



April 9, 2024 Regular Board Meeting

A Regular meeting of the Board of Education of Washtenaw Intermediate School District will be held beginning at 5:00 PM at the WISD Teaching and Learning Center, 1819 S. Wagner Rd. Ann Arbor, MI (734) 994-8100.

Tuesday, April 9, 2024 05:00 PM

1. Call To Order - President Diane Hockett

2. Roll Call - Victoria Westmoreland, Administrative Assistant to the Superintendent

3. Approval of the Agenda

[April 9, 2024 Memo \(p. 4\)](#)

4. Communications

5. Public Participation

6. Equity, Inclusion, and Social Justice Dialogue

7. Special Presentation

A. 2024-2025 Budget Presentation

8. Consent Agenda

A. Approval: Minutes

[April 2, 2024 Special Meeting Minutes \(p. 9\)](#)

B. Approval: Superintendent's Recommendations

091-23-24 Employment Recommendations

[New Hire_C. Cooke \(p. 11\)](#)

[New Hire_G. Mpeba \(p. 13\)](#)

[New Hire_H. McCue \(p. 15\)](#)

[New Hire_S. LeVar \(p. 19\)](#)

[New Hire_S. Vanzanten \(p. 22\)](#)

[New Hire_S. Trembath \(p. 25\)](#)

092-23-24 Reclassification Requests

[Reclassification_F. Walker \(p. 28\)](#)

[Reclassification_C. Roberts \(p. 34\)](#)
[Reclassification_L. Hite \(p. 36\)](#)
[Reclassification_P. Lawson \(p. 38\)](#)
[Reclassification_R. Scalzo \(p. 40\)](#)
[Reclassification_S. Igonin \(p. 42\)](#)
[Reclassification_T. Kinasz \(p. 44\)](#)
[Reclassification_T. Schooler \(p. 50\)](#)

093-23-24 Staff Retirement

[Retirement_C. Laskey \(p. 52\)](#)
[Retirement_P. Lawson \(p. 54\)](#)

094-23-24 Staff Resignations

[Resignation_M. Brooks-Yip \(p. 56\)](#)

9. New Business

A. Beatty Grounds Care

[Beatty Grounds Care Memo \(p. 58\)](#)
[Beatty Grounds Care RFP \(p. 59\)](#)
[Beatty Grounds Care Bid Tabulation \(p. 80\)](#)

B. Beatty Janitorial Services

[Beatty Janitorial Services Memo \(p. 81\)](#)
[Beatty Janitorial Services RFP \(p. 82\)](#)
[Beatty Janitorial Services Bid Tabulation \(p. 106\)](#)

C. High Point Solar Phase II

[High Point Solar Phase 2 Memo \(p. 107\)](#)
[High Point Solar Phase 2 Bid Tabulation \(p. 108\)](#)

D. Board Policies - First Read

[Board Policies - First Read \(p. 109\)](#)
[PO 2410 \(p. 110\)](#)
[PO 6325 \(p. 111\)](#)
[PO 6520 \(p. 118\)](#)

E. 2024-2025 WISD Proposed Budget - First Read

[General Appropriations Resolution - General Education \(p. 120\)](#)
[General Appropriations Resolution - Special Education \(p. 139\)](#)

10. Other Items of Business

A. Recommendation for Probationary Teachers

[Probationary Status of Teachers \(p. 180\)](#)

11. Board of Education Reports

A. Upcoming Washtenaw Association of School Boards (WASB) Meetings

12. Administrative Reports

A. Superintendent's Report

B. Retainer Newsletter

[School Law Notes March 2024 \(p. 182\)](#)

13. Adjournment

MEMORANDUM

TO: Board of Education
FROM: Naomi Norman, Superintendent
DATE: April 9, 2024
RE: Regular Meeting April 9, 2024

Agenda Item 3: Approval of the Agenda: President Diane Hockett will ask for approval of the agenda. (p. 4)

Agenda Item 4: Communications: There are no communications at this time.

Agenda Item 5: Public Participation: Members of the public who wish to address the Board may do so at this time.

Agenda Item 6: Equity, Inclusion, and Social Justice Dialogue: Superintendent Naomi Norman will facilitate the equity, inclusion, and social justice discussion.

Agenda Item 7: Special Presentation – 2024-2025 Budget Presentation: Associate Superintendent Brian Marcel will share the 2024-2025 Budget Presentation and be available to answer any questions.

Agenda Item 8: Consent Agenda

A. Approval: Minutes: Approval of the minutes of the April 2, 2024, special meeting. (p. 9)

B. Approval: Superintendent’s Recommendations:

The Superintendent recommends the Board accept the following employment recommendations:

091-23-24 Employment Recommendations: Please see the employment recommendations for: Chandra Cooke as an Early Childhood Specialist. If approved by the board Chandra Cooke’s salary will be \$66,597.00 EC Non-affiliate (Grade 4, Step 4). All other fringe benefits are set forth in the Non-affiliated contract. (p. 11)

Goodluck Mpeba as a Teaching Assistant. If approved by the board Goodluck Mpeba’s salary will be \$26,178.00 (Unit 1, Step 1). All other fringe benefits are set forth in the Unit I contract. (p. 13)

Molly McCue as a Special Education Coordinator. If approved by the board Molly McCue's salary will be \$84,229.00 (Grade 10-210, Step 2). All other fringe benefits are set forth in the Non-affiliated contract. (p. 15)

Sarah Levar as a General Education Social Worker. If approved by the board Sarah Levar's salary will be \$97,500 (MA +30, Step 13). All other fringe benefits are set forth in the Unit II contract. (p. 19)

Sarah Vanzanten as an ASD Teaching Assistant. If approved by the board Sarah Levar's salary will be \$26,178.00 (Unit 1, Step 1). All other fringe benefits are set forth in the Unit I contract. (p. 22)

The Superintendent recommends the Board accept the following reclassifications:

092-23-24 Reclassification Requests: Please see the reclassification requests for:
Felicia Walker, current position: YA SCI TA, 1.0 FTE, 205 workdays, Salary: \$36,251.00, Unit I bargaining.
Recommended position: TA High Point Floater, 1.0 FTE, 205 workdays, Salary: \$36,251.00, Unit I bargaining. (p. 25)

Collette Roberts, current position: Music Therapist, 0.5 FTE, 92.5 workdays, Salary: \$23,127.50, Unit II bargaining. Recommended position: Music Therapist, 0.2 FTE, 37 workdays, Salary: \$9,251.00, Unit II bargaining. (p. 31)

Leslie Hite, current position: Technical Specialist III, 1.0 FTE, 230 workdays, Salary: Grade 6, Step 6 Non-affiliated bargaining. Recommended position: Technical Specialist III – Pupil Accounting & State Reporting Coordinator, 1.0 FTE, 230 workdays, Salary: Grade 8, Step 2, Non-affiliated bargaining. (p. 33)

Patricia Lawson, current position: Teacher – Young Adult Program, 1.0 FTE, 185 workdays, Salary: \$93,047.00, Unit II bargaining. Recommended position: Flex Teacher – Young Adult Program, 1.0 FTE, 185 workdays, Salary: \$93,047.00, Unit II bargaining. (p. 35)

Richele Scalzo, current position: Teacher - ASD, 1.0 FTE, 185 workdays, Salary: \$55,092.00, Unit II bargaining. Recommended position: Teacher – Carpenter Young Adult Program, 1.0 FTE, 185 workdays, Salary: \$55,092.00, Unit II bargaining. (p. 37)

Sarah Igonin, current position: SCI Teacher, 1.0 FTE, 185 workdays, Salary: \$99,821.00, Unit II bargaining. Recommended position: ASD Teacher, 1.0 FTE, 185 workdays, Salary: \$99,821.00, Unit II bargaining. (p. 39)

Ty Kinasz, current position: Special Education Teacher, 1.0 FTE, 185 workdays, Salary: \$94,322.00, Unit II bargaining. Recommended position: Early College Alliance (ECA) Teacher Consultant, 1.0 FTE, 185 workdays, Salary: \$94,322.00 Unit II bargaining. (p. 41)

Tiffany Schooler, current position: TA – Young Adult Out-Center Floater, 1.0 FTE, 185 workdays, Salary: \$30,492.00, Unit I bargaining. Recommended position: TA – A2YA, 1.0 FTE, 185 workdays, Salary: \$30,492.00, Unit I bargaining. (p. 47)

The Superintendent recommends the Board accept the following retirement:

093-23-24 Staff Retirement: Please see the staff retirement for: Carlene Laskey, effective June 30, 2024. Carlene Laskey has been employed with the WISD since August 26, 2013, as a Teacher Consultant in the Early Childhood Department. (p. 49)

Patricia Lawson, effective April 30, 2024. Patricia Lawson has been employed with the WISD since November 18, 1985, as a Special Education Teacher. (p. 51)

The Superintendent recommends the Board accept the following resignations:

094-23-24 Staff Resignations: Please see the staff resignations for: Melissa Brooks-Yip, effective June 28, 2024. Melissa Brooks-Yip has been employed with the WISD since December 3, 2012, first as a Literacy Coordinator and most recently as the Supervisor of Instruction. (p. 53)

Recommendation: The Superintendent recommends that the Board of Education approve the minutes and Superintendent’s recommendations in the Consent Agenda, as presented. (Roll Call Vote)

Agenda Item 9: New Business:

A. Beatty Grounds Care: Please see the memo from Director of Operations Tanner Rowe. On March 13, 2024, Beatty Early Learning Center issued a request for proposals (RFP) for snow and lawn care services. By March 21, 2024, five proposals were received, among which McIntosh Grounds Maintenance offered the most cost-effective services for both lawn care and snow removal. Following a post-bid interview on March 29, 2024, McIntosh confirmed their pricing alignment with the RFP. With a history of providing excellent service to Washtenaw ISD, including at the main campus building and various centers, McIntosh, a local Michigan-based company, has expressed commitment to maintaining quality service at Beatty Early Learning Center if selected. (p. 55)

Recommendation: Motion that the Board of Education authorize the administration to approve a contract with McIntosh Grounds Maintenance for the snow and lawn care at Beatty Early Learning Center School, for a cost not to exceed \$20,000. (Roll Call Vote)

B. Beatty Janitorial Services: Please see the memo from Director of Operation Tanner Rowe. On March 13, 2024, Beatty Early Learning Center issued a request for proposals (RFP) for custodial services, receiving nine proposals by March 21, 2024. DM Burr Facilities Management submitted the most cost-effective proposal for routine janitorial services. Following a post-bid interview on April 1, 2024, DM Burr confirmed pricing alignment with the RFP. With a history of exemplary service at High Point School within Washtenaw ISD, DM Burr proposed year-round services, offering full-time employment for a day porter position at Beatty. Recognizing DM Burr's commitment to excellence and the comprehensive nature of their proposal, the administration believes entering into a contract with them would best serve Beatty Early Learning Center. (p. 78)

Recommendation: Motion that the Board of Education authorize the administration to approve a contract with DM Burr Facilities Management for the janitorial services at Beatty Early Learning Center School as outlined in the proposal request, for a cost not to exceed \$83,101. (Roll Call Vote)

C. **High Point Solar Phase II:** Please see the memo from Director of Operation Tanner Rowe. High Point School's solar system was originally designed for future expansion. The administration believes it is time for transition in Phase II, doubling the array size and reducing energy purchases from the grid. After issuing a request for proposals on March 13, 2024, two proposals were received by April 2, 2024. Homeland Solar's cost-effective proposal was confirmed in a post-bid interview. Their alternative solar panel, approved by the engineering team, lowered the bid price to \$257,000.00, with a contingency of 10%, totaling \$282,700.00. With extensive local experience, including previous involvement in High Point's solar project, Homeland Solar is deemed suitable for the job. Funding will come from the 2019 High Point Bond Fund. (p. 104)

Recommendation: Motion that the Board of Education authorize the administration to approve a contract with Homeland Solar for installation of solar panels at High Point School, for a cost not to exceed \$282,700. (Roll Call Vote)

D. **Board Policies – First Read:** Please see the memo from Human Resources and Legal Services Supervisor Becky Mullins. (p. 106)

Recommendation: Motion that the Board adopt the following policy revisions:

- #2410 – Prohibition of Referral or Assistance (Rescinded) (p. 107)
- #6325 – Procurement – Federal Grants/Funds (p. 108)
- #6520 – Payroll Deductions (p. 115)

Recommendation: Motion that the Board of Education adopt the following policy revisions: #2410 – Prohibition of Referral or Assistance (Rescinded), #6325 – Procurement – Federal Grants/Funds, and #6520 – Payroll Deductions. (Roll Call Vote)

E. **2024-2025 WISD Proposed Budget – First Read:** The 2024-2025 proposed budgets for the general education operating fund and special education operating fund are included in the packet. Associate Superintendent Brian Marcel will explain the budget development process, highlight major changes, and respond to any questions. Board Action is not needed at this time. (p. 117)

Agenda Item 10: Other Items of Business:

A. **Recommendation for Probationary Teachers:** Please see the memo from Human Resources and Legal Services Executive Director Cassandra Harmon-Higgins regarding the recommendation for probationary teachers. Under the Michigan Teachers' Tenure Act ("Act"), the board is required to provide probationary teachers with a definite written statement as to whether their work has been effective. A probationary teacher automatically acquires tenure pursuant to the Act upon successful completion of the statutory probationary period unless the board terminates their contract for cause or timely acts to non-renew. Referenced in the memo are the employees that the Administration is recommending for continuing probation. There is no action required. (p. 177)

Agenda Item 11: Board of Education Reports:

A. **Upcoming Washtenaw Association of School Boards (WASB) Meetings:** WASB will be hosting the following upcoming meetings:

- WASB Annual Budget Presentation: April 18, 2024, from 6:00 pm – 7:00 pm on Zoom.

- WASB Professional Learning Session: April 25, 2024, from 6:00 pm – 8:30 pm at the TLC Building.

Agenda Item 12: Administrative Reports:

A. Superintendent's Report: Superintendent Norman will address the Board.

B. Retainer Newsletter: The March 2024 edition of the School Law Notes from Thrun Law Firm is attached. (p. 179)

Agenda Item 13: Adjournment



**WASHTENAW INTERMEDIATE SCHOOL DISTRICT
BOARD OF EDUCATION MEETING MINUTES**

Tuesday, April 2, 2024

The Washtenaw Intermediate School District Board of Education held a special board meeting on Tuesday, April 2, 2024, in Washtenaw ISD's Teaching and Learning Center Board Room at 1819 South Wagner Road in Ann Arbor, Michigan.

CALL TO ORDER

The meeting was called to order at 4:00 p.m. by President Diane Hockett.

ATTENDANCE

The following members were present:

Diane Hockett, President
Mary Jane Tramontin, Vice President
Theresa Saunders, Secretary
Steve Olsen, Trustee

The following member was absent:

Sarena Shivers, Treasurer

Quorum was met.

Also present:

Naomi Norman, Superintendent
Jennifer Banks, Director of Instruction
Gregory Myers, Equity, Inclusion, and Social Justice (EISJ) Program Manager
Amy Olmstead-Brayton, Coordinator of Assessment Services
Victoria Westmoreland, Administrative Assistant to the Superintendent

APPROVAL OF THE AGENDA

Motion by Mary Jane Tramontin, seconded by Theresa Saunders, to approve the agenda, as presented.

Ayes: All.

Nays: None.

Motion carried.

CONSENT AGENDA

Motion by Steve Olsen, seconded by Theresa Saunders, that the Board of Education approve the minutes in the Consent Agenda, as presented.

Voting yes: Theresa Saunders, Mary Jane Tramontin, Steve Olsen, Diane Hockett.

Voting no: None.

Motion carried.

Approval of Minutes

The Board approved the minutes of the March 26, 2024, regular and closed session meetings.

NEW BUSINESS – Equity, Inclusion, and Social Justice (EISJ) Training: Equity, Inclusion, and Social Justice (EISJ) Program Manager, Gregory Myers and Coordinator of Assessment Services, Amy Olmstead-Brayton facilitated an EISJ professional learning session with the Board.

ADJOURNMENT

The meeting was adjourned at 6:09 p.m.
Respectfully submitted,

Theresa Saunders, Secretary
Washtenaw ISD Board of Education

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Alicia Kruk, Assistant Director of Preschool and Family Services

DATE: March 7, 2024

RE: New Hire Recommendation – Early Childhood Specialist

I would like to recommend Chandra Cooke for employment as an Early Childhood Specialist. Chandra Cooke received a Master’s of Science degree in Early Childhood Studies from Walden University and has most recently been employed as a Quality Improvement Coach/Specialist at Child Care Network.

If approved by the Board, Chandra Cooke’s salary will be \$66,597 , EC Non Affiliate Grade 4 Step 4. All other fringe benefits will be set forth in the Non-Affiliated contract.

Chandra Cooke



Profile

As an individual committed to ongoing personal and professional growth, I prioritize the acquisition of knowledge and the refinement of my skills. My role at Child Care Network has provided me with numerous opportunities to cultivate my communication and interpersonal abilities, sharpen my advocacy skills, and develop a highly-organized and self-sufficient approach to managing my responsibilities and data. Driven by a deep passion for education, I am motivated to teach, mentor, coach, and guide teachers for the best child outcomes.

EXPERIENCE

QUALITY IMPROVEMENT CONSULTANT & SPECIALIST

Child Care Network & Great Start to Quality Southeast Resource Center

2016 - Present

- Collaborating with early childhood directors and teachers to improve program quality and ensure optimal kindergarten readiness.
- Independently managing caseloads, timelines, and deadlines.
- Actively participating in multiple committees to promote excellence in serving children, families, communities, and the State of Michigan through Child Care Network.

EARLY CHILDHOOD DIRECTOR

Grow & Giggle Daycare

2014-2016

- Responsibilities include overseeing a secure and enjoyable environment for children to learn and socialize with others.
- Hiring competent childcare staff, establishing budgets for materials and supplies, ensuring all licensing standards are met, and organizing tax documentation.
- Communicating with parents to cater to their child's needs.
- Designing a streamlined marketing platform that expanded to serve educational institution.

FIRST GRADE TEACHER

Clinton Community Schools

2004-2013

- Effectively managing classroom, time, and behavior.
- Developing lessons, grading assignments, tests, and homework.
- Regularly communicating with parents about student progress, collaborating with colleagues to offer support, and teaming up to address issues.
- Attending and contributing to meetings with other teachers and supervisors to discuss school policies.
- Preparing lesson plans and grading assignments during evenings and weekends.

EDUCATION

MASTERS DEGREE EARLY CHILDHOOD STUDIES

Walden University

2017-2018

BACHELOR OF SCIENCE ELEMENTARY EDUCATION ELEMENTARY MATHEMATICS

Madonna University

2014 - 2016

SKILLS

- Well-rounded knowledge of multiple facets of early childhood standards and teaching.
- Proficient in interpersonal communication.
- Teaching and presenting.
- Computer literacy, including MS Office Suite, Google Suite, and Zoom.
- Excellent written and oral communication abilities.
- Exceptional organizational skills.
- Ability to lead and work collaboratively in teams.
- Demonstrates initiative.

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Julie Voelker, Special Education Principal

DATE: February 20, 2024

RE: New Hire Recommendation – Teaching Assistant Progress Park

I would like to recommend the new hire of Goodluck Mpeba for the position of Teaching Assistant at Progress Park. Mr. Mpeba was most recently employed as a Youth Coach at HYPE Athletics in Dearborn, Mi. Mr. Mpeba has a Bachelor in Arts from Adrian College in the area of Digital Media Communications. Mr. Mpeba is enthusiastic and passionate about supporting students and meeting their needs and we feel that his experience combined with this eagerness to work within a team setting to support students will be beneficial to our program.

If approved by the Board, Mr. Mpeba salary would be \$26,178 Unit 1, Step 1. All other fringe benefits are set forth in the Unit 1 contract.

Goodluck Mpeba

Dedicated and detail-oriented professional with a proven track record in audio engineering, customer service, and sales. Seeking to leverage diverse skills in a Customer Success role, utilizing expertise in CRM, Slack, phone dialer operations, data analysis, problem-solving, and client relationship management to drive exceptional customer experiences and contribute to team success.

SKILLS

- Customer Relationship Management (CRM) - (Dominion Autbase, CRM Connect)
- Problem Solving
- Sales and Account Management
- Proficiency in Slack communication tool
- Detail-Oriented and Organizational Skills
- Data Analysis
- Client Engagement
- Audio Engineering and Mixing
- Phone Dialer Operations
- Team Collaboration

EXPERIENCE

Freelance Audio Engineer

G Swank Productions, Interscope Records, LOS ANGELES, California

Jul 2017 - Present

- Mixed and edited 30+ audio channels, ensuring top-notch audio quality for records.
- Utilized the full spectrum of cutting-edge audio technology to mix and master 800+ audio records, meeting Industry standards
- Produced and marketed 200+ unique musical instrumentals, catering to artists' needs.
- Successfully completed 10+ contracts with Interscope Records, collaborating directly with artists and executive producers to deliver industry-leading audio records.

Customer Assistance Specialist

Gener Motors, Warren, MI

Oct 2016 - Nov 2018

- Managed customer accounts using CRM tools, overseeing billing, payment processing, and product registration, ensuring seamless customer experiences.
- Proficient in accurate data entry and maintenance of comprehensive customer records
- Recorded and analyzed customer interactions using CRM systems, providing valuable insights for service improvements.
- Utilized software for contract processing and service orders, maintaining efficiency in operations.

Wireless Consultant

Go Wireless Verizon, West Bloomfield, MI

Jan 2015 - Oct 2016

- Maintained meticulous sales and customer records using CRM platforms, ensuring streamlined processes.
- Conducted sales transactions, explained product features, and provided exceptional customer service.
- Trained new team members on company products, sales techniques, and customer engagement strategies.
- Managed phone dialer operations for customer outreach and communication

EDUCATION

Bachelor of Arts (B.A.) in Digital Media Communications

Adrian College, Adrian, MI

Dec 2014



Washtenaw I S D

A REGIONAL EDUCATIONAL SERVICE AGENCY

DATE: April 9, 2024

TO: Naomi Norman, Superintendent

FROM: Deborah Hester-Washington *dhw*
Executive Director of Special Education

SUBJECT: New Hire Recommendation – Special Education Coordinator

Please consider this recommendation to hire Molly McCue in the position of Special Education Coordinator. Her current employer is Ingham Intermediate School District where she works as an ASD Teacher Consultant/Technical Assistance Provider.

Ms. McCue has a Bachelor of Arts in Elementary Education with an endorsement in Special Education Learning Disabilities and a master's degree in special education. She is working on her Supervisor of Special Education Certificate through Saginaw Valley State University. Ms. McCue has the knowledge, experience, and skills required to fulfill this position, and we look forward to having her join our team.

This is a non-affiliated position, and if approved by the Board, Ms. McCue would start at a grade 10 – 210; step 2 based on her experience with a salary of \$84,229. All other fringe benefits are set forth in the Non-Affiliated Manual.

Please let me know if you require additional information.

Holly McCue

OBJECTIVE

To work alongside parents, auxiliary staff, and the community to provide students with disabilities the necessary skills to become independent and successful

EDUCATION

Saginaw Valley State University Saginaw, Michigan Expected May 2024
Supervisor of Special Education, Currently enrolled, GPA 4.0

Spring Arbor University Spring Arbor, Michigan February 2003
Bachelor of Arts, GPA 3.85

- Elementary Education
- Minors: Language Arts, History

Spring Arbor University Spring Arbor, Michigan May 2009
Special Education Learning Disabilities Endorsement, GPA 3.94

Spring Arbor University Spring Arbor, Michigan May 2017
Masters in Special Education, GPA 3.55

- Emphasis on Autism Spectrum Disorders

CREDENTIALS

Michigan Professional Education Certificate March 2017

- Elementary K-5 All Subjects (K-8 Self Contained)
- 6-8 Language Arts (BX)
- 6-8 History (CC)
- K-12 Learning Disabilities (SM)
- Autism Spectrum Disorder (SV)

EXPERIENCE

Ingham Intermediate School District: Student Support Services Mason, Michigan March 2022-Current
ASD Teacher Consultant/Technical Assistance Provider

- Create and present professional development regarding Autism, FBA and BIP implementation, IEP creation, and compliance with IDEA/MARSE
- Collaborate with LEA teachers and staff to support Autistic Students
- Active member of Ingham ISD's Preschool Inclusion Advisory Committee
- Support implementation of evidence based practices for behavior, academic and social needs
- Create supports such as visuals, social stories, or other tools for staff
- Support parents in accessing community services
- Co-chair Ingham ISD Early On ASD Work Group
- Support the LEA and IISD programs with professional learning and evaluating Special Education supports
- Conduct onsite special education monitoring with the general supervision requirements
- Provide differentiated supports based on District data and monitoring reviews
- Support the development of effective personnel that support learners with disabilities
- Develops policies and procedures for LEAs to use as resources
- Collaborate in increasing capacity to support LEAs to deliver effective interventions
- Protect the rights of children and families

Ingham Intermediate School District: ASD Satellite Program Stockbridge, Michigan August 2021 – March 2022
ASD Program Special Education Teacher

- Model and teach use of AAC such as Proloquo 2 Go, LAMP and Core
- Implement behavior intervention plans and positive behavioral supports
- Train staff on Comprehensive Literacy Strategies
- Create lessons based on Common Core curriculum

- Effectively collaborate with support staff, parents, and paraprofessionals.
- Progress monitor student growth
- Communicate/Collaborate with general education teachers
- Plan and implement inclusive strategies for students general education access
- Oversee a classroom team of paraprofessionals

Ingham Intermediate School District: Heartwood Mason, Michigan August 2019 – August 2021

ASD Program Special Education Teacher

- 2020-Present teach students in an ASD Program elementary classroom
- 2019-2020 taught Post-Secondary Transition ASD Program
- Model and teach use of AAC such as Proloquo 2 Go, LAMP and Core
- Implement behavior intervention plans and positive behavioral supports
- Train staff on Comprehensive Literacy Strategies
- Create lessons based on the Essential Elements
- Effectively collaborate with support staff, parents, and paraprofessionals.
- Progress monitor student growth
- Lead IEP team meetings
- Created virtual lessons on Google Classroom
- Implemented virtual group sessions and 1:1 sessions during Covid related closings
- Oversee a classroom team of paraprofessionals

Stockbridge Community Schools Stockbridge, Michigan August 2010 – August 2019

Special Education Teacher

- Provide direct and specialized instruction
- Effectively collaborate with itinerant staff, general education teachers and paraprofessionals.
- Conduct assessments: DIBLES, AIMSweb, FASTbridge and NWEA
- Organize and implement student accommodations
- Progress monitor student growth
- Serve on the Building Leadership Team
- Lead Student Assistant Team meetings for MTSS
- Complete Functional Behavior Assessments and Behavior Intervention Plans
- Plan and implement person centered, standards based IEPs
- Provide Tier III interventions for non-IEP students
- Manage a caseload of up to 23 students
- Build relationships with families
- Implement Peer supports

White Pine Academy Leslie, Michigan November 2008 - August 2010

Special Education Teacher

- Facilitated traditionally minded staff to create a more inclusive school environment
- Participated in RTI consensus building
- Administered and organized DIBLES K-6 and AIMSweb MCAP, MAZE, ORF for grades 7-8
- Managed a caseload of students ranging from Kindergarten through 8th grade
- Wrote standards based IEP goals and objectives

Lansing School District Lansing, Michigan August 2006 - November 2008

Great Start Readiness Program Child Development Assistant

- Taught 11 weeks as long term substitute lead teacher
- Assisted in lesson planning, classroom management, assessing, and parent communication
- Participated in home visits and parent teacher conferences
- Implemented lesson plans based on weekly themes and the Montessori Method

New City Academy Lansing, Michigan August 2005 - June 2006

First Grade Teacher

- Created a pacing guide based on current curriculum and state standards
- Provided accommodations and modifications to qualifying students
- Served on the School Improvement Team and Language Arts Sub-Committee
- Worked with a largely at-risk population

Spartan Child Development Center East Lansing, Michigan 2000 - 2005

Preschool Teacher, Toddler Teacher

- Provided a safe and caring classroom environment
- Prepared lessons based on weekly themes and student interest
- Communicated with parents concerning child's daily activities
- Facilitated successful field trips throughout Mid-Michigan
- Collaborated as Staff Representative on Board of Directors 2004-2005
- Supervised support staff in an encouraging manner
- Trained professional and aide staff

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: DarNesha Green, Mental Health Supervisor

DATE: February 16, 2024

RE: New Hire Recommendation - General Education Social Worker

I would like to recommend Sarah Levar for employment as a General Education Social Worker. Sarah Levar received his/her master's in social work from the University of Michigan. Sarah Levar is currently self-employed as a Therapist/ Business Administrator at Sarah LeVar, LMSW LLC.

