-001-00	SPED SA - Social Security - Aides - Sec	\$148.31	\$1,550.00	\$489.07	31.55
01-2-01200-222-002-00	SPED SA - Social Security - Aides -Elem	\$98.58	\$1,000.00	\$318.31	31.83
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$32.59	\$390.00	\$71.37	18.30
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$10.86	\$390.00	\$43.46	11.14
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$418.55	\$6,700.00	\$1,256.42	18.75
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$540.36	\$8,700.00	\$1,621.83	18.64
01-2-01200-232-001-00	SPED SA - Retirement - Aides - Sec	\$143.39	\$2,000.00	\$473.01	23.65
01-2-01200-232-002-00	SPED SA - Retirement - Aides -Elem	\$95.14	\$1,300.00	\$302.60	23.27
01-2-01200-237-001-00	SPED SA - Retirement Increase - Sec	\$185.78	\$0.00	\$571.77	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - Elem	\$210.11	\$0.00	\$636.25	0.00
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - Sec	\$0.00	\$250.00	\$246.46	98.58
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers -Elem	\$0.00	\$280.00	\$279.73	99.90
01-2-01200-272-001-00	SPED SA - Workers Comp - Aides - Sec	\$0.00	\$75.00	\$65.96	87.94
01-2-01200-272-002-00	SPED SA - Workers Comp - Aides -Elem	\$0.00	\$135.00	\$131.92	97.71
01-2-01200-317-002-00	SPED SA - Contracted Legal Services -Elem	\$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	\$132.08	6.60
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$0.00	\$2,000.00	\$132.08	6.60
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	\$108,630.00	\$32.81	0.03
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$65.99	\$108,630.00	\$98.97	0.09
01-2-01200-643-001-00	SPED SA - Web/Cloud Based Software - Sec	\$0.00	\$1,000.00	\$719.00	71.90
01-2-01200-643-002-00	SPED SA - Web/Cloud Based Software -Elem	\$0.00	\$500.00	\$99.00	19.80
01-2-01200-650-001-00	SPED SA - Supplies - Technology Related - Sec	\$0.00	\$500.00	\$5.72	1.14
01-2-01200-650-002-00	SPED SA - Supplies - Technology Related -Elem	\$0.00	\$500.00	\$199.00	39.80
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	\$20,000.00	\$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	\$25,000.00	\$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	\$15,000.00	\$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
01-2-02151-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Elem	\$0.00	\$100,000.00	\$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	\$64,000.00	\$222.22	0.34
01-2-02152-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 3-5	\$0.00	\$3,000.00	\$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
01-2-02153-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 0-2	\$0.00	\$5,000.00	\$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	\$20,000.00	\$0.00	0.00
01-2-02161-591-002-00	OT - Occupational Therapy Purch from ESU6 - SA - Elem	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02162-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 3-5	\$0.00	\$5,000.00	\$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
01-2-02171-591-001-00	PT - Physical Therapy Purch From ESU6- SA - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02171-591-002-00	PT - Physical Therapy Purch From ESU6- SA - Elem	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02181-340-001-00	VISION - Prof Services - Vision Therapy - Sec	\$18.48	\$0.00	\$203.81	0.00
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$443.52	\$5,000.00	\$712.91	14.25
	Special Education	\$22,332.36	\$900,000.00	\$71,686.88	0.08
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$2,899.42	\$34,800.00	\$8,698.26	24.99
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$2,899.42	\$34,800.00	\$8,698.26	24.99
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$576.48	\$6,950.00	\$2,305.92	33.17
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$27.93	\$350.00	\$83.79	23.94
01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$576.48	\$6,950.00	\$2,305.92	33.17
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$220.02	\$2,650.00	\$660.10	24.90
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$217.93	\$2,650.00	\$653.80	24.67
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$215.24	\$3,450.00	\$645.72	18.71
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$215.24	\$3,450.00	\$645.72	18.71
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - Sec	\$71.16	\$0.00	\$213.48	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - Elem	\$71.16	\$0.00	\$213.48	0.00
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor- Secondary	\$0.00	\$220.00	\$109.55	49.79
01-2-02120-271-002-00	GUIDANCE - Workers Comp - Counselor- Elem	\$0.00	\$0.00	\$109.55	0.00
01-2-02120-320-001-00	GUIDANCE - Student Workshops- Secondary	\$225.00	\$4,000.00	\$1,350.00	33.75
01-2-02120-320-002-00	GUIDANCE - Student Workshops- Elem	\$0.00	\$1,000.00	\$380.00	38.00

01-2-02120-330-001-00	GUIDANCE - Employee Training - Secondary	\$125.00	\$750.00	\$191.04	25.47
01-2-02120-330-002-00	GUIDANCE - Employee Training - Elem	\$0.00	\$750.00	\$0.00	0.00
01-2-02120-333-001-00	GUIDANCE - Mileage Paid to Staff- Secondary	\$0.00	\$0.00	\$104.40	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	\$202.42	\$2,000.00	\$261.33	13.06
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$0.00	\$2,050.00	\$43.37	2.11
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$0.00	\$1,000.00	\$180.00	18.00
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	\$737.50	\$8,850.00	\$2,212.50	25.00
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,212.50	\$26,550.00	\$6,779.50	25.53
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$435.54	\$5,225.00	\$1,742.16	33.34
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$4.69	\$60.00	\$14.07	23.45
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$1,306.61	\$15,680.00	\$5,226.44	33.33
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$14.08	\$170.00	\$42.24	24.84
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$55.77	\$670.00	\$167.30	24.97
01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$167.31	\$2,010.00	\$512.76	25.51
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$54.75	\$875.00	\$182.35	20.84
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$164.24	\$2,625.00	\$547.03	20.83
01-2-02130-237-001-00	NURSE - Retirement Increase - Sec	\$18.10	\$0.00	\$36.20	0.00
01-2-02130-237-002-00	NURSE - Retirement Increase - Elem	\$54.30	\$0.00	\$108.60	0.00
01-2-02130-276-001-00	NURSE - Workers Comp - Nurse- Secondary	\$0.00	\$30.00	\$27.72	92.40
01-2-02130-276-002-00	NURSE - Workers Comp - Nurse- Elem	\$0.00	\$85.00	\$83.17	97.84
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	\$63.70	\$1,000.00	\$191.70	19.17
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$191.10	\$2,000.00	\$699.23	34.96
01-2-02130-810-001-00	NURSE - Dues and Fees- Secondary	\$0.00	\$100.00	\$0.00	0.00
	Support - Pupils	\$14,023.09	\$175,000.00	\$46,426.66	0.27
01-2-02211-580-000-00	SCHOOL IMPROV - Travel	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02211-810-000-00	SCHOOL IMPROV - Dues and Fees	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02220-111-001-00	LIB MEDIA - Salaries - Teachers - Secondary	\$737.50	\$8,850.00	\$2,212.50	25.00
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$737.50	\$8,850.00	\$2,212.50	25.00
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$2,264.00	\$22,000.00	\$7,102.48	32.28
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$326.21	\$3,915.00	\$1,304.84	33.32
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$16.47	\$200.00	\$49.41	24.70
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$326.21	\$3,915.00	\$1,304.84	33.32
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.25	\$100.00	\$21.75	21.75
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$56.85	\$675.00	\$169.78	25.15
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$55.63	\$675.00	\$166.07	24.60
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$173.75	\$1,700.00	\$545.01	32.05
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$54.75	\$875.00	\$164.25	18.77

