

Board of Education Regular Meeting
Monday, January 13, 2020 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.

1. NRCSA update- Jack Moles, Executive Director
2. Feasibility Study Report
8. Election of Officers
 1. Election of Board President
 2. Election of Vice President
 3. Election of Treasurer
9. Reports
 1. Administration
 1. Superintendent
10. Action Items
 1. Approval to elect Michele Johnson-Clouse as the Secretary to the Board of Education.
 2. Approval to appoint the Perry Law Firm as the legal counsel to the Board of Education.
 3. Approval to appoint Citizen's State Bank and/or the Bank of Utica as the official depository of school district's funds.
 4. Approval to recognize the Sentinel and/or the Lincoln/Journal Star as the newspaper of record for the school district.
 5. Approval of the 2020-2021 School Calendar
 6. Approval of the negotiated agreement with the Friend Education Association
 7. Approval of changes to Policy #4112 to reflect changes made in the teacher negotiated agreement.
 8. Consideration and possible action to Review and Update policies: 4200, 4201, 4210, 4220, 4230, 4240, 4260, 4300
11. Discussion Items
 1. Demolition plans for 503 Pine Street property

2. Friend School Foundation update
12. Adjournment- Next regularly scheduled Board Meeting is February 10, 2020 at 7:30 P.M.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

(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 or 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, December 9, 2019 7:30 PM

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

Yea: 6, Nay: 0

6. Consent Agenda

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

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

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

Yea: 6, Nay: 0

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. The Committee on American Civics

Sue Eigsti, Paul Martin, Nancy Vossler, Scott Spohn, Jamie Tuttle, and David Kraus met prior to this board meeting to review LB399 requirements for the current school year. Social studies curriculum was reviewed, and it is aligned to state standards. Multi-cultural activities are observed throughout the year. Various civics activities and curriculum were reviewed. The next meeting will be July 13, 2020.

8.2. Administration

8.2.1. Superintendent

Mr. Kraus reviewed principal's report from Mrs. Stutzman. Mr. Kraus distributed the annual financial audit to all board members. E-rate funding should increase in the coming two years. Mr. Kraus thanked the board for attending the State Education Conference.

9. Action Items

9.1. Hold for review, discussion and approval of the Board of Education's evaluation of the Superintendent of Schools

Approve the evaluation of Superintendent David Kraus Passed with a motion by Scott Spohn and a second by Nancy Vossler.

Paul Segner: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea
Yea: 6, Nay: 0

9.2. Approve Superintendent contract.

Approve addendum to superintendent's contract as presented Passed with a motion by Scott Spohn and a second by Jamie Tuttle.

Paul Segner: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea
Yea: 6, Nay: 0

9.3. Consideration and possible action to Review and Update policies: 4150, 4160, 4170, 4180, 4190

Move to update BOE Policies 4150, 4160, 4170, 4180, and 4190 as presented Passed with a motion by Paul Segner and a second by Scott Spohn.

Paul Segner: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea
Yea: 6, Nay: 0

10. Discussion Items

10.1. 2020-21 School Calendar

Mr. Kraus reviewed the proposed 2020-21 school calendar.

10.2. School Website and Social Media

Use of school website, and school app were discussed. Also, would like to see use of one school calendar.

11. Adjournment- Next regularly scheduled Board Meeting is January 13th, 2020 at 7:30 P.M.

Motion to adjourn at 8:11pm Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Paul Segner: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler:

Yea, Scott Vyhnalek: Yea

Yea: 6, 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		(\$231.78)	(\$100,900.00)	(\$992.65)	1%
SCHOOL NUTRITION FUND					
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$6,969.50)	(\$59,300.00)	(\$30,942.65)	52.17
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	(\$432.00)	(\$2,800.00)	(\$2,053.60)	73.34
06-1-01990-000-000	SN - VENDING SALES	(\$120.55)	(\$500.00)	(\$189.55)	37.91
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	(\$5,166.20)	(\$32,500.00)	(\$20,719.84)	63.75
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	(\$4,000.00)	(\$45,682.00)	(\$12,000.00)	26.26
06-1-05690-000-000	SN - OTHER NON-REVENUE RECEIPTS	\$0.00	\$0.00	(\$10.49)	0.00
Subtotal of Element: [Fund] 06 - Lunch Fund		(\$16,688.25)	(\$144,682.00)	(\$65,916.13)	46%
BOND FUND					
07-1-01100-000-000	BF - LOCAL - TAXES LEVIED - SALINE COUNTY	(\$4,161.13)	(\$460,000.00)	(\$162,812.55)	35.39
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	(\$161.48)	\$0.00	(\$219.23)	0.00
07-1-01510-000-000	BF - LOCAL - INVEST INCOME - INTEREST ON INVEST	(\$68.66)	(\$3,000.00)	(\$1,226.51)	40.88
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
07-1-09003-000-000	BF - NON-PROGRAM RECEIPTS - Interfund Loan from Special Bldg	(\$25,300.00)	\$0.00	(\$25,300.00)	0.00
Subtotal of Element: [Fund] 07 - Bond Fund		(\$29,691.27)	(\$500,000.00)	(\$189,833.55)	38%
SPECIAL BUILDING FUND					
08-1-01100-000-000	SB - LOCAL - TAXES LEVIED - SALINE COUNTY	(\$378.52)	(\$50,000.00)	(\$13,403.06)	26.80
08-1-01100-000-001	SB - LOCAL - TAXES LEVIED - SEWARD COUNTY	(\$289.65)	\$0.00	(\$1,533.43)	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	(\$34.77)	\$0.00	(\$40.39)	0.00
08-1-01510-000-000	SB - LOCAL - Interest Income	(\$801.17)	(\$10,000.00)	(\$3,503.50)	35.03
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		(\$1,504.11)	(\$61,000.00)	(\$18,507.57)	30%

Friend Public School

Account Summary Report

EXPENDITURES

Cycle: FY19-20; Begin Date: 12/01/2019; End Date: 12/31/2019; Account Type: Expenditure; Created On: 1/2/2020 3:59:05 PM