If approved by the Board, Sarah Levar's salary will be (\$97, 500 with Step 13 and/or MA+30). All other fringe benefits are set forth in Unit 2 contract.

CC: Cherie Vannatter, Deputy Superintendent
Brian Marcel, Associate Superintendent

SARAH LEVAR, LMSW

Therapist & Business Administrator, Sarah LeVar LMSW LLC, Ann Arbor MI *September 2016 - present*

- Provide individual therapy to adults, adolescents and families using evidenced based practices including CBT, DBT, Motivational Interviewing, Attachment Based Therapy, Somatic Therapy and EMDR.
- Maintain clinical records and treatment planning in compliance with HIPPA and insurance provider requirements.
- Work with families and school staff to support client's mental health needs and academic success.
- Execute all business practices including insurance billing, compliance standards, case coordination, accounting, policies and procedures implementation, and maintain ongoing education and trainings.

Contractual Employee, Washtenaw CMH Youth & Family Services, Ann Arbor MI *January 2017 - present*

- Expertise in behavioral health programs and implementing program requirements from the Medicaid Manual.
- Design protocols to monitor and evaluate outcomes for CMH including compliance with CAFAS for MDHHS.
- Provide trainings to staff on protocols and support agency in quality improvement strategies.

Supervisor, Washtenaw CMH Youth & Family Services, Ann Arbor MI *August 2013 - January 2017*

- Supervised & provided behavioral health programs and interventions for children with IDD & EI diagnosis.
- Supervised and mentored a team of behavioral health clinicians providing child/adolescent mental health services.
- Experience working in school systems supporting/training staff in meeting students' mental health needs.
- Trained staff in evidence-based practices and providing interventions to children and youth.
- Supported families, students, and schools by attending IEP and 504 meetings to assist with developing Behavior Plans to be implemented in schools as well as supporting the implementation of parts of the plan at home.
- Facilitated two-day trainings for the agency's staff to maintain compliance with CAFAS training standards including evaluating for level of school functioning.
- Monitored timeliness and productivity standards for the agency and ensured teams were meeting and exceeding their mandatory requirements while providing excellent direct clinical care to children and their families.
- Served as a community liaison and representative of the agency in promoting the behavioral health of children and their families to schools and other community partners.

Behavioral Health Therapist, Ann Arbor DBT Center, Ann Arbor MI *March 2012 - September 2015*

- Provided individual Dialectical Behavioral Therapy to adults, adolescents, and families.
- Facilitated multi-family adolescent DBT skills groups weekly.
- Coordinated with client's community supports, including schools, to help meet treatment goals.
- Participated in supervision meetings with the DBT team at the Center.
- Maintained documentation requirements, billed individual insurance companies, and coordinated client's cases with psychiatrists, hospitals discharges, and school staff.

Mental Health Professional & Case Manager, Washtenaw CMH, Ann Arbor MI *June 2011 - August 2013*

- Provided leadership to the psychiatric team and continuity of care for patients on a multi-disciplinary team at the Corner Health Center.
- Developed a skills group for adolescents and facilitated the group weekly.
- Provided child, adolescent and family therapy services using evidenced based therapy modalities.
- Developed treatment plans with clients, monitored and assisted in goal achievement, completed discharge planning, and prepared billing documents for services provided.
- Provided crisis services and pre-screens for Medicaid recipients at local hospitals to determine eligibility criteria for hospital admissions.
- Provided crisis mental health services for Washtenaw County's Crisis Team including community outreach.

SARAH LEVAR, LMSW

ADDITIONAL WORK HISTORY

Children Services Coordinator, SOS Community Services, Ypsilanti MI *June 2009 - June 2011*

- Assisted in the development, coordination, and implementation of the Housing Crisis program with the focus of supporting the children's needs of families experiencing homelessness.
- Supported families, children, and school staff in meeting children's needs during periods of transitions.
- Implemented intensive case management and crisis intervention services to families including home-visits.
- Contributed to the development, coordination, and implementation of four after school programs and two family groups that met weekly and ran year-round.
- Supervised and trained social work interns and staff who facilitated the after-school groups.
- Developed, directed, and implemented the summer day camp program for elementary aged children in SOS programs.

Grants Manager, SOS Community Services, Ypsilanti MI *August 2007 - June 2009*

- Collaborated with program staff to manage the grant writing and reporting for the agency, including managing federal HUD grants, Michigan State grants, Washtenaw County grants and City grants.
- Provided support to the agency's Diversity Committee and the completion of committee tasks.

Clinical Coordinator, Walden House for Youth, San Francisco CA *July 2005 - July 2007*

- Facilitated residential behavioral health and substance abuse treatment groups for adolescent participants.
- Provided school social work support services to participants for the programs on-site public-school classroom.
- Supervised the program's therapeutic line staff and provided therapy and crisis intervention services.
- Developed clinical treatment plans and provided direct supervision over each client's treatment process.

EDUCATION

- Master of Social Worker, Management of Human Services & Interpersonal Practice with Children & Youth, April 2009 University of Michigan, Ann Arbor, MI
- School Social Work Certificate, University of Michigan, August 2022
- Bachelor of Arts, Sociology & Women's Studies, August 2005 University of California Santa Cruz, Santa Cruz, CA

HONORS & AWARDS

- University of Michigan Academic & Merit Scholarships, 2007-2008 & 2008-2009 Academic Years
- University of Michigan School of Social Work Alumni Society Fellowship in Children and Families, October 2007
- University of California Santa Cruz Honors in both Sociology & Women's Studies 2005
- University of California Santa Cruz Dean's List, September 2002-August 2005

VOLUNTEER WORK

Washtenaw Interfaith Coalition for Immigrant Rights, Ann Arbor MI *September 2008- September 2011*

- Provided immediate response and crisis counseling to families who have been impacted by immigration.

San Francisco Women Against Rape, San Francisco CA *February 2005-February 2007*

- Certified State of California Sexual Assault Counselor and volunteered 30 hours a month on crisis hotline.

CERTIFICATIONS & TRAININGS

- Dialectical Behavioral Therapy Certificate, University of Michigan, Facilitator Joanne Heap LMSW, 2008
- Two-day DBT with Adolescents - Behavioral Tech., LLC, Facilitator Jill Rathus, 2013
- Six-Day EMDR Therapy Training, Personal Transformation Institute, Facilitator Deb Kennard, 2016 & 2020

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Melissa Paschall, Special Education Principal

DATE: March 13, 2024

SUBJECT: New Hire Recommendation – Sara Vanzanten, ASD Teacher Assistant

New Hire Recommendation

The administration recommends that the WISD Board of Education authorize the approval of the hire of Sara Vanzanten for ASD teacher assistant. If approved by the Board, Ms. Vanzanten step 1, 185 days, \$ 26,178. All other fringe benefits are set forth in the Unit 1 contract.

CC: Cherie Vannatter, Deputy Superintendent
Brian Marcel, Associate Superintendent
Deborah Hester-Washington, Executive Director of Special Education
Cassandra Harmon-Higgins, Executive Director of HR & Legal Services

SUMMARY

I am a seasoned academic tutor and substitute teacher/paraprofessional seeking employment with districts providing opportunities for professional development and direct client service. Specializing in Secondary Education Integrated Science Comprehensive and Teaching and Learning with Secondary Certification, I am a creative and resourceful community service professional proficient at mastering new skills and promoting a safe and inclusive environment.

EXPERIENCE

Long-Term Bio Substitute Teacher | 01/08/2024-2/02/2024

Wayne Memorial High School- Wayne, MI

Source: Linda Mrock (Email: mrockl@wwcsd.net)*

Description:

- ❖ Facilitated class management & lesson plan assistance for grade 9 Bio
- ❖ Mediated student conflict resolutions; taught emotion regulatory practices
- ❖ Provided accommodations for a variety of student needs; promoted a welcoming community for all

Paraprofessional TA Substitute | 11/06/2023-12/08/2023

Milan Middle School- Milan, MI

Source: Trish Parker (Email: tparker@washtenawisd.org)*

Description:

- ❖ Facilitated class management & lesson plan assistance for grades 6-8th
- ❖ Mediated student conflict resolutions; taught emotion regulatory practices
- ❖ Helped students in hygienic & nutritional procedures; instilled social norms
- ❖ Provided accommodations for a variety of student needs; promoted a welcoming community for all

Aftercare Staff & Summer Camp Counselor | 10/07/2021-1/19/2024

Honey Creek Community School- Ann Arbor, MI

Source: Sue Hofbauer (Cell: 734-649-9201; Email: shofbauer@hc.wash.k12.mi.us)*

Description:

- ❖ Generated program activities via lesson plans and provided tutoring for all
- ❖ Integrated technological instruction
- ❖ Worked with students of different ages from grades K-8th along with a variety of learning abilities
- ❖ Helped resolve student conflicts; provided a safe & welcoming community
- ❖ Used data entry work, billing, and secretary management experience

Instructor Aid and Substitute Teacher | 10/13/2022-11/06/2023

Honey Creek Community School- Ann Arbor, MI

Source: Cheryl Quinn (Cell: 734-972-1372; Email: cquinn@hc.wash.k12.mi.us)*

Description:

- ❖ Orchestrated classroom management and lesson plans for grades K-8th
- ❖ Helped resolve student conflicts; provided a welcoming community for all
- ❖ Integrated differentiated and technological instruction
- ❖ Provided accommodations for a variety of student needs

- Positive student engagement
- Records administration
- Utilizing resources
- Tutoring assistance
- Google Suites and Microsoft
- Lesson plan creator
- Tech-based lesson integration
- Sorting and labeling; Data entry
- Chemical handling
- Stockroom organization

AWARDS

- Flinn Lab Safety Certified
- First Aid and CPR Certified (expires March 19, 2025)
- Senior Scholar Recipient
- Dr. Abed Scholarship Recipient
- Emerald Scholarship Recipient
- Edward & Thomas Kontry Scholarship Recipient
- Greasley-Mich Scholarship Recipient
- MI Future Educator Stipend Recipient

EDUCATION

Woodhaven High School—

*High School Diploma (06/2019)

*Ranked in Top 10% of class

*Honor Roll from 2016 to 2019;

4.0398 GPA; Summa cum laude graduate.

Eastern Michigan University—

Secondary Education Integrated Sciences Comprehensive Degree with Secondary Certification

(08/2019 - 04/2023)

*University Honors

*3.43 GPA; applied Cum laude graduate.

CONTINUED EXPERIENCE

Substitute Teacher | 11/04/2022-12/16/2022

Dexter High School and Creekside Intermediate School- Dexter, MI

Source: Wendy Burke (Email: wburke1@emich.edu)

Description:

- ❖ Substituted for Dexter Schools in middle & high school grade levels
- ❖ Applied guided inquiry, technological, and differentiated instruction
- ❖ Provided accommodations for a variety of student needs
- ❖ Integrated paraprofessional skills into the classroom
- ❖ Fostered an inclusive classroom community

Supplementary Instructor | 01/2020-05/2020

Eastern Michigan University- Ypsilanti, MI

Source: Jose Vites (Email: jvites@emich.edu)

Description:

- ❖ Wrote lesson plans and created study materials for Intro-Level Chemistry
- ❖ Graded assignments; provided on-site tutoring
- ❖ Conferred with Dr. Jose Vites about weekly lessons

Certified Tutor | 08/2019-04/2020

College Nannies and Tutors - Ann Arbor, MI

Source: Robin Boss (Cell: 734-358-0305)

Description:

- ❖ Worked with students in the US Youth Hockey Olympic Team going over Chemistry, Algebra, Physics, Spanish, and English materials
- ❖ Differentiated instruction to meet all learning needs

Academic Tutor | 09/2016-06/2019

Woodhaven High School - Brownstown Charter Twp, MI

Source: Mary Jones (Cell: 734-376-3994; Email: JonesM@wbsdweb.com)*

Description:

- ❖ Instructed small groups of students in key STEM concepts
- ❖ Developed handouts, study materials, and quizzes
- ❖ Built student self-confidence by working through stages of mathematics and science concepts and using positive reinforcement techniques
- ❖ Collaborated with students of various ethnic diversities, genders, ages, and learning disabilities to set school goals and strategies to keep them on track

National Honor Society Member | 09/2016-06/2019

Woodhaven High School - Woodhaven, MI

Source: Mary Jones (Cell: 734-376-3994; Email: JonesM@wbsdweb.com)*

Description:

- ❖ Enhanced the school's tutoring system as a recommended tutor to the public
- ❖ Led Caroling For Cans team in delivery of canned foods to the homeless
- ❖ Resolved conflicts and negotiated agreements between parties
- ❖ Developed exceptional attendance record with special attention to punctuality and preparation to work upon arrival

TEACHING PRACTICUMS:

Brownstown Middle School—

7th grade Integrated Science

Teacher: Christie Umin

(uminc@wbsdweb.com)

Wayne Memorial High School—

10th-12th grade Physics

Teacher: Linda Mrock*

(mrockl@wwcsd.net)

Belleville High School—

10th grade BioLit, 11th grade

Physics, and 11th grade Ecology

Teacher 1: Jennifer Garland

(jgarland@vanburenschools.net)

Teacher 2: Aaron Watkins

(aawatkins@vanburenschools.net)

Ypsilanti High School—

11th-12th grade Forensic Science

9th-10th grade Chemistry

Teacher: Joshua McCaman*

(jmccaman2@ycschools.us)



Washtenaw ISD

A REGIONAL EDUCATIONAL SERVICE AGENCY

DATE: April 9, 2024

TO: Naomi Norman
Superintendent

FROM: Cherie Vannatter
Deputy Superintendent

RE: New Hire Recommendation - 0.4 FTE Health Resource Advocate - Ypsilanti

I would like to recommend Sandy Trembath for employment as a 0.4 FTE Health Resource Advocate for Ypsilanti Community Schools. Ms. Trembath received her BSN from the University of Michigan. Ms. Trembath is currently employed as a Clinical Nurse/Charge Nurse at Michigan Medicine. If approved by the Board, Ms. Trembath's salary will be \$30,212.40 (.4 of \$75,531 - BA, STEP 15). All other fringe benefits are set forth in the UNIT II contract.

Please let me know if you require additional information.

Sandy L. Trembath BSN, RN

EDUCATION

University of Michigan School of Nursing

Bachelor of Science in Nursing 1991

Magna Cum Laude

EXPERIENCE AT MICHIGAN MEDICINE, Ann Arbor, Michigan 48109

MICHIGAN MEDICINE AMBULATORY CARE VACCINATION CLINICS

2019-CURRENT

Ambulatory Care Immunization and Flu Program. Charge nurse for our mass and primary vaccine sites administering Covid vaccines, Flu vaccines and Evusheld to pediatric and adult patient populations. Provided Nurse Triage support to primary care clinics. Involved in the development of nursing and patient/family educational materials. Provide emotional support to patients with various levels of knowledge and anxiety regarding vaccines, therapies and health concerns.

In both positions I am a Charge nurse coordinating the daily activities and needs of the clinic, problem solving patient, staff and scheduling issues. Nurse mentor. Development of Clinical Education/Documentation tools. Coordination of Primary Care Vaccine Clinics.

PREVIOUS EXPERIENCE AT THE UNIVERSITY OF MICHIGAN MEDICAL CENTER, Ann Arbor, Michigan

CLINICAL AND STAFF NURSE 1994-1997, 1998-2011

Rogel Cancer Center

2011-2013

Team 2 Lung Cancer Clinical support and coordination of care to adult lung cancer patients and their families, including but not limited to phone triage, educational and emotional support, symptom management up to and including hospice care, medication management and education. Clinical support to a multidisciplinary team including reviewing chemotherapy orders, administering medications in clinic, follow-up of labs, imaging and other testing, coordination of care with outside facilities and Phase 1 Trials.

Radiation Oncology Education and clinical support for both adult and pediatric Oncology patients and their families.

Pediatric Cardiology Clinical Phone Triage and Sedation Nurse. **1998-2011**

Pre-Kidney Transplant Coordinator Phone triage, clinic support and on-Call duties

Pediatric Hematology/Oncology Clinic Nurse Phone triage, clinic and infusion support.
BMT Clinic coverage

Taubman and Cancer Center Float Nurse Urology, Hematology Oncology and Pediatric Hematology Oncology emphasis on clinical support and phone triage. Administered chemotherapy in Urology Oncology clinic.

Mott 7 Pediatric Hematology/Oncology/BMT Nurse In-Patient BMT, Chemotherapy

4C Adult Cardiac Surgery Stepdown Staff Nurse

Pediatric ICU (PICU) Staff Nurse

BOTSFORD HOSPITAL, Farmington, Michigan **1996-1998**

Clinical Cardiology Nurse Research Coordinator, Transplant Coordinator, Procedure/Sedation Nurse

UNIVERSITY OF MICHIGAN MEDICAL CENTER (MICHIGAN MEDICINE) **1994-1996**

Michigan Visiting Nurse Recruited from 7C to develop and implement the first home care program for Cardiac Surgery patients.

7C Cardiology Step Down Unit Staff Nurse Code Team Member, Pre-Procedural assessment/education and Support Group Leadership

VETERANS HOSPITAL, ANN ARBOR, MICHIGAN 48109 **1991-1994**

CARDIAC STEPDOWN UNIT

Permanent Afternoon Charge Nurse, development of patient/family education materials (Care Plans). Code Team Member

VOLUNTEERISM

Undifferentiated Pleomorphic Sarcoma 2019-current

Voices of Li Fraumeni 2019-current

Imerman Angels 2019-2022

OPE 2019-2020

Li Fraumeni Association 2014-2019

Washtenaw ISD Position Change / Upgrade Form

The supervisor of the position should complete and sign this form if you are anticipating an upgrade /reclassification, title/duties change and/or a salary/market increase for the position. Please note that the final decision on classification of the subject position will be made by the Executive Cabinet and the Superintendent.

Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Department

Current Account 1

Current Account 1 Split

Current Account 2

Current Account 2 Split

Current Account 3

Current Account 3 Split

Current Account 4

Supervisor

Current Position Title

Recommended Position Title

Current Position Number

Recommended Position Number

Current Bargaining Unit

Recommended Bargaining Unit

Current Account 4 Split

Recommended Account 1

Recommended Account 1 Split

Recommended Account 2

Recommended Account 2 Split

Recommended Account 3

Recommended Account Split 3

Current Pay Rate/ Salary Level

Recommended Pay Rate/ Salary Level

Current FTE

Recommended FTE

Current Number of Work Days

Recommended Number of Work Days

Should the Current Position Remain?

- Remain
- Delete

Recommended Account 4

Recommended Account 4 Split

Current Location

Worksite/Desk Location

Recommended Location

Worksite/Desk Location

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

Effective Date

Date new duties were assigned or changes made

03/11/2024

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

Angela Witham, Float TA

Department Head Comments

Department Head

Deborah Hester-Washington

03/05/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

Finance

SAP

03/06/2024

Human Resources Approval

- Approve
- Adjust, See Comments

Human Resources Comments

Human Resources / Executive Admin Review

CD Harmon-Higgins

03/06/2024

Superintendent Comments

Superintendent

Naomi Norman

03/20/2024

WASHTENAW INTERMEDIATE SCHOOL DISTRICT
Position Description

Job Title: Teaching Assistant – High Point Floater – 205-Work Days
Department: Special Education Services
Program: High Point School
Reports To: Supervisor, Special Education Services
FLSA Status: Non-exempt
Prepared By: Jennifer Parrelly
Special Education Principal
Prepared Date: November 27, 2023
Approved By: Cassandra D. Harmon-Higgins, Esq.
Executive Director, Human Resources and Legal Services
Approved Date: November 27, 2023

The WISD's Mission is to promote the continuous improvement of achievement for every student while providing high-quality service to our customers through leadership, innovation, and collaboration.

The WISD's Vision is to be a leader in empowering, facilitating, and delivering high-quality, boundary-spanning, educational system that educates all children through an equitable, inclusive, and holistic approach.

SUMMARY:

Assists teachers and other professional staff by performing a variety of duties designed to implement the instructional program for students.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Demonstrates a strong commitment to equity, social justice, and inclusion in all practices and position responsibilities.
- Demonstrates the ability to examine how his/her/their position (directly or indirectly) impacts educational inequities in student achievement outcomes.
- Engages in reflection and ongoing learning and development on critical concepts and terms identified in the Washtenaw ISD Educational Equity Policy including concepts such as cultural proficiency, racial equity, and systemic and structural inequities Supports WISD vision and mission to enhance achievement for all students.
- Demonstrates excellent customer service.
- Supervises students in classes and/or in the community.
- Implements strategies for student independence.
- Integrates support services activities into the program's curriculum and the school day.
- Assists in implementing and monitoring IEP through group and individual instruction independently and through regular meetings and collaboration with professional staff.
- Follows individual behavior intervention plans. Responds to calls for behavior intervention support.
- Manages and instructs students on appropriate behavior, using positive behavior support strategies consistent with Board policy and the student's behavior plan, if applicable.
- Monitors health needs and implement specialized care programs under the direction of professional staff.
- Assists in self-care, eating/feeding and dressing, as well as medical intervention if necessary.
- Assists students in the pool during Aquatic Therapy sessions.
- Provides assistance to facilitate student needs, including implementation of ancillary designed service programs under the direction of professional staff.
- Participates in building and district level activities, staff meetings, student staff meetings, program meetings, in-service activities and other meetings as determined necessary for assigned students.
- Assists teachers and support staff in preparing materials, housekeeping, keeping records and recording

student progress in an objective manner.

- Creates a community-based instruction schedule, coordinates with locations so they can be prepared for our activity.
- Works with building Office Professionals to secure transportation, and coordinates student and staff participation based on transportation limitations.
- Participates in professional development, maintains appropriate certification and qualifications and keeps current in changing pedagogy.
- Provides assistance to the operation of the total school program.
- Participates in district and school initiatives, adheres to building and district school improvement plans.
- Supports WISD vision and mission to enhance achievement for all students.
- Supports a team-based approach to problem solving.
- Adheres to district and school rules and procedures.
- Conducts behavior to demonstrate appropriate role-modeling, collegiality and professionalism.
- Performs such other tasks as may from time to time be assigned by the supervisor.
- Schedules and coordinates in-building assemblies and events.
- Regular predictable attendance.
- **AND OTHER DUTIES AS ASSIGNED.**

SUPERVISORY RESPONSIBILITIES:

- N/A.

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Alternative requirements that may be appropriate and acceptable to the Board of Education may be considered. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

- High School Diploma or equivalent required.
- Highly Qualified status preferred (possess one of the following: Associates degree, 60 hours of college credits, *WorkKeys*, *MTTC Basic Skills*, or *ETS*).
- Experience working with students with moderate and severe disabilities preferred.
- Experience using “*Non-Violent Crisis Intervention*” techniques and other behavior strategies to solve problems and develop and implement quality programming.
- Exceptional knowledge and skills in working with student behavior management and instructional support.
- Experience in monitoring student health needs, distribution of student medication and implementation of student specialized care plan preferred.
- Demonstrated continuous learning as it relates to instructional and communication interventions.
- Such alternatives to the above qualifications as the Board may find appropriate and acceptable.

CERTIFICATES, LICENSES, REGISTRATIONS:

- N/A.