01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$54.75	\$875.00	\$164.24	18.77
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$168.07	\$2,200.00	\$527.26	23.96
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - Sec	\$73.67	\$0.00	\$228.62	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - Elem	\$18.10	\$0.00	\$54.30	0.00
01-2-02220-271-001-00	LIB MEDIA - Workers Comp - Teachers - Secondary	\$0.00	\$150.00	\$130.86	87.24
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - Secondary	\$0.00	\$75.00	\$68.18	90.90
01-2-02220-330-001-00	LIB MEDIA - Employee Training - Secondary	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-330-002-00	LIB MEDIA - Employee Training - Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-443-001-00	LIB MEDIA - Lease - Copier - Secondary	\$0.00	\$500.00	\$64.87	12.97
01-2-02220-443-002-00	LIB MEDIA - Lease - Copier - Elem	\$0.00	\$500.00	\$64.86	12.97
01-2-02220-610-001-00	LIB MEDIA - General Supplies - Secondary	\$0.00	\$3,000.00	\$67.39	2.24
01-2-02220-610-002-00	LIB MEDIA - General Supplies - Elem	\$0.00	\$3,000.00	\$67.39	2.24
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - Secondary	\$2,639.07	\$5,000.00	\$3,262.30	65.24
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$1,568.10	\$5,000.00	\$2,059.32	41.18
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	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02220-650-002-00	LIB MEDIA - Supplies - Technology Related - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02230-432-000-00	TECH - Technology-Related Repairs and Maintenance	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02230-530-000-00	TECH - Communications	\$415.50	\$20,000.00	\$9,211.46	46.05
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$1,931.25	\$30,000.00	\$5,418.75	18.06
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$482.35	\$10,000.00	\$1,571.11	15.71
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$550.00	\$15,000.00	\$8,050.00	53.66
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$128.94	\$5,945.00	\$559.36	9.40
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02230-735-000-00	TECH - Technology Software	\$0.00	\$5,000.00	\$0.00	0.00
	Support - Staff	\$12,785.92	\$195,000.00	\$46,823.70	0.24
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02310-317-000-00	BOE - Contracted Legal Services	\$78.98	\$10,000.00	\$405.91	4.05
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02310-520-000-00	BOE - Insurance	\$0.00	\$6,000.00	\$5,809.00	96.81
01-2-02310-540-000-00	BOE - Advertising	\$0.00	\$2,100.00	\$0.00	0.00
01-2-02310-580-000-00	BOE - Travel	\$260.00	\$3,500.00	\$260.00	7.42
01-2-02310-610-000-00	BOE - General Supplies	\$0.00	\$1,400.00	\$0.00	0.00
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$1,250.00	\$8,000.00	\$1,682.00	21.02
	Board of Education	\$1,588.98	\$40,000.00	\$8,156.91	0.20
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$10,729.17	\$128,750.00	\$32,187.51	25.00
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,464.67	\$34,645.00	\$7,984.43	23.04

01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,742.15	\$20,910.00	\$6,968.60	33.32
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$17.96	\$250.00	\$53.88	21.55
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$1,794.85	\$21,550.00	\$7,179.40	33.31
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$51.16	\$620.00	\$153.48	24.75
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$183.96	\$2,600.00	\$597.01	22.96
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$815.13	\$9,800.00	\$2,445.39	24.95
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$182.96	\$3,500.00	\$592.72	16.93
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$796.48	\$12,750.00	\$2,389.44	18.74
01-2-02320-237-000-00	SUPER - Retirement Increase	\$323.82	\$0.00	\$985.95	0.00
01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$0.00	\$105.00	\$103.28	98.36
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$0.00	\$415.00	\$413.31	99.59
01-2-02320-310-000-00	SUPER - Contracted Services	\$0.00	\$0.00	\$30.00	0.00
01-2-02320-330-000-00	SUPER - Employee Training	\$0.00	\$0.00	\$66.04	0.00
01-2-02320-530-000-00	SUPER - Cell Phone Reimb	\$50.00	\$600.00	\$150.00	25.00
01-2-02320-580-000-00	SUPER - Travel	\$201.50	\$1,500.00	\$588.74	39.24
01-2-02320-610-000-00	SUPER - General Supplies	\$0.00	\$700.00	\$857.39	122.48
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$0.00	\$1,500.00	\$786.42	52.42
01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$0.00	\$2,000.00	\$208.16	10.40
01-2-02320-810-000-00	SUPER - Dues and Fees	\$250.00	\$2,805.00	\$322.00	11.47
	Superintendent	\$19,603.81	\$245,000.00	\$65,063.15	0.27
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$525.00	\$0.00	\$675.00	0.00
	District Legal Fees	\$525.00	\$0.00	\$675.00	#DIV/0!
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,306.42	\$26,000.00	\$7,434.42	28.59
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$3,854.17	\$46,250.00	\$11,562.51	25.00
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$3,854.17	\$46,250.00	\$11,562.51	25.00
01-2-02410-130-001-00	PRIN - Salaries - Overtime -Admin Asst- Secondary	\$0.00	\$50.00	\$0.00	0.00
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst- Secondary	\$7.64	\$90.00	\$22.92	25.46
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$763.56	\$9,165.00	\$3,054.24	33.32
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$38.01	\$460.00	\$114.03	24.78
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$763.56	\$9,165.00	\$3,054.24	33.32
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$175.65	\$2,000.00	\$566.36	28.31
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$287.46	\$3,450.00	\$862.38	24.99
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$284.64	\$3,450.00	\$853.92	24.75
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$171.22	\$2,500.00	\$551.89	22.07
01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$286.12	\$4,570.00	\$858.35	18.78
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$286.11	\$4,570.00	\$858.34	18.78
01-2-02410-237-001-00	PRIN - Retirement Increase - Sec	\$151.20	\$0.00	\$466.24	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - Elem	\$94.60	\$0.00	\$283.79	0.00
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - Secondary	\$0.00	\$75.00	\$71.82	95.76
01-2-02410-271-001-00	PRIN - Workers Comp - Principal - Secondary	\$0.00	\$145.00	\$144.89	99.92
01-2-02410-271-002-00	PRIN - Workers Comp - Principal - Elementary	\$0.00	\$145.00	\$144.88	99.91