Account Code	Description	Actual - DEC	Budget (YTD)	Actual (YTD)	% of Budget
General Fund					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$46,761.82	\$566,000.00	\$187,391.78	33.10
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$32,910.22	\$402,000.00	\$132,855.01	33.04
01-2-01100-112-001-00	REG INST - Salaries - Paras and Assistants - Sec	\$822.50	\$7,800.00	\$3,268.25	41.90
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$4,616.21	\$51,000.00	\$18,400.00	36.07
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$749.42	\$3,000.00	\$2,518.56	83.95
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$4,672.13	\$25,000.00	\$9,700.87	38.80
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$3,175.92	\$35,000.00	\$9,691.58	27.69
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$8,604.34	\$95,000.00	\$34,339.12	36.14
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$49.50	\$1,000.00	\$138.00	13.80
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$944.00	\$16,000.00	\$944.00	5.90
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$14,626.66	\$180,800.00	\$74,868.18	41.40
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$269.06	\$3,250.00	\$1,056.47	32.50
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$9,922.86	\$120,400.00	\$50,482.84	41.92
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$164.70	\$2,000.00	\$658.80	32.94
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	\$55.20	32.47
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,146.95	\$48,900.00	\$16,625.67	33.99
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,414.48	\$29,500.00	\$9,755.19	33.06
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$135.13	\$600.00	\$322.23	53.70
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$403.89	\$3,800.00	\$1,574.14	41.42
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$357.40	\$1,950.00	\$742.13	38.05
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$242.95	\$2,700.00	\$730.52	27.05
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$4,110.11	\$65,000.00	\$16,460.13	25.32
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$2,446.76	\$41,000.00	\$9,872.74	24.07
01-2-01100-232-001-00	REG INST - Retirement - Paras and Assistants - Sec	\$61.06	\$1,000.00	\$242.62	24.26
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$342.68	\$5,100.00	\$1,399.42	27.43
01-2-01100-233-001-00	REG INST - Retirement - Substitute Teachers - Sec	\$4.51	\$0.00	\$4.51	0.00
01-2-01100-237-001-00	REG INST - Retirement Increase - Sec	\$1,380.51	\$0.00	\$5,523.61	0.00
01-2-01100-237-002-00	REG INST - Retirement Increase - Elem	\$922.24	\$0.00	\$3,726.75	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	\$303.50	23.34

01-2-01100-291-002-00	REG INST - Other Employee Benefits - Teachers - Elem	\$91.00	\$1,400.00	\$369.50	26.39
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	\$60.00	\$5,000.00	\$852.48	17.04
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$120.00	\$5,000.00	\$870.15	17.40
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	\$0.00	\$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	\$1,574.99	20.99
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$371.72	\$7,500.00	\$1,765.84	23.54
01-2-01100-580-001-00	REG INST - Travel - Sec	\$99.95	\$2,000.00	\$526.25	26.31
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	\$0.00	\$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	\$0.00	\$1,000.00	\$110.50	11.05
01-2-01100-610-001-MU	REG INST - Supplies - Music - Sec	\$10.80	\$2,000.00	\$502.83	25.14
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	\$48.66	\$3,000.00	\$1,250.25	41.67
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	\$0.00	\$500.00	\$765.99	153.19
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$0.00	\$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	\$107.97	\$0.00	\$356.27	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	\$0.00	\$10,000.00	\$570.36	5.70

01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$0.00	\$5,000.00	\$794.00	15.88
01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$55.00	\$1,000.00	\$144.00	14.40
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	\$0.00	\$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	\$165.00	\$1,100.00	\$375.00	34.09
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	\$0.00	\$5,000.00	\$2,899.00	57.98
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$3,906.25	\$58,600.00	\$15,625.00	26.66
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$1,615.96	\$18,500.00	\$6,277.98	33.93
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	\$1,179.42	\$17,695.00	\$5,897.10	33.32
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$26.49	\$320.00	\$105.96	33.11
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$5.95	\$75.00	\$23.80	31.73
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$290.15	\$4,375.00	\$1,160.57	26.52
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$123.91	\$1,420.00	\$481.43	33.90
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	\$290.43	\$5,800.00	\$1,161.72	20.02
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$118.91	\$1,850.00	\$461.85	24.96
01-2-01190-237-002-00	EARLY - Retirement Increase	\$136.06	\$0.00	\$539.68	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	\$60.00	\$500.00	\$126.04	25.20
01-2-01190-610-002-00	EARLY - General Supplies	\$85.65	\$2,000.00	\$1,045.59	52.27
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	\$0.00	\$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	\$154,670.81	\$2,208,570.00	\$658,640.02	0.30

01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$5,648.33	\$67,800.00	\$22,573.32	33.29
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$7,289.13	\$87,500.00	\$29,136.52	33.29
01-2-01200-112-001-00	SPED SA - Salaries - Paras - Sec	\$2,135.33	\$20,200.00	\$8,507.12	42.11
01-2-01200-112-002-00	SPED SA - Salaries - Paras -Elem	\$1,370.82	\$13,000.00	\$5,447.05	41.90
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	\$142.00	\$5,000.00	\$1,074.94	21.49
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$284.00	\$5,000.00	\$852.00	17.04
01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$1,851.35	\$22,225.00	\$9,256.75	41.65
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$24.37	\$300.00	\$97.48	32.49
01-2-01200-211-002-00	SPED SA - Group Insurance - BCBS - Teachers -Elem	\$318.26	\$3,825.00	\$1,591.30	41.60
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$41.14	\$500.00	\$164.56	32.91
01-2-01200-212-001-00	SPED SA - Group Insurance LTD Paras - Sec	\$7.02	\$85.00	\$28.08	33.03
01-2-01200-212-002-00	SPED SA - Group Insurance LTD Paras -Elem	\$7.02	\$85.00	\$28.08	33.03
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$429.55	\$5,150.00	\$1,715.47	33.31
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$544.83	\$6,550.00	\$2,178.00	33.25
01-2-01200-222-001-00	SPED SA - Social Security - Aides - Sec	\$163.89	\$1,550.00	\$652.96	42.12
01-2-01200-222-002-00	SPED SA - Social Security - Aides -Elem	\$105.41	\$1,000.00	\$423.72	42.37
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$10.87	\$390.00	\$82.24	21.08
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$21.73	\$390.00	\$65.19	16.71
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$419.30	\$6,700.00	\$1,675.72	25.01
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$541.11	\$8,700.00	\$2,162.94	24.86
01-2-01200-232-001-00	SPED SA - Retirement - Aides - Sec	\$158.52	\$2,000.00	\$631.53	31.57
01-2-01200-232-002-00	SPED SA - Retirement - Aides -Elem	\$101.76	\$1,300.00	\$404.36	31.10
01-2-01200-237-001-00	SPED SA - Retirement Increase - Sec	\$191.03	\$0.00	\$762.80	0.00
01-2-01200-237-002-00	SPED SA - Retirement Increase - Elem	\$212.54	\$0.00	\$848.79	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	\$60.00	\$2,000.00	\$192.08	9.60
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$60.00	\$2,000.00	\$192.08	9.60
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	\$330.57	\$108,630.00	\$363.38	0.33
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$72.77	\$108,630.00	\$171.74	0.15
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	\$69.31	\$0.00	\$273.12	0.00
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$508.25	\$5,000.00	\$1,221.16	24.42
	Special Education	\$23,120.21	\$900,000.00	\$94,807.09	0.11
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$2,899.42	\$34,800.00	\$11,597.68	33.32
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$2,899.42	\$34,800.00	\$11,597.68	33.32
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$576.48	\$6,950.00	\$2,882.40	41.47
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$27.93	\$350.00	\$111.72	31.92
01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$576.48	\$6,950.00	\$2,882.40	41.47
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$220.05	\$2,650.00	\$880.15	33.21
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$217.95	\$2,650.00	\$871.75	32.89
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$215.24	\$3,450.00	\$860.96	24.95
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$215.24	\$3,450.00	\$860.96	24.95
01-2-02120-237-001-00	GUIDANCE - Retirement Increase - Sec	\$71.16	\$0.00	\$284.64	0.00
01-2-02120-237-002-00	GUIDANCE - Retirement Increase - Elem	\$71.16	\$0.00	\$284.64	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	\$0.00	\$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	\$0.00	\$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	\$109.95	\$500.00	\$109.95	21.99
01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary	\$0.00	\$2,000.00	\$261.33	13.06
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$15.99	\$2,050.00	\$59.36	2.89
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$514.25	\$1,000.00	\$694.25	69.42
01-2-02120-810-002-00	GUIDANCE - Dues and Fees- Elem	\$514.25	\$500.00	\$514.25	102.85
01-2-02130-116-001-00	NURSE - Salaries - Nurse - Secondary	\$737.50	\$8,850.00	\$2,950.00	33.33
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,212.50	\$26,550.00	\$8,992.00	33.86
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$435.54	\$5,225.00	\$2,177.70	41.67
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$4.69	\$60.00	\$18.76	31.26
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$1,306.61	\$15,680.00	\$6,533.05	41.66
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$14.08	\$170.00	\$56.32	33.12
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$55.78	\$670.00	\$223.08	33.29
01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$167.36	\$2,010.00	\$680.12	33.83
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$54.75	\$875.00	\$237.10	27.09
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$164.25	\$2,625.00	\$711.28	27.09
01-2-02130-237-001-00	NURSE - Retirement Increase - Sec	\$18.10	\$0.00	\$54.30	0.00
01-2-02130-237-002-00	NURSE - Retirement Increase - Elem	\$54.30	\$0.00	\$162.90	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	\$0.00	\$1,000.00	\$191.70	19.17
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$0.00	\$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	\$14,370.43	\$175,000.00	\$60,797.09	0.35
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	\$2,950.00	33.33
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$737.50	\$8,850.00	\$2,950.00	33.33
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$2,288.59	\$22,000.00	\$9,391.07	42.68
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$326.21	\$3,915.00	\$1,631.05	41.66
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$16.47	\$200.00	\$65.88	32.94
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$326.21	\$3,915.00	\$1,631.05	41.66
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.25	\$100.00	\$29.00	29.00
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$56.86	\$675.00	\$226.64	33.57
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$55.61	\$675.00	\$221.68	32.84
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$175.63	\$1,700.00	\$720.64	42.39
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$54.75	\$875.00	\$219.00	25.02