LANGUAGE SKILLS:

- Ability to read, analyze and comprehend instructions, professional journals and correspondence.
- Ability to effectively present information and respond to questions from groups of educators, parents, students and the general public.
- Ability to express self clearly, both orally and in writing.
- Ability to read, analyze and interpret information.
- Ability to write clear, concise, objective notes regarding activities during the instructional day to third

parties (families, outside agencies, others).

TECHNICAL SKILLS:

- Ability to integrate technology into the everyday work flow if necessary.
- Ability to utilize District technology and work to maintain proficiency, as required skill sets change with technology and/or the needs of the District.
- Ability to use a personal computer (PC) or MAC in a networked environment to utilize the Internet and other electronic communication mechanisms.
- Knowledge of productivity applications such as Microsoft Office (word processing, spreadsheets, database and presentation software) is required.
- Ability to follow data collection information to support functional behavioral assessment.
- Ability to accurately use district-wide electronic reporting systems for attendance, etc.

MATHEMATICAL SKILLS:

- Ability to apply the concepts of basic math, algebra and geometry consistent with the duties of this position.

REASONING ABILITY:

- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Exhibit high level of professionalism with the ability to handle confidential information, use good judgment, plan and handle complex projects and maintain a flexible attitude.
- Ability to define problems, collect data, establish facts and draw valid conclusions.
- Ability to apply common sense understanding to carry out detailed written or oral instructions.
- Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form.
- Ability to use positive behavior support intervention techniques autonomously.
- Ability to make reasonable student focused decisions autonomously.
- Ability to implement various student plans simultaneously and report factually to the teacher.

INTERPERSONAL SKILLS:

- Ability to build rapport with others and to serve diverse publics.
- Ability to take the initiative, work well with others as a collaborative team member and exhibit good communication skills.
- Ability to work creatively and skillfully with students.
- Ability to demonstrate initiative and understanding in working with students, staff and parents/guardians.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; walk; swim; use hands to finger, handle or feel objects, tools, or controls; reach with hands and arms; talk or hear; and taste or smell. The employee is regularly required to sit and stoop, kneel, crouch, or crawl. The employee must occasionally lift and/or move up to 50 pounds such as books and teaching material or when assisting in student interventions. Specific vision abilities required by this job include close vision, distant vision and the ability to adjust focus. The ability to travel to other buildings is required. The position requires the individual to sometimes work irregular or extended work hours and meet multiple demands from several people.

The position requires the individual to have the ability to manage the physical and emotional needs of students in a positive, student-centered manner.

ENVIRONMENTAL ADAPTABILITY:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is quiet to loud depending upon the activity in the particular part of the day. The employee is frequently required to interact with the public and other staff. The employee is directly responsible for the safety, well-being and work out-put of students. The employee is exposed to infections at a greater risk than the average person. Occasionally the employee may be required to be outdoors for a short period of time, and therefore subject to varying weather conditions, for purposes of accomplishing the essential functions of this job.

FUNCTIONS OF POSITION DESCRIPTION:

This position description has been prepared to define the general duties of the position, provide examples of work and to detail the required knowledge, skills and ability as well as the acceptable experience and training for the position. The description is not intended to limit or modify the right of any supervisor to assign, direct and control the duties of employees under supervision. The WISD retains and reserves any and all rights to change, modify, amend, add to or delete from any portion of this description in its sole judgment.

This position description is not a contract for employment.

The WISD is an equal opportunity employer, in compliance with the Americans with Disabilities Act. The District will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

TERMS:

Position subject to terms, conditions, and calendar of the Master Agreement between the District and Unit I AFT Local 3760. Starting salary ranging (dependent upon experience) from \$28,953 – \$33,732.

Washtenaw Intermediate School District is a drug-free workplace.

The employee shall remain free of any alcohol or nonprescribed controlled substance in the workplace throughout his/her employment in the District.

It is the policy and commitment of the Washtenaw Intermediate School District not to discriminate on the basis of race, color, religion, national origin, sex, disability, age, height, weight, familial status, marital status, genetic information, sexual orientation or any legally protected characteristic, in its educational programs, activities, admissions, or employment policies in accordance with Title IX of the 1972 Educational Amendments, executive order 11246 as amended, Section 504 of the Rehabilitation Act of 1973 and all other pertinent state and Federal regulations.

Washtenaw ISD Position Change / Upgrade Form

The supervisor of the position should complete and sign this form if you are anticipating an upgrade /reclassification, title/duties change and/or a salary/market increase for the position. Please note that the final decision on classification of the subject position will be made by the Executive Cabinet and the Superintendent.

Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Department

Current Account 2 Split

Current Account 3

Current Account 3 Split

Current Account 4

Current Account 4 Split

Recommended Account 1

Recommended Account 1 Split

Supervisor

Current Position Title

Current Position Number

Current Bargaining Unit

Current Pay Rate/ Salary Level

Recommended Pay Rate/ Salary Level

Current FTE

Recommended Account 2

Recommended Account 2 Split

Recommended Account 3

Recommended Account Split 3

Recommended Account 4

Recommended Account 4 Split

Recommended FTE

Current Number of Work Days

Recommended Number of Work Days

Should the Current Position Remain?

- Remain
- Delete

Current Account 1

Current Account 1 Split

Current Account 2

Current Location

Worksite/Desk Location

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

Effective Date

Date new duties were assigned or changes made

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

Department Head Comments

Department Head

Cherie Vannatter

02/22/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

Finance

SAP

02/23/2024

Human Resources Approval

- Approve
- Adjust, See Comments

Human Resources Comments

Human Resources / Executive Admin Review

CD Harmon-Higgins

02/22/2024

Superintendent Comments

Approved by Naomi 3/21/24 12:21am

Superintendent

Approved Per Naomi Norman

03/21/2024

Washtenaw ISD Position Change / Upgrade Form

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Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Leslie Hite

Department

Technology

Current Account 1

11.1284.1510.000.9660.81050.0000

Current Account 1 Split

50

Current Account 2

11.1284.1510.000.0000.00000.5900

Current Account 2 Split

20

Current Account 3

22.1284.1510.000.0000.00000.5800

Current Account 3 Split

10

Current Account 4

22.1284.1510.000.0000.00000.5900

Supervisor

Matthew Cook

Current Position Title

Technical Specialist II

Recommended Position Title

Technical Specialist III - Pupil Accounting & State Reporting Coordinator

Current Position Number

51.00.284.33

Recommended Position Number

51.00.284.33

Current Bargaining Unit

Non-Affiliated

Recommended Bargaining Unit

Non-Affiliated

Current Account 4 Split

20

Recommended Account 1

11.1284.1510.000.9660.81050.0000

Recommended Account 1 Split

50

Recommended Account 2

11.1284.1510.000.0000.00000.5900

Recommended Account 2 Split

20

Recommended Account 3

22.1284.1510.000.0000.00000.5800

Recommended Account Split 3

10

Current Pay Rate/ Salary Level

Grade 6 Step 6

Recommended Pay Rate/ Salary Level

Grade 8 Step 2

Current FTE

1

Recommended FTE

1

Current Number of Work Days

5

Recommended Number of Work Days

5

Should the Current Position Remain?

- Remain
- Delete

Recommended Account 4

22.1284.1510.000.0000.00000.5900

Recommended Account 4 Split

20

Current Location

Worksite/Desk Location

TLC Tech West

Recommended Location

Worksite/Desk Location

TLC Tech West

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

I would like to recommend Leslie Hite's position as a Technical Specialist II to be reclassified to Technical Specialist III- Pupil Accounting & State Reporting Coordinator. Leslie Hite has worked as a Technical Specialist II- support for PowerSchool Special Programs and PowerSchool and pupil accounting, but recently has added the responsibilities for Pupil Accounting and State reporting Coordination for Washtenaw ISD and Honey Creek as well as other local district support. In addition, Leslie has taken on the administration of MICR for WISD. As this role has grown to include additional data systems and user management, Leslie has stepped up to provide guidance, coordination and consultation for multiple entities.

Effective Date

Date new duties were assigned or changes made

02/27/2024

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

[Empty text box for listing similar positions]

Department Head Comments

[Empty text box for Department Head Comments]

Department Head

Brian Marcel

02/14/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

[Empty text box for Finance Comments]

Finance

SAP

02/23/2024

Human Resources Approval

- Approve
- Adjust, See Ccomments

Human Resources Comments

[Empty text box for Human Resources Comments]

Human Resources / Executive Admin Review

CD Harmon-Higgins

02/15/2024

Superintendent Comments

[Empty text box for Superintendent Comments]

Superintendent

Approved Per Naomi 3/21/24

03/22/2024

Washtenaw ISD Position Change / Upgrade Form

The supervisor of the position should complete and sign this form if you are anticipating an upgrade /reclassification, title/duties change and/or a salary/market increase for the position. Please note that the final decision on classification of the subject position will be made by the Executive Cabinet and the Superintendent.

Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Patricia Lawson

Department

Special Ed

Current Account 1

22.1122.1240.120.0000.07487.2007

Current Account 1 Split

100

Current Account 2

Current Account 2 Split

Current Account 3

Current Account 3 Split

Current Account 4

Supervisor

Rebekah Ralls

Current Position Title

Teacher - Washtenaw News Young Adult Program

Recommended Position Title

Flex Teacher Young Adult

Current Position Number

20.07.122.01

Recommended Position Number

20.87.122.09

Current Bargaining Unit

Unit II

Recommended Bargaining Unit

Unit II

Current Account 4 Split

Recommended Account 1

22.1122.1240.120.0000.07487.2009

Recommended Account 1 Split

100

Recommended Account 2

Recommended Account 2 Split

Recommended Account 3

Recommended Account Split 3

Current Pay Rate/ Salary Level

\$93,047.00

Recommended Pay Rate/ Salary Level

\$93,047.00

Current FTE

1

Recommended FTE

1

Current Number of Work Days

185

Recommended Number of Work Days

185

Should the Current Position Remain?

- Remain
- Delete

Recommended Account 4

Recommended Account 4 Split

Current Location

Worksite/Desk Location

Washtenaw News Young Adult Classroom and Community

Recommended Location

Worksite/Desk Location

Floater

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

Pati's extended leaves have led to a need based on student needs for her current position to posted and filled with a stable, vetted teacher leader. Naomi and Becky have had conversations with Pati where she has agreed that this is needed. Placing Pati in the flex teacher for young adults secures her a place with the student population that she currently serves if and when she decides to return to work.

Effective Date

Date new duties were assigned or changes made

02/19/2024

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

All Flex Teachers. Latasha Davis, Barabara Kehoe, Stacey Liskiewitz, Kristin Vespa, Mary Wood

Department Head Comments

Department Head

Deborah Hester-Washington

02/14/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

Finance

SAP

02/23/2024

Human Resources Approval

- Approve
- Adjust, See Comments

Human Resources Comments

Human Resources / Executive Admin Review

CD Harmon-Higgins

02/15/2024

Superintendent Comments

Superintendent

Naomi Norman

04/02/2024

Washtenaw ISD Position Change / Upgrade Form

The supervisor of the position should complete and sign this form if you are anticipating an upgrade /reclassification, title/duties change and/or a salary/market increase for the position. Please note that the final decision on classification of the subject position will be made by the Executive Cabinet and the Superintendent.

Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Richele Scalzo

Department

Special Ed

Current Account 1

22.1122.1240.000.0436.20000.0000

Current Account 1 Split

100

Current Account 2

Current Account 2 Split

Current Account 3

Current Account 3 Split

Current Account 4

Supervisor

Rebekah Ralls

Current Position Title

Teacher - ASD

Recommended Position Title

Teacher - Carpenter Young Adult Program

Current Position Number

20.23.122.06

Recommended Position Number

20.04.122.01

Current Bargaining Unit

Unit II

Recommended Bargaining Unit

Unit II

Current Account 4 Split

Recommended Account 1

22.1122.1240.120.0000.07487.2004

Recommended Account 1 Split

100

Recommended Account 2

Recommended Account 2 Split

Recommended Account 3

Recommended Account Split 3

Current Pay Rate/ Salary Level

\$55,092.00

Recommended Pay Rate/ Salary Level

\$55,092.00

Current FTE

1

Recommended FTE

1

Current Number of Work Days

185

Recommended Number of Work Days

185

Should the Current Position Remain?

- Remain
- Delete

Recommended Account 4

Recommended Account 4 Split

Current Location

Worksite/Desk Location

High Point ASD Middle School room 55

Recommended Location

Worksite/Desk Location

Carpenter Youn Adult Classroom

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

Richele submitted interests in the posted teacher position at Carpenter. She interviewed and was recommended for the position.

Effective Date

Date new duties were assigned or changes made

02/26/2024

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

All Young Adult out-center teachers.

Department Head Comments

Department Head

Deborah Hester-Washington

02/13/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

Finance

SAP

02/23/2024

Human Resources Approval

- Approve
- Adjust, See Comments

Human Resources Comments

Human Resources / Executive Admin Review

CD Harmon-Higgins

02/15/2024

Superintendent Comments

Superintendent

Approved Per Naomi 3/21/24

03/22/2024

Washtenaw ISD Position Change / Upgrade Form

The supervisor of the position should complete and sign this form if you are anticipating an upgrade /reclassification, title/duties change and/or a salary/market increase for the position. Please note that the final decision on classification of the subject position will be made by the Executive Cabinet and the Superintendent.

Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Department

Current Account 1

Current Account 1 Split

Current Account 2

Current Account 2 Split

Current Account 3

Current Account 3 Split

Current Account 4

Supervisor

Current Position Title

Recommended Position Title

Current Position Number

Recommended Position Number

Current Bargaining Unit

Recommended Bargaining Unit

Current Account 4 Split

Recommended Account 1

Recommended Account 1 Split

Recommended Account 2

Recommended Account 2 Split

Recommended Account 3

Recommended Account Split 3

Current Pay Rate/ Salary Level

Recommended Pay Rate/ Salary Level

Current FTE

Recommended FTE

Current Number of Work Days

Recommended Number of Work Days

Should the Current Position Remain?

- Remain
- Delete

Recommended Account 4

Recommended Account 4 Split

Current Location

Worksite/Desk Location

Recommended Location

Worksite/Desk Location

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

Effective Date

Date new duties were assigned or changes made

08/26/2023

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

All ASD teachers in the district

Department Head Comments

Department Head

Deborah Hester-Washington

03/05/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

Finance

SAP

03/06/2024

Human Resources Approval

- Approve
- Adjust, See Comments

Human Resources Comments

Change in assignment only.

Human Resources / Executive Admin Review

CD Harmon-Higgins

03/06/2024

Superintendent Comments

Superintendent

Naomi Norman

03/20/2024

Washtenaw ISD Position Change / Upgrade Form

The supervisor of the position should complete and sign this form if you are anticipating an upgrade /reclassification, title/duties change and/or a salary/market increase for the position. Please note that the final decision on classification of the subject position will be made by the Executive Cabinet and the Superintendent.

Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Ty Kinasz

Department

Special Education Department

Supervisor

Deborah Hester-Washington

Current Position Title

Special Education Teacher

Recommended Position Title

Early College Alliance (ECA) Teacher Consultant

Current Position Number

20.87.122.04

Recommended Position Number

28.84.218.01

Current Bargaining Unit

Unit II

Recommended Bargaining Unit

Unit II

Current Account 1

22.1122.1240.120.0000.07487.2009

Current Account 1 Split

1

Current Account 2

Current Account 2 Split

Current Account 3

Current Account 3 Split

Current Account 4

Current Account 4 Split

Recommended Account 1

22.1218.1250.061.9855.00000.0000

Recommended Account 1 Split

1

Recommended Account 2

Recommended Account 2 Split

Recommended Account 3

Recommended Account Split 3

Current Pay Rate/ Salary Level

\$94,322

Recommended Pay Rate/ Salary Level

\$94,322

Current FTE

1

Recommended FTE

1

Current Number of Work Days

185

Recommended Number of Work Days

185

Should the Current Position Remain?

- Remain
- Delete

Recommended Account 4

Recommended Account 4 Split

Current Location

Worksite/Desk Location

Red Oak

Recommended Location

Worksite/Desk Location

Early College Alliance (ECA) WEOC TC on EMU Campus

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

ECA vacancy due to retirement. Position for TC posted. Internal candidate Ty Kinasz applied, interviewed and was offered the position.

Effective Date

Date new duties were assigned or changes made

03/25/2024

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

All WEOC TCs

Department Head Comments

Department Head

Cherie Vannatter

03/18/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

Finance

SAP

03/19/2024

Human Resources Approval

- Approve
- Adjust, See Comments

Human Resources Comments

Human Resources / Executive Admin Review

CD Harmon-Higgins

03/18/2024

Superintendent Comments

Superintendent

Naomi Norman

03/20/2024

**WASHTENAW INTERMEDIATE SCHOOL DISTRICT
JOB DESCRIPTION**

Job Title: Teacher Consultant – Special Education
Early College Alliance @ Eastern Michigan University (ECA @ EMU)
1.0 FTE; 185 Workdays (July 1-June 30)

Department: Special Education Services and ECA @ EMU

Reports To: WISD, Executive Director of Special Education Achievement & Compliance and
ECA @ EMU, Principal

FLSA Status: Exempt

Prepared By: Deborah Hester-Washington
Executive Director, Special Education Achievement & Compliance

Prepared Date: January 23, 2024

Approved By: Cassandra D. Harmon-Higgins, Esq.
Executive Director, Human Resources and Legal Services

Approved Date: January 23, 2024

The WISD's Mission is to promote the continuous improvement of achievement for every student while providing high-quality service to our customers through leadership, innovation, and collaboration.

The WISD's Vision is to be a leader in empowering, facilitating, and delivering high-quality, boundary-spanning, educational system that educates all children through an equitable, inclusive, and holistic approach.

SUMMARY:

The Early College Alliance @ Eastern Michigan University (ECA@EMU) and Washtenaw Intermediate School District (WISD) special education teacher consultant will be responsible for implementing the special education delivery model in accordance with the Washtenaw Educational Options Consortium (WEOC) -ECA instructional design and pedagogy in a manner that seamlessly transitions ECA special education students into and through the WEOC-ECA program.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Demonstrates a strong commitment to equity, social justice, and inclusion in all practices and position responsibilities.
- Demonstrates the ability to examine how his/her/their position (directly or indirectly) impacts educational inequities in student achievement outcomes.
- Engages in reflection and ongoing learning and development on critical concepts and terms identified in the WISD Educational Equity Policy including concepts such as cultural proficiency, racial equity, and systemic and structural inequities.
- Supports WISD and WEOC vision and mission to enhance achievement for all students.
- Works with students, family, and faculty to develop a student's personalized learning plans, IEPs, Behavior Plans, requests for accommodations (at EMU, standardized testing, etc.).
- Assists students in accessing support resources at the high school and college levels, including accessing accommodations.
- Works with the ECA and WISD Administration to maintain compliance with district, state, and federal laws and regulations for the provision of special education services.
- Arranges accommodations and modifications as necessary for students with disabilities in ECA high school classes.
- Serves as a liaison to assist students in accessing accommodations and supports via EMU's Disability Resource Center.

- Assists students with the social-emotional demands of the early college setting, including holding honest, individual coaching conversations designed to maximize each student's strengths, build skills in weak areas, and overcome barriers at the high school or college level.
- Implements the expectations of the Early College Alliance soft skills curriculum.
- Holds regular office hours.
- Communicates effectively and proactively with students, families, and colleagues via electronic and verbal means.
- Serves as a CORE Advisor (an academic advisor to students with IEPs) including assisting with course scheduling and managing the course-of-study through their Educational Development Plans. Maintains accurate records/reports for classroom and CORE duties.
- Works cooperatively and communicates with District and constituent district staff, students, and parents/guardians.
- Adheres to District health and safety rules, policies, and procedures.
- Supports a team-based approach to problem solving.
- Works a flexible daily, weekly, and yearly work schedule that aligns with the ECA academic calendar (totaling 185 contractual days) and approved by the WISD Executive Director of Special Education.
- Actively participates in and contributes to the ECA Administrative and Instructional teams which includes, but is not limited to staff meetings, professional development and short term and long-term strategic planning.
- Maintains regular, predictable attendance.
- **OTHER RELEVANT DUTIES MAY BE ASSIGNED.**

SUPERVISORY RESPONSIBILITIES:

- N/A

QUALIFICATIONS:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. Alternative requirements that may be appropriate and acceptable to the Board of Education may be considered. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE:

- Master's degree with certification in one or more areas of special education, including cognitive, SLD, EI, ASD, or other category.
- Three (3) years of successful teaching experience; at least two (2) of which must be in the area of Special Education.
- Must be able to use technology efficiently and appropriately.
- Knowledge in the use of technology for communications and student instruction.
- Must be able to demonstrate experience in collecting, entering, analyzing and using data to develop instructional targets for improved student achievement.
- Demonstrates experience in working with at-risk youth.
- Must be able to demonstrate knowledge of best practice standards in core content areas and instructional methods.

CERTIFICATES, LICENSES, REGISTRATIONS:

- Must possess a valid Michigan teaching certificate with a special education endorsement.
- Teacher Consultant approval (or ability to obtain Teacher Consultant approval) from the State of Michigan.

LANGUAGE SKILLS:

- Ability to explain and demonstrate appropriate teaching techniques.
- Ability to read, analyze and interpret information including periodicals and professional journals.
- Ability to effectively present information and respond to questions from groups of educators, students and the general public.
- Ability to write lesson plans, IEP's, Behavior Plans, and other related correspondence.
- Ability to direct the activities of others to execute student IEP goals.

TECHNICAL SKILLS:

- Ability to integrate technology into the everyday work flow is necessary.
- Ability to utilize District technology and work to maintain proficiency, as required skill sets change with technology and/or the needs of the District.
- Ability to use computer technology for research, data management, communications and other instruction.
- Ability to use a personal computer (PC) or MAC in a networked environment to utilize the Internet and other electronic communication mechanisms.
- Knowledge of productivity applications such as Microsoft Office and Google platforms (word processing, spreadsheets, database and presentation software) is required.

MATHEMATICAL SKILLS:

- Ability to apply the concepts of basic math, algebra and geometry consistent with the duties of this position.

REASONING ABILITY:

- Highly proficient in subject areas of: reasoning, problem solving, organizational dynamics and emotional intelligence.
- Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

INTERPERSONAL SKILLS:

- Must possess strong communication, interpersonal and organizational skills.
- Possess the skills to be an effective team member.
- A record of collaborative teamwork.
- Demonstrates excellent customer service.
- Ability to build rapport with others and to serve diverse publics.
- Ability to take initiative; work well with others as a collaborative team member and exhibit good communication skills.
- Ability to work effectively and collaboratively with other departments, agencies and individuals.
- Ability to work creatively and skillfully with students.
- Ability to demonstrate initiative and understanding in working with students, staff and parents/guardians.
- Ability to work in various environments including student's homes.
- Ability to consult effectively with teachers, parents, administrator and other professionals.

PHYSICAL DEMANDS:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to stand; walk; use hands to finger, handle or feel objects, tools, or controls; reach with hands and arms; talk or hear; and taste or smell. The employee is occasionally required to sit and stoop, kneel, crouch, or crawl. The employee must occasionally

lift and/or move up to 50 pounds such as books and teaching material. Specific vision abilities required by this job include close vision, distant vision and the ability to adjust focus. The ability to travel to other buildings is required. The position requires the individual to sometimes work irregular or extended work hours and meet multiple demands from several people.

ENVIRONMENTAL ADAPTABILITY:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is quiet to loud depending upon the activity in the particular part of the day. The employee is frequently required to interact with the public and other staff. The employee is directly responsible for the safety and well-being of students. The employee is exposed to infections at a greater risk than the average person. Occasionally the employee may be required to be outdoors for a short period of time, and therefore subject to varying weather conditions, for purposes of accomplishing the essential functions of this job.

FUNCTIONS OF POSITION DESCRIPTION:

This position description has been prepared to define the general duties of the position, provide examples of work and to detail the required knowledge, skills and ability as well as the acceptable experience and training for the position. The description is not intended to limit or modify the right of any supervisor to assign, direct and control the duties of employees under supervision. The WISD retains and reserves any and all rights to change, modify, amend, add to or delete from any portion of this description in its sole judgment.

This position description is not a contract for employment.

The WISD is an equal opportunity employer, in compliance with the Americans with Disabilities Act. The District will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

TERMS:

This position is subject to terms, conditions, and calendar of the Unit II Collective Bargaining Agreement between the District and AFT Local 3760. Work calendar is 185 days: July 1–June 30. Starting salary ranging (dependent upon experience) \$45,348 – 97,864.

Washtenaw Intermediate School District is a drug-free workplace.

It is the policy and commitment of the Washtenaw Intermediate School District not to discriminate on the basis of race, color, religion, national origin, sex, disability, age, height, weight, familial status, marital status, genetic information, sexual orientation or any legally protected characteristic, in its educational programs, activities, admissions, or employment policies in accordance with Title IX of the 1972 Educational Amendments, executive order 11246 as amended, Section 504 of the Rehabilitation Act of 1973 and all other pertinent state and Federal regulations.

Washtenaw ISD Position Change / Upgrade Form

The supervisor of the position should complete and sign this form if you are anticipating an upgrade /reclassification, title/duties change and/or a salary/market increase for the position. Please note that the final decision on classification of the subject position will be made by the Executive Cabinet and the Superintendent.

Change Recommended

Please select all that apply

- Position change
- Salary Level /Wage
- Location
- FTE
- Bargaining Unit
- Work days
- Account Split
- Other

Employee Name:

Please enter the employee name, incumbent name, or "Vacant"

Tiffany Schooler

Department

Special Ed

Current Account 1

22.1122.1630.120.0000.07487.2009

Current Account 1 Split

100

Current Account 2

Current Account 2 Split

Current Account 3

Current Account 3 Split

Current Account 4

Supervisor

Rebekah Ralls

Current Position Title

TA - Young Adult Out-Center Floater

Recommended Position Title

TA - A2YA

Current Position Number

10.00.122.01

Recommended Position Number

10.10.122.01

Current Bargaining Unit

Unit I

Recommended Bargaining Unit

Unit I

Current Account 4 Split

Recommended Account 1

22.1122.1240.120.0000.07487.2010

Recommended Account 1 Split

100

Recommended Account 2

Recommended Account 2 Split

Recommended Account 3

Recommended Account Split 3

Current Pay Rate/ Salary Level

Step 3 - \$30,492.00

Recommended Pay Rate/ Salary Level

Step 3 - \$30,492.00

Current FTE

1

Recommended FTE

1

Current Number of Work Days

185

Recommended Number of Work Days

185

Should the Current Position Remain?