01-2-02410-281-001-00	PRIN - Health Benefits - Principal - Secondary	\$0.00	\$1,605.00	\$538.09	33.52
01-2-02410-281-002-00	PRIN - Health Benefits - Principal - Elementary	\$0.00	\$1,605.00	\$532.83	33.19
01-2-02410-330-001-00	PRIN - Employee Training - Principal - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02410-330-002-00	PRIN - Employee Training - Principal - Elementary	\$45.00	\$0.00	\$111.04	0.00
01-2-02410-580-001-00	PRIN - Travel - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-580-002-00	PRIN - Travel - Elementary	\$0.00	\$1,000.00	\$80.52	8.05
01-2-02410-610-001-00	PRIN - General Supplies - Secondary	\$47.97	\$15,000.00	\$824.49	5.49
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$91.15	\$19,355.00	\$484.06	2.50
01-2-02410-640-001-00	PRIN - Books and Periodicals - Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - Elementary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - Elem	\$0.00	\$500.00	\$786.41	157.28
01-2-02410-810-001-00	PRIN - Dues and Fees - Secondary	\$0.00	\$2,000.00	\$350.00	17.50
01-2-02410-810-002-00	PRIN - Dues and Fees - Elementary	\$0.00	\$2,000.00	\$570.00	28.50
	Principal	\$13,508.65	\$205,000.00	\$46,745.17	0.23
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$4,571.67	\$54,860.00	\$13,715.01	25.00
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,742.15	\$20,905.00	\$6,968.60	33.33
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$25.25	\$300.00	\$75.75	25.25
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$331.65	\$3,980.00	\$994.22	24.98
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$339.38	\$5,450.00	\$1,018.14	18.68
01-2-02510-237-000-00	FISCAL SVCS - Retirement Increase	\$112.20	\$0.00	\$336.60	0.00
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$0.00	\$175.00	\$171.86	98.20
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02510-330-000-00	FISCAL SVCS - Employee Training	\$0.00	\$100.00	\$0.00	0.00
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$0.00	\$200.00	\$19.67	9.83
01-2-02510-530-000-00	FISCAL SVCS - Communications	\$406.57	\$5,000.00	\$1,238.28	24.76
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$574.00	\$5,000.00	\$1,531.30	30.62
01-2-02510-580-000-00	FISCAL SVCS - Travel	\$0.00	\$500.00	\$0.00	0.00
01-2-02510-610-000-00	FISCAL SVCS - General Supplies	\$349.59	\$1,530.00	\$443.57	28.99
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$8,184.48	\$14,000.00	\$8,313.00	59.37
01-2-02510-650-000-00	FISCAL SVCS - Supplies - Technology Related	\$0.00	\$100.00	\$0.00	0.00
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$900.00	\$0.00	0.00
	Fiscal Services	\$16,636.94	\$120,000.00	\$34,826.00	0.29
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$10,931.05	\$133,000.00	\$33,163.59	24.93
01-2-02610-110-000-01	OPERATIONS - Salaries - Summer Custodial	\$0.00	\$4,000.00	\$0.00	0.00
01-2-02610-130-000-00	OPERATIONS - Salaries - Overtime	\$0.00	\$200.00	\$0.00	0.00
01-2-02610-210-000-00	OPERATIONS - Group Insurance - BCBS	\$4,199.96	\$50,400.00	\$16,799.84	33.33
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$57.81	\$700.00	\$173.43	24.77
01-2-02610-220-000-00	OPERATIONS - Social Security	\$821.33	\$10,050.00	\$2,492.11	24.79
01-2-02610-230-000-00	OPERATIONS - Retirement	\$748.39	\$12,500.00	\$2,296.00	18.36

01-2-02610-237-000-00	OPERATIONS - Retirement Increase	\$247.42	\$0.00	\$759.09	0.00
01-2-02610-270-000-00	OPERATIONS - Workers Comp	\$0.00	\$3,700.00	\$3,697.47	99.93
01-2-02610-410-000-00	OPERATIONS - Utility Services - Water & Sewage	\$1,115.60	\$15,000.00	\$3,496.30	23.30
01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$52.00	\$1,500.00	\$370.75	24.71
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$975.51	\$13,000.00	\$2,834.56	21.80
01-2-02610-430-000-00	OPERATIONS - Repairs and Maintenance Services	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$140.00	\$10,000.00	\$1,276.18	12.76
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$0.00	\$27,200.00	\$27,107.00	99.65
01-2-02610-580-000-00	OPERATIONS - Travel	\$0.00	\$500.00	\$0.00	0.00
01-2-02610-610-000-00	OPERATIONS - General Supplies	\$32.99	\$16,750.00	\$3,840.51	22.92
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$572.97	\$20,000.00	\$1,131.02	5.65
01-2-02610-621-000-00	OPERATIONS - Natural Gas	\$434.07	\$26,000.00	\$748.92	2.88
01-2-02610-622-000-00	OPERATIONS - Electricity	\$1,980.10	\$27,000.00	\$7,518.32	27.84
01-2-02620-430-000-00	MAINT BLDG - Repairs and Maintenance Services	\$1,297.49	\$20,000.00	\$2,156.47	10.78
01-2-02620-442-000-00	MAINT BLDG - Rentals of Equipment	\$0.00	\$2,500.00	\$0.00	0.00
01-2-02620-490-000-00	MAINT BLDG - Other Purchased Property Services	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02620-610-000-00	MAINT BLDG - General Supplies	\$51.92	\$15,000.00	\$225.90	1.50
01-2-02630-420-000-00	GROUNDNS - Mowing - Contracted	\$0.00	\$5,000.00	\$2,400.00	48.00
01-2-02630-420-000-01	GROUNDNS - Snow Removal - Contracted	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02630-420-000-02	GROUNDNS - Lawn Care - Contracted	\$150.00	\$10,000.00	\$150.00	1.50
01-2-02630-430-000-00	GROUNDNS - Repairs and Maintenance Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02630-490-000-00	GROUNDNS - Other Purchased Property Services	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02630-610-000-00	GROUNDNS - General Supplies	\$398.64	\$3,000.00	\$1,184.58	39.48
01-2-02650-430-001-00	STAFF VEH - Repairs and Maintenance Services	\$100.13	\$2,000.00	\$100.13	5.00
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$75.11	\$1,000.00	\$288.51	28.85
01-2-02650-732-001-00	STAFF VEH - Vehicles	\$0.00	\$83,000.00	\$0.00	0.00
01-2-02660-330-000-00	SAFETY - Employee Training	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02660-340-000-00	SAFETY - Safety Audits	\$450.00	\$1,000.00	\$450.00	45.00
01-2-02660-490-000-00	SAFETY - Other Purch Property Svcs	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02660-610-000-00	SAFETY - Supplies	\$0.00	\$10,000.00	\$0.00	0.00
	Operations, Maint & Grounds	\$24,832.49	\$550,000.00	\$114,660.68	0.21
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$620.02	\$10,000.00	\$2,315.20	23.15
01-2-02710-110-002-00	BUSING - Salaries - Elem	\$4,300.59	\$37,000.00	\$12,519.81	33.83
01-2-02710-120-001-00	BUSING - Salaries - Subs - Secondary	\$0.00	\$1,000.00	\$112.20	11.22
01-2-02710-220-001-00	BUSING - Social Security - Secondary	\$47.18	\$750.00	\$184.74	24.63
01-2-02710-220-002-00	BUSING - Social Security - Elem	\$328.64	\$2,850.00	\$957.09	33.58
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$12.99	\$0.00	\$60.53	0.00
01-2-02710-230-002-00	BUSING - Retirement - Elem	\$22.05	\$100.00	\$40.95	40.95
01-2-02710-237-001-00	BUSING - Retirement Increase - Sec	\$4.31	\$0.00	\$20.02	0.00
01-2-02710-237-002-00	BUSING - Retirement Increase - Elem	\$7.29	\$0.00	\$13.54	0.00
01-2-02710-260-001-00	BUSING - Unemployment Fees - Sec	\$0.00	\$0.00	\$37.51	0.00
01-2-02710-270-002-00	BUSING - Workers Comp - Elem	\$0.00	\$1,890.00	\$1,889.00	99.94