01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$54.74	\$875.00	\$218.98	25.02
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$169.89	\$2,200.00	\$697.15	31.68
01-2-02220-237-001-00	LIB MEDIA - Retirement Increase - Sec	\$74.27	\$0.00	\$302.89	0.00
01-2-02220-237-002-00	LIB MEDIA - Retirement Increase - Elem	\$18.10	\$0.00	\$72.40	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	\$60.00	\$250.00	\$60.00	24.00
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	\$0.00	\$5,000.00	\$3,262.30	65.24
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$0.00	\$5,000.00	\$2,059.32	41.18
01-2-02220-641-001-00	LIB MEDIA - E-Books - Secondary	\$250.00	\$500.00	\$250.00	50.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - Elem	\$250.00	\$500.00	\$250.00	50.00
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	\$90.82	\$20,000.00	\$9,302.28	46.51
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$1,837.50	\$30,000.00	\$7,256.25	24.18
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$442.73	\$10,000.00	\$2,013.84	20.13
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$0.00	\$15,000.00	\$8,050.00	53.66
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$0.00	\$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	\$8,030.63	\$195,000.00	\$54,854.33	0.28
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	\$56.36	\$10,000.00	\$462.27	4.62
01-2-02310-340-000-00	BOE - Other Professional Services	\$30.00	\$2,000.00	\$30.00	1.50
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	\$1,943.91	\$3,500.00	\$2,203.91	62.96
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	\$95.00	\$8,000.00	\$1,777.00	22.21
	Board of Education	\$2,125.27	\$40,000.00	\$10,282.18	0.26
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$10,729.17	\$128,750.00	\$42,916.68	33.33
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,501.92	\$34,645.00	\$10,486.35	30.26

01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$1,742.15	\$20,910.00	\$8,710.75	41.65
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$17.96	\$250.00	\$71.84	28.73
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$1,794.85	\$21,550.00	\$8,974.25	41.64
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$51.16	\$620.00	\$204.64	33.00
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$186.81	\$2,600.00	\$783.82	30.14
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$815.13	\$9,800.00	\$3,260.52	33.27
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$185.73	\$3,500.00	\$778.45	22.24
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$796.48	\$12,750.00	\$3,185.92	24.98
01-2-02320-237-000-00	SUPER - Retirement Increase	\$324.73	\$0.00	\$1,310.68	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	\$200.00	33.33
01-2-02320-580-000-00	SUPER - Travel	\$436.08	\$1,500.00	\$1,024.82	68.32
01-2-02320-610-000-00	SUPER - General Supplies	\$187.92	\$700.00	\$1,045.31	149.33
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$384.00	\$1,500.00	\$1,170.42	78.02
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	\$0.00	\$2,805.00	\$322.00	11.47
	Superintendent	\$20,204.09	\$245,000.00	\$85,267.24	0.35
01-2-02330-317-000-00	LEGAL - Contracted Legal Fees	\$150.00	\$0.00	\$825.00	0.00
	District Legal Fees	\$150.00	\$0.00	\$825.00	#DIV/0!
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,272.74	\$26,000.00	\$9,707.16	37.33
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$3,854.17	\$46,250.00	\$15,416.68	33.33
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$3,854.17	\$46,250.00	\$15,416.68	33.33
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	\$30.56	33.95
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$763.56	\$9,165.00	\$3,817.80	41.65
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$38.01	\$460.00	\$152.04	33.05
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$763.56	\$9,165.00	\$3,817.80	41.65
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$173.08	\$2,000.00	\$739.44	36.97
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$287.46	\$3,450.00	\$1,149.84	33.32
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$284.64	\$3,450.00	\$1,138.56	33.00
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$168.72	\$2,500.00	\$720.61	28.82
01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$286.12	\$4,570.00	\$1,144.47	25.04
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$286.11	\$4,570.00	\$1,144.45	25.04
01-2-02410-237-001-00	PRIN - Retirement Increase - Sec	\$150.37	\$0.00	\$616.61	0.00
01-2-02410-237-002-00	PRIN - Retirement Increase - Elem	\$94.60	\$0.00	\$378.39	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	\$0.00	\$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	\$439.14	\$15,000.00	\$1,263.63	8.42
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$89.48	\$19,355.00	\$573.54	2.96
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	\$13,813.57	\$205,000.00	\$60,558.74	0.30
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$4,571.67	\$54,860.00	\$18,286.68	33.33
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$1,742.15	\$20,905.00	\$8,710.75	41.66
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$25.25	\$300.00	\$101.00	33.66
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$331.65	\$3,980.00	\$1,325.87	33.31
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$339.38	\$5,450.00	\$1,357.52	24.90
01-2-02510-237-000-00	FISCAL SVCS - Retirement Increase	\$112.20	\$0.00	\$448.80	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	\$6,125.00	\$7,000.00	\$6,125.00	87.50
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	\$411.57	\$5,000.00	\$1,649.85	32.99
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$100.00	\$5,000.00	\$1,631.30	32.62
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	\$0.00	\$1,530.00	\$443.57	28.99
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$67.32	\$14,000.00	\$8,380.32	59.85
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	\$13,826.19	\$120,000.00	\$48,652.19	0.41
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$10,903.62	\$133,000.00	\$44,067.21	33.13
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	\$20,999.80	41.66
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$57.81	\$700.00	\$231.24	33.03
01-2-02610-220-000-00	OPERATIONS - Social Security	\$819.16	\$10,050.00	\$3,311.27	32.94
01-2-02610-230-000-00	OPERATIONS - Retirement	\$746.13	\$12,500.00	\$3,042.13	24.33