- Remain
- Delete

Recommended Account 4

Recommended Account 4 Split

Current Location

Worksite/Desk Location

Out - Center TA Floater - all programs

Recommended Location

Worksite/Desk Location

A2YA - out-center (Miller)

Rational for Position Change

Briefly explain how this position has changed, giving concrete examples of the changes

Tiffany was a new hire as of January 8, 2024. She has been supporting a TA vacancy at A2YA. She loves her work, colleagues and students in this program and would like to change her position to be permanent in this program.

Effective Date

Date new duties were assigned or changes made

02/12/2024

List Positions/Employees Performing Similar Work

Do you know of/are you aware of any other positions or employees assigned/performing work similar to that of this position in its new description? If so, please list position titles or names of incumbents

Young Adult Out-Centers' TAJD and responsibilities.

Department Head Comments

Department Head

Deborah Hester-Washington

02/14/2024

Finance Approval

- Approve
- Adjust, See Comments

Finance Comments

Finance

SAP

02/23/2024

Human Resources Approval

- Approve
- Adjust, See Comments

Human Resources Comments

Human Resources / Executive Admin Review

CD Harmon-Higgins

02/15/2024

Superintendent Comments

Superintendent

Approved Per Naomi 3/21/24

03/22/2024

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Cassandra Harmon-Higgins, Esq. Executive Director of Human Resources

DATE: April 9, 2024

RE: Retirement Notification

Attached please find Ms. Carlene Laskey's retirement letter, effective June 30, 2024. Ms. Laskey has been employed with the WISD since August 26, 2013, as a Teacher Consultant in our Early Childhood Department.

The Administration recommends that the Board accepts Ms. Laskey's letter of retirement. We wish her well in her future endeavors.

CC: Cherie Vannatter, Deputy Superintendent
Brian Marcel, Associate Superintendent

March 19, 2024

To: Washtenaw ISD Personnel
Michelle Pogliano, Assistant Director Early Intervention Services
Naomi Norman, Superintendent
Cherie Vannatter, Deputy Superintendent
Eddie Manuszak, Executive Director Early Childhood
Beverly Davidson, Early Intervention Coordinator
Cassandra Harmon-Higgins, Executive Director of Human Resources
Nicole Hubler, Human Resources Specialist
Rachel Antosh, Business Services Assistant
Becky Mullins, Human Resources Supervisor
Regina Roza, Union President
Nancy Davis, Union Vice President

From: Carlene Laskey, Early On Deaf and Hard of Hearing Teacher Consultant

I am writing to inform you that I have decided to retire from my position as Early On Deaf and Hard of Hearing Teacher Consultant effective June 30, 2024.

I want to express my sincere gratitude for the opportunities and experiences that I have gained during my time here. Since I started at Washtenaw ISD, I have felt supported, encouraged, empowered, and inspired by Washtenaw ISD leadership and staff. I came when there were big changes happening such as the ISD taking on the DHH program Preschool through 12th grade classrooms. Washtenaw ISD leadership supported the activities of building the DHH team from the beginning which helped us to have a strong foundation for the program and team. We worked together to prioritize needs for our DHH students and families and develop ways to meet those needs by building relationships with local district special education directors, family activities, activities for students across the county to meet and learn, playgroups, creating professional development opportunities related to our field, centralizing DHH equipment, providing PD to local district staff and much more with the ISD's support. Washtenaw ISD has been the best district I have ever worked in because of the opportunities we had to think outside of the box and make things happen that were best for the children we serve. It has always been very clear the ISD has a children first philosophy and will find ways to provide the support their students need. When I started at the ISD, the Early On providers were in the local districts with a variety of ways to service children. The ISD took on the enormous task of working with the districts to build an Early On team that would service all the students in the county from the ISD so resources could be better utilized and to provide more consistent, quality services to the families in Washtenaw County. I have truly enjoyed working with the DHH team and the Early On team as they have grown and developed in the last ten years. I feel so blessed to have been here to see the amazing things both teams have accomplished.

Thank you again for the opportunity to be a part of this organization. I am available to help in any way I can to support the ISD with anything during this transition.

Sincerely,

Carlene Laskey

Carlene Laskey, M.Ed

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Cassandra Harmon-Higgins, Esq. Executive Director of Human Resources

DATE: April 9, 2024

RE: Retirement Notification

Attached please find Ms. Patricia Lawson's retirement letter, effective April 30, 2024. Ms. Lawson has been employed with the WISD since November 18, 1985, as a Special Education Teacher.

The Administration recommends that the Board accepts Ms. Lawson's letter of retirement. We wish her well in her future endeavors.

CC: Cherie Vannatter, Deputy Superintendent
Brian Marcel, Associate Superintendent



Washtenaw ISD

A REGIONAL EDUCATIONAL SERVICE AGENCY

1819 S. Wagner Rd. P.O. Box 1406
Ann Arbor, MI 48106-1406

1st April 2024

Dear WISD Board of Education and Naomi Norman, WISD Superintendent,

I am grateful to have been a Special Education Teacher for WISD for close to four decades. I have had a rewarding and gratifying career with Washtenaw Intermediate School District where I held many teaching positions within the district.

I was hired to work with all students at the High Point gymnasium as the Adaptive Physical Education teacher. I loved seeing and teaching all of the schools' population. My assignment evolved into traveling to five or six out center classrooms located in different local schools each day. It brought me joy to see the excitement I would bring when I entered those classrooms.

When the Adapted Physical Education position was reduced to part time, I was assigned to job-share at the Juvenile Detention Center. As difficult as this position was, I felt empowered to be able to help these misguided individuals.

Next, I was assigned to job-share at the young adult classroom in Chelsea.

Lastly, I was assigned the full time teaching position with the Young Adult Program at Washtenaw News in Ann Arbor until my recent leave of absence. I am satisfied this is my final assignment with the district.

I wish the Washtenaw Intermediate school District ongoing success as you continue working to fulfill your mission of continuous improvement of achievement for every student while providing high-quality service through leadership, innovation and collaboration.

My last day of employment is April 30, 2024.

Thank you,

Patricia Lawson

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Cassandra Harmon-Higgins, Esq. Executive Director of Human Resources

DATE: April 9, 2024

RE: Resignation Notification

Attached please find Ms. Melissa Brooks-Yip's letter of resignation, effective June 28, 2024. Ms. Brooks-Yip has been employed with the WISD since December 3, 2012, as a Literacy Coordinator and most recently transferred to Supervisor of Instruction.

The Administration recommends that the Board accepts Ms. Brooks-Yip's letter of resignation. We wish her well in her future endeavors.

CC: Cherie Vannatter, Deputy Superintendent
Brian Marcel, Associate Superintendent
File

TO: Naomi Norman, Superintendent; WISD Board of Education
Dr. Jennifer Banks; Director of Instruction
Cassandra Harmon-Higgins, Esq.; Executive Director Human Resources and
Legal Services
Nicole Hubler, Human Resources Specialist

FROM: Melissa Brooks-Yip, Supervisor of Instruction, Achievement Initiatives

DATE: April 1, 2024

SUBJECT: Letter of Resignation

Please accept this letter as formal notification of my resignation as Supervisor of Instruction on the Achievement Initiatives Team at Washtenaw ISD, effective June 28th, 2024.

Over the past 11.5 years at WISD, I have worked alongside a talented team and grown tremendously as a professional. The experiences and opportunities provided to me during my tenure have been invaluable, and I am grateful for the support and guidance I have received.

I have decided to resign to focus on completing my PhD and explore the new opportunities this advanced degree will provide. I am excited about this next chapter in my career and am confident that the skills and knowledge I have gained at WISD will serve me well in my future endeavors.

Please be assured that I will do everything possible to ensure a smooth transition of my responsibilities before my departure. I am committed to working closely with my team to transition outstanding projects and provide necessary guidance and support moving forward.

I will always cherish the memories and relationships I have made here.

Sincerely,



Melissa Brooks-Yip

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Tanner Rowe, Director of Operations

DATE: April 1, 2024

SUBJECT: Beatty – Grounds Care

The administration recommends that the WISD Board of Education authorize the administration to approve a contract with McIntosh Grounds Maintenance for the snow and lawn care at Beatty Early Learning Center School as outlined in the proposal request, with an estimated annual amount not to exceed \$20,000.

On March 13, 2024, a request for proposals was issued publicly for the snow and lawn care services at Beatty Early Learning Center. On March 21, 2024 proposals were received. There were a total of five (5) proposals received. McIntosh Grounds Maintenance submitted a proposal for the most cost-effective services for both lawn care and snow removal. After a post bid interview with McIntosh Grounds Maintenance, which was conducted on March 29, 2024, it was confirmed that they provided pricing based off our request. McIntosh has worked with Washtenaw ISD for many years as the ground's contractor at both the main campus building and several of our young adult out centers. They have always provided excellent service and are very good at what they do. They are also a Michigan based company and local to Washtenaw County. McIntosh has expressed their commitment to continued excellent service at Beatty Early Learning Center should they be selected.

Request for Proposal

Grounds Care

Lawn Care/Snow/Salting Services

Beatty Early Childhood Education Center

1661 Leforge, Ypsilanti, MI

Washtenaw Intermediate School District

The Washtenaw Intermediate School District is soliciting proposals for a potential five (5) year contract for grounds care (lawn and snow removal/salting services) from prospective vendors who specialize in providing said services as described within the attached documents. See following "Scope of Work and Technical Requirements." Vendors are encouraged to read the document, in full, and invited to submit proposals for lawn care; or snow removal/salting services; or both lawn care and snow removal/salting services. Sealed proposals will be due on **Thursday, March 28, 2024 at 11:00 a.m. EST**, after which time proposals will be opened and read aloud. All proposals will then be reviewed and considered. Proposals are to be delivered to:

Tanner Rowe, Director of Operations
Washtenaw Intermediate School District
1819 S. Wagner Road
Ann Arbor, MI 48103

Interested parties are encouraged to attend a pre-bid meeting and walk-through to be held on March 21, 2024, at 3:00 p.m., 1661 Leforge, Ypsilanti, MI 48198. The pre-bid meeting is optional but highly encouraged.

Envelopes containing proposals must be sealed and clearly marked "**2024 Grounds Care Services Proposal – Do not Open**" with the name and return address of the vendor on the outside of the envelope. One signed original and two copies of the proposal shall be submitted.

Questions regarding the Request for Proposal must be directed via email during the identified "Question Period" per the schedule below to:

trowe@washtenawisd.org

ALL PARTIES WISHING TO RESPOND TO THIS REQUEST FOR PROPOSAL SHALL TAKE NOTICE OF INSTRUCTIONS TO BIDDERS.

Request for Proposal Issued	March 13, 2024
Pre-Proposal Meeting & Walk Thru	March 21, 2024 at 3:00 p.m.
RFI Deadline	March 25, 2024
Clarification answers posted	March 26, 2024
Proposal Deadline/ Submissions Due	March 28, 2024, at 11:00 a.m.
Post Proposal Interviews	March 28 – April 1
Board of Ed Recommendation	April 9, 2024
Award notice (tentative)	April 10, 2024
Start of contract (year one)	May 1, 2024

Hard copies of this RFP will not be provided at the mandatory pre-proposal meeting

Request for Proposal:
Grounds Care Services

DEFINITIONS

The District refers to the Washtenaw Intermediate School District.

Vendor/Bidder/Contractor/Proposer refers to all recipients/potential respondents of this Request.

Request/Proposal refers to the entire process, including the request, response, special provisions, specifications and/or requirements.

RFP refers to the Request for Proposal document in its entirety.

PRE-PROPOSAL MEETING

The purpose of the pre-proposal meeting will be to provide an overview of the District's request, answer any questions regarding the RFP specifications, and provide a guided tour of the facilities. Vendors interested in submitting a proposal are encouraged to have an authorized representative in attendance at the pre-proposal meeting. Attendees must sign in at the pre-proposal meeting.

RESERVATION OF RIGHTS

The District reserves the right, in its sole and absolute discretion, to accept or reject, in whole or in part, any or all Proposals with or without cause. The District further reserves the right to waive any irregularity or informality in the RFP process or any proposal, and the right to award the contract to any other than the lowest price vendor. The District reserves the right to request additional information or clarification from any or all vendors as well as reserves the right to negotiate with the vendor(s) regarding their proposals. The District reserves the right to award the contract in parts or in whole and may award the contract to more than one vendor.

The District reserves the right to waive any informalities, irregularities or technical defects in proposals, and unless otherwise specified by the District, to accept any item or groups of items in the proposal, as may be in the best interest of the District. The District retains the right to award the contract(s) in part or in whole, as may be in the best interest of the District. The District retains the right to qualify or disqualify vendors on the basis of available information pertaining to their service and/or suitability of the services proposed.

Any decision made by the District, including the contractor selection, shall be final.

REQUEST CLARIFICATION

A pre-proposal meeting as well as a specified period for questions has been established and defined within this request for proposal. Any questions relative to interpretation of the request, the scope of services or the proposal process shall be addressed as indicated in ample time within the period set.

Questions regarding this request should be directed in writing, via email only, to Tanner Rowe, WISD Director of Operations, at trowe@washtenawisd.org as specified before the end of the deadline for questions as posted within the document and request schedule.

If applicable, answers citing the question(s) asked, but not identifying the questioner, will be posted to the WISD web site if deemed relevant by the District and made available to all vendors as listed at the pre-proposal meeting.

BID PREPARATION AND RELATED COSTS

All costs associated with the presentation of the proposal and any supplemental information shall be borne solely by the vendor and shall not be passed on to the District under any circumstances. The District reserves the right to request clarification of information and to request additional information from any or all vendors.

Vendors shall submit one original hard copy proposal, hand-signed, by an authorized member of the proposer's firm. No oral, facsimile, or emailed proposals will be accepted. In addition to the original hard copy proposal, vendors shall submit 2 additional copies. The original copy must be clearly identifiable and indicated. All proposals must be submitted on the Proposal Forms as included within this RFP.

VENDOR RESPONSIBILITY

Vendors are expected to be thoroughly familiar with all specifications and requirements of this Request and to provide proposals using the specific forms as provided within the Request for Proposal. Failure or omission to examine any relevant form, article, site or document will not relieve a vendor from any obligation regarding this Request. If, at any time, the District discovers deviations in a response that are not identified, the vendor may be subject to disqualification from consideration or cancellation of contract.

Each proposer, by submitting its proposal, releases the District from any and all claims arising out of, and related to, the RFP process and selection of a vendor or vendors.

GENERAL CONSIDERATIONS

Proposals received after the time and date specified, whether delivered or mailed, will not be considered and will be returned unopened. The timely submission of a proposal response rests entirely with the Vendor. Delays resulting from postal handling or for any other reason will not extend the timeline for response.

As a result of this request, vendors may be invited for an interview for further presentation and clarification of their services. Note schedule of "Post Proposal Interviews," as specified within this request for proposal.

The vendor(s) to whom an award is made will be notified at the earliest possible date. The tentative acceptance of the Proposal and award of the contract will be by a notice in writing either via mail or email. All prices proposed by the Vendor must be firm for 90 days from the due date of the proposal. If, for some reason, agreement with the selected vendor cannot be reached to the satisfaction of the District, negotiations may begin with another vendor within fourteen days after the initial finalist vendor selection.

PREPARATION OF PROPOSALS

To facilitate proposal preparation, a copy of this proposal in .PDF format may be obtained and downloaded from our website, <http://washtenawisd.org>; "Services," "Business Services," "Bids."

If erasures or other changes appear on the proposal forms, each erasure or change must be initialed by the person signing the proposal.

Any documents intended to supplement or deviate from the express requirements of this proposal solicitation may result in rejection of that proposal. Any forms and contracts the vendor proposes to include as part of any agreement resulting from this Request between the Vendor and the District must be submitted as part of the proposal response. Any forms and contracts not submitted as part of the proposal and subsequently presented for inclusion may be rejected by the District. This requirement includes, but is not limited to, the following types of

documents: contracts, licensing agreements, maintenance contracts, and system support agreements.

Proposals must be submitted (mailed, shipped, hand-delivered) to the Contact (Tanner Rowe, WISD Director of Operations, 1819 S. Wagner Road, Ann Arbor, MI 48103) as listed in the instructions to bidders.

MODIFICATION OR WITHDRAWAL OF PROPOSALS

A proposal that is in the possession of the Contact may be altered only by letter or fax transmission bearing the signature or name of the person authorized for proposing, provided the alteration is received **prior** to the deadline for all proposals. A facsimile may not reveal the proposal price but could indicate an addition, subtraction, or other change in the proposal. Any change in the pricing structure as proposed must be received via sealed mailing, package/letter delivery service, or hand-delivery.

A proposal that is in the possession of the Contact may be withdrawn by the vendor in person or by written request up to the time of the proposal opening. Proposals may not be withdrawn after the proposal opening.

PERFORMANCE – FORCE MAJEURE

Successful vendors shall be excused from performance hereunder during the time and to the extent that vendor is prevented from obtaining, delivering, or performing in the customary manner by acts of God, fire, war, loss or shortage of transportation facilities, lockout or commandeering of raw materials, products, plants or facilities by the government. Vendor shall provide the District substantiating evidence that non-performance is due to other than fault or negligence on their part.

RESOLUTION OF DISPUTES

Any issues or provisions of the contract in dispute between the District and the vendor, which, in the judgment of either party to the contract may materially affect the performance of such party, shall be reduced to writing by both parties and delivered to the Assistant Superintendent, Administrative and Support Services. The District and the contractor shall promptly, thereafter, negotiate in good faith and use every reasonable effort to resolve such dispute in a mutually satisfactory manner.

ESCALATION

Vendors shall provide a detailed description, including contact titles and information as well as anticipated timeline of response, of their procedure for resolution of unsatisfactory issues with service.

CONFLICT OF INTEREST

Vendor warrants it has no interest and shall acquire no interest that would directly or indirectly conflict in any manner or degree with the performance of this proposal.

NON-COLLUSION

The vendor and the undersigned of any proposal certifies that their proposal has not been made or prepared in collusion or cooperation with any other proposing vendor, or representative thereof, and the prices, terms, or conditions of the proposal have not been communicated by or on behalf of the vendor to any other proposing vendor or potential vendor and will not be so communicated to any other vendor or potential vendor prior to the official opening of the proposals. This certification may be treated for all purposes as if it were a sworn statement made under oath, subject to the penalties of perjury

INTEGRATION

All Proposal solicitation documents, vendor's response to each solicitation, all correspondence and addenda contain the entire understanding between the parties and any additions or modifications hereto may only be made in writing executed by both parties.

LAWS TO BE OBSERVED

The successful vendor shall keep fully informed on all federal and state laws, all local bylaws, regulations and all orders and decrees of bodies or tribunals having any jurisdiction or authority which in any manner affect those engaged or employed on the work or which in any way affect the ordinances, regulations, orders and decrees in force at the time of award. The successful vendor shall protect and indemnify the District and its representatives against any claim or liability arising from or based on the violation of any such law, bylaw, ordinance, regulation order or decree whether by himself or by his employee(s). No extension of time or additional payment be made for loss of time or disruption of work caused by any actions against the successful vendor for any of the above reasons.

The parties expressly agree and understand that the provider is not an employee or agent of the District in any sense but is a sole independent contractor.

DISCRIMINATION

The District hereby notifies all Vendors it will affirmatively ensure that, in any contract entered into pursuant to this advertisement, minority business enterprises will be afforded full opportunity to submit Proposals in response to this Request and will not be discriminated against on the grounds of race, religion, color, sex, height, weight, handicap, marital status, national origin, or ancestry in consideration of an award. Vendor hereby agrees that should he/she be awarded this contract, Vendor will not discriminate against any person who performs work thereunder because of race, religion, color, sex, height, weight, handicap, marital status, national origin, or ancestry.

IMMIGRATION REFORM AND CONTROL ACT OF 1986

By submitting their Proposal, Vendors certify that they do not and will not during the performance of this contract employ illegal alien workers or otherwise violate the provisions of the Federal Immigration Reform and Control Act of 1986.

SUBSTANCE FREE ENVIRONMENT

The use of tobacco, vaping, drugs or alcohol is prohibited in all District buildings, vehicles, and on the grounds of all District facilities.

FREEDOM OF INFORMATION ACT

Information submitted in vendor proposals becomes public information and, as such, is subject to public disclosure and review under the Michigan Freedom of Information Act. Information contained in the Vendor's proposal which is company-confidential must be clearly identified in the Proposal

GOVERNING LAW

The laws of the State of Michigan shall govern the validity, construction, and effect of this contract and all extensions and/or modifications. Michigan law shall govern regardless of any language in any attachment or other document that the Vendor may propose.

SEVERABILITY

Should any provision of this contract be declared to be invalid by any court of competent jurisdiction, such provisions shall be severed and shall not affect the validity of the remaining provisions of this contract.

INSURANCE COVERAGE

The Vendor, at its expense, must maintain during the terms of any subsequent contract the following minimum levels of insurance coverage:

1. Professional Liability Insurance with minimum limits of \$1 million per occurrence and \$1 million aggregate.
2. Workers Compensation Insurance which meets Michigan statutory requirements.
3. Comprehensive General Liability Insurance with minimum limits of bodily injury of \$500,000 per person and \$1 million aggregate and with minimum limits for property damage of \$500,000 each occurrence and \$1 million aggregate.

The Vendor shall indemnify and save harmless the District, its officers and employees from all suits, actions, or claims of any character brought because of injuries or damage received or sustained by any person, persons, or property; on account of the operations of the said Vendor, its agents, servants, or subcontractors; or on account of or in consequence of any neglect in safeguarding the work.

TERMINATION

Subject to the provision below, the contract may be terminated by the District upon thirty (30) days advance written notice to the other party; but if any work or service hereunder is in progress but not completed as of the date of termination, then this contract may be extended upon written approval of the District until said work or services are completed and accepted.

Termination for Cause: Termination by the District for cause, default, unsatisfactory performance or negligence on the part of the firm shall be excluded from the foregoing provision; termination costs, if any, shall not apply. The thirty, (30) days advance notice requirement is waived in the event of Termination for Cause. The failure of the successful Vendor to comply with the terms and conditions of this Proposal will subject this contract to revocation.

Unsatisfactory performance shall be defined as no service, consistent late service or failure to comply with the requirements of this Request for Proposal.

CERTIFICATION AND COMPLIANCE

The undersigned agrees to furnish the commodity and/or services stipulated in the attached Request, at the prices and terms stated, subject to the general conditions outlined and the specific conditions identified. If more than one company is involved in providing this solution and certifying its compliance with this Request, all companies should sign the certification as identified.

A signed contract furnished to the successful Vendor results in a binding contract without further action by either party. The contents of Vendor's response to this Request for Proposal will become part of the final contract between the parties.

TERM OF CONTRACT

The District intends to award a contract to one or more contractors for grounds care (lawn, snow removal, deicing/salting) services for 1661 Leforge, Ypsilanti, MI as identified with an effective start date of May 1, 2024 for a period of up to five (5) years, ending June 30, 2029. The District reserves an option to award the initial contract for one year, with an annual renewal extension up to four (4) additional years on a year-to-year basis subject to approval by the District's Board of Education, in its sole and absolute discretion. Proposers shall have no expectation of a contract beyond the initial one year term (12 month term) as identified within this RFP.