01-2-02710-290-001-00	BUSING - Reimb drivers licensing costs - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02710-290-002-00	BUSING - Reimb drivers licensing costs - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02710-340-001-00	BUSING - Physicals - Secondary	\$175.00	\$1,000.00	\$275.00	27.50
01-2-02710-340-001-01	BUSING - Drug Testing - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02710-340-002-00	BUSING - Physicals - Elem	\$0.00	\$1,000.00	\$100.00	10.00
01-2-02710-340-002-01	BUSING - Drug Testing - Elem	\$50.00	\$1,000.00	\$440.00	44.00
01-2-02710-519-002-00	BUSING - Contracted Busing - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02710-520-001-00	BUSING - Insurance - Buses and Vans - Secondary	\$0.00	\$3,000.00	\$2,904.00	96.80
01-2-02710-520-002-00	BUSING - Insurance - Buses and Vans - Elem	\$0.00	\$3,000.00	\$2,904.00	96.80
01-2-02710-610-001-00	BUSING - General Supplies - Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02710-610-002-00	BUSING - General Supplies - Elem	\$0.00	\$49,560.00	\$321.09	0.64
01-2-02710-626-001-00	BUSING - Gasoline - Secondary	\$311.73	\$4,000.00	\$951.12	23.77
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$1,795.72	\$18,000.00	\$3,636.27	20.20
01-2-02710-810-001-00	BUSING - Dues & Fees	\$0.00	\$250.00	\$0.00	0.00
01-2-02730-430-000-00	BUSING - Repairs and Maintenance Services	\$2,014.15	\$30,000.00	\$8,158.84	27.19
01-2-02730-610-000-00	BUSING - General Supplies	\$46.97	\$500.00	\$53.96	10.79
	Pupil Transportation	\$9,736.64	\$170,000.00	\$37,894.87	0.22
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!
01-2-03535-610-002-00	HAL - General Supplies- Elem	\$32.57	\$0.00	\$419.95	0.00
01-2-03535-650-002-00	HAL - Supplies - Technology- Elem	\$0.00	\$4,000.00	\$0.00	0.00
01-2-03535-810-001-00	HAL - Dues and Fees- Secondary	\$0.00	\$0.00	\$310.00	0.00
01-2-06200-111-002-00	TITLE - Salaries - Teachers	\$3,613.75	\$43,605.00	\$10,921.25	25.04
01-2-06200-123-002-00	TITLE - Salaries - Subs	\$142.00	\$0.00	\$142.00	0.00
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$11,014.62	\$10,450.00	\$11,014.62	105.40
01-2-06200-211-002-01	TITLE - Group Insur - LTD - Teacher	\$17.94	\$215.00	\$53.82	25.03
01-2-06200-221-002-00	TITLE - Social Security - Teachers	\$239.68	\$2,900.00	\$727.27	25.07
01-2-06200-223-002-00	TITLE - Social Security - Subs	\$10.81	\$0.00	\$10.81	0.00
01-2-06200-231-002-00	TITLE - Retirement - Teachers	\$268.26	\$4,310.00	\$810.73	18.81
01-2-06200-233-002-00	TITLE - Retirement - Subs	\$10.54	\$0.00	\$10.54	0.00
01-2-06200-237-002-00	TITLE - Retirement Increase	\$92.18	\$0.00	\$271.53	0.00
01-2-06200-271-002-00	TITLE - Workers Comp - Teachers	\$0.00	\$135.00	\$135.85	100.62
01-2-06200-330-002-00	TITLE - Employee Training	\$45.00	\$0.00	\$201.04	0.00
01-2-06200-610-002-00	TITLE - General Supplies	\$0.00	\$28,803.00	\$79.95	0.27
01-2-06406-591-002-00	IDEA PS - Speech Cont Svc Purch - ESU6	\$0.00	\$5,000.00	\$0.00	0.00
01-2-06406-610-002-00	IDEA PS - General Supplies	\$0.00	\$0.00	\$476.95	0.00
01-2-06408-111-002-00	IDEA BASE-EP - Salaries - Teachers	\$0.00	\$12,000.00	\$0.00	0.00
01-2-06408-112-002-00	IDEA BASE-EP - Salaries - Paras	\$4,013.41	\$42,035.00	\$13,140.61	31.26

01-2-06408-212-002-00	IDEA BASE-EP - Group Insurance - LTD - Paras	\$14.04	\$125.00	\$42.12	33.69
01-2-06408-221-002-00	IDEA BASE-EP - Social Security - Teachers	\$0.00	\$3,000.00	\$0.00	0.00
01-2-06408-222-002-00	IDEA BASE-EP - Social Security - Paras	\$271.50	\$2,885.00	\$897.40	31.10
01-2-06408-231-002-00	IDEA BASE-EP - Retirement - Teachers	\$0.00	\$3,500.00	\$0.00	0.00
01-2-06408-232-002-00	IDEA BASE-EP - Retirement - Paras	\$297.94	\$4,155.00	\$975.50	23.47
01-2-06408-237-002-00	IDEA BASE-EP - NPERS Ret Incr	\$98.50	\$0.00	\$322.51	0.00
01-2-06408-591-002-00	IDEA BASE-EP - Speech Svcs Purch from ESU6	\$0.00	\$3,000.00	\$0.00	0.00
01-2-06408-610-002-00	IDEA BASE-EP - General Supplies	\$0.00	\$6,000.00	\$0.00	0.00
01-2-06992-734-001-00	REAP - Technology-Related Hardware- Secondary	\$0.00	\$15,000.00	\$6,615.25	44.10
01-2-06992-734-002-00	REAP - Technology-Related Hardware- Elem	\$0.00	\$15,200.00	\$6,615.25	43.52
01-2-06992-735-001-00	REAP - Technology Software- Secondary	\$0.00	\$0.00	\$675.00	0.00
01-2-06992-735-002-00	REAP - Technology Software- Elem	\$0.00	\$0.00	\$675.00	0.00
	Federal & State Programs	\$20,182.74	\$206,318.00	\$55,544.95	0.27
01-2-08000-912-000-00	Fund Transfers to School Nutrition Fund	\$1,000.00	\$45,682.00	\$8,000.00	17.51
01-2-08000-913-000-00	Fund Transfers to Activities Fund	\$2,000.00	\$30,000.00	\$9,000.00	30.00
	IntraFund Support	\$3,000.00	\$75,682.00	\$17,000.00	0.22
	NOVEMBER TOTALS	\$324,659.76	\$5,090,570.00	\$1,055,465.18	0.21
Intrafund Transfers					
01-2-09000-913-000-00	NON-PGM EXPENDITURES - Fund Trsf to Activity Fund	\$821.18	\$0.00	\$821.18	0.00
01-2-09005-000-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund	\$7,165.82	\$0.00	\$24,250.14	0.00
01-2-09005-220-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA	\$548.20	\$0.00	\$1,714.81	0.00
01-2-09005-230-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET	\$455.78	\$0.00	\$1,606.75	0.00
01-2-09005-237-000-00	-Increased Retirement Contributions	\$150.69	\$0.00	\$311.72	0.00
01-2-09006-000-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund	\$940.00	\$0.00	\$3,987.29	0.00
01-2-09006-220-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA	\$69.08	\$0.00	\$203.25	0.00
01-2-09006-230-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET	\$69.80	\$0.00	\$212.23	0.00
01-2-09006-237-000-00	-Increased Retirement Contributions	\$23.08	\$0.00	\$64.42	0.00
	TOTAL GENERAL FUND EXPENDITURES	\$334,903.39	\$5,090,570.00	\$1,088,636.97	0.21
Depreciation Fund					
02-2-02900-610-001-00	DEPR - General Supplies	\$0.00	\$0.00	\$3,527.32	0.00
02-2-02900-650-001-00	DEPR - Technology-Related Supplies - Sec	\$0.00	\$0.00	\$1,300.20	0.00
02-2-02900-650-002-00	DEPR - Technology-Related Supplies - Elem	\$0.00	\$0.00	\$1,300.20	0.00
02-2-02900-732-001-00	DEPR - Vehicles	\$0.00	\$40,000.00	\$0.00	0.00
02-2-02900-732-002-00	DEPR - Vehicles	\$0.00	\$40,000.00	\$0.00	0.00
02-2-02900-734-001-00	DEPR - Technology-Related Hardware	\$0.00	\$100,000.00	\$0.00	0.00
02-2-02900-734-002-00	DEPR - Technology-Related Hardware	\$0.00	\$100,000.00	\$0.00	0.00
02-2-02900-739-001-00	DEPR - Equipment	\$0.00	\$10,000.00	\$0.00	0.00
02-2-02900-739-002-00	DEPR - Equipment	\$0.00	\$11,438.00	\$0.00	0.00