01-2-02610-237-000-00	OPERATIONS - Retirement Increase	\$246.67	\$0.00	\$1,005.76	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	\$846.50	\$15,000.00	\$4,342.80	28.95
01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$151.00	\$1,500.00	\$521.75	34.78
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$975.10	\$13,000.00	\$3,809.66	29.30
01-2-02610-430-000-00	OPERATIONS - Repairs and Maintenance Services	\$1,175.00	\$5,000.00	\$1,175.00	23.50
01-2-02610-441-000-00	OPERATIONS - Rental of Bus Barn	\$1,200.00	\$0.00	\$1,200.00	0.00
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$140.00	\$10,000.00	\$1,416.18	14.16
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	\$491.31	\$16,750.00	\$4,331.82	25.86
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$105.03	\$20,000.00	\$1,236.05	6.18
01-2-02610-621-000-00	OPERATIONS - Natural Gas	\$2,090.13	\$26,000.00	\$2,839.05	10.91
01-2-02610-622-000-00	OPERATIONS - Electricity	\$2,071.58	\$27,000.00	\$9,589.90	35.51
01-2-02620-430-000-00	MAINT BLDG - Repairs and Maintenance Services	\$1,051.69	\$20,000.00	\$3,208.16	16.04
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	\$0.00	\$15,000.00	\$225.90	1.50
01-2-02630-420-000-00	GROUNDS - Mowing - Contracted	\$800.00	\$5,000.00	\$3,200.00	64.00
01-2-02630-420-000-01	GROUNDS - Snow Removal - Contracted	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02630-420-000-02	GROUNDS - Lawn Care - Contracted	\$0.00	\$10,000.00	\$150.00	1.50
01-2-02630-430-000-00	GROUNDS - Repairs and Maintenance Services	\$1,175.00	\$2,000.00	\$1,175.00	58.75
01-2-02630-490-000-00	GROUNDS - Other Purchased Property Services	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02630-610-000-00	GROUNDS - General Supplies	\$191.65	\$3,000.00	\$1,376.23	45.87
01-2-02650-430-001-00	STAFF VEH - Repairs and Maintenance Services	\$84.00	\$2,000.00	\$184.13	9.20
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$32.92	\$1,000.00	\$321.43	32.14
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	\$0.00	\$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	\$29,554.26	\$550,000.00	\$144,214.94	0.26
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$1,114.84	\$10,000.00	\$3,430.04	34.30
01-2-02710-110-002-00	BUSING - Salaries - Elem	\$4,045.95	\$37,000.00	\$16,565.76	44.77
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	\$85.08	\$750.00	\$269.82	35.97
01-2-02710-220-002-00	BUSING - Social Security - Elem	\$309.40	\$2,850.00	\$1,266.49	44.43
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$20.85	\$0.00	\$81.38	0.00
01-2-02710-230-002-00	BUSING - Retirement - Elem	\$6.30	\$100.00	\$47.25	47.25
01-2-02710-237-001-00	BUSING - Retirement Increase - Sec	\$6.90	\$0.00	\$26.92	0.00
01-2-02710-237-002-00	BUSING - Retirement Increase - Elem	\$2.08	\$0.00	\$15.62	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	\$0.00	\$1,000.00	\$275.00	27.50
01-2-02710-340-001-01	BUSING - Drug Testing - Secondary	\$210.00	\$1,000.00	\$210.00	21.00
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	\$25.00	\$1,000.00	\$465.00	46.50
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	\$335.12	\$4,000.00	\$1,286.24	32.15
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$1,207.54	\$18,000.00	\$4,843.81	26.91
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	\$788.30	\$30,000.00	\$8,947.14	29.82
01-2-02730-610-000-00	BUSING - General Supplies	\$0.00	\$500.00	\$53.96	10.79
	Pupil Transportation	\$8,157.36	\$170,000.00	\$46,052.23	0.27
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	\$0.00	\$0.00	\$419.95	0.00
01-2-03535-640-002-00	HAL - Books and Periodicals- Elem	\$14.14	\$0.00	\$14.14	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	\$3,653.75	\$43,605.00	\$14,575.00	33.42
01-2-06200-123-002-00	TITLE - Salaries - Subs	\$0.00	\$0.00	\$142.00	0.00
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$0.00	\$10,450.00	\$11,014.62	105.40
01-2-06200-211-002-01	TITLE - Group Insur - LTD - Teacher	\$17.94	\$215.00	\$71.76	33.37
01-2-06200-221-002-00	TITLE - Social Security - Teachers	\$242.49	\$2,900.00	\$969.76	33.44
01-2-06200-223-002-00	TITLE - Social Security - Subs	\$0.00	\$0.00	\$10.81	0.00
01-2-06200-231-002-00	TITLE - Retirement - Teachers	\$271.24	\$4,310.00	\$1,081.97	25.10
01-2-06200-233-002-00	TITLE - Retirement - Subs	\$0.00	\$0.00	\$10.54	0.00
01-2-06200-237-002-00	TITLE - Retirement Increase	\$89.67	\$0.00	\$361.20	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	\$95.00	\$0.00	\$296.04	0.00
01-2-06200-610-002-00	TITLE - General Supplies	\$194.55	\$28,803.00	\$274.50	0.95
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	\$976.00	\$12,000.00	\$3,904.00	32.53