INSTRUCTIONS TO BIDDERS

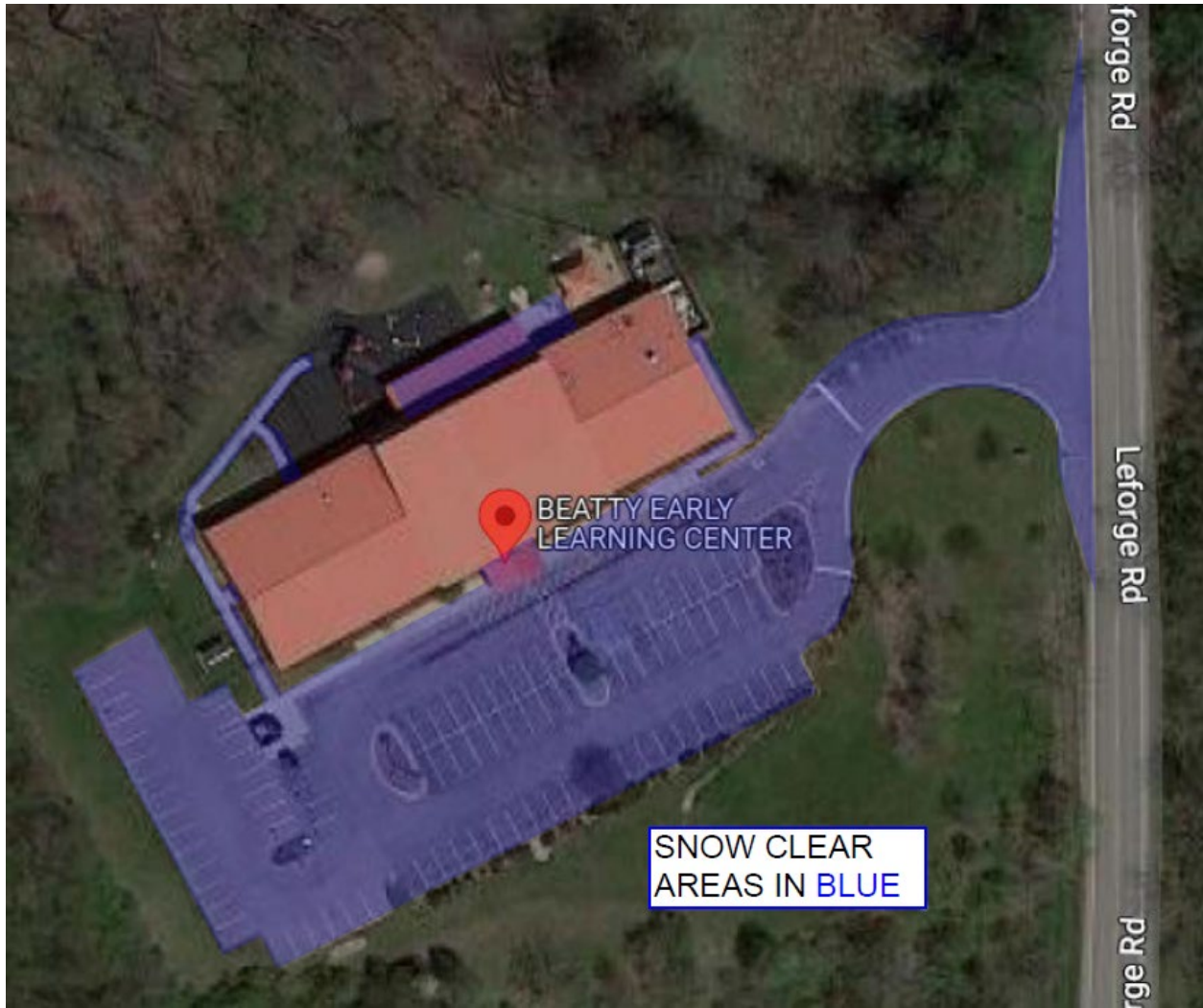
1. It shall be the Vendor's responsibility to read this entire document, review all enclosures and attachments, and comply with requirements specified within.
2. Proposals received after the deadline will not be accepted or considered.
3. Telephonic or facsimile proposals will not be accepted.
4. Unless otherwise specified, no Proposal may be withdrawn, changed or modified in any way for a period of ninety (90) calendar days from the date all Proposals are due.
5. Negligence on the part of the Vendor in preparing the Proposal confers no rights for the withdrawal or edit of the Proposal after it has been accepted.
6. Proposals received prior to the time of opening will be kept secure and unopened. No responsibility will be attached to any Washtenaw Intermediate School District employee who prematurely opens an incorrectly addressed Proposal.
7. If either a unit price or extended price is obviously in error, the incorrect price will be disregarded.
8. The Washtenaw Intermediate School District is exempt from State and Federal Taxes and will provide appropriate documentation to the awarded Vendor.
9. The Washtenaw Intermediate School District reserves the right to accept or reject any or all proposals, waive irregularities or defects, and accept other than the lowest proposal when deemed to be in the best interest of the school district.
10. All information included in a proposal response is subject to the Freedom of Information Act and may be disclosed in its entirety after the formal bid opening has been completed.
11. By submission of this Proposal, each Vendor certifies that the pricing structure has been arrived at independently from consultation, communication, or agreement of such prices for the purpose of restricting competition with any other Vendor or competitor.
12. Vendor, or agent, shall write (on each sheet of the attached forms) company name and initial and shall place signature on final page of Proposal documents.
13. Vendor agrees to hold harmless and save the Washtenaw Intermediate School District, its officers, agents and employees harmless from liability of any kind, including costs and expenses, with respect to any claim, action, cost of judgment for patent, copyright, or trademark infringement arising out of the purchase or use of equipment, materials, supplies or services covered by this Proposal request and any subsequent contract covered by this contract.
14. A completed, and clearly legible, Familial Disclosure Form must be included with each Proposal or the Proposal will not be accepted.
15. A completed, and clearly legible, Affidavit of Bidder, Iran Economic Sanctions Act Form must be included with each Proposal or the Proposal will not be accepted.
16. A completed, and clearly legible, "Pricing Proposal 1661 Leforge Snow Removal/Deicing/Salting Services Form" must be included with each Proposal for snow care services or the Proposal will not be accepted.
17. A completed, and clearly legible, "Pricing Proposal 1661 Leforge Lawn Care Services Form " must be included with each Proposal presenting pricing for lawn care services or the Proposal will not be accepted
18. A completed, and clearly legible, "Vendor Equipment List" must be included with each Proposal for snow care services or the Proposal will not be accepted.
19. A completed, and clearly legible, "Vendor Equipment List" must be included with each Proposal for lawn care services or the Proposal will not be accepted.
20. A written description of the "Escalation Process" by which vendor intends to resolve disputes must be included with each Proposal or the Proposal will not be accepted.

Scope of Work and Technical Requirements: Snow Removal Services

1. All Snow Removal Services must be available at the Contractor's pricing between November 1, 2024 and March 31, 2025 (year 1).
2. All work must be performed by the awarded Contractor. Sub-contracting must be approved, in writing, in advance, by the Washtenaw Intermediate School District's Director of Operations.
3. The Contractor will be responsible for supplying all equipment, labor, applicable insurance(s) and/or license(s), and product required for clearing snow and ice, and for distributing salt/ice-melt in the parking lots, loading docks and related drives at 1661 Leforge (per Exhibit A).
4. The Contractor shall ensure that all designated areas (Exhibit A) shall be completely plowed and cleared of snow/ice. All surfaces, including sidewalks, parking lots, driveways, etc. must be cleared of snow and have salt/ice-melt applied at least one and one half (1.5) hours prior to the start time for each facility (8:00 a.m./Monday-Friday).
5. On non-school days the schedule for plowing and salting is to be coordinated with the Washtenaw Intermediate School District's Director of Operations so that snow removal and salting is completed 2 hours before any scheduled events. Should the Washtenaw Intermediate School District/Washtenaw County Head Start program cancel school, the contractor shall still be responsible for clearing snow. Contractor shall work with the Director of Operations to prioritize needs to allow access to buildings. In most cases of school closure, ALL snow should be cleared by approximately 12:00 pm (noon) on the day of school closure.
6. Snow removal must be available at the Contractor's pricing 24 hours a day, 7 days a week, including holidays.
7. The Contractor will have salt/deicing product, vehicles, and services available for "on call" services, twenty-four (24) hours a day, seven (7) days a week, the Director of Operations may call for services. Response time to any facility is required to be no more than forty-five (45) minutes from request time.
8. Clearing of snow and ice from sidewalks is also included in this contract (Exhibit A).
9. The Contractor, prior to the first snowfall of the season, shall check all areas to note curbs, borders, play structures, fire hydrants, hedges, pipes, utilities, etc.
10. The Contractor shall mark all permanent hazards including fire hydrants with a flag, if needed, to prevent damage/accidents after heavy snow. Hydrants shall not be covered over during removal process and must be cleared of snow so hydrants remain accessible throughout the season.
11. When snow drifting and/or snow continues to fall after the snow has been initially plowed/removed, Contractor may be required to clear the designated areas as needed to assure maximum safety for facility users.
12. Snow removal shall occur (Monday - Friday) when one and one-half (1.5") inch or more of snow/sleet etc. accumulates on the ground surfaces, including sidewalks, parking lots, loading docks, driveways, etc. Snow removal shall occur as to maintain all surfaces, including sidewalks, parking lots, driveways, etc., in a "slip free" condition, to be cleared of snow and ice at all times. The District reserves the right to request additional snow removal frequency, as needed.

13. Snow/sleet, must be removed from the ground surfaces (i.e., parking lots, loading docks, driveways, etc.) and placed in collection areas in a manner which does not create snow piles/mounds which may cause dangerous conditions at any facility.
14. If accumulation conditions require, at the request of the District, the Contractor shall provide loaders, dump trucks, etc. to remove any excess snow accumulation. The Contractor shall not push snow into unauthorized areas, and if done, the Contractor, at its sole cost and expense, shall be required to remove snow from unauthorized areas.
15. Deicing/Salting shall occur (Monday – Friday) when 1/2” of snow/sleet or freezing rain accumulates on the ground surfaces, including parking lots, loading docks, driveways, etc. Salting shall occur as to maintain all surfaces, including parking lots, loading docks, driveways, etc., in a "slip free" condition. The District reserves the right to have the contractor salt at other times, including weekends or evenings. The District also reserves the right to postpone snow removal operations when weather, financial or other conditions necessitate a reduction of snow removal services.
16. The Contractor shall spread salt/ice melt only at spread rates agreed upon and approved by the School District.
17. If Contractor damages School District property (e.g., grass, parking blocks, signs, etc.) it shall be repaired at Contractor's sole cost and expense to a condition as good as prior to such damage. Repairs shall be completed by May 1st of that snow season.
18. Invoicing for the above services will be developed and submitted, via mail carrier, in a timely manner to: Washtenaw Intermediate School District, Head Start, PO Box 1406, Ann Arbor, MI 48106-1406. Content of the invoice must include a unique invoice numbering or identification code, the date(s) of service, each specific type(s) of service, location of the address serviced, and an invoice grand total cost of service. Remittance for such invoice will be sent within twenty-one (21) days of receipt of such invoice.

Snow Removal Services: Exhibit A



Pricing Proposal 1661 Leforge Snow Removal/Deicing/Salting Services Form

Company Name: _____

Address: _____

Signature: _____

Title: _____

Date: _____

Price/Cost per service, Exhibit A

A. Snow clearing/snow blowing/sidewalks (per service)
1.5" to 4" of snowfall... \$ _____

B. Snow clearing/snow blowing/sidewalks (per service)
4.25" to 8" of snowfall\$ _____

C. Snow clearing/snow blowing/sidewalks (per service)
8+" of snowfall\$ _____

D. Salting/Deicing application (per service\$ _____

Please indicate the method you use to determine the depth of snow.

Vendor Equipment List – Snow Removal Services

List the major moving equipment owned which allows you to fulfill this commitment:

Vehicle (Year/Make/Model)	Blade (Model/Size)	Salter/Spreader (Model/Size)

Supplemental Equipment (snow blowers, sweepers, gators, skid steer, etc.) owned and planned for use at 1661 Leforge

REFERENCES

References are not required at time of bid submission but will be required before a contract will be awarded. Vendors are encouraged to submit up to 3 professional references where similar services (snow removal/lawn care services) have been delivered within the most recent 2 years.

Company	Contact Name	Email Address/Phone

Escalation Process for complaints/disputes

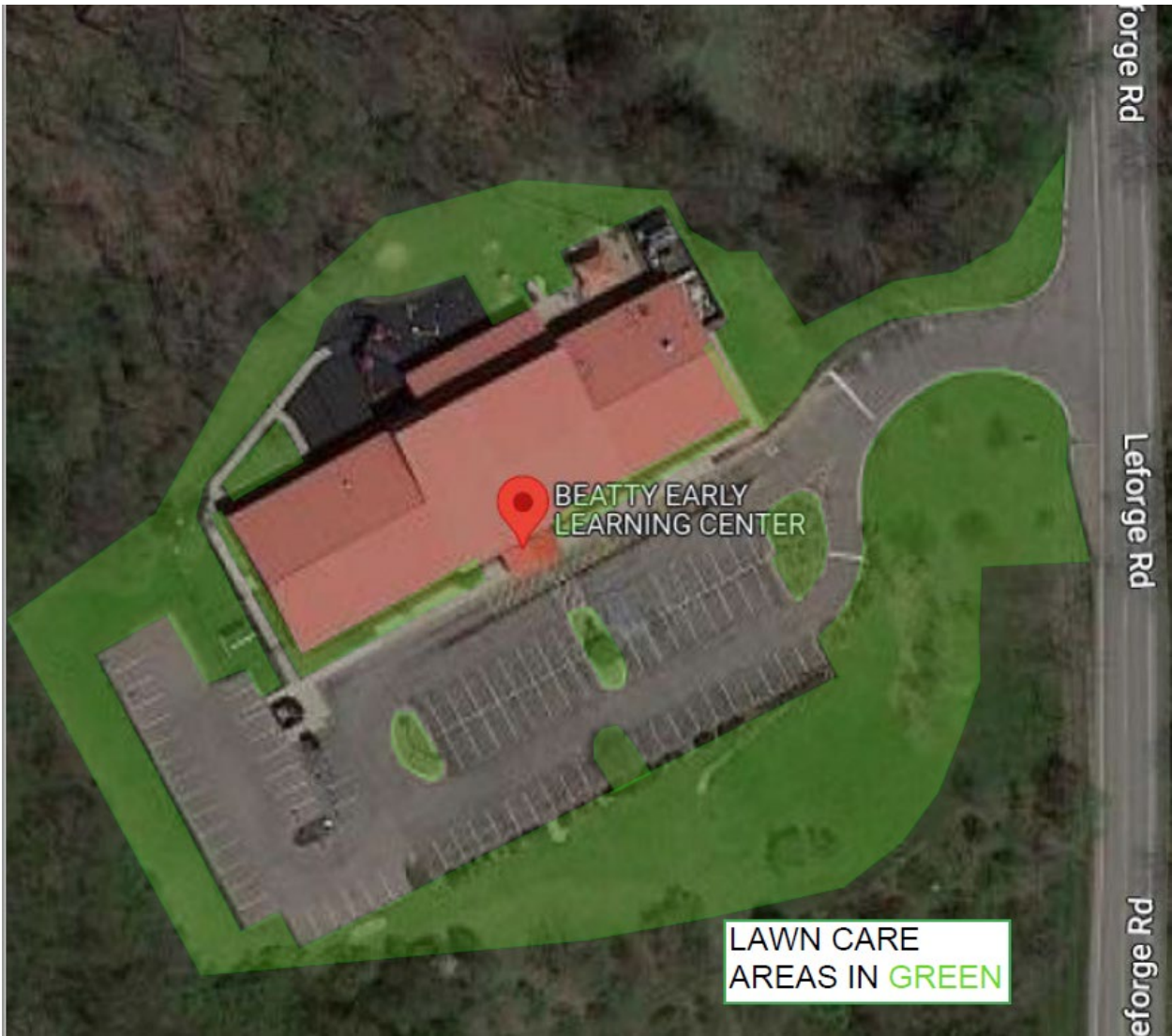
(Vendor to describe resolution process including first, second, third point of contact – and provide contact information for each step should a complaint or dispute with level of services arise):

Scope of Work and Technical Requirements: Lawn Care Services

1. All Lawn Care Services must be available at the Contractor's pricing between May 1, 2024 and October 30, 2024 (year 1).
2. All work must be performed by the awarded Contractor. Sub-contracting must be approved, in writing, in advance, by the Washtenaw Intermediate School District's Director of Operations.
3. The Contractor will be responsible for supplying all equipment, labor, applicable insurance(s) and/or license(s), required for lawn care services (turf cutting, mowing, mulching, clean up of clippings, spring and fall clean up, and tree trimming/limb removal services at 1661 Leforge per Exhibit B).
4. Lawn will be mowed to attain an approximate turf height of 3.5" and allowed to grow to no more than 5.5" in between trimmings/mowings.
5. The Washtenaw Intermediate School District reserves the right to reduce the frequency of mowing and trimming during periods of drought. During these periods, the visits would not be reduced to fewer than 2 per month.
6. Should there be times in which weather is inclement on the scheduled mowing day, the vendor must coordinate with the designated WISD contact for the next possible service day to be mowed to avoid disruption of school operations
7. Services may **not** be performed at times of arrival (8:00 am – 8:40 am) or dismissal (3:20 pm – 3:40 pm) or at lunch recess times (11:55 am – 12:35 pm).
8. Lawn Care Services are defined as "Trimming (mowing) of all grass (turf areas) as identified in Exhibit B (attached); edging of all lawns, sidewalks, drive areas as identified in Exhibit B (attached); and clean-up of all clippings."
9. Spring/fall clean up services are defined as "Removal of all leaves, debris, fallen branches, etc., as collected, seasonally in ornamental and shrubbery areas as identified in Exhibit B (attached); trimming of ornamentals, as necessary, as identified in Exhibit B."
10. Tree trimming, removal of tree limbs and mulching services to be performed on an "as-needed" basis or "as-requested" basis on a "time and materials" rate – defined as hourly cost to perform the work as quoted by the prospective contractor.

The schedule for lawn care services is to be coordinated, in writing, in advance, with the Washtenaw Intermediate School District Director of Operations.

Lawn Care Services: Exhibit B



Pricing Proposal 1661 Leforge Lawn Care Services Form

Company Name: _____

Address: _____

Signature: _____

Title: _____

Date: _____

Price/Cost per service, Exhibit B

A. Lawn care: Mowing, edging, cleanup of trimmings (per service)

\$ _____

B. Spring/Fall Clean Up (per service)

\$ _____

C. Tree trimming, limb removal (as requested, per hour, time and materials)

\$ _____

D. Mulching of beds (as requested). Show cost per yard of mulch placed.

\$ _____

Vendor Equipment List – Lawn Care Services

List the major moving equipment owned which allows you to fulfill this commitment:

Motorized Vehicle (Year/Make/Model/Deck Size) Description

Supplemental Equipment owned and planned for use at 1661 Leforge

REFERENCES

References are not required at time of bid submission but will be required before a contract will be awarded. Vendors are encouraged to submit up to 3 professional references where similar services (snow removal/lawn care services) have been delivered within the most recent 2 years.

Company	Contact Name	Email Address/Phone

Escalation Process for complaints/disputes

(Vendor to describe resolution process including first, second, third point of contact – and provide contact information for each step should a complaint or dispute with level of services arise):

FAMILIAL RELATIONSHIP DISCLOSURE STATEMENT

(This disclosure statement must be included with your bid as required by Public Act 232 of 2004)

All bids shall be accompanied by a sworn and notarized statement disclosing any familial relationship that exists between the owner or any employee of the bidder and any member of the Board of Education or Superintendent of Schools of the School District of Ypsilanti.

The undersigned, the owner or authorized officer of

(the "bidder"), pursuant to the familial disclosure requirement provided in the attached invitation to bid, hereby represent and warrant, except as provided below, that no familial relationships exist between the owner(s) or any employee of the company and any members of the Board of Education and Superintendent of the Washtenaw Intermediate School District. If such a relationship exists, please explain:

By: _____
(bidder's signature)

Name: _____
(type or print)

Date: _____

Subscribed and Sworn to Before Me

This _____ day of _____, 20__ A.D., in
and for the

County of _____, Michigan. My
commission

expires: _____.

Signature of Notary

AFFIDAVIT OF BIDDER, IRAN ECONOMIC SANCTIONS ACT

The undersigned, the owner or authorized officer of

(the "Bidder"), pursuant to the Iran Economic Sanctions Act (MCL 1290313) hereby represents and warrants that it is not an "Iran linked business."

BIDDER: _____

By: _____

Its: _____

STATE OF MICHIGAN

)

) ss.

COUNTY OF

)

The instrument was acknowledged before me on the _____ day of _____, 20____, by _____.

, Notary Public

_____ County, Michigan

My commission Expires: _____

Acting in the County of: _____

Proposal Due Date: March 28, 2024 at 11:00 a.m. EST
Proposals MUST be delivered to 1819 S. Wagner Road, Ann Arbor, MI 48103

Vendor Checklist: Snow Removal Services

Vendor/proposer Checklist

- Pricing Proposal 1661 Leforge Snow Removal/Deicing/Salting Services Form
- Equipment List
- (References) "Escalation Process" defined, in writing
- Familial Disclosure Form
- Affidavit of Bidder, Iran Economic Sanctions Act

Vendor Checklist: Lawn Care Services

Vendor/proposer Checklist

- Pricing Proposal 1661 Lawn Care Services Form
- Equipment List
- (References) "Escalation Process" defined, in writing
- Familial Disclosure Form
- Affidavit of Bidder, Iran Economic Sanctions Act

Bid Tabulation

Date: 3/28/2024
 Proposal: Beatty - Grounds Care

Contractor/ Vendor	Snow - 1.5-4	Snow - 4-8	Snow - 8+	Salt - Per Service	Lawn - Mowing Per Each	Spring Clean Up	Fall Clean Up	Mulch - Placed Per Yard	Familial Disclosure?	Iran Sanctions?
Currahee Inspection Services	\$ 1,200.00	\$ 4,800.00	\$ 480.00	\$ 400.00	\$ 500.00	\$ 1,500.00	\$ 1,500.00	40	Yes	Yes
Margolis	\$ 300.00	\$ 435.00	\$ 660.00	\$ 225.00	\$ 135.00	\$ 675.00	\$ 900.00	90	Yes	Yes
McIntosh Grounds	\$ 170.00	\$ 225.00	\$ 340.00	\$ 175.00	\$ 120.00	\$ 250.00	\$ 750.00	119	Yes	Yes
BNB Networks	\$ 170.00	\$ 940.00	\$ 1,650.00	\$ 378.00	\$ 620.00	\$ 1,550.00	\$ 2,480.00	210	Yes	Yes
RNA Facilities Management	\$ 220.00	\$ 380.00	\$ 540.00	\$ 360.00	\$ 105.00	\$ 350.00	\$ 350.00	88	Yes	Yes

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Tanner Rowe, Director of Operations

DATE: April 2, 2024

SUBJECT: Beatty – Janitorial Services

The administration recommends that the WISD Board of Education authorize the administration to approve a contract with DM Burr Facilities Management for the janitorial services at Beatty Early Learning Center School as outlined in the proposal request, with an annual amount not to exceed \$83,101.

On March 13, 2024, a request for proposals was publicly issued for custodial services at Beatty Early Learning Center. Subsequently, on March 21, 2024, we received a total of nine (9) proposals. Among these, DM Burr Facilities Management submitted a proposal for the most cost-effective routine janitorial services. Following a post-bid interview with DM Burr Group on April 1, 2024, it was confirmed that they provided pricing based on our request.

DM Burr Group has been collaborating with Washtenaw ISD for several years, providing services to our High Point School. Throughout this time, they have consistently demonstrated exemplary service. In addition to the routine janitorial services outlined in the proposal, DM Burr provided an alternative bid to offer year round services. The alternative bid would provide full time, year round employment for the day porter position at Beatty. Such an approach is expected to enhance the longevity of employment and result in better care for the facility.

Considering the track record of DM Burr Facilities Management, their commitment to excellence, and the comprehensive nature of their proposal, the administration believes that entering into a contract with them would be in the best interest of Beatty Early Learning Center.

Request for Proposal
Janitorial Services
Beatty Early Childhood Education Center
1661 Leforge, Ypsilanti, MI

Washtenaw Intermediate School District

The Washtenaw Intermediate School District is soliciting proposals for a potential two-year contract (24 months) from prospective vendors who specialize in providing janitorial labor services as described within the attached documents. Ensuing contract will be eligible for annual renewals, thereafter, for up to three (3) years. See following “Scope of Work and Technical Requirements.” Sealed proposals will be accepted until **Thursday, March 28, 2024, 10:00 a.m. EST**, after which time proposals will be opened and read aloud. All proposals will then be reviewed and considered. No emailed, faxed or electronic submissions are accepted. Proposals are to be addressed and delivered to:

Tanner Rowe, Director of Operations
Washtenaw Intermediate School District
1819 S. Wagner Road
Ann Arbor, MI 48103

Interested parties are strongly encouraged to attend the pre-proposal meeting and walk-through to be held on Thursday, March 21, 2024, at 3:30 p.m., 1661 LeForge, Ypsilanti, MI 48198.

Envelopes containing proposals must be sealed and clearly marked “**2024 Beatty Janitorial Labor Services Proposal – Do not Open**” with the name and return address of the vendor on the outside of the envelope. One signed original and two copies of the proposal shall be submitted.

No phone calls or individual meetings regarding this Request for Proposal will be accepted. Questions regarding the Request for Proposal must be directed via email only during the identified “Question Period” per the schedule below to:

sgordon@washtenawisd.org

ALL PARTIES WISHING TO RESPOND TO THIS REQUEST FOR PROPOSAL SHALL TAKE NOTICE OF INSTRUCTIONS TO BIDDERS.

Request for Proposal Issued	March 13, 2024
Pre-Proposal Meeting & Walk Thru	March 21, 2024; 3:30 pm EST
Question Deadline (email only)	March 25, 2024
Answers posted	March 26, 2024
Proposals Due	March 28, 2024 10:00 a.m. EST
Post-Bid Interviews	March 28 – 29, 2024
Board of Ed Recommendation	April 9, 2024
Start of contract (year one)	July 1, 2024

Hard copies of this RFP will not be provided at the mandatory pre-proposal meeting.

Request for Proposal:
Janitorial Services

DEFINITIONS

The District refers to the Washtenaw Intermediate School District.

Vendor/Bidder/Contractor/Proposer refers to all recipients/potential respondents of this Request.

Request/Proposal refers to the entire process, including the request, response, special provisions, specifications and/or requirements.

RFP refers to the Request for Proposal document in its entirety.

PRE-PROPOSAL MEETING

The purpose of the pre-proposal meeting will be to provide an overview of the District's request and provide a guided tour of the facilities. Vendors interested in submitting a proposal are strongly encouraged to have an authorized representative in attendance at the pre-proposal meeting. Attendees must sign in at the pre-proposal meeting.

RESERVATION OF RIGHTS

The District reserves the right, in its sole and absolute discretion, to accept or reject, in whole or in part, any or all Proposals with or without cause. The District further reserves the right to waive any irregularity or informality in the RFP process or any proposal, and the right to award the contract to any other than the lowest price vendor. The District reserves the right to request additional information or clarification from any or all vendors as well as reserves the right to negotiate with the vendor(s) regarding their proposals. The District reserves the right to award the contract in parts or in whole and may award the contract to more than one vendor.

The District reserves the right to waive any informalities, irregularities or technical defects in proposals, and unless otherwise specified by the District, to accept any item or groups of items in the proposal, as may be in the best interest of the District. The District retains the right to award the contract(s) in part or in whole, as may be in the best interest of the District. The District retains the right to qualify or disqualify vendors on the basis of available information pertaining to their service and/or suitability of the services proposed.

Any decision made by the District, including the contractor selection, shall be final.

REQUEST CLARIFICATION

A pre-proposal meeting as well as a specified period for questions has been established and defined within this request for proposal. Any questions relative to interpretation of the request, the scope of services or the proposal process shall be addressed as indicated in ample time within the period set.