TOTAL DEPRECIATION FUND	\$0.00	\$301,438.00	\$6,127.72	0.02
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School Nutrition Fund

06-2-03100-110-001-00	SN - Salaries - Regular - Kitchen	\$6,823.63	\$65,000.00	\$21,876.64	33.65
06-2-03100-120-001-00	SN - Salaries - Subs - Kitchen	\$322.24	\$0.00	\$479.12	0.00
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen	\$19.95	\$200.00	\$59.85	29.92
06-2-03100-220-001-00	SN - Soc Sec - Kitchen	\$548.20	\$4,700.00	\$1,714.81	36.48
06-2-03100-230-001-00	SN - Retirement - Kitchen	\$455.78	\$5,200.00	\$1,441.79	27.72
06-2-03100-237-001-00	SN - Retirement Increase - Sec	\$150.69	\$0.00	\$476.68	0.00
06-2-03100-270-001-00	SN - Workers Comp - Kitchen	\$0.00	\$1,900.00	\$1,834.53	96.55
06-2-03100-610-001-00	SN - General Supplies	\$341.49	\$5,000.00	\$827.51	16.55
06-2-03100-630-001-00	SN - Food	\$8,138.13	\$57,000.00	\$21,886.35	38.39
06-2-03100-630-001-01	SN - Commodities	\$0.00	\$8,000.00	\$684.51	8.55
TOTAL HOT LUNCH FUND		\$16,800.11	\$147,000.00	\$51,281.79	0.35

Bond Fund

07-2-05000-831-000-00	BF - Redemption of Principal	\$0.00	\$400,000.00	\$0.00	0.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$0.00	\$132,225.00	\$0.00	0.00
07-2-05000-890-000-00	BF - Fees	\$0.00	\$331,275.00	\$0.00	0.00
TOTAL BOND FUND		\$0.00	\$863,500.00	\$0.00	0.00

Special Building Fund

08-2-02515-450-001-00	SB - Construction Services - Sec	\$0.00	\$0.00	\$1,250.00	0.00
08-2-02515-490-002-00	SB - Other Purchased Prop Services	\$842.00	\$0.00	\$842.00	0.00
08-2-02515-710-001-00	SB - Land and Improvements	\$0.00	\$125,000.00	\$25,585.63	20.46
08-2-02515-710-002-00	SB - Land and Improvements	\$0.00	\$125,000.00	\$25,585.62	20.46
08-2-02515-720-001-00	SB - Buildings	\$0.00	\$364,161.00	\$0.00	0.00
08-2-02515-720-002-00	SB - Buildings	\$0.00	\$364,161.00	\$0.00	0.00
08-2-02515-730-001-00	SB - Equipment	\$5,997.00	\$0.00	\$12,118.74	0.00
08-2-02515-730-002-00	SB - Equipment	\$5,997.00	\$0.00	\$10,601.34	0.00
TOTAL SPECIAL BUILDING FUND		\$12,836.00	\$978,322.00	\$75,983.33	0.08

FRIEND PUBLIC SCHOOLS

Board of Education - Payments to be Approved

12/9/2019

Manual Checks/Funds Transfers done in December:

GENERAL FUND

Payroll Fund	November payroll	\$	267,644.41
			<hr/>
			\$ 267,644.41
			<hr/>

December Presentations

GENERAL FUND

Activity Fund	December support	\$	2,000.00
Beaver Hardware	supplies	\$	89.63
Black Hills Energy	natural gas	\$	795.29
Cash-Wa Dist	snacks for preschool	\$	85.65
Comfort Inn	lodging - Tomlinson - conf	\$	99.95
Constellation	natural gas	\$	1,374.72
Cornhusker Intl Trucks	parts	\$	204.14
Culligan	water softener & repairs	\$	276.00
DAS State Acctg - State of Nebraska	internet service - Oct	\$	229.32
Dietze Music	supplies	\$	10.80
Diversified Drug Testing	bus driver testing	\$	210.00
Egan Supply	janitorial	\$	105.03
ESU6	Tech charges, conf	\$	3,933.73
Holiday Inn	lodging - Hottovy - conf	\$	109.95
Hometown Leasing	monthly copier lease	\$	743.44
Hot Lunch Fund	December support	\$	4,000.00
Jay & Krista Hitchcock	mow FB field Oct	\$	800.00
Jenn Nantkes	vision therapy	\$	577.56
Jostens	supplies	\$	247.60
Kraus, David	reimb cell phone expense	\$	50.00
Lou's Sporting Goods	FB field lining kit	\$	191.65
Mail Finance	refill postage meter	\$	100.00
Menards - South	supplies	\$	48.66
MMC Contractors	repairs to RTU's - gym/shop	\$	630.32
National School Forms	supplies	\$	102.05
Nebr Assoc of School Boards	conference regist	\$	95.00
O'Keefe Elevator	monthly maint fee	\$	216.49
Omaha Marriott	lodging - state ed conf	\$	159.00
Perry, Guthery, Haase & Gessford	legal	\$	150.00