01-2-06408-112-002-00	IDEA BASE-EP - Salaries - Paras	\$4,607.13	\$42,035.00	\$18,917.74	45.00
01-2-06408-211-002-00	IDEA BASE-EP - Group Insurance - BCBS - Teachers	\$295.00	\$0.00	\$1,475.00	0.00
01-2-06408-212-002-00	IDEA BASE-EP - Group Insurance - LTD - Paras	\$14.04	\$125.00	\$56.16	44.92
01-2-06408-221-002-00	IDEA BASE-EP - Social Security - Teachers	\$73.00	\$3,000.00	\$292.00	9.73
01-2-06408-222-002-00	IDEA BASE-EP - Social Security - Paras	\$327.11	\$2,885.00	\$1,314.51	45.56
01-2-06408-231-002-00	IDEA BASE-EP - Retirement - Teachers	\$72.00	\$3,500.00	\$288.00	8.22
01-2-06408-232-002-00	IDEA BASE-EP - Retirement - Paras	\$343.05	\$4,155.00	\$1,408.55	33.90
01-2-06408-237-002-00	IDEA BASE-EP - NPERS Ret Incr	\$136.50	\$0.00	\$558.01	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	\$11,422.61	\$206,318.00	\$72,959.56	0.35
01-2-08000-912-000-00	Fund Transfers to School Nutrition Fund	\$4,000.00	\$45,682.00	\$12,000.00	26.26
01-2-08000-913-000-00	Fund Transfers to Activities Fund	\$2,000.00	\$30,000.00	\$11,000.00	36.66
	IntraFund Support	\$6,000.00	\$75,682.00	\$23,000.00	0.30
	DECEMBER TOTALS	\$305,445.43	\$5,090,570.00	\$1,360,910.61	0.27
Intrafund Transfers					
01-2-09000-913-000-00	NON-PGM EXPENDITURES - Fund Trsf to Activity Fund	\$0.00	\$0.00	\$821.18	0.00
01-2-09005-000-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund	\$7,005.45	\$0.00	\$31,255.59	0.00
01-2-09005-220-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA	\$535.91	\$0.00	\$2,250.72	0.00
01-2-09005-230-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET	\$450.04	\$0.00	\$2,056.79	0.00
01-2-09005-237-000-00	-Increased Retirement Contributions	\$148.79	\$0.00	\$460.51	0.00
01-2-09006-000-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund	\$3,467.93	\$0.00	\$7,455.22	0.00
01-2-09006-220-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA	\$67.32	\$0.00	\$270.57	0.00
01-2-09006-230-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET	\$66.82	\$0.00	\$279.05	0.00
01-2-09006-237-000-00	-Increased Retirement Contributions	\$22.11	\$0.00	\$86.53	0.00
	TOTAL GENERAL FUND EXPENDITURES	\$317,209.80	\$5,090,570.00	\$1,405,846.77	0.28
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	\$6,785.16	\$65,000.00	\$28,661.80	44.09
06-2-03100-120-001-00	SN - Salaries - Subs - Kitchen	\$200.34	\$0.00	\$679.46	0.00
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen	\$19.95	\$200.00	\$79.80	39.90
06-2-03100-220-001-00	SN - Soc Sec - Kitchen	\$535.91	\$4,700.00	\$2,250.72	47.88
06-2-03100-230-001-00	SN - Retirement - Kitchen	\$450.04	\$5,200.00	\$1,891.83	36.38
06-2-03100-237-001-00	SN - Retirement Increase - Sec	\$148.79	\$0.00	\$625.47	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	\$312.02	\$5,000.00	\$1,139.53	22.79
06-2-03100-630-001-00	SN - Food	\$6,597.35	\$57,000.00	\$28,483.70	49.97
06-2-03100-630-001-01	SN - Commodities	\$0.00	\$8,000.00	\$684.51	8.55
TOTAL HOT LUNCH FUND		\$15,049.56	\$147,000.00	\$66,331.35	0.45

Bond Fund

07-2-05000-831-000-00	BF - Redemption of Principal	\$400,000.00	\$400,000.00	\$400,000.00	100.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$67,389.36	\$132,225.00	\$67,389.36	50.96
07-2-05000-890-000-00	BF - Fees	\$0.00	\$331,275.00	\$0.00	0.00
					0.00
TOTAL BOND FUND		\$467,389.36	\$863,500.00	\$467,389.36	0.54

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	\$0.00	\$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	\$0.00	\$0.00	\$12,118.74	0.00
08-2-02515-730-002-00	SB - Equipment	\$0.00	\$0.00	\$10,601.34	0.00
08-2-09002-001-000-00	SB - Non-Pgm Expend - Interfund Loan to Bond Fund	\$25,300.00	\$0.00	\$25,300.00	0.00
TOTAL SPECIAL BUILDING FUND		\$25,300.00	\$978,322.00	\$101,283.33	0.10

FRIEND PUBLIC SCHOOLS

Board of Education - Payments to be Approved

1/13/2020

Manual Checks/Funds Transfers done in December:

GENERAL FUND

Payroll Fund	December payroll	\$	266,537.23
Unite Private Networks	void Oct check - charges reversed	\$	(554.00)
City of Friend	utilities	\$	2,918.08
Qwik6	staff lunch	\$	178.97
		\$	<u>269,080.28</u>

SPECIAL BUILDING FUND

Bond Fund	loan to cover principal payment	\$	25,300.00	(will be repaid in January)
		\$	<u>25,300.00</u>	

January Presentations

GENERAL FUND

Activity Fund	January support	\$	2,000.00
AdminPartners	annual 403(b) admin fee	\$	100.00
Advanced Water Co	semi-annual water treatment service	\$	1,600.00
Apple	ipod - SPED	\$	199.00
Beaver Hardware	supplies - buses	\$	23.34
Black Hills Energy	natural gas	\$	941.06
Brothers	UPS shipment	\$	10.95
Bryan Health	bus physical	\$	175.00
Cavendish Square	library books	\$	195.54
City of Friend	utilites	\$	2,712.54
Constellation	natural gas	\$	2,399.52
Cornhusker State Industries	custom table - SPED	\$	561.00
Culligan	water softener	\$	52.00
DAS State Acctg - State of Nebraska	monthly internet service - Nov	\$	229.32
Demco	supplies - buses	\$	22.03
Dietze Music	repair school clarinet	\$	185.00
Drake Refrigeration	repairs to boiler	\$	379.10
Electronic Contracting	quarterly monitoring	\$	81.00
ESU6	SPED services, technology	\$	52,868.03
Farmers Union Coop	tire repair	\$	45.00
Farmers Union Coop Carquest	supplies - buses	\$	78.25
Goodwin Tucker	repair parts - boiler	\$	323.24
Graham Tire	bus tires	\$	473.20
Hometown Leasing	monthly copier lease	\$	743.44
Hot Lunch Fund	January support	\$	2,000.00
Jenn Nantkes	vision therapy	\$	305.22
Kraus, David	monthly cell phone reimb	\$	50.00
Neofunds	refill postage meter	\$	100.00
O'Keefe Elevator	monthly maint fee	\$	216.49
Perry, Guthery, Haase & Gessford	legal services	\$	225.00
Potter Repair	inspections, repairs to buses, vans	\$	2,429.68
Presto-X	exterminator	\$	140.00
Quill	supplies - buses	\$	347.19
Qwik6	fuel	\$	1,702.54
Randy or Esther Kirchoff	rent bus barn	\$	600.00

Rider Classroom Spanish	Spanish instruction - 3rd quarter	\$	2,750.00
Seward County Independent	publish legals	\$	61.09
ShredIt	paper shredding	\$	101.18
Time Management System	monthly maint fee	\$	64.26
Unite Private Networks	WAN lease	\$	415.50
USBank VISA	activity purchases - concessions, FFA supplies	\$	548.80
USBank VISA	Qwik6, Dollar General - FACS groceries	\$	87.94
USBank VISA	Amazon - books for HAL	\$	666.47
USBank VISA	Amazon - cabling, books	\$	107.36
USBank VISA	Hilton Omaha - refund parking fee	\$	(21.00)
USBank VISA	Caseys - gas for school van	\$	37.73
USBank VISA	PBS - science videos	\$	190.86
USBank VISA	Dollar General - supplies	\$	104.25
USBank VISA	Tractor Supply - ag class supplies	\$	6.28
WageWorks	monthly admin fee	\$	149.00
Waste Connections	garbage service	\$	874.33
Windstream	telephone service	\$	386.82
Young's Welding	welding supplies	\$	73.61
		\$	<u>81,118.16</u>

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](#)

NOVEMBER

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

- 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

SALINE COUNTY SCHOOL DISTRICT 76-0068

FRIEND PUBLIC SCHOOLS

MASTER AGREEMENT

(2 Year Agreement)

2020-2021 and 2021-2022

|

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

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MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

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MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

PREAMBLE

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

ARTICLE I

Recognition

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

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

ARTICLE II

Grievance Procedure

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

A. Definition of Terms

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

B. Purpose

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

- 1. Unobstructed communication with respect to alleged grievance without fear of reprisal.