Questions regarding this request should be directed in writing, via email only, to Shantell Gordon, WISD Facilities Assistant , at sgordon@washtenawisd.org as specified before the end of the deadline for questions as posted within the document and request schedule.

If applicable, answers citing the question(s) asked, but not identifying the questioner, will be posted to the WISD web site if deemed relevant by the District and made available to all vendors as listed at the mandatory pre-proposal meeting.

BID PREPARATION AND RELATED COSTS

All costs associated with the presentation of the proposal and any supplemental information shall be borne solely by the vendor and shall not be passed on to the District under any circumstances. The District reserves the right to request clarification of information and to request additional information from any or all vendors.

Vendors shall submit one original hard copy proposal, hand-signed, by an authorized member of the proposer's firm. No oral, facsimile, or emailed proposals will be accepted. In addition to the original hard copy proposal, vendors shall submit two (2) additional copies. The original copy must be clearly identifiable and indicated. All proposals must be submitted on the Proposal Forms as included within this RFP.

VENDOR RESPONSIBILITY

Vendors are expected to be thoroughly familiar with all specifications and requirements of this Request and to provide proposals using the specific forms as provided within the Request for Proposal. Failure or omission to examine any relevant form, article, site or document will not relieve a vendor from any obligation regarding this Request. If, at any time, the District discovers deviations in a response that are not identified, the vendor may be subject to disqualification from consideration or cancellation of contract.

Each proposer, by submitting its proposal, releases the District from any and all claims arising out of, and related to, the RFP process and selection of a vendor or vendors.

GENERAL CONSIDERATIONS

Proposals received after the time and date specified, whether delivered or mailed, will not be considered and will be returned unopened. The timely submission of a proposal response rests entirely with the Vendor. Delays resulting from postal handling or for any other reason will not extend the timeline for response.

As a result of this request, vendors may be invited for an in-person interview for further presentation of their submission. Note schedule of "Finalist Interviews," as specified within this request for proposal. Finalist interviews may be in-person or virtual, dependent on pandemic statistics and local/state government guidance on in-person gatherings at the stated time. Vendors are expected to have a representative available to attend during the interview schedule. Vendors unable to present during the interview period may be disqualified from consideration.

The vendor(s) to whom an award is made will be notified at the earliest possible date. The tentative acceptance of the Proposal(s) and award of the contract will be by a notice in writing via email. All prices proposed by the Vendor must be firm for 90 days from the due date of the proposal. If, for some reason, agreement with the selected vendor cannot be reached to the satisfaction of the District, negotiations may begin with another vendor within fourteen days after the initial finalist vendor selection.

PREPARATION OF PROPOSALS

To facilitate proposal preparation, a copy of this proposal in .PDF format may be obtained and downloaded from our website, <http://washtenawisd.org>; "Departments," "Business Services," "Bids."

If erasures or other changes appear on the proposal forms, each erasure or change must be initialed by the person signing the proposal.

Any documents intended to supplement or deviate from the express requirements of this proposal solicitation may result in rejection of that proposal. Any forms and contracts the vendor proposes to include as part of any agreement resulting from this Request between the Vendor and the District must be submitted as part of the proposal response. Any forms and contracts not submitted as part of the proposal and subsequently presented for inclusion may be rejected by the District. This requirement includes, but is not limited to, the following types of documents: contracts, licensing agreements, maintenance contracts, and system support agreements.

Proposals must be submitted (mailed, shipped, hand-delivered) to the Contact (Tanner Rowe, WISD Director of Operations, 1819 S. Wagner Road, Ann Arbor, MI 48103) as listed in the instructions to bidders.

MODIFICATION OR WITHDRAWAL OF PROPOSALS

A proposal that is in the possession of the Contact may be altered only by letter bearing the signature or name of the person authorized for proposing, provided the alteration is received **prior** to the deadline for all proposals. A letter may not reveal the proposal price but could indicate an addition, subtraction, or other change in the proposal. Any change in the pricing structure as proposed must be received via sealed mailing, package/letter delivery service, or hand-delivery **prior** to the deadline for submission and prior to the bid opening.

A proposal that is in the possession of the Contact may be withdrawn by the vendor in person or by written request up to the time of the proposal opening. Proposals may not be withdrawn after the proposal opening.

PERFORMANCE – FORCE MAJEURE

Successful vendors shall be excused from performance hereunder during the time and to the extent that vendor is prevented from obtaining, delivering, or performing in the customary manner by acts of God, fire, war, loss or shortage of transportation facilities, lockout or commandeering of raw materials, products, plants or facilities by the government. Vendor shall provide the District substantiating evidence that non-performance is due to other than fault or negligence on their part.

RESOLUTION OF DISPUTES

Any issues or provisions of the contract in dispute between the District and the vendor, which, in the judgment of either party to the contract may materially affect the performance of such party, shall be reduced to writing by both parties and delivered to the Operations Director. The District and the contractor shall promptly, thereafter, negotiate in good faith and use every reasonable effort to resolve such dispute in a mutually satisfactory manner.

ESCALATION

Vendors shall provide a detailed description, including contact titles and information as well as anticipated timeline of response, of their procedure for resolution of unsatisfactory issues with service.

CONFLICT OF INTEREST

Vendor warrants it has no interest and shall acquire no interest that would directly or indirectly conflict in any manner or degree with the performance of this proposal.

NON-COLLUSION

The vendor and the undersigned of any proposal certifies that their proposal has not been made or prepared in collusion or cooperation with any other proposing vendor, or representative thereof, and the prices, terms, or conditions of the proposal have not been communicated by or on behalf of the vendor to any other proposing vendor or potential vendor and will not be so communicated to any other vendor or potential vendor prior to the official opening of the proposals. This certification may be treated for all purposes as if it were a sworn statement made under oath, subject to the penalties of perjury.

INTEGRATION

All Proposal solicitation documents, vendor's response to each solicitation, all correspondence and addenda contain the entire understanding between the parties and any additions or modifications hereto may only be made in writing executed by both parties.

LAWS TO BE OBSERVED

The successful vendor shall keep fully informed on all federal and state laws, all local bylaws, regulations and all orders and decrees of bodies or tribunals having any jurisdiction or authority which in any manner affect those engaged or employed on the work or which in any way affect the ordinances, regulations, orders and decrees in force at the time of award. The successful vendor shall protect and indemnify the District and its representatives against any claim or liability arising from or based on the violation of any such law, bylaw, ordinance, regulation order or decree whether by himself or by his employee(s). No extension of time or additional payment be made for loss of time or disruption of work caused by any actions against the successful vendor for any of the above reasons.

The parties expressly agree and understand that the provider is not an employee or agent of the District in any sense but is a sole independent contractor.

DISCRIMINATION

The District hereby notifies all Vendors it will affirmatively insure that, in any contract entered into pursuant to this advertisement, minority business enterprises will be afforded full opportunity to submit Proposals in response to this Request and will not be discriminated against on the grounds of race, religion, color, sex, height, weight, handicap, marital status, national origin, or ancestry in consideration of an award. Vendor hereby agrees that should he/she be awarded this contract, Vendor will not discriminate against any person who performs work thereunder because of race, religion, color, sex, height, weight, handicap, marital status, national origin, or ancestry.

IMMIGRATION REFORM AND CONTROL ACT OF 1986

By submitting their Proposal, Vendors certify that they do not and will not during the performance of this contract employ illegal alien workers or otherwise violate the provisions of the Federal Immigration Reform and Control Act of 1986.

SCHOOL SAFETY INITIATIVE LEGISLATION

The contractor and all of its employees and agents providing janitorial services to the District shall meet the requirements of the School Safety Initiative Legislation, being MCL 380.1230, 380.1230a, 380.1230c, 380.1230d and 380.1230g. The contractor acknowledges and agrees that unless the District notifies the contractor that it is not subject to the provisions of the Michigan Public Act of 2006, as amended, the contractor will have any and all of its employees or representatives who will be on any District facility regularly and continuously to carry out the janitorial services as considered within this RFP fingerprinted and subject to criminal history and background checks through the Michigan State Police and Federal Bureau of Investigation, as

detailed in Public Act of 2006, as amended, prior to commencing any work. Additionally, unless notified, in writing, that it is not subject to Michigan Public Act 84 of 2006, as amended, the contractor represents and warrants to the District that it will at all times during the initial term or any renewal term of the contract be in compliance with the provisions of Michigan Public Act of 2006, as amended, including but not limited to, reporting to the District within three (3) business days of when any of its agents, employees or representatives who will be on the District's properties regularly and continuously to carry out the janitorial services as considered within this RFP is/are charged with a crime listed in Section 1535a(1) or 1539b(1) of the Revised School Code, being MCL 380.1539a(1) and 380.1539b(1), or a substantially similar law, and to report immediately to the District if that person is subsequently convicted, plead guilty, or plead no contest to that crime. The Contractor shall indemnify, defend, and hold the District, its employees, Board of Education, and each member thereof, harmless from and against any and all claims, counter-claims, suits, debts, demands, actions, judgments, liabilities, expenses, including actual attorney fees and actual expert witness fees, arising out of or on in connection with any violation of, or the contractor's failure to comply with the requirements of Michigan Public Act 84 of 2006, as amended. The contractor shall be responsible for all costs and expenses associated with the above-required fingerprinting and background checks. If requested, the contractor shall supply all necessary data and information, by the District, to enable the District to properly submit contractor and its employees/agents for inclusion in the State of Michigan Department of Education's list of 'registered educational personnel.'

SUBSTANCE FREE ENVIRONMENT

The use of tobacco, drugs or alcohol is prohibited in all District buildings, vehicles, and on the grounds of all District facilities.

FREEDOM OF INFORMATION ACT

Information submitted in vendor proposals becomes public information and, as such, is subject to public disclosure and review under the Michigan Freedom of Information Act. Information contained in the vendor's proposal which is company-confidential must be clearly identified in the proposal itself.

GOVERNING LAW

The laws of the State of Michigan shall govern the validity, construction and effect of this contract and any and all extensions and/or modifications. Michigan law shall govern regardless of any language in any attachment or other document that the vendor may propose.

SEVERABILITY

Should any provision of this contract be declared to be invalid by any court of competent jurisdiction, such provisions shall be severed and shall not affect the validity of the remaining provisions of this contract.

INSURANCE COVERAGE

The vendor, at its expense, must maintain during the terms of any subsequent contract the following minimum levels of insurance coverage:

1. Professional Liability Insurance with minimum limits of \$1 million per occurrence and \$1 million aggregate.
2. Workers Compensation Insurance which meets Michigan statutory requirements.
3. Comprehensive General Liability Insurance with minimum limits of bodily injury of \$500,000 per person and \$1 million aggregate and with minimum limits for property damage of \$500,000 each occurrence and \$1 million aggregate.

The vendor shall indemnify and save harmless the District, its officers and employees from all suits, actions, or claims of any character brought because of injuries or damage received or sustained by any person, persons, or property; on account of the operations of the said vendor, its agents, servants, or subcontractors; or on account of or in consequence of any neglect in safeguarding the work.

TERMINATION

Subject to the provision below, the contract may be terminated by the District upon sixty (60) days advance written notice to the other party; but if any work or service hereunder is in progress but not completed as of the date of termination, then this contract may be extended upon written approval of the District until said work or services are completed and accepted.

Termination for Cause: Termination by the District for cause, default, unsatisfactory performance, or negligence on the part of the firm shall be excluded from the foregoing provision; termination costs, if any, shall not apply. The sixty, (60) days advance notice requirement is waived in the event of Termination for Cause. The failure of the successful vendor to comply with the terms and conditions of this proposal will subject this contract to revocation.

Unsatisfactory performance shall be defined as no service, consistent late service, failure to adequately resolve ongoing reported deficiencies in level of service or failure to comply with the requirements of this Request for Proposal.

CERTIFICATION AND COMPLIANCE

The undersigned agrees to furnish the commodity and/or services stipulated in the attached Request, at the prices and terms stated, subject to the general conditions outlined and the specific conditions identified. If more than one company is involved in providing this solution and certifying its compliance with this Request, all companies should sign the certification as identified.

A signed contract furnished to the successful vendor results in a binding contract without further action by either party. The contents of vendor's response to this Request for Proposal will become part of the final contract between the parties.

INSTRUCTIONS TO BIDDERS

1. It shall be the vendor's responsibility to read this entire document, review all enclosures and attachments, and comply with requirements specified within.
2. Proposals received after the deadline will not be accepted or considered.
3. Telephonic proposals or facsimile proposals will not be accepted.
4. Unless otherwise specified, no proposal may be withdrawn, changed, or modified in any way for a period of ninety (90) calendar days from the date all proposals are due.
5. Negligence on the part of the vendor in preparing the proposal confers no rights for the withdrawal or edit of the proposal after it has been accepted.
6. Proposals received prior to the time of opening will be kept secure and unopened. No responsibility will be attached to any Washtenaw Intermediate School District employee who prematurely opens an incorrectly addressed proposal.
7. If either a unit price or extended price is obviously in error, the incorrect price will be disregarded.
8. The Washtenaw Intermediate School District is exempt from State and Federal Taxes and will provide appropriate documentation to the awarded vendor.
9. The Washtenaw Intermediate School District reserves the right to accept or reject any or all bids, waive irregularities or defects, and accept other than the lowest bid when deemed to be in the best interest of the school district.
10. All information included in a proposal response is subject to the Freedom of Information Act and may be disclosed in its entirety after the formal bid opening has been completed.
11. By submission of this proposal, each vendor certifies that the pricing structure has been arrived at independently from consultation, communication, or agreement of such prices for the purpose of restricting competition with any other vendor or competitor.
12. Vendor, or agent, shall enter or hand write (on each sheet of the attached forms in appropriate field provided) company name and initial and shall place signature on pricing page of proposal documents (in field provided).
13. Vendor agrees to hold harmless and save the Washtenaw Intermediate School District, its officers, agents and employees harmless from liability of any kind, including costs and expenses, with respect to any claim, action, cost of judgment for patent, copyright, or trademark infringement arising out of the purchase or use of equipment, materials, supplies or services covered by this proposal request and any subsequent contract covered by this contract.
14. A completed, and clearly legible, Familial Disclosure Form must be included with each proposal, or the proposal will not be accepted.
15. A completed, and clearly legible, Affidavit of Bidder, Iran Economic Sanctions Act Form must be included with each proposal, or the proposal will not be accepted.
16. A completed, and clearly legible, "Pricing proposal Beatty Early Learning Center Janitorial Services Routine and Restorative Form" must be included with each proposal or the proposal will not be accepted.
17. A completed, and clearly legible, "Proposed staffing schedule Beatty Early Learning Center Routine Janitorial Services Form" must be included with each proposal presenting pricing for Routine Janitorial Services or the proposal will not be accepted
18. A completed and clearly legible, "Proposed custodial equipment, products, and disposables list Beatty Early Learning Center" must be included with each proposal or the proposal will not be accepted.
19. Job descriptions for each position as listed on proposed staffing schedules submitted within this proposal must be included with the proposal or the proposal will not be accepted.

20. A completed, and clearly legible, "Supplemental pricing proposal for additional services Form" must be included with each proposal or the proposal will not be accepted.
21. A written description of the "Escalation Process" by which vendor intends to resolve disputes must be included with each proposal or the proposal will not be accepted.

TERM OF CONTRACT

The District intends to award a contract to one or more contractors for janitorial labor services for the District facility as identified with an proposed effective start date of July 1, 2024 for a period of up to two years (24 months) with a rolling renewal date effective July 1 and an ending date of June 30 each year. The District reserves an option to extend the initial contract by up to three (3) additional years on a year-to-year basis subject to approval by the District's Board of Education, in its sole and absolute discretion. Proposers shall have no expectation of a contract beyond the initial two year (24-month term) as identified within this RFP.

The scope of services requested are as defined within the RFP specifications and Master Schedule.

The successful contractor agrees to provide written/posted and accurate staffing schedules on a weekly basis throughout the duration of the service contract.

DISTRICT FACILITIES

For purposes of this RFP, the District requests janitorial labor services for:
1661 LeForge, Ypsilanti, MI 48198

Specifications including, but not limited to, cleanable square footage, room types, task types and frequency of tasks, for each specified facility, follow within this document.

The District reserves the right to negotiate for janitorial labor services with other vendors for district leased or owned facilities other than the Beatty Early Learning Center. A contract award resulting from this RFP for Janitorial Labor Services for Beatty Early Learning Center does not imply or guarantee similar agreements at other District locations.

SCOPE OF WORK AND TECHNICAL REQUIREMENTS

Vendor shall supply qualified and appropriate labor/supervision (personnel) to deliver routine janitorial services including all products, disposables, and equipment as identified in Attachment A: "Routine Cleaning Specifications."

Vendor shall supply qualified and appropriate labor/supervision (personnel) to deliver restorative (deep cleaning) janitorial services including all products, disposables, and equipment as identified in Attachment B: "Restorative Cleaning Specifications."

Additional details for the Beatty Early Learning facility follows; Attachment C: Beatty Early Learning Center

Vendor shall supply all products, disposables, dispensers, (including all cleaning chemicals, tools, hand soap, hand sanitizer, toilet tissue, disposable hand towels) and equipment as well as labor, appropriate training for labor force, and supervision. Vendor shall provide the district with relevant SDS (Safety Data Sheet) for any and all chemical(s) used or proposed for use on the property. Vendor is expected to use products/equipment responsibly and as per manufacturer instructions and to discard all chemicals, residue of chemicals (dirty mop bucket liquids, for example) legally and responsibly into sanitary drains. Vendor shall maintain and hold readily available all relevant SDS on site for products in use. All products will remain properly identified and labeled at all times. Vendor also agrees to adequately maintain any equipment used on site and to ensure it is safe and operational as designed by the manufacturer.

ATTACHMENT A – Routine Cleaning Specification (expectations). Beatty Early Learning Center
Preferably to be completed at a time when the facility is not occupied. Hours of occupancy are typically: M – F, 7:00 a.m. until 4:45 p.m.

In addition to the Routine Cleaning Specifications, Day Labor is required for a minimum of 8 hours between 7:00 a.m. and 3:30 p.m., Monday – Friday.

Day Labor to provide ongoing cleaning/disinfecting of door handles and high touch surfaces defined as restroom fixtures, light switches, appliance handles, etc.; sweep exterior entrance(s) or hand shovel/salt for snow in season as needed; attend to emergency spills, bodily fluids, restroom service needs, sweep interior hallway and discard any debris collected, support food/meal time trash removal, and minor/light duty custodial work as needed while in attendance. Exterior trash pickup as needed around the perimeter of the building.

Day Labor is expected to remain on-site and available for program needs for the duration of the 8-hour shift.

Master (Cleaning) Schedule

Lobby entrance area

Daily

- Vacuum carpet daily, prefer HEPPA filter style vacuum
- Clean both sides of glass doors
- Spot clean all walls, and windows
- Clean and disinfect door handles/door push paddles
- In season, sweep or brush leaves/debris from entryway, retrieve and discard (daytime labor)
- In season, sweep or brush snow at entry way, hand salt, when needed at times the snowplow provider is not readily available (daytime labor)

Weekly

- Dust all horizontal surfaces

Office Area including conference room – Front office, main office to building

Daily

- Empty all trash receptacles and replace liners
- Vacuum all carpeted traffic lane areas
- Spot clean all walls, light switches and doors
- Clean and disinfect conference room table tops

Weekly

- Dust and spot clean fixtures, high and low areas (pictures, clocks, partition tops etc.)
- Fully vacuum all carpets from wall to wall, including under desks, tables
- Dust ledges and windowsill
- Clean window/door pane glass

Staff Breakroom

Daily

- Empty trash receptacles
- Sweep floor
- Clean and Disinfect table top, sink and countertop
- Spot Mop hard floors

Weekly

- Fully mop hard floors

Classrooms (8)

Daily

- Empty all trash receptacles and replace liners as necessary
 - If liners are torn, clean soiled areas resulting from leaking liners
- Vacuum area rugs
- Spot clean all walls, light switches and doors
- Sweep or catch/dust mop hard floors and discard debris
- Spot clean hard floors

Weekly

- Fully mop hard floors

Children's Restrooms (4 + one in the gym) and Staff Restrooms (1 with 2 stalls, 1 private)**Daily**

- Sweep all hard floors, discard any debris collected
- Mop all hard floors
- Clean and disinfect fixtures
- Clean mirrors
- Spot clean vertical surfaces
- Empty all trash receptacles and replace liners
- Ensure hand soap, toilet tissue, and towel dispensers are filled and operational

Weekly

- Dust horizontal surfaces

Quarterly

- Machine scrub restroom floors

Hallway areas and Gymnasium**Daily**

- Sweep or catch/dust mop floors, discard debris collected
- Spot clean hard floors
- Vacuum carpet mats (. i.e., runners) as needed
- Clean and disinfect drinking fountain

Weekly

- Dust all high and low areas including, pictures, clocks etc.
- Auto scrub hard floors - wall to wall

Kitchen**Daily**

- Sweep or dust/catch mop floors and discard debris
- Spot mop floors
- Empty all trash receptacles and replace liners as necessary
- Spot clean all walls, light switches, and doors (vertical surfaces)
- Clean and disinfect door handles

Weekly

- Auto scrub hard floors - wall to wall
-

Laundry room

- Sweep or dust/catch mop floors and discard debris
- Spot mop floors
- Empty all trash receptacles and replace liners as necessary

Weekly

- Mop floors - wall to wall

Mechanical, Electrical rooms

- Excluded from contract

Janitorial closet/janitorial storage areas

- Vendor and employees are expected to maintain custodial closet/custodial storage areas in a reasonable and orderly fashion, keeping custodial storage areas locked with chemicals secured and stored appropriately when the area is not immediately in use.

ATTACHMENT B – Restorative Cleaning Specification (expectations). Beatty Early Learning Center

Vendor is expected to provide labor, equipment, supplies, materials, tools, etc. as needed in order to provide the following list of services per the frequency specified below. Vendor agrees to collaborate and communicate in advance with owner, scheduling tasks at mutually agreeable times at least 30 days in advance.

Some of these services may be arranged during breaks when students/staff are not scheduled to be in the facility during the normal school year including but limited to: spring break, winter break, summer break.

Restorative Janitorial Services – building wide

- Carpet Shampoo/Extraction/Cleaning - twice per year (to be scheduled at mutually agreeable times at least 30 days in advance)
- Strip & Wax VCT Floors twice per year (to be scheduled at mutually agreeable times at least 30 days in advance)
- Wash exterior windows – once per year (to be scheduled at mutually agreeable times at least 30 days in advance)
- Clean light lenses – twice per year
- Clean hvac vents/registers – twice per year

Attachment C: Site List

Beatty Early Learning Center, 1661 LeForge, Ypsilanti, MI 48198

17,500 square feet

11,375 (approximate) square feet resilient tile

3,500 (approximate) square feet carpet

1,925 (approximate) square feet, grouted, ceramic tile

15 toilets

15 toilet tissue dispensers

26 sinks

26 soap dispensers 28 hand towel dispensers

1 urinal

4, minimum, hand sanitizer dispensers

2 showers

2 drinking fountain(s)

General, regular school session schedule:

Final week of August, each year, through and inclusive of the second week of June, each year

Mondays – Fridays

Bell times: 8:00 a.m. – 3:15 p.m.

Staff schedule: 7:00 a.m. – 4:45 pm, Mondays – Fridays

Periodic special events and evening activities, including gym use:

As scheduled, Mondays – Fridays, inclusive - Does Not Apply

General Winter break:

Final two weeks of December each year, may be final week of December and first week of January, each year

General Spring break: One week – typically March or April, each year

General routine cleaning days/year (weekend days/holidays excepted):

204

The building is generally available for restorative cleaning days/year:

(Specific restorative services schedule to be mutually agreed upon, no less than 30 days in advance between owner and service provider)

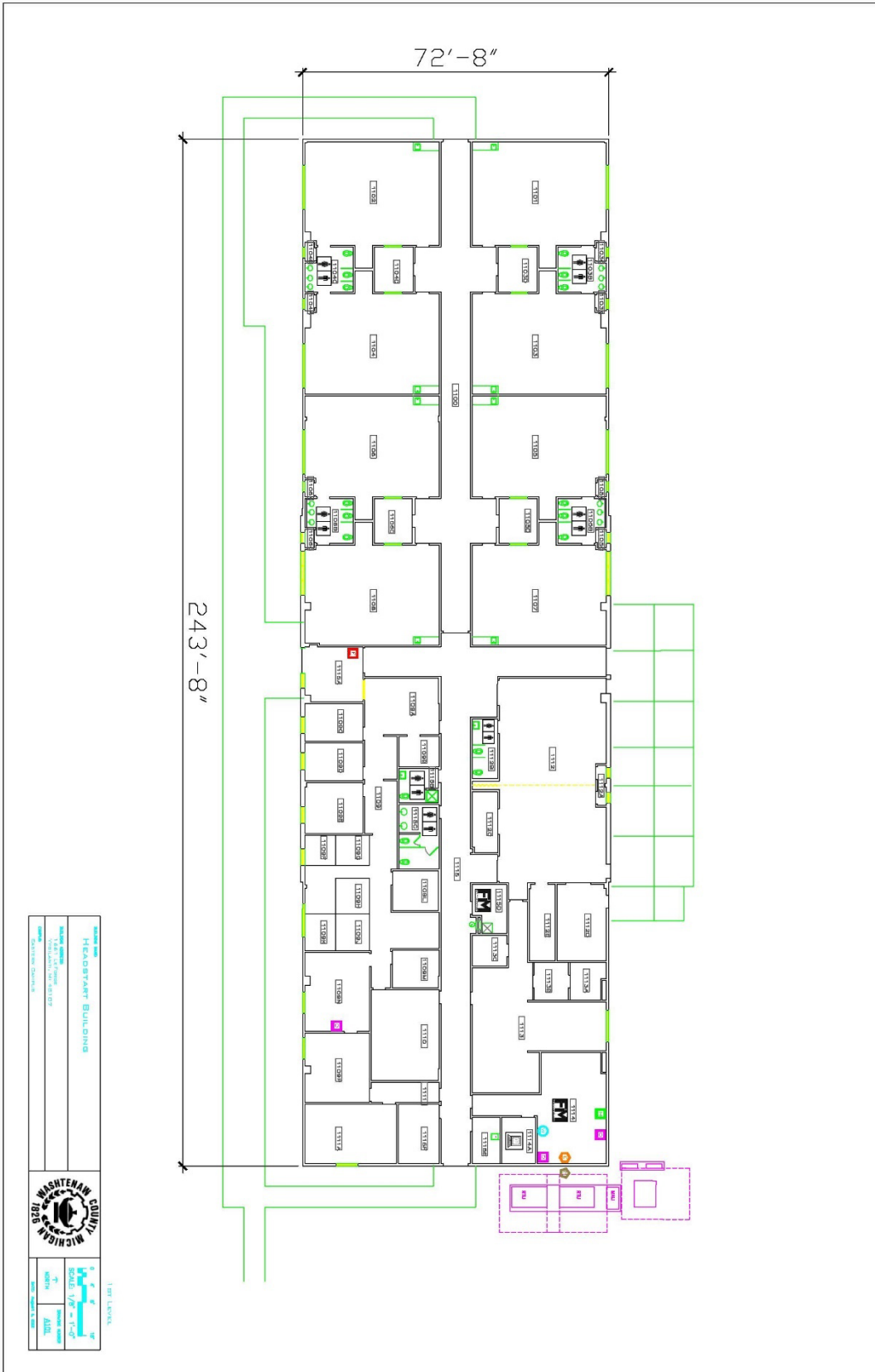
Spring Break: 5 weekdays

June: 7 weekdays

August: 15 weekdays

December/January: 10 weekdays

July: 19 weekdays



FAMILIAL RELATIONSHIP DISCLOSURE STATEMENT

(This disclosure statement must be included with your bid as required by Public Act 232 of 2004)

All bids shall be accompanied by a sworn and notarized statement disclosing any familial relationship that exists between the owner or any employee of the bidder and any member of the Board of Education or Superintendent of Schools of the School District of Ypsilanti.