Potter Repair	vehicle inspections/repairs	\$	668.16
Qwik6	fuel	\$	1,542.66
Randy & Esther Kirchhoff	rent bus barn + security deposit	\$	1,200.00
Romans Wiemer & Assoc	annual audit	\$	6,125.00
Seward County Independent	publish legals	\$	56.36
Shred-It	paper shredding	\$	100.77
TAESE Utah State Univ	para conference registration	\$	420.00
Time Management Systems	monthly maint fee	\$	67.32
Unite Private Networks	WAN	\$	415.50
USBANK VISA	purchases for activities	\$	2,567.93
USBANK VISA	HyVee, Qwik 6 - groceries from FACS	\$	107.97
USBANK VISA	Amazon - supplies	\$	651.86
USBANK VISA	1000bulbs.com - bulbs	\$	200.80
USBANK VISA	supplyhouse.com - volt actuators	\$	200.88
USBANK VISA	FMCSA - Fed Clrghouse on Drug Testing	\$	25.00
USBANK VISA	FCC - lunch	\$	47.98
USBANK VISA	Survey Monkey - subscription	\$	384.00
USBANK VISA	Neb Music Educators - regist	\$	165.00
USBANK VISA	Hilton Omaha - lodging state ed conf	\$	1,734.50
USBANK VISA	Meals - state ed conf	\$	438.51
USBANK VISA	Caseys - gas for school van	\$	32.92
USBANK VISA	DG, Qwik 6 - supplies for Life Skills pgm	\$	49.08
VVS Inc - Canteen	supplies	\$	170.00
WageWorks	monthly maint fee	\$	149.00
Waste Connections	garbage service	\$	874.33
		\$	<u>36,031.51</u>
Late Presentations:			
Presto-X	exterminator	\$	140.00
Aaron Nehls	refinish gym floors	\$	1,175.00
Tom Vajgrt	refinish gym floors	\$	1,175.00
Windstream	telephone	\$	411.57
		\$	<u><u>38,933.08</u></u>

CONTRACT ADDENDUM

The Board of Education of Saline County School District 0068, a/k/a Friend Public Schools ("the Board) and David Kraus ("the Superintendent") agree to the following Addendum to the Contract of Employment with the Superintendent (the "Contract") entered into between the Board and the Superintendent on or about the 10th day of December, 2018:

1. In accordance with action taken by the Board as recorded in the minutes of the Board meeting held on December 10th, 2018, paragraph 1 of the Contract is modified to provide that term of the Contract is extended through the 30th day of June 30, 2022.
2. In accordance with action taken by the Board as recorded in the minutes of the Board meeting held on December 10th, 2018, paragraph 2 of the Contract is modified to provide that the salary for 2020-2021 shall be set at \$132,750
3. Except as modified herein, the Contract shall in all other respects continue and remain in effect.

Executed this ____ day of _____, 2019 _____ David Kraus, Superintendent	Executed this ____ day of _____, 2019 Board of Education of Saline County School District 0068, a/k/a Friend Public Schools By: _____ President Attest: _____ Secretary
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Personnel - Certificated EmployeesEvaluation**APPRAISAL OF PROFESSIONAL STAFF
FRIEND PUBLIC SCHOOLS**Philosophy

1. We believe that it is a cooperative process wherein the individual being appraised and the one responsible for making the assessment feel a joint responsibility to focus upon the professional role expectations, to work together to achieve the best results and to appraise the results.
2. We believe performance improvement is not accidental. It results best when a deliberate effort is made to achieve it.
3. We believe appraisal is a means—not an end in itself. Appraisal should include a variety of approaches to adapt to different circumstances. It should motivate both self-improvement and help from administrators so that both quantitative and qualitative effectiveness may occur.
4. We believe that there should be performance guidelines or standards which staff members may use in self-evaluation and which evaluators may employ as they counsel and assist those whom they are appraising.
5. A good appraisal process will:
 - a. Clarify the performance expectations of the individual, i.e., make duties and responsibilities more clear.
 - b. Establish “ground rules” or plans for both the appraisee and appraiser to follow.
 - c. Keep good records of class visitations, follow-up conferences and other appraisee-appraiser contacts.
 - d. Cooperatively assess results of job performance both by means of self-appraisal and appraisee-appraiser reports.
 - e. Establish appropriate ways for follow-up actions needed for further improvement.

Definitions

Self-Appraisal—The assessment made by the appraisee of his job performance using the formal appraisal.

Formal Appraisal—The assessment made by the Principal of the Teacher's Job performance with signed, completed appraisal forms submitted to the teacher and the permanent files.

Formal Appraisal Conferences—The last conference held by the appraiser and appraisee when the total appraisal process is reviewed and signatures affixed to the appraisal form.

Follow-up—Informal discussions between Principal and teacher designed to discuss goals, accomplishments of goals, etc. Some type of written summary or report of the conference should be included in the teacher's file.

Role of Teacher

It is important that staff members understand their role and the role of the Principal in this process. After cooperatively working with the Principal in establishing job goals you should develop steps for proceeding independently, determine guidelines for yourself and not to be afraid to seek assistance along the way. Take the initiative in keeping in touch with the Principal during the year—not wait for all contacts to be made by the administrator.

During the year you should work at self-appraisal. This is not easy to do. It should be a thoughtful self-inventory, knowing what worked well and why. Do not forget to consider the opinions of others, i.e., fellow staff, students, and parents. Self-appraisal should be a means for making judgment on how well things have gone and why.

Role of Administrators

The Principal will orient all staff members to all phases of the appraisal process. Each person to be appraised will clearly understand their role and the role of the Principal. The Principal will assist the staff members in establishing appropriate goals, will help to identify the needed resources, special help, and ways to measure the degree of their accomplishment.

The Principal will maintain a file for each staff member and will enter into the appraisal file materials relating to the appraisal process. A formal appraisal conference will be held at the end of the appraisal period with copies of the completed form being submitted to the teacher and the permanent files. If the teacher strongly disagrees with the evaluation, the Superintendent may be contacted by the Principal or teacher for additional evaluation or as an arbitrator.

Procedures

New Teachers to the System:

Each probationary teacher will be appraised once during the first semester and once during the second semester. The final observation should take place before March 1. More observations may take place if it is felt necessary.

Teachers on Continuing Contract:

Each teacher shall be appraised once before March 1 of the current school year, unless either teacher or evaluator feels another session will be valuable. The final appraisal form should be completed before March 1 of the school year.

The self-appraisal and the formal appraisal should be done as nearly the same time as possible. The teacher will fill out a form and the evaluator will fill out a form. If the evaluator has checked the needs improvement area, (2) it is expected that suggested improvement will be made within a time frame mutually agreed upon by the evaluator and the teacher during the formal Conference.

During each appraisal conference, each will enter their evaluations on the appraisal form for the records. On the final appraisal, general statements sheet will also be filled out, indicating the reactions by not necessarily the agreement of each party.

This evaluation form be included as a part of the criteria for re-employment and will become a part of the teacher's personal professional file.

CODE:

- 5 Outstanding
- 4 Above Average
- 3 Satisfactory
- 2 Needs Improvement
- 1 Unsatisfactory
- 0 Not Appraised

SPECIFIC ITEMS OF APPRAISAL

I. PROFESSIONAL CONDUCT

- A. Ethical Behavior. Conduct above reproach. Sets the example for youth through exemplary conduct and indicates a definite pride in the teaching profession.

	<u>Teacher</u>	<u>Principal</u>
Date _____	0 1 2 3 4 5	0 1 2 3 4 5
Date _____	0 1 2 3 4 5	0 1 2 3 4 5
Date _____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- B. Rapport with Students. Has respect and understanding for all pupils and is considerate of pupil needs. Pupils accept the teacher’s leadership and generally react favorably to teacher’s leadership: does not embarrass student through use of ridicule, sarcasm or other negative action.

	<u>Teacher</u>	<u>Principal</u>
Date _____	0 1 2 3 4 5	0 1 2 3 4 5
Date _____	0 1 2 3 4 5	0 1 2 3 4 5
Date _____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- C. Rapport with Parents. Excellent relationship between parents and teacher. Evidence of ability to work with parents in reaching solutions to problems.