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MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

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

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

ARTICLE III

Salaries

A. Salary Schedule

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

B. Initial Placement

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

C. Base Salary

The base salary shall be \$36,100 for the 2020-2021 school year and \$36,600 for the 2021-2022 school year on a 4.5 X 4 schedule.

D. Extended Employment

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

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

G. Steering Committee

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MASTER AGREEMENT

Contract Years 2020-2021 and 2021-2022

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

ARTICLE IV

Health / Accident, Dental, and LTD Insurance

A. Insurance

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

\$1050 deductible or ~~\$3500~~ \$3600 High Deductible HSA Plan

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

~~For in-district married, teaching couples, will receive one full family health insurance policy, with no 100% family dental coverage will be paid by the district additional insurance or cash-in-lieu of insurance. They will receive full family dental coverage paid by the district. -~~

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

~~If two teachers in the district are married to each other, the couple will receive one full family insurance coverage policy with full dental coverage and no additional insurance or cash-in-lieu of insurance.~~

The terms of the health insurance coverage for contract year 2020-2021 will remain the same as the 2019-2020 contract year.

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

Board Initials _____

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MASTER AGREEMENT

Contract Years 2020-2021 and 2021-2022

will assist the affected individual and/or family members with the initial filing with the insurance carrier.

ARTICLE V

Terms of Employment

A. Teacher’s Contract

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

B. Release from Contract

Prior to April 15th teachers who wish to be released from their contract shall be released upon written request filed with the Board. After April 15th and prior to June 1, a teacher will be granted a release from contract only after a satisfactory replacement has been employed. There shall be no penalty for release from a contract.

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

C. Part-Time / Job-Sharing

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

D. Annual Employment Period

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

E. Athletic Pass

All staff members shall have the opportunity to secure a yearly activity pass for home school activities. To be eligible to receive a personal activity pass, a teacher must work a minimum of one (1) activity event in the capacity of ticket seller, ticket taker, supervisor or assigned by the

Board Initials _____

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MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

administration. A teacher who wishes to secure a husband/wife pass must work a minimum of two (2) activity events and a teacher who wishes to secure a family activity pass must work a minimum of three (3) activity events. A complete schedule will be worked out during the first two (2) weeks of the school year whereby assignments will be made according to the needs and desires of the staff and administration.

F. Calendar/Budget Committee

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

ARTICLE VI

Leaves

A. Sick Leave

Each teacher is entitled to ten days sick leave each year cumulative to 45 days. Teachers shall be entitled to absence without loss of pay for personal illness, or illness or death in the immediate family for the period designated above. Immediate family is defined as spouse, children, father, mother, aunts, uncles, father-in-law, mother-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, stepfather, stepmother, stepchildren, step grandchildren, grandparents, grandchildren, brothers or sisters. One of the ten sick days may be used in the death of a non-relative. The Board reserves the right to ask the teacher for documentation. The Board reserves the right to ask the teacher for a doctor’s certificate in the case of extended illness or frequent absence due to illness. The Board also reserves the right to extend these provisions in cases of extreme hardship upon recommendation of the Administration and the vote by majority of the Board. At separation in good standing, and after seven years of service to the district, the employee may turn in unused sick days at the rate of \$20.00 per day.

Converting Sick Days to Personal Day

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

B. Sick Leave Bank

Board Initials _____

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MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

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

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

Sick leave bank shall be administered as follows:

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

C. Personal Leave

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

D. Professional Leave

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

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

ARTICLE VII

Miscellaneous Provisions

A. Nondiscrimination

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

B. Board of Education Policy Availability

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

C. Separability

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

D. Compliance Between Individual Contract and Master Agreement

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

E. Printing Agreement

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

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

F. Class Coverage By Staff

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

Procedure for payment of teachers for covering classes:

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

G. Ticket Assignments

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

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

ARTICLE VIII

Personnel File

A. File

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

B. Derogatory Material

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

C. No Separate File

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

ARTICLE IX

Safety

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

ARTICLE X

Duration of Agreement

This master agreement shall consist of a two-year agreement covering the school years of 2020-2021 and 2021-2022.

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

ARTICLE XI

Document Authorization

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

Attachments

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

FRIEND EDUCATION ASSOCIATION

FRIEND BOARD OF EDUCATION

By: Steph Svehla, PRESIDENT

By: PAUL SEGNER, PRESIDENT

BY JULIE RICENBAW, CHIEF NEGOTIATOR

BY SCOTT SPOHN, COMMITTEE CHAIR

BY JIM PFEIFFER, NEGOTIATOR

BY Paul Segner, NEGOTIATOR

BY LORI VYHNALEK, NEGOTIATOR

BY Jamie Tuttle, NEGOTIATOR

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

Appendix A: 2020-2021									
2020-21 Salary Schedule									
BASE									
=	\$36,100								
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	
1	1.0 \$36,100	1.04 \$37,544	1.08 \$38,988	1.12 \$40,432	1.16 \$41,876	1.2 \$43,320	1.24 \$44,764	1.28 \$46,208	
2	1.045 \$37,725	1.085 \$39,169	1.125 \$40,613	1.165 \$42,057	1.205 \$43,501	1.245 \$44,945	1.285 \$46,389	1.325 \$47,833	
3	1.09 \$39,349	1.13 \$40,793	1.17 \$42,237	1.21 \$43,681	1.25 \$45,125	1.29 \$46,569	1.33 \$48,013	1.37 \$49,457	
4	1.135 \$40,974	1.175 \$42,418	1.215 \$43,862	1.255 \$45,306	1.295 \$46,750	1.335 \$48,194	1.375 \$49,638	1.415 \$51,082	
5	1.18 \$42,598	1.22 \$44,042	1.26 \$45,486	1.3 \$46,930	1.34 \$48,374	1.38 \$49,818	1.42 \$51,262	1.46 \$52,706	
6	1.225 \$44,223	1.265 \$45,667	1.305 \$47,111	1.345 \$48,555	1.385 \$49,999	1.425 \$51,443	1.465 \$52,887	1.505 \$54,331	
7		1.31 \$47,291	1.35 \$48,735	1.39 \$50,179	1.43 \$51,623	1.47 \$53,067	1.51 \$54,511	1.55 \$55,955	
8		1.355 \$48,916	1.395 \$50,360	1.435 \$51,804	1.475 \$53,248	1.515 \$54,692	1.555 \$56,136	1.595 \$57,580	
9			1.44 \$51,984	1.48 \$53,428	1.52 \$54,872	1.56 \$56,316	1.6 \$57,760	1.64 \$59,204	
10			1.485 \$53,609	1.525 \$55,053	1.565 \$56,497	1.605 \$57,941	1.645 \$59,385	1.685 \$60,829	
11				1.57 \$56,677	1.61 \$58,121	1.65 \$59,565	1.69 \$61,009	1.73 \$62,453	
12				1.615 \$58,302	1.655 \$59,746	1.695 \$61,190	1.735 \$62,634	1.775 \$64,078	
13				1.66 \$59,926	1.7 \$61,370	1.74 \$62,814	1.78 \$64,258	1.82 \$65,702	
14					1.745 \$62,995	1.785 \$64,439	1.825 \$65,883	1.865 \$67,327	