The undersigned, the owner or authorized officer of

(the "bidder"), pursuant to the familial disclosure requirement provided in the attached invitation to bid, hereby represent and warrant, except as provided below, that no familial relationships exist between the owner(s) or any employee of the company and any members of the Board of Education and Superintendent of the Washtenaw Intermediate School District.

If such a relationship exists, please explain:

By: _____
(bidder's signature)

Name: _____ (type
or print)

Date: _____

Subscribed and Sworn to Before Me

This _____ day of _____, 2018 A.D., in
and for the

County of _____, Michigan. My
commission

expires: _____.

Signature of Notary.

Pricing Proposal: Beatty Early Learning Center - Janitorial Services

Routine Janitorial Services Cost per Attachment A – School Year, September 1 – June 30 (incl. Labor, Supervision, Administration, Chemicals, Disposables, Equipment and all other associated costs to deliver services)	Annual Cost, per Master Schedule A (to be billed on a monthly basis)
Year 1, July 1, 2024 – June 30, 2025	\$
Year 2, July 1, 2025 – June 30, 2026	\$
Option Year 3, July 1, 2026 – June 30, 2027	\$

Routine Janitorial Services – Summer Option (incl. Labor, Supervision, Administration, Chemicals, Disposables, Equipment and all other associated costs to deliver services)	Weekly rate, Per Master Schedule A (to be billed on a monthly basis)
Year 2, July 1, 2025 – June 30, 2026	\$
Option Year 3, July 1, 2026 – June 30, 2027	\$

Restorative Janitorial Services per Attachment B (incl. Labor, Supervision, Administration, Chemicals, Disposables, Equipment and all other associated costs to deliver services)	Total cost, lump sum (to be billed, lump sum, after services are delivered)
Year 1, July 1, 2024 – June 30, 2025	\$
Year 2, July 1, 2025 – June 30, 2026	\$
Option Year 3, July 1, 2026 – June 30, 2027	\$

Additional Costs, if any, not included in “lump sum” pricing as provided above. Please describe	Amount/Per (Event, Day, Etc.)
	\$
	\$
	\$
	\$
	\$

Company Name: _____ Initials: _____

Signature: _____ Date: _____

Proposed staffing schedule: Beatty Early Learning Center Janitorial Services (add additional lines where necessary)

Must include 8 hours, minimum, day labor. In the table below please show the proposed hours for completing the routine evening cleaning tasks.

Position / Title	Mon	Tues	Wed	Thurs	Fri

Vendor to include written job descriptions with proposal for each position as noted above.

Company Name: _____ Initials: _____

Proposed janitorial equipment list Beatty Early Learning Center

Motorized Custodial Equipment Description	Brand Name/Make	Model	Size/HP/Other applicable information
Non - Motorized Custodial Equipment Description	Brand Name/Make	Model	Size Other applicable information

Company Name: _____ Initials: _____

**Proposed Cleaning Chemicals, Disposables, Consumables List – Beatty Early Learning Center
(There is a preference to use diluted chemical systems: Hillyard Arsenal One)**

Routine Cleaning Chemicals – Product Name	Manufacturer	Purpose
Restorative Cleaning Chemicals/Products	Manufacturer	Purpose
Trash liners, other disposables, etc.		

*Dispensers Provided must be “touch free”

	Brand/Item Number/Item Name	Dispenser Type/Model Name
Toilet Tissue		
Hand Towels*		
Hand Soap*		
Hand Sanitizer*		

Company Name: _____ Initials: _____

Supplemental pricing proposal for additional services

Is your company able to provide “emergency” services, off schedule, to respond to custodial needs (plumbing overflows; emergency building repairs clean-up, etc.)? Yes No

If yes, please provide rates, by position title. Please include any and all administrative costs relative to each hour of custodial service (i.e. – supervision, executive management, administration, etc.” Also, include any minimums established for emergency response (ex: 4 hour minimum). Add additional lines where necessary. If rates vary by weekday/weekend, please specify.

Emergency Personnel Title	Cost per hour	Minimum

Is your company able to provide planned in advance, off-schedule custodial services, to respond to special event custodial needs (Ex: weekend events, special board meetings, enrollment fair, fund raisers, construction/renovation/building repairs, etc.)? Yes No

If yes, please provide rates, by position title. Please include any and all administrative costs relative to each hour of custodial service (i.e. – supervision, executive management, administration, etc.” Also, include any minimums established for emergency response (ex: 4 hour minimum). Add additional lines where necessary.

Off Schedule Personnel Title	Cost per hour	Minimum

Company Name: _____ Initials: _____

Escalation Process for complaints/disputes

(Vendor to describe resolution process including first, second, third point of contact – and provide contact information for each step should a complaint or dispute with level of services arise)

Company Name: _____ Initials: _____

Vendor/proposer Checklist – All documents below MUST be submitted with the proposal.

- Familial Disclosure Form
- Affidavit of Bidder, Iran Economic Sanctions Act Form
- “Pricing Proposal: Beatty Early Learning Center Janitorial Services” Form
- “Proposed staffing schedule: Beatty Early Learning Center Janitorial Services” Form
- “Proposed Janitorial Equipment List Beatty Early Learning Center” Form
- “Proposed cleaning chemicals, disposables, consumables list” Form
- Job Descriptions/Position Descriptions per vendor proposal
- “Supplemental pricing proposal for additional services” Form
- Escalation/Dispute Resolution Process

Deadline for submissions: Thursday, March 28, 2024, 10:00 a.m. EST

Bid Tabulation

Date: 3/28/2024

Proposal: Beatty - Janitorial Services

Contractor/ Vendor	Attachment A - Year 1 - Routine	Summer Option	Attachment B - Year 1 - Restorative	Year 1 - Routine and Restorative Combined	Familial Disclosure?	Iran Sanctions?	Completed Bid Sheet?
Citi Building Services	\$ 89,900.00	\$ 1,950.00	\$ 10,200.00	\$ 100,100.00	Yes	Yes	Yes
Hi-Tec Building Services	\$ 126,000.00	\$ -	\$ -	\$ 126,000.00	Yes	Yes	Yes
Facilities 360	\$ 75,919.00	\$ 1,797.00	\$ 6,293.00	\$ 82,212.00	Yes	Yes	Yes
Premium Services	\$ 162,076.00	\$ 3,116.00	\$ 19,085.00	\$ 181,161.00	Yes	Yes	Yes
BNB Networks	\$ 94,500.00	\$ 2,625.00	\$ 12,157.00	\$ 106,657.00	Yes	Yes	Yes
Lucashag Janitorial	\$ 589,517.00	\$ 12,733.40	\$ 6,170.00	\$ 595,687.00	Yes	Yes	Yes
RNA	\$ 78,211.00	\$ 2,000.00	\$ 5,200.00	\$ 83,411.00	Yes	Yes	Yes
Du-All Cleaning	\$ 6,234.00	\$ 5,670.00	\$ 2,750.00	\$ 8,984.00	Yes	Yes	Yes
DM Burr	\$ 65,190.00	\$ 1,466.00	\$ 22,943.00	\$ 88,133.00	Yes	Yes	Yes

TO: Naomi Norman, Superintendent; WISD Board of Education

FROM: Tanner Rowe, Director of Operations

DATE: April 2, 2024

SUBJECT: High Point – Solar Phase 2

The administration recommends that the WISD Board of Education authorize the administration to approve a contract with Homeland Solar for installation of solar panels at High Point School, with an amount not to exceed \$282,700.

When the solar system at High Point was originally designed and installed, it was prepped for future expansion. This solar phase 2, as we call it, will double the size of our solar array, greatly increasing our offset of energy purchased from the grid.

On March 13, 2024, a request for proposals was publicly issued for additional solar panels at High Point School. Proposals were received on April 2, 2024, in which a total of two (2) proposals were received. Among these, Homeland Solar submitted the most cost-effective proposal. A post-bid interview with Homeland Solar was conducted on April 2, 2024, and it was confirmed that they provided pricing based on our request.

Homeland Solar provided a voluntary alternate to install a different solar panel, which was approved by our engineering team CMTA. The voluntary alternate reduced their base bid price of \$290,000, down to \$257,000. With a proposed contingency of 10%, it brings the total recommended amount to \$282,700.

Homeland Solar is a local company here in Washtenaw County and has done many similar projects in the area, including Ann Arbor Public Schools and Ann Arbor Parks and Rec, just to name a few. They were also closely involved in the first phase of our solar project in 2022 and are very familiar with our site. Considering their knowledge and expertise in the solar industry, as well as commitment to the scope of work and similar experience in the K-12 sector, the administration believes that entering into a contract with Homeland Solar will result in a successful project. Funding for this project will come from our remaining 2019 High Point Bond Fund.



Bid Tabulation

Date: 4/2/2024

Proposal: High Point - Solar Phase 2

Contractor/ Vendor	Base Bid Amount	Alternate #1 Acknowledged?	Bid Bond?	Familial Disclosure?	Iran Sanctions?
Homeland Solar	\$ 290,000.00	Yes	Yes	Yes	Yes
NOVA Consultants	\$ 299,806.00	Yes	Yes	Yes	Yes



DATE: April 9, 2024

TO: Naomi Norman, Superintendent and
Members of the WISD Board of Education

FROM: Becky L. Mullins
Supervisor, Human Resources and Legal Services

RE: Updated Policies – First Read

The Policy Committee¹ recommends adoption of the proposed policy changes to the following as attached:

WISD Board Policies -

Policy #2410 – Prohibition of Referral or Assistance (Rescinded)

Policy #6325 – Procurement – Federal Grants/Funds

Policy #6520 – Payroll Deductions

Below are highlights of the Policy Committee’s recommendations to the Board:

Policy #2410 – Prohibition of Referral or Assistance: The legislature repealed the portions of the school aid act that require a disciplinary policy for providing abortion assistance and that provide additional limitations on instruction in reproductive health or other sex education, M.C.L. 388.1766 and 388.1766a respectively. Based on the repeal of these sections, PO 2410 needs to be rescinded as its sole purpose was to ensure compliance with the now-repealed section 1766.

Policy #6325 – Procurement – Federal Grants/Funds: A technical correction is being made to include a cross reference to Policy 6350 - Prevailing Wage with the intent of encouraging districts to review all related content during implementation. Also includes miscellaneous grammar/punctuation corrections. We also took the opportunity to make updates to the policy for our definition of a micro-purchase.

Policy #6520 – Payroll Deductions: This policy has been revised to reflect that districts can deduct union dues or services fees.

These revisions should be adopted in order to maintain accurate policies.

Enclosure

¹ Steve Olsen (Board Trustee), Mary Jane Tramontin (Board Vice President), Naomi Norman (Superintendent), Brian Marcel (Associate Superintendent), Cherie Vannatter (Deputy Superintendent), Cassandra Harmon-Higgins (Executive Director of Human Resources and Legal Services), and Becky Mullins (Supervisor of Human Resources and Legal Services)



Book: Policies for ISD Update
Section: Vol. 38, No. 2 - February 2024 ISD
Title: Vol. 38, No. 2 - February 2024 ISD Rescind PROHIBITION OF REFERRAL OR ASSISTANCE
Number: po2410

Rescind Policy - Vol. 38, No. 2

~~2410 - PROHIBITION OF REFERRAL OR ASSISTANCE~~

~~In accordance with Michigan statute, any school official, member of the Board, or employee of the Board who is not the parent or the legal guardian of the student involved is prohibited from referring a student for an abortion or assisting a student in obtaining an abortion. Any school official, member of the Board, or employee of the Board who violates this policy is subject to disciplinary action.~~

~~Any alleged violation of this policy shall be reported to the Superintendent, who shall follow the procedures set out in Policy 1439, Policy 3139, Policy 4139 or the current negotiated bargaining agreement, whichever is applicable, to investigate the allegation. If the allegation relates to a school official, member of the Board, or employee of the Board to whom Policy 1439, Policy 3139, Policy 4139 or a current negotiated bargaining agreement does not apply, the Superintendent shall conduct an investigation, as appropriate to the situation, including providing the person with reasonable notice and the opportunity to respond. All disciplinary measures available under Board Policy 1439, Policy 3139 or Policy 4139 may be utilized, as appropriate, if the Superintendent determines that a violation of this policy occurred.~~

~~© Neola 2019~~

Legal References
M.C.L. 388.1766

Book: Policies for ISD Update
Section: Vol. 38, No. 2 - February 2024 ISD
Title: Vol. 38, No. 2 - February 2024 ISD Technical Correction PROCUREMENT - FEDERAL GRANTS/FUNDS
Code: po6325
Status: Active

6325 - PROCUREMENT – FEDERAL GRANTS/FUNDS

Procurement of all supplies, materials, equipment, and services paid for from Federal funds or District matching funds shall be made in accordance with all applicable Federal, State, and local statutes and/or regulations, the terms and conditions of the Federal grant, Board of Education policies, and administrative procedures.

The Superintendent shall have and use a procurement and contract administration system in accordance with the USDOE requirements (2 C.F.R. 200.317-.326), including affirmative steps for small and minority businesses and women's business enterprises, for the administration and management of Federal grants and Federally-funded programs. The District shall maintain oversight that requires contractors to perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders. Except as otherwise noted, procurement transactions shall conform to the provisions of the District's documented general purchasing Policy 6320 and AG 6320A.

When required by Federal program legislation, all Federally-funded contracts in excess of \$2,000 related to construction, alteration, repairs, painting, decorating, etc. must comply with Davis-Bacon prevailing wage requirements.

All District employees, officers, and agents who have purchasing authority shall abide by the standards of conduct covering conflicts of interest and governing the actions of its employees, officers, and agents engaged in the selection, award, and administration of contracts as established in Policy 1130, Policy 3110, and Policy 4110 – Conflict of Interest.

The District will avoid acquisition of unnecessary or duplicative items. Additionally, consideration shall be given to consolidating or breaking out procurements to obtain a more economical purchase, and where appropriate, an analysis shall be made of lease versus purchase alternatives and any other appropriate analysis to determine the most economical approach. These considerations are given as part of the process to determine the allowability of each purchase made with Federal funds.

To foster greater economy and efficiency, the District may enter into State and local intergovernmental agreements where appropriate for procurement or use of common or shared goods and services.

Competition

All procurement transactions for the acquisition of property or services required under a Federal award paid for from Federal funds or District matching funds shall be conducted in a manner that encourages full and open competition and that is in accordance with good administrative practice and sound business judgment. In order to promote objective contractor performance and eliminate unfair competitive advantage, the District shall exclude any contractor that has developed or drafted specifications, requirements, statements of work, or invitations for bids or requests for proposals from competition for such procurements.

Some of the situations considered to be restrictive of competition include, but are not limited to, the following:

- A. unreasonable requirements on firms in order for them to qualify to do business;
- B. unnecessary experience and excessive bonding requirements;

- C. noncompetitive pricing practices between firms or between affiliated companies;
- D. noncompetitive contracts to consultants that are on retainer contracts;
- E. organizational conflicts of interest;
- F. specification of only a "brand name" product instead of allowing for an "or equal" product to be offered and describing the performance or other relevant requirements of the procurement; and
- G. any arbitrary action in the procurement process.

Further, the District does not use statutorily or administratively imposed State, local, or tribal geographical preferences in the evaluation of bids or proposals, unless 1) an applicable Federal statute expressly mandates or encourages a geographic preference; or 2) the District is contracting for architectural and engineering services, in which case geographic location may be a selection criterion provided its application leaves an appropriate number of qualified firms, given the nature and size of the project, to compete for the contract.

To the extent that the District uses a pre-qualified list of persons, firms, or products to acquire goods and services that are subject to this policy, the pre-qualified list includes enough qualified sources as to ensure maximum open and free competition. The District allows vendors to apply for consideration to be placed on the list semi-annually in June and December. ~~INSERT FREQUENCY; SEE DRAFTING NOTE~~ insert frequency, see Drafting Note.

~~DRAFTING NOTE: Drafting Note: The District shall allow vendors not on the pre-qualified list to apply for placement on the list periodically. The District may determine how frequently the pre-qualified list becomes open for new vendors or whether it is open continuously.]~~

The District shall require that all prequalified lists of persons, firms, or products which are used in acquiring goods and services are current and include enough qualified sources to provide maximum open and free competition. The District shall not preclude potential bidders from qualifying during the solicitation period.

Solicitation Language (Purchasing Procedures)

The District shall have written procurement procedures that require that all solicitations made pursuant to this policy incorporate a clear and accurate description of the technical requirements for the material, product, or service to be procured. Such description shall not, in competitive procurements, contain features which unduly restrict competition. The description may include a statement of the qualitative nature of the material and/or product or service to be procured and, when necessary, shall set forth those minimum essential characteristics and standards to which it shall conform if it is to satisfy its intended use. Detailed product specifications should be avoided if at all possible.

When it is impractical or uneconomical to make a clear and accurate description of the technical requirements, a "brand name or equivalent" description may be used as a means to define the performance or other salient requirements of procurement. The specific features of the named brand which shall be met by offers shall be clearly stated; and identify all requirements which the offerors shall fulfill and all other factors to be used in evaluating bids or proposals.

The Board will not approve any expenditure for an unauthorized purchase or contract.

Procurement Methods

The District shall have and use documented procedures, consistent with the standards described above for the following methods of procurement:

A. Informal Procurement Methods

When the value of the procurement for property or services under a Federal award does not exceed the simplified acquisition threshold, or a lower threshold established by the State, formal procurement methods are not required. The District may use informal procurement methods to expedite the completion of its transactions and minimize the associated administrative burden and cost. The informal methods used for procurement of property or services at or below the simplified acquisition threshold include:

1. Micro-Purchases

Procurement by micro-purchase is the acquisition of supplies or services, the aggregate dollar amount of which does not exceed \$_____ ~~[not to exceed \$10,000]. Fifty percent (50 %) of the amount allowed by State statute for a single item.~~ To the maximum extent practicable, the District should distribute micro-purchases equitably among qualified suppliers. Micro-purchases may be made without soliciting competitive quotations if the Superintendent considers the price to be reasonable based on research, experience, purchase history, or other relevant information, and documents are filed accordingly. The District shall maintain evidence of this reasonableness in the records of all purchases made by this method.

~~[] Unless otherwise defined by State or local law, Districts are responsible for determining and documenting an appropriate micro-purchase threshold based on internal controls, an evaluation of the risk, and its documented procurement procedures. The micro-purchase threshold used by the District shall be authorized or not prohibited under State, local, or tribal laws or regulations. A District which is qualified as a low-risk auditee for the most recent audit (C.F.R. 200.520) may increase the micro-purchase threshold up to \$_____ [SEE DRAFTING NOTE]. An eligible District may self-certify the micro-purchase threshold on an annual basis after completing the annual internal institutional risk assessment to identify, mitigate, and manage financial risks. The self-certification, in accordance with C.F.R. 200.334, must include a justification, clear identification of the threshold, and supporting documentation of the qualifications listed above. [DRAFTING NOTE: The Federal regulation allows for a \$50,000 threshold, however, the Revised School Code provides for a lower amount (\$26,046 for the 2021-22 year). While this authority is allowed for an entity qualified as a low-risk auditee, Neola does not suggest its use due to the complexity and subjectivity of the mechanism.]~~

2. Small Purchases

Small purchases include the acquisition of property or services, the aggregate dollar amount of which is higher than the micro-purchase threshold but does not exceed the ~~simplified acquisition~~ competitive bid threshold ~~established by the State of Michigan under M.C.L. Section 623a.~~ of \$_____. Small purchase procedures require that price or rate quotations shall be obtained from ~~[CHOOSE AN OPTION] (~~) _____ ~~[ENTER AMOUNT; SEE DRAFTING NOTE] (X) from~~ an adequate number of ~~[END-OF OPTION]~~ qualified sources. ~~[DRAFTING NOTE: Drafting Note: 1. The competitive threshold for the 2021-22 year is \$26,046, effective October 7, 2021. 2. Unless the pass-through entity or State law defines the number of quotes required, the District may define in policy how many quotations are adequate. The number must be greater than one (1).]~~

~~Districts are responsible for determining an appropriate simplified acquisition threshold based on internal controls, an evaluation of risk, and its documented procurement procedures which must not exceed the threshold established in the Federal Acquisition Regulations (FAR). When applicable, a lower simplified acquisition threshold used by the non-Federal entity must be authorized or not prohibited under State, local, or tribal laws or regulations.~~

B. Formal Procurement Methods

When the value of the procurement for property or services under a Federal award exceeds the simplified acquisition threshold, or a lower threshold established by the State, formal procurement methods are required. Formal procurement methods require following documented procedures. Formal procurement methods also require public advertising unless a non-competitive procurement method can be used in accordance with the standards on competition in C.F.R. 200.319 or non-competitive procurement. The formal methods of procurement are:

1. Sealed Bids

Sealed, competitive bids shall be obtained when the purchase of, and contract for, single items of supplies, materials, or equipment which amounts to more than the amount allowed by Michigan statute and when the Board determines to build, repair, enlarge, improve, or demolish a school building/facility the cost of which will exceed the amount allowed by Michigan statute. ~~[DRAFTING NOTE: The fiscal year 2021-22 base pertaining to construction, renovation, repair, or remodeling and the base pertaining to procurement of supplies, materials, and equipment is \$26,046, effective October 7, 2021.~~

In order for sealed bidding to be feasible, the following conditions shall be present:

- a. a complete, adequate, and realistic specification or purchase description is available;
- b. two (2) or more responsible bidders are willing and able to compete effectively for the business; and
- c. the procurement lends itself to a firm, fixed-price contract and the selection of the successful bidder can be made principally on the basis of price.

When sealed bids are used, the following requirements apply:

- a. Bids shall be solicited in accordance with the provisions of State law and Policy 6320. Bids shall be solicited from [CHOOSE OPTION] () [ENTER AMOUNT] (X) an adequate number of ~~[END OF OPTION]~~ qualified suppliers, providing sufficient response time prior to the date set for the opening of bids. The invitation to bid shall be publicly advertised.
- b. The invitation for bids will include product/contract specifications and pertinent attachments and shall define the items and/or services required in order for the bidder to properly respond.
- c. All bids will be opened at the time and place prescribed in the invitation for bids; bids will be opened publicly.
- d. A firm, fixed-price contract award will be made in writing to the lowest responsible bidder. Where specified in bidding documents, factors such as discounts, transportation cost, and life cycle costs shall be considered in determining which bid is lowest. Payment discounts may only be used to determine the low bid when prior experience indicates that such discounts are usually taken.
- e. The Board reserves the right to reject any or all bids for sound documented reason.

2. Proposals

Procurement by proposals is a method in which either a fixed-price or cost-reimbursement type contract is awarded. Proposals are generally used when conditions are not appropriate for the use of sealed bids or in the case of a recognized exception to the sealed bid method. **DRAFTING NOTE** Drafting Note: Like sealed bids, Federal law does not require a competitive proposal unless the procurement is for over \$250,000. The State/District may set a lower threshold for sealed bids and competitive proposals. Michigan law stipulates a threshold for which sealed bids are required. The competitive threshold for the 2021-22 year is \$26,046, effective October 7, 2021. (See Policy 6320.)

If this method is used, the following requirements apply:

- a. Requests for proposals shall be publicized and identify all evaluation factors and their relative importance. Any response to the publicized requests for proposals shall be considered to the maximum extent practical.
- b. Proposals shall be solicited from ~~[CHOOSE OPTION] ()~~ [ENTER AMOUNT] (X) an adequate number of ~~[END OF OPTION]~~ sources.
- c. The District shall use its written method for conducting technical evaluations of the proposals received and for selecting recipients.
- d. Contracts shall be awarded to the responsible firm whose proposal is most advantageous to the program, with price and other factors considered.

The District may use competitive proposal procedures for qualifications-based procurement of architectural/engineering (A/E) professional services whereby competitors' qualifications are evaluated and the most qualified competitor is selected, subject to negotiation of fair and reasonable compensation. The method, where price is not used as a selection factor, can only be used in the procurement of A/E professional services. It cannot be used to purchase other types of services, though A/E ~~that~~ firms are a potential source to perform the proposed effort.