	<u>Teacher</u>	<u>Principal</u>
Date _____	0 1 2 3 4 5	0 1 2 3 4 5
Date _____	0 1 2 3 4 5	0 1 2 3 4 5
Date _____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

D. Rapport with Professional Associates. Works cooperatively with school staff, and recognizes and appreciates the good work of his associates.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

E. Professional Improvement. Consistently pursues professional growth activities. Holds professional memberships and supports the work of local chapters. Takes an active part in appropriate professional organizations.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

F. Decision-making. Very capable and willing to make decisions. Decisions show positive results with students and/or staff.

Does not avoid situations requiring decision making.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

F. Reports and Records. Always punctual with records and/or reports. Does them accurately and neatly.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

G. Knowledge of Subject Matter. Has excellent background and uses his initiative to keep ahead in his field. Succeeds in making subject matter vital and meaningful. Uses textbook and related materials as sources of information. Shows initiative in improving through further study.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

H. Communicative Skills. Excellent usage in both oral and written language. Excellent communication skills with students and adults.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

II. TEACHING PERFORMANCE AND CLASSROOM MANAGEMENT

- A. Teaching Techniques. Adapts techniques and materials to varied abilities of pupils. Innovative in teaching approaches. Utilizes a wide variety of instructional aids. Keeps up-to-date as to teaching methods and tools. Tries to create best atmosphere in which to work. Does not rely on one method for every need.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- B. Classroom Organization. Classroom routine is organized well. Time and effort used to best advantage. Accurate and meaningful records kept. Pupils and teacher work cooperatively to make the classroom the best learning environment possible. Takes good care of school property. Appearance of classroom is conducive to learning; is aware classroom arrangement can be a cause for disorder. Secures pupils' help in housekeeping jobs.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- C. Out-of-class Responsibilities. Volunteers to give out-of-class aid to pupils who need make-up work or extra time in instructions and other related activities.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- D. Lesson Plans and Goals. Demonstrates long-range planning and makes good daily lesson plans to realize goals. Lesson plans are in sufficient detail to be used by substitutes.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- E. Classroom atmosphere. Maintains a friendly, yet business-like atmosphere in the classroom. Genuine feeling of concern and care. Evidence of good self-discipline by students. Good atmosphere for learning.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- F. Knowledge of Students. Demonstrates a good understanding of individual needs. Knows the personality of each student.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- G. Student Involvement. Students are directly involved in the educational process. Democracy in practice. Students have freedom of expression and feel a part of the total program. Teacher is the coordinator of learning.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- H. Respect. Both gives and receives an attitude of respect. Keeps a healthy professional relationship with students necessary for optimum learning environment.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- I. Supervision of Classroom. Teacher always (except in emergencies) supervises students and is responsible for students behavior. Never leaves students unsupervised.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- J. Supervision of Building. Never allows a student out of their area without knowing where that student is or doing unless the student has a pass from another staff member. Help control students wherever they are in the building.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- K. Equipment. Takes care of equipment and makes sure it is in good condition. Locks up and protects school and student property when not in use. Reports defective equipment to the proper person immediately and follows the report to make sure equipment is repaired or replaced.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- L. Inventory. Keeps an up-to-date record of all hardware, software, and teaching aids. Also inventories condition of above items.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

III. PERSONAL CONDUCT

- A. Appearance. Appropriately groomed at all times.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- B. Demeanor. Exhibits self-confidence and inspires confidence in daily contacts. Handles situations with patience and calmness. Maintains self-control at all times.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- C. Dependability. Gives exceptional attention to duties assigned. Goes beyond duties which are explicitly defined. Shows strong sense of responsibility. Completes all assignments in accordance with time limits.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- D. Tactfulness. Exhibits unusual diplomacy and perception with pupils and adults. Uses discretion in handling confidential information and difficult situations with professional personnel, pupils and/or parents.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- E. Attitude Toward Constructive Criticism. Acts professional on all suggestions. Seeks help for self-improvement. Does not resent or ignore criticism. Discusses professional problems in a professional manner and acts accordingly.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

F. Cooperation. Actively seeks to promote cooperation on all occasions. Evidences the ability to work very effectively with student or teacher groups.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

G. Punctuality. Rarely late or absent.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

H. Enthusiasm. Naturally enthusiastic and tries to show this in his work. Student response is excellent.

Creates the kind of atmosphere that indicates enthusiasm and motivates students.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

I. Judgment. Exhibits wisdom in making choices, planning and carrying out plans with pupils and staff.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

J. Appears vigorous and energetic and shows the stamina to meet daily obligations of school life.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

- K. Actively seeks to help others develop a greater loyalty to the school and school system. Works with an interest to better the school. Is fair and constructive in any criticism.

	<u>Teacher</u>	<u>Principal</u>
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5
Date_____	0 1 2 3 4 5	0 1 2 3 4 5

Comments:

Suggested Improvements:

GENERAL STATEMENTS

ABOUT THE FORMAL APPRAISAL

TEACHER

PRINCIPAL

(Written response concerning appraisal.)

Teacher’s signature indicates that the appraisal conference has been held, and that the appraisee has seen, but does not necessarily concur, with this report.

Date of Appraisal Conference

Teacher’s Signature

Principal’s Signature

Date of Adoption: April 16, 2007
Board Review April 2013

Personnel - Certificated EmployeesReduction in Force Policy for Certificated Staff

Reductions-in-force of certificated staff member may be required due to decreasing enrollments, limited financial support, changing programs, or other changes in circumstances. If such changes occur and a reduction of certificated staff is necessary, the Superintendent (or his designee) shall recommend to the Board of Education those certificated employees to be reduced under the reduction-in-force provisions of the continuing contract laws; provided, however, that no permanent employee may be reduced through a reduction-in-force while a probationary employee is retained to perform a service in a position that the permanent employee is qualified by certification and endorsement to perform or where certification is not applicable, by reason of college credits in the teaching area.

Due to the often intimate, confidential, and unique personal working relationship necessary between the administration and the Board of Education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.

The selection of personnel to be reduced shall be made with consideration given to the following: (1) programs to be offered, (2) areas of certification and endorsement, (3) state and federal regulations which may mandate certain employment practices, (4) special qualifications that may require specific training and/or experience, (5) contributions to activity programs, (6) qualifications based on past performance and competence as determined by the Principal and/or Superintendent through employee evaluation procedures, (7) the organizational and educational impact created by multiple part time certificated employees, and (8) any other reasons which can be rationally related to the instruction in or administration of the school system.

Employee evaluations (including frequency of evaluations, evaluation forms, and number and length of classroom observations, if applicable) used for purposes of this policy shall conform to the board policies and administrative rules, regulations, and practices (in effect at the time) related to the periodic evaluation of certificated staff members.

If, after consideration of the above, it is the opinion of the Superintendent that no significant difference exists between certificated employees being considered for reduction-in-force, then the employee with the longest uninterrupted service to the district shall be retained. Uninterrupted service time shall accrue the same for all certificated employees regardless of their full time equivalency. Uninterrupted service time for employees employed less than a full school year shall accrue according to the number of contract days worked. Uninterrupted service time shall not accrue for certificated employees on leave of absence for more than forty (40) days.