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

Appendix A: 2021-2022									
2021-22 Salary Schedule									
BASE									
=	\$36,600								
Step	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18	MA+27	
1	1.0 \$36,600	1.04 \$38,064	1.08 \$39,528	1.12 \$40,992	1.16 \$42,456	1.2 \$43,920	1.24 \$45,384	1.28 \$46,848	
2	1.045 \$38,247	1.085 \$39,711	1.125 \$41,175	1.165 \$42,639	1.205 \$44,103	1.245 \$45,567	1.285 \$47,031	1.325 \$48,495	
3	1.09 \$39,894	1.13 \$41,358	1.17 \$42,822	1.21 \$44,286	1.25 \$45,750	1.29 \$47,214	1.33 \$48,678	1.37 \$50,142	
4	1.135 \$41,541	1.175 \$43,005	1.215 \$44,469	1.255 \$45,933	1.295 \$47,397	1.335 \$48,861	1.375 \$50,325	1.415 \$51,789	
5	1.18 \$43,188	1.22 \$44,652	1.26 \$46,116	1.3 \$47,580	1.34 \$49,044	1.38 \$50,508	1.42 \$51,972	1.46 \$53,436	
6	1.225 \$44,835	1.265 \$46,299	1.305 \$47,763	1.345 \$49,227	1.385 \$50,691	1.425 \$52,155	1.465 \$53,619	1.505 \$55,083	
7	1.31 \$47,946	1.35 \$49,410	1.39 \$50,874	1.43 \$52,338	1.47 \$53,802	1.51 \$55,266	1.55 \$56,730		
8	1.355 \$49,593	1.395 \$51,057	1.435 \$52,521	1.475 \$53,985	1.515 \$55,449	1.555 \$56,913	1.595 \$58,377		
9	1.44 \$52,704	1.48 \$54,168	1.52 \$55,632	1.56 \$57,096	1.6 \$58,560	1.64 \$60,024			
10	1.485 \$54,351	1.525 \$55,815	1.565 \$57,279	1.605 \$58,743	1.645 \$60,207	1.685 \$61,671			
11	1.57 \$57,462	1.61 \$58,926	1.65 \$60,390	1.69 \$61,854	1.73 \$63,318				
12	1.615 \$59,109	1.655 \$60,573	1.695 \$62,037	1.735 \$63,501	1.775 \$64,965				
13	1.66 \$60,756	1.7 \$62,220	1.74 \$63,684	1.78 \$65,148	1.82 \$66,612				
14	1.745 \$63,867	1.785 \$65,331	1.825 \$66,795	1.865 \$68,259					

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

Appendix B: Extra Duty Schedule			
Athletic Director	1 st Year	2 nd Year	3 rd Year
Percent of Base	18%	21%	24%
Head Coaching	1 st Year	2 nd Year	3 rd Year
Football	12%	14%	16%
Volleyball	12%	14%	16%
Basketball	12%	14%	16%
Wrestling	12%	14%	16%
Track	12%	14%	16%
Softball	10%	12%	14%
FFA	10%	12%	14%
Golf	7%	7%	7%
Assistant Coaching	1 st Year	2 nd Year	
Football	8%	9%	
Volleyball	8%	9%	
Basketball	8%	9%	
Wrestling	8%	9%	
Track	8%	9%	
Softball	6%	7%	
Jr. High Coaching	1 st Year		
Football	5%		
Volleyball	5%		
Basketball	5%		
Wrestling	5%		
Track	5%		
Class Sponsorship			
Senior	1%		
Junior (2 Sponsors)	2% (each)		
Sophomore	1%		
Freshmen	1%		
Band	12%	StrivTV	5%
Vocal	6%	Drill Team	7%
Yearbook	5%	FCCLA	5%
Drama	6%	Quiz Bowl	4%
Speech Director	6%	Electric Car	5%
National Honor Society	6%	One-Act Play	4%
Elementary SCIP (trained)	1%	Concessions	4%
Student Council	8%		

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

Appendix C: Tasks Qualifying for Extra Pay

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

Football games

Volleyball games

Basketball games

Wrestling events

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

Dance Supervisors (not sponsors)

Softball games

Board Initials _____

FEA Initials _____

MASTER AGREEMENT
Contract Years 2020-2021 and 2021-2022

Complaint Form
Discrimination, Harassment or Retaliation

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

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

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

Students: David Kraus, Superintendent, PO Box 67, Friend NE 68359 d.kraus@friendschool.org

Employees and Others: David Kraus, Superintendent, PO Box 67, Friend NE 68359 d.kraus@friendschool.org

Name: _____ Date: _____

(1) Description of the complaint: _____

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

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

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

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

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

Signature: _____

Received by: _____ Date: _____

Board Initials _____ FEA Initials _____

Personnel - Certificated EmployeesRelease from Contract

Prior to ~~May 1~~, **April 15th** teachers who wish to be released from their contract shall be released upon written request filed with the Board. After ~~May 1~~, **April 15th** and prior to ~~July~~ **June** 1, a teacher will be granted a release from contract only after a satisfactory replacement has been employed. There shall be no penalty for release from a contract.

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

Date of Adoption: July 13, 2013
Board Review October 2019

Personnel - Non-Certificated Employees

Qualifications of Non-Certificated Employees

Custodians shall meet the statutory license requirements and such other qualifications as may be determined by the Superintendent of Schools. Preference for employment will be given to applicants who have some training in the maintenance of buildings and the operation of school heating systems.

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

Personnel - Non-Certificated Employees"At Will" Employees

All non-certificated employees and non-certificated assignments shall be employed on an "at will" basis. Non-certificated employees shall have no property right in continued employment and need not be accorded a hearing or any other procedural or substantive due process, prior to termination of their employment.

Nothing in board policy, administrative regulations or practices, employee handbooks, or in any evaluation instrument or in the appraisal process or program for non-certificated employees shall or is intended to create or be a contract or part of a contract with a non-certificated employee which shall in any way be construed to be contrary to the "at will" employment of non-certificated employees. No administrator or other employee of the school district has any authority to enter into any agreement of employment with a non-certificated employee for any specific period of time or to make any agreement contrary to an at-will employment relationship.

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

Personnel - Non-Certificated EmployeesHiring/Dismissal

The Board of Education hereby delegates to the Superintendent the authority to hire, suspend and dismiss non-certificated employees (employees in positions that do not legally require a teacher or administrative certificate) on behalf of Friend Public Schools. Such authority shall be exercised in compliance with the policies of the Board of Education. The Board of Education reserves the authority to modify or reverse any such action taken by the Superintendent.

Dismissal of non-certificated employees shall be on an at-will basis, as such employees are subject to termination at any time without cause, without prior disciplinary action or progressive discipline, and irrespective of the lack of any evaluation or the irregularity in any evaluation process.

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

Personnel - Non-Certificated EmployeesContract and Benefits

All non-certificated employees may be required to sign an "at will" employment contract with the school district as a condition precedent to employment or continued employment with the school district. Regardless of whether a non-certificated employee signs an employment contract or not, every non-certificated employee is an "at will" employee. The non-certificated "at will" employee contract may be in the form as proposed by the Superintendent and approved by resolution of the Board of Education.

Nine-month employees, or employees appointed to fill temporary jobs, shall not be entitled to the benefits provided twelve-month employees, such as vacations.

Health insurance is available for non-certificated staff working 1,850 hours or more per school fiscal year.

Date of Adoption: April 16, 2007
Board Reviewed June 18, 2018

Personnel - Non-Certificated Employees

Assignment and Transfer

Each non-certificated employee shall be assigned to a position at the direction of the Superintendent and may be transferred to any other position as the Superintendent may direct.

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

Personnel - Non-Certificated EmployeesComplaint Procedure

The normal procedure to be followed by each employee regarding a personal complaint related to his/her employment is to discuss the matter in a personal conference with the school principal or with the supervisory officer directly in charge. When the nature of the complaint dictates otherwise, the employee is entitled to present the complaint to any higher supervisory officer. An unsatisfactory result with the school principal or with the supervisory officer may be taken to the superintendent.

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

PersonnelStandards of Performance for Non-Certificated Employees

In fulfillment of the employee's minimum responsibilities, the employee:

1. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, other employees, 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, religion, or disability.
3. Shall not use coercive means, or promise or provide special treatment to students, other employees, 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 employee is responsible.
5. Shall not exploit relationships with students, other employees, parents, school patrons, or school board members for personal gain or private advantage.
6. Shall not harass in any manner students, parents or school patrons, employees, or board members.
7. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of duties.
8. Shall keep in confidence personally identifiable student or employee information that has been obtained in the course of service to the district, unless disclosure serves professional purposes or is required by law.
9. Shall not discipline students using corporal punishment.
10. Shall not misrepresent the school district, and shall take added precautions to distinguish between the employee's personal and institutional views.
11. Shall abide by policies and regulations of the Board of Education and the rules and standards established by the administration and the employee's supervisor.
12. Shall seek no reprisal against any individual who has reported a violation of these standards.

Date of Adoption: April 16, 2007

Board Reviewed April 2013

Personnel – Certificated and Non-Certificated Employees

Staff Conduct with Students

The Board expects all staff members, including teachers, coaches, counselors, administrators, and others to maintain the highest professional, moral and ethical standards in their conduct with students. For the purposes of this policy, staff members also include school volunteers.

The interactions and relationships between staff members and students should be based upon mutual respect and trust; an understanding of the appropriate boundaries between adults and students in and outside of the educational setting; and consistency with the educational mission of the schools.

Staff members are expected to be sensitive to the appearance of impropriety in their conduct with students. Staff members are encouraged to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct may constitute a violation of this policy.

Unacceptable Conduct

Examples of unacceptable conduct by staff members include but are not limited to the following:

- Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered harassment under the Board's policy on Harassment By Employees;
- Singling out a particular student or students for personal attention and friendship beyond the normal teacher-student relationship;
- Associating with students in any situation or activity that includes the presence of drugs or that could be considered sexually suggestive;
- For non-guidance /counseling staff, encouraging students to confide their personal or family problem and/or relationships. If a student initiates such discussions, staff members are expected to be supportive but to refer the student to appropriate guidance/counseling staff. In either case, staff involvement should be limited to a direct connection to the student's school performance;
- Sending students on personal errands;
- Sexual banter, allusions, jokes or innuendos with students;
- Asking a student to keep a secret;
- Disclosing personal, sexual, family, employment concerns, or other private matters to one or more students;
- Addressing students with terms of endearment, pet names, or otherwise in an overly familiar manner; and
- Being alone with individual students by closing a room door except when dealing with issues of health by appropriate personnel;
- Inviting or allowing students to visit the staff member's home;
- Maintaining personal contact with a student outside of school by phone, email, instant messenger or internet chat rooms, social networking websites, or letters (beyond homework or other legitimate school business);

- Exchanging personal gifts (beyond the customary student teacher gifts); and/or
- Socializing or spending time with students (including but not limited to activities such as going out for meals or movies, shopping, traveling, and recreational activities) outside of school sponsored events or except as participants in organized community activities.

Students and/or their parents/guardians are strongly encouraged to notify the principal if they believe a teacher or other staff member may be engaging in conduct that violates this policy.

Staff members are required to notify promptly the principal or superintendent if they become aware of a situation that may constitute a violation of this policy.

Staff violations of this policy may result in disciplinary action up to and including dismissal. Violations involving sexual or other abuse will also result in referral to the Department of Health and Human Services and/or law enforcement in accordance with the Board's policy on Child Abuse Reporting.

This policy shall be included in future employee, student and volunteer handbooks.

Adopted: June 10, 2013

Date of Adoption: June 10, 2013

Friend Board of Education

Friend Public School Foundation 2019 Recap

January 9, 2020

During the calendar year 2019, The Friend Public School Foundation supported a number of good causes.

Type of Support	Amount
Sophomore scholarships issued to (4) 2017 graduates (\$750/each)	\$3,000
Freshman scholarships issued to (17) 2018 graduates (Various amounts ; donors gave \$5,800 in support of these)	\$24,200
Sophomore scholarships issued to (11) 2018 graduates (\$500/each)	\$5,500
Norman Kohout scholarships issued to (6) 2018 graduates who are majoring in an ag-related field	\$6,000
Mini Grants awarded to teachers	\$1,499
Donation to Purple Ribbon Meat Program	\$2,000
Purchased (24) ByteSpeed desktop computers for lab & shop	\$30,002
Snacks for School Musical intermission	\$221
Total Donations/Scholarships	\$72,422

Donations were received from various sources. As noted above on the Freshman Scholarship line item, \$5,800 was received from scholarship donors. The Beckett Arp Scholarship raised an additional \$4,012 for the Class of 2027 scholarships. Other donations were received in Memory of Jed Bean and the Virginia Burns estate.

Scholarships are currently being disbursed for the Class of 2019, as they have finished their first semester of college. Those could total \$18,200, assuming all funds are claimed.