3. Noncompetitive Procurement

Procurement by noncompetitive proposals allows for solicitation of a proposal from only one (1) source and may be used only when one (1) or more of the following circumstances apply:

- a. micro-purchases
- b. the item is available only from a single source (This must be documented and submitted to the Superintendent or his/her designee, for approval.)
- c. the public exigency or emergency for the requirement will not permit a delay resulting from publicizing a competitive solicitation
- d. the Federal awarding agency or pass-through entity expressly authorizes noncompetitive proposals in response to a written request from the District
- e. after solicitation of a number of sources, competition is determined to be inadequate

Domestic Preference for Procurement

-
As appropriate and to the extent consistent with law, the District shall, to the extent practicable under a Federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States. Such requirements shall be included in all subawards including all contracts and purchase orders for work or products under the Federal award.

Contract/Price Analysis

The District shall perform a cost or price analysis in connection with every procurement action in excess of the Simplified Acquisition Threshold set in the Federal Acquisition Regulation of any approved deviation from the threshold \$250,000, including contract modifications. A cost analysis generally means evaluating the separate cost elements that make up the total price, while a price analysis means evaluating the total price, without looking at the individual cost elements.

The method and degree of analysis are dependent on the facts surrounding the particular procurement situation; however, the District shall come to an independent estimate prior to receiving bids or proposals.

When performing a cost analysis, the District shall negotiate profit as a separate element of the price. To establish a fair and reasonable profit, consideration is given to the complexity of the work to be performed, the risk borne by the contractor, the contractor's investment, the amount of subcontracting, the quality of its record of past performance, and industry profit rates in the surrounding geographical area for similar work.

Time and Materials Contracts

The District uses a time-and-materials type contract only 1) after a determination that no other contract is suitable, and 2) if the contract includes a ceiling price that the contractor exceeds at its own risk. A time-and-materials type contract means a contract whose cost to the District is the sum of the actual costs of materials and direct labor hours charged at fixed hourly rates that reflect wages, general and administrative expenses, and profit.

Since this formula generates an open-ended contract price, a time-and-materials contract provides no positive profit incentive to the contractor for cost control or labor efficiency. Therefore, the District sets a ceiling price for each contract that the contractor exceeds at its own risk. Further, the District shall assert a high degree of oversight in order to obtain reasonable assurance that the contractor is using efficient methods and effective cost controls.

Suspension and Debarment

The District will award contracts only to responsible contractors possessing the ability to perform successfully under the terms and conditions of the proposed procurement. All purchasing decisions shall be made in the best interests of the District and shall seek to obtain the maximum value for each dollar expended. When making a purchasing decision, the District shall consider such factors as 1) contractor integrity; 2) compliance with public policy; 3) record of past performance; and 4) financial and technical resources.

The Superintendent shall have the authority to suspend or debar a person/corporation, for cause, from consideration or award of further contracts. The District is subject to and shall abide by the nonprocurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, 2 C.F.R. Part 180.

Suspension is an action taken by the District that immediately prohibits a person from participating in covered transactions and transactions covered under the Federal Acquisition Regulation (48 C.F.R. Chapter 1) for a temporary period, pending completion of an agency investigation and any judicial or administrative proceedings that may ensue. A person so excluded is suspended. (2 C.F.R. Part 180 Subpart G)

Debarment is an action taken by the Superintendent to exclude a person from participating in covered transactions and transactions covered under the Federal Acquisition Regulation (48 C.F.R. Chapter 1). A person so excluded is debarred. (2 C.F.R. Part 180 Subpart H)

The District shall not subcontract with or award subgrants to any person or company who is debarred or suspended. For contracts over \$25,000, the District shall confirm that the vendor is not debarred or suspended by either checking the Federal government's System for Award Management, which maintains a list of such debarred or suspended vendors, at www.sam.gov; collecting a certification from the vendor; or adding a clause or condition to the covered transaction with that vendor. (2 C.F.R. Part 180 Subpart C)

Bid Protest

The District maintains the following protest procedures to handle and resolve disputes relating to procurements and, in all instances, discloses information regarding the protest to the awarding agency.

A bidder who wishes to file a bid protest shall file such notice and follow procedures prescribed by the Request For Proposals (RFPs) or the individual bid specifications package for resolution. Bid protests shall be filed, in writing, with the Superintendent within seventy-two (72) hours of the opening of the bids in protest.

Within five (5) days of receipt of a protest, the Superintendent shall review the protest as submitted and render a decision regarding the merits of the protest and any impact on the acceptance and rejection of bids submitted. Notice of the filing of a bid protest shall be communicated to the Board and shall be so noted in any subsequent recommendation for the acceptance of bids and awarding of contracts.

Failure to file a notice of intent to protest, or failure to file a formal written protest within the time prescribed, shall constitute a waiver of proceedings.

Maintenance of Procurement Records

The District shall maintain records sufficient to detail the history of all procurements. These records will include, but are not necessarily limited to, the following: rationale for the method of procurement, selection of contract type, contractor selection or rejection, and the basis for the contract price (including a cost or price analysis).

**[Cross References:
po6350]**

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Legal References

2 C.F.R. 200.317-.326; Appendix II to Part 200

2 C.F.R. 200.520

Cross References

po6350 - PREVAILING WAGE

Classification

Topic

Technical Correction

Book: Policies for ISD Update
Section: Vol. 38, No. 2 - February 2024 ISD
Title: Vol. 38, No. 2 - February 2024 Revised PAYROLL DEDUCTIONS
Code: po6520
Status: Active

Revised Policy - Vol. 38, No. 2

6520 - PAYROLL DEDUCTIONS

The Board of Education authorizes in accordance with the provisions of law or upon proper authorization on the appropriate form that deductions be made from an employee's paycheck form for the following purposes:

- A. Federal and State income tax
- B. Social Security
- C. Municipal income tax
- D. Public School Employees Retirement System
- E. Michigan Public School Employment Retirement System (MPSERS) Tax Deferred Payment (TDP) plan
- F. other legally permissible deductions established through an applicable collective bargaining agreement
- G. Section 125 deductions (cafeteria plans)
- H. U.S. Savings Bonds
- ~~H.~~ direct deposit in a chartered credit union and/or bank
- ~~J.I.~~ contributions to United Way ~~charitable corporations, not for profit, and community fund organizations~~
- ~~K.J.~~ payment of group insurance premiums for a plan in which at least ten percent (10%) of the District employees participate
- ~~L.K.~~ payment for benefits of part-time employees who elect to participate in benefits provided to full-time staff
- ~~M.L.~~ court ordered judgments

~~Deductions are not allowed for dues or service fees for a labor organization or for contributions to political action committees. [Note: The prohibition on deduction of union dues or services fees is effective as of March 16, 2012, unless a collective bargaining agreement was in effect as of that date, then it becomes effective with the date of expiration, renewal or extension of that bargaining agreement.]~~

To the extent permitted by law and in accordance with the procedures set forth below, the Board of Education declares its willingness to enter into an agreement with any of its employees whereby the employee agrees to take a reduction in salary with respect to amounts earned after the effective date of such agreement in return for the Board's agreement to use a corresponding amount to ~~purchase an annuity for such employee (or group of employees desiring the same annuity company) from~~ remit to any company authorized to transact the business as specified in law in accordance with Section 403(b) of the Internal Revenue Code, and in accordance with the District's administrative guidelines. An employee may also agree to take a reduction in salary with respect to amounts earned after the effective date of such agreement in return for the District's agreement to use a corresponding amount to remit to any company authorized to transact the business as specified in law in accordance with Section 403(b) or 457(b) of the Internal Revenue Code and in accordance with the District's administrative guidelines. However, it shall be clearly understood that the Board's only function shall be the deduction and remittance of employee funds.

In any case ~~where the employee designates the agent, broker, broker or company through whom the Board shall arrange for the placement or purchase of the tax-sheltered annuity, the agent, broker, broker or company must execute a reasonable service agreement, an information sharing agreement, and/or other similar agreements as determined at the discretion of the District. The~~ the service agreement with the company shall include a provision that protects, indemnifies, and holds the District harmless from any liability attendant to procuring the annuity in accordance with provisions of the Internal Revenue Code and other applicable Federal or State law.

~~[] The agent, broker, broker or company must be designated by a number of employees equal to at least one percent (1%) of the Board's full time employees or at least five (5) employees, whichever is greater (except under no circumstances shall the agent, broker, broker or company need to be designated by more than fifty (50) employees).~~

~~[] The Board may waive this requirement for new employees who have already purchased annuities from an agent, broker, broker or company, not utilized by current employees in the District, while the individuals were employed by another public entity.~~

The Board may limit the number of participating providers and select approved providers.

The Board, by providing employees with payroll deduction services for annuities, is not providing any financial advice to employees, and is not vouching for the suitability of any investment or any annuity provider. The District assumes no responsibility or liability for any investment decisions or losses with respect to employee annuity purchases.

Said agreement shall comply with all of the provisions of law and may be terminated as said law provides upon notice in writing by either party. Employees shall notify the Superintendent's Office in writing if they wish to participate in such a program.

M.C.L. 380.1224, 408.477; 423.210 (2012 P.A. 53)
M.E.A. v. Secretary of State, (on rehearing) 489 Mich. 104 (2011)
Mich. OAG 7187 (2006)

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Legal References

M.C.L. 380.1224, 408.477

**GENERAL APPROPRIATIONS RESOLUTION
RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION
WASHTENAW INTERMEDIATE SCHOOL DISTRICT
GENERAL EDUCATION BUDGET 4/9/24**

RESOLVED, that this resolution shall be the general appropriations of the Washtenaw Intermediate School District for the fiscal year 2024-2025; A resolution to make appropriations; and to provide for the disposition of all income received by the Washtenaw Intermediate School District.

BE IT FURTHER RESOLVED, that the total revenue, including a tax levy of **.0937 mills**, and unappropriated fund balance be available for appropriations in the **GENERAL EDUCATION FUND** of the Washtenaw Intermediate School District for the fiscal year 2024-2025 as follows:

REVENUES	<u>Original</u>
Local Revenue	\$ 3,126,111
Non - Educational Entity Revenue	\$ 2,890,314
State Revenue	16,635,354
Federal Revenue	6,756,633
Incoming Transfers & Other Transactions	3,966,158
Fund Modifications	54,870
TOTAL REVENUE AND INCOMING TRANSFERS	<u>\$ 33,429,440</u>
FUND BALANCE AS OF JULY 1ST	\$ 5,101,710
Less Appropriated Fund Balance	
FUND BALANCE AVAILABLE TO APPROPRIATE	<u>\$ 5,101,710</u>
TOTAL AMOUNT AVAILABLE TO APPROPRIATE	\$ 38,531,150

BE IT FURTHER RESOLVED, that \$33,882,274 of the total available to appropriate in the **GENERAL EDUCATION FUND** is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES	
Basic Programs, Instruction	\$ 1,874,911
Added Needs, Instruction	11,366
Adult Continuing Education	134,174
Pupil Support	1,431,325
Instructional Support	6,204,967
General Administration	857,778
School Administration	142,967
Business Support	542,232
Operations/Maintenance	485,805
Transportation	71,250
Central Services	4,449,869
Other Support Services	136,020
Community Services	4,295,050
	<u>\$ 20,637,714</u>
Outgoing Transfers & Other Transactions	13,244,560
Other Financing Uses	-
Fund Modifications	-
TOTAL APPROPRIATED	<u>\$ 33,882,274</u>
FUND BALANCE ENDING JUNE 30TH	<u>\$ 4,648,876</u>

**WASHTENAW INTERMEDIATE SCHOOL DISTRICT
GENERAL EDUCATION BUDGET COMPARISON
2024-2025 BUDGET REVIEW**

REVENUES	2022-23 Actual Revenue & Expenses	2023-24 Amended 2/13/24 Budget	2024-25 Projected Budget
Local Revenue 100	\$ 3,063,021	\$ 7,912,616	\$ 3,126,111
Non- Educational Entity Revenue 200	\$ -	\$ -	\$ 2,890,314
State Revenue 300	15,138,018	23,977,111	16,635,354
Federal Revenue 400	8,111,119	8,368,262	6,756,633
Incoming Transfers & Other Transactions 500	2,117,596	4,591,798	3,966,158
Fund Modifications 600	54,175	54,870	54,870
TOTAL REVENUE AND INCOMING TRANSFERS	\$ 28,483,929	\$ 44,904,657	\$ 33,429,440
EXPENDITURES			
Basic Programs, Instruction 110	\$ 521,571	\$ 1,874,911	\$ 1,874,911
Added Needs, Instruction 120	73,596	14,371	11,366
Adult and Continuing Education 130	322,344	450,645	134,174
Pupil Support 210	1,594,768	5,749,053	1,431,325
Instructional Support 220	5,642,010	8,491,783	6,204,967
General Administration 230	771,780	835,012	857,778
School Administration 240	81,011	94,069	142,967
Business Support 250	500,918	443,850	542,232
Operations/Maintenance 260	704,966	620,836	485,805
Transportation 270	74,123	126,568	71,250
Central Services 280	3,465,861	4,329,905	4,449,869
Other Support Services 290	129,229	130,453	136,020
Community Services 300	1,827,531	4,626,603	\$ 4,295,050
TOTAL EXPENDITURES	\$ 15,709,708	\$ 27,788,059	\$ 20,637,714
Outgoing Transfers & Other Transactions 400	12,632,104	17,100,738	13,244,560
Other financing uses	-	-	-
Fund Modifications 600	300,912	-	-
TOTAL EXPENDITURES AND OTHER TRANSACTIONS	\$ 28,642,724	\$ 44,888,797	\$ 33,882,274
EXCESS REVENUE OR (EXPENDITURES)	\$ (158,795)	\$ 15,860	\$ (452,834)
FUND BALANCE AS OF JULY 1ST	5,244,645	\$ 5,085,850	\$ 5,101,710
FUND BALANCE ENDING JUNE 30TH	\$ 5,085,850	\$ 5,101,710	\$ 4,648,876

General Education 2024-25 Original TITLES	REGULAR BUDGET	1069 Technology REMC 2025	2252 Heaviland Mental Health and Support Services 2022	2253 Heaviland Mental Health and Support Services 2023	2273 Heaviland ISD Mental Health Admin 2023	2274 Heaviland ISD Mental Health Admin 2024
REVENUES						
Local Sources	\$ 2,540,152	\$ 11,322	\$ -	\$ -	\$ -	\$ -
Non -Educational Entity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	3,346,298	-	145,615	505,379	9,574	105,893
Federal Sources		-	-	-	-	-
Incoming Transfers/Other	471,800	-	-	-	-	-
Fund Modifications	54,870	-	-	-	-	-
TOTAL REVENUES	\$ 6,413,120	\$ 11,322	\$ 145,615	\$ 505,379	\$ 9,574	\$ 105,893
EXPENDITURES						
Basic Programs, Instruct. 110	\$ 1,700	\$ -	\$ -	\$ -	\$ -	\$ -
Added Needs, Instruct. 120	-	-	-	-	-	-
Adult Continuing Education 130	-	-	-	-	-	-
Pupil Support 210	130,570	-	100,292	300,855	-	-
Instructional Staff Support 220	2,422,892	11,322	45,323	204,524	-	-
General Administration 230	857,778	-	-	-	-	-
School Administration 240	-	-	-	-	-	-
Business Support 250	391,066	-	-	-	-	-
Operations /Maintenance 260	485,805	-	-	-	-	-
Transportation 270	71,250	-	-	-	-	-
Central Support 280	2,125,100	-	-	-	9,574	105,893
Other Support 290	136,020	-	-	-	-	-
Community Services 300	75,952	-	-	-	-	-
TOTAL EXPENDITURES	\$ 6,698,133	\$ 11,322	\$ 145,615	\$ 505,379	\$ 9,574	\$ 105,893
Outgoing Transfers/Other 400	35,143	-	-	-	-	-
Other Financing Uses 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Modifications 600	(77,219)	-	-	-	-	-
TOTAL APPROPRIATED	\$ 6,656,057	\$ 11,322	\$ 145,615	\$ 505,379	\$ 9,574	\$ 105,893
EXCESS REV/EXPENSE	\$ (242,937)	\$ -	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE	\$ 5,101,710	\$ -	\$ -	\$ -	\$ -	\$ -
ENDING FUND BALANCE	\$ 4,858,773	\$ -	\$ -	\$ -	\$ -	\$ -

General Education 2024-25 Original TITLES	2494 Heaviland 31aa Per Pupil Mental Health 2024	3294 Banks Mistem 2024	3295 Banks Mistem 2025	3315 Banks ADULT ED 2025	3324/3325 Banks Mistem Region 2024 & 2025	3365 Banks Early literacy 2025	3405 Manuszak GSRP Formula 2025
REVENUES							
Local Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non -Educational Entity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	164,118	107,674	50,006	3,265,490	206,025	958,155	7,268,117
Federal Sources	-	-	-	-	-	-	-
Incoming Transfers/Other	-	-	-	-	-	-	-
Fund Modifications	-	-	-	-	-	-	-
TOTAL REVENUES	\$ 164,118	\$ 107,674	\$ 50,006	\$ 3,265,490	\$ 206,025	\$ 958,155	\$ 7,268,117
EXPENDITURES							
Basic Programs, Instruct. 110	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Added Needs, Instruct. 120	-	-	-	-	-	-	-
Adult Continuing Education 130	-	-	-	134,174	-	-	-
Pupil Support 210	-	-	-	49,556	-	-	-
Instructional Staff Support 220	-	107,674	-	-	206,025	558,155	1,025,874
General Administration 230	-	-	-	-	-	-	-
School Administration 240	-	-	-	138,011	-	-	-
Business Support 250	-	-	50,006	19,176	-	-	81,984
Operations /Maintenance 260	-	-	-	-	-	-	-
Transportation 270	-	-	-	-	-	-	-
Central Support 280	-	-	-	11,894	-	-	154,851
Other Support 290	-	-	-	-	-	-	-
Community Services 300	164,118	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 164,118	\$ 107,674	\$ 50,006	\$ 352,811	\$ 206,025	\$ 558,155	\$ 1,262,709
Outgoing Transfers/Other 400	-	-	-	2,912,679	-	400,000	6,005,408
Other Financing Uses 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Modifications 600	-	-	-	-	-	-	-
TOTAL APPROPRIATED	\$ 164,118	\$ 107,674	\$ 50,006	\$ 3,265,490	\$ 206,025	\$ 958,155	\$ 7,268,117
EXCESS REV/EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

General Education 2024-25 Original TITLES	3434/3435 Manuszak Great Start 32p 990 2024 and 2025	3434/3435 Manuszak Great Start 32p 991 2024 and 2025	3434/3435 Manuszak Great Start 32p HV 997 2024 and 2025	4005 Heaviland Perkins 2025	4895 Colligan Erate 2025	6174/6175 Hierman TI RAG 2024 & 2025	6185 Vannatter HRA 2025
REVENUES							
Local Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non -Educational Entity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	223,080	38,611	152,605	-	-	-	-
Federal Sources	-	-	-	708,560	7,520	174,426	416,890
Incoming Transfers/Other	-	-	-	-	-	-	-
Fund Modifications	-	-	-	-	-	-	-
TOTAL REVENUES	\$ 223,080	\$ 38,611	\$ 152,605	\$ 708,560	\$ 7,520	\$ 174,426	\$ 416,890
EXPENDITURES							
Basic Programs, Instruct. 110	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Added Needs, Instruct. 120	-	-	-	-	-	-	-
Adult Continuing Education 130	-	-	-	-	-	-	-
Pupil Support 210	-	38,611	149,870	-	-	-	416,890
Instructional Staff Support 220	-	-	-	-	-	-	-
General Administration 230	-	-	-	-	-	-	-
School Administration 240	-	-	-	-	-	-	-
Business Support 250	-	-	-	-	-	-	-
Operations /Maintenance 260	-	-	-	-	-	-	-
Transportation 270	-	-	-	-	-	-	-
Central Support 280	-	-	2,735	115,953	7,520	167,157	-
Other Support 290	-	-	-	-	-	-	-
Community Services 300	223,080	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 223,080	\$ 38,611	\$ 152,605	\$ 115,953	\$ 7,520	\$ 167,157	\$ 416,890
Outgoing Transfers/Other 400	-	-	-	592,607	-	-	-
Other Financing Uses 500	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Modifications 600	-	-	-	-	-	7,269	-
TOTAL APPROPRIATED	\$ 223,080	\$ 38,611	\$ 152,605	\$ 708,560	\$ 7,520	\$ 174,426	\$ 416,890
EXCESS REV/EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

General Education 2024-25 Original TITLES	6354/6355 Hierman McKinney Vento 2025	6362/6364 Hierman ARP Mckinney Vento 2022-2024	6844/6845 Hierman TIII 2024 & 2025	7025 Banks Afghan Impact Support 2025	7235 Manuszak 000/987/988 Head Start 2025	9200 Manuszak OCED 2025	9615 Hierman Umatter 2025	9625 Norman Wash County Savings Plan 2025
REVENUES								
Local Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 90,000	\$ -	\$ -
Non -Educational Entity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 351,461	\$ 2,538,853
State Sources	-	-	-	-	-	-	-	-
Federal Sources	14,532	57,836	11,151	103,496	4,872,340	-	-	-
Incoming Transfers/Other	-	-	-	68,998	-	-	-	-
Fund Modifications	-	-	-	-	-	-	-	-
TOTAL REVENUES	\$ 14,532	\$ 57,836	\$ 11,151	\$ 172,494	\$ 4,872,340	\$ 90,000	\$ 351,461	\$ 2,538,853
EXPENDITURES								
Basic Programs, Instruct. 110	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Added Needs, Instruct. 120	-	-	-	-	-	-	-	-
Adult Continuing Education 130	-	-	-	-	-	-	-	-
Pupil Support 210	-	16,917	-	-	-	-	124,341	-
Instructional Staff Support 220	-	-	11,151	172,494	273,444	-	184,883	-
General Administration 230	-	-	-	-	-	-	-	-
School Administration 240	-	-	-	-	-	-	-	-
Business Support 250	-	-	-	-	-	-	-	-
Operations /Maintenance 260	-	-	-	-	-	-	-	-
Transportation 270	-	-	-	-	-	-	-	-
Central Support 280	-	-	-	-	187,314	-	-	7,500
Other Support 290	-	-	-	-	-	-	-	-
Community Services 300	14,532	40,919	-	-	1,112,859	90,000	42,237	2,531,353
TOTAL EXPENDITURES	\$ 14,532	\$ 57,836	\$ 11,151	\$ 172,494	\$ 1,573,617	\$ 90,000	\$ 351,461	\$ 2,538,853
Outgoing Transfers/Other 400	-	-	-	-	3,298,723	-	-	-
Other Financing Uses 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Modifications 600	-	-	-	-	-	-	-	-
TOTAL APPROPRIATED	\$ 14,532	\$ 57,836	\$ 11,151	\$ 172,494	\$ 4,872,340	\$ 90,000	\$ 351,461	\$ 2,538,853
EXCESS REV/EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

General Education 2024-25 Original TITLES	9634 Norman Justice Leaders 2025	942-9640 Technology Mich Virtual University 2025	943-9640 Technology Follett 2025	947-9640 Technology LEA Fiber Pole Fees 2025	949-9640 Technology PSSE Gen Ed 504 2025	9660 Technology LEA Tech Services 2025	9685 Heaviland Health School MDHHS 2025	9700 Higgins Fingerprinting and ICHAT 2025
REVENUES								
Local Sources	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 78,000
Non -Educational Entity	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources	-	-	-	-	-	-	88,714	-
Federal Sources	-	-	-	-	-	-	-	-
Incoming Transfers/Other	20,000	1,873,211	98,768	15,319	9,045	1,302,753	-	25,000
Fund Modifications	-	-	-	-	-	-	-	-
TOTAL REVENUES	\$ 20,000	\$ 1,873,211	\$ 98,768	\$ 15,319	\$ 9,045	\$ 1,302,753	\$ 88,714	\$ 103,000
EXPENDITURES								
Basic Programs, Instruct. 110	\$ -	\$ 1,873,211	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Added Needs, Instruct. 120	-	-	-	-	-	-	-	-
Adult Continuing Education 130	-	-	-	-	-	-	-	-
Pupil Support 210	-	-	-	-	-	-	88,714	-
Instructional Staff Support 220	150,000	-	-	-	-	-	-	-
General Administration 230	-	-	-	-	-	-	-	-
School Administration 240	-	-	-	-	-	-	-	-
Business Support 250	-	-	-	-	-	-	-	-
Operations /Maintenance 260	-	-	-	-	-	-	-	-
Transportation 270	-	-	-	-	-	-	-	-
Central Support 280	-	-	98,768	15,319	9,045	1,248,349	-	182,897
Other Support 290	-	-	-	-	-	-	-	-
Community Services 300	-	-	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ 150,000	\$ 1,873,211	\$ 98,768	\$ 15,319	\$ 9,045	\$ 1,248,349	\$ 88,714	\$ 182,897
Outgoing Transfers/Other 400	-	-	-	-	-	-	-	-
Other Financing Uses 500	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Modifications 600	-	-	-	-	-	54,404	-	-
TOTAL APPROPRIATED	\$ 150,000	\$ 1,873,211	\$ 98,768	\$ 15,319	\$ 9,045	\$ 1,302,753	\$ 88,714	\$ 182,897
EXCESS REV/EXPENSE	\$ (130,000)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (79,897)
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ENDING FUND BALANCE	\$ (130,000)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (79,897)

General Education 2024-25 Original TITLES	9751 Banks GOISD RMI Tri County 2025	9785 Long Success by 6 Early Childhood 2025	9875 Norman My Brothers Keeper 2025	9894 Heaviland SNAP - Ed Banks 2025	9895 Heaviland Adjudicated Jail 2025	TOTALS
REVENUES						
Local Sources	\$ -	\$ 45,643	\$ 307,841	\$ -	\$ 53,153	3,126,111
Non -Educational Entity	\$ -	\$ -	\$ -	\$ -	\$ -	2,890,314
State Sources