Any certificated employee whose contract is terminated because of reduction-in-force shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect. Such employee shall have preferred rights to re-employment for a period of twenty-four months commencing at the end of the contract year and the employee shall be

recalled on the basis of length of uninterrupted service to the school to any position for which he or she is qualified by endorsement or college preparation to teach. The employee shall, upon reappointment, retain any benefits which had accrued to said employee prior to the reduction, but such leave of absence shall not be considered as a year of employment by the district. An employee under contract to another educational institution may waive recall but such waiver shall not deprive the employee of his or her right to subsequent recall.

It shall be the responsibility of such certificated employee to file (with the Superintendent of Schools) a copy of said employee's teaching certificate (including endorsements) upon initial employment with the district. On or before March 15th of each year thereafter (for so long as the employee is employed in the school system or has rights of recall) evidence of any changes in said employee's certification or endorsements which have occurred (since March 15th of the previous year) or are pending shall be filed with the Superintendent of Schools.

Any certificated employee whose employment contract is reduced as a result of reductions-in-force shall (during his/her period of recall) report his/her current address to the Superintendent of Schools and shall inform said Superintendent of any changes of address thereafter. If a vacancy in the system occurs for which said employee has rights of recall, the offer of such employment may be sent by said Superintendent to said employee's last known address. If no acceptance of such offer is received from said employee within fourteen days of mailing and the Superintendent has no personal knowledge of the whereabouts of said employee (other than said last known address), the employee shall be deemed to have waived his/her rights to recall to said employment position.

Anything in this policy to the contrary notwithstanding, this policy shall specifically permit and allow reductions in force to occur which deal with total elimination or termination or amendment of contracts or positions, which deal with reductions in force from full-time to part-time, which deal with reductions in force from part-time to a lesser part-time, or which deal with any other reductions in force which result in the termination or amendment of a certificated employee's contract or employment position.

Date of Adoption: April 16, 2007
Board Review April 2013

Personnel - Certificated EmployeesLeave of Absence

After a minimum of three (3) years of employment in Friend Public Schools, a teacher may apply for a one-year leave of absence. Criteria to be considered by the superintendent in recommending approval or denial of a request include:

! no more than one Elementary teacher and no more than one Secondary teacher may be on leave during the same year. If more than one request is received from the Elementary or Secondary, the administration shall decide based on factors including but not limited to (and not listed in order of priority): the date of application, the reason for requesting leave, the subsequent value to the school district, and seniority;

! requests for the one-year leave of absence must be submitted in writing to the Superintendent prior to March 1 through the Superintendent;

! a qualified replacement must be found before the leave is approved;

! no salary or benefits will be paid to the teacher by the district during the year of absence. Continued group health insurance may be obtained, subject to the approval of the insurance carrier; the premiums for such insurance shall be paid by the teacher in advance. Upon return, the teacher will be placed on the salary schedule at the vertical step earned prior to the beginning of the leave period;

! a teacher who wishes to return from leave shall notify the Superintendent in writing by March 1. If no such notice is received by March 1, the teacher is considered to have resigned. The school district shall not be responsible for reminding the teacher of the required return notice;

! a teacher returning from leave is not guaranteed the same position held before the leave of absence. However, an effort will be made to arrange for the same or a comparable position placement; and

! a teacher shall enter into a written agreement with the Board of Education setting forth the terms of such leave of absence.

Date of Adoption: April 16, 2007

Board Review April 2013

Personnel - Certificated EmployeesDual Sponsorship of Activities

In any instance where more than one teacher is assigned to the sponsorship of an activity for which a stipend is paid, each teacher thereby assigned shall receive payment of the stipend as is specified in the negotiated agreement between the certificated teaching staff and the school district. Should two or more teachers receive administration approval to share the sponsorship of any activity, only an amount equal to one stipend as specified shall be made but shall be equally divided among those teachers sharing the sponsorship.

Date of Adoption: April 16, 2007
Board Review April 2013

Personnel - Certificated EmployeesStandards of Ethical and Professional Performance – Certificated Staff

Both the State of Nebraska and the Board of Education recognize that teaching and its related services, including administrative and supervisory services, are a profession with all of the rights, responsibilities, and privileges accorded other recognized professions. The Board recognizes and endorses the Standards of Ethical and Professional Performance as established by the Nebraska Department of Education and expects all certificated employees to abide by these standards.

Certificated Personnel-Professional Performance and Code of Ethics

It is the expectation of this District that all certificated staff shall comply with the ethics standards set forth by the Nebraska Department of Education, as such standards may be modified from time to time. The ethics standards which certificated staff shall follow shall include the standards set forth in this policy. References to “educator” shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for all educators with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
2. Shall not discriminate on the basis of race, color, creed, sex, marital status, age, national origin, ethnic background, or handicapping condition.

3. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members in order to influence professional decisions.
4. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
5. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not sexually harass students, parents or school patrons, employees, or board members.
7. Shall not have had revoked for cause in Nebraska or another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which an educator's certificate is issued in Nebraska.
8. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
9. Shall report to the Superintendent any known violation of these standards.
10. Shall seek no reprisal against any individual who has reported a violation of these standards.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall permit the student to pursue reasonable independent scholastic effort, and shall permit the student access to varying points of view.
2. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
3. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
4. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
5. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
6. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.

7. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears particular responsibility for instilling an understanding of the confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

1. Shall not misrepresent an institution with which the educator is affiliated, and shall take added precautions to distinguish between the educator's personal and institutional views.
2. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
3. Shall neither offer nor accept gifts or favors that will impair professional judgment.
4. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
5. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
6. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

1. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
2. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
3. Shall practice the profession only with proper certification, and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices:

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

1. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
2. Shall not knowingly withhold information regarding a position from an applicant or employer, or misrepresent an assignment or conditions of employment.
3. Shall give prompt notice to the employer of any change in availability of service.
4. Shall conduct professional business through designated procedures, when available, that have been approved by the Board of Education.
5. Shall not assign to unqualified personnel tasks for which an educator is responsible.
6. Shall permit no commercial or personal exploitation of his or her professional position.
7. Shall use time on duty and leave time for the purpose for which intended.

Legal Reference: Neb. Rev. Stat. §§ 79-859, 79-866; 92 NAC 27 (NDE Rule 27)

Date of Adoption: April 16, 2007
Board Reviewed April 2013

Friend Public School -- 2020-21 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					

- August**
 2 Flex days between Aug. 3-14
 17 PD/Teacher Workday
 18 First Day of School

September

- 7 NO SCHOOL – Labor Day
 8 Teacher Cohort Day

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**
 7 PT Conferences 12:30 Dismiss
 9 NO SCHOOL
 16 End First Quarter

November

No School Nov. 25-27

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

- December**
 22 End Quarter 2
 Holiday Break Dec 23-Jan 4
[NSAA Moratorium Dec 23-27](#)

January

- 4 Teacher In-Service
 5 School Reconvenes

March

- No School 4-5
 8 Conference Speech- No Students
 End of 3rd Quarter 12th

April

2 and 5 No School

May

- 8 Graduation
 20 Last Day of School
 21 Teacher Work Day

JANUARY

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						

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	24
25	26	27	28	29	30	

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					

Qtr	Ends	Teacher Days Scheduled
1	10/16	45
2	12/22	44
3	3/12	48
4	5/20	48
	Total	185

Dismiss 2:00

Teacher Workday/No Students

No School Break Days

Flex Day

/ Dismiss 12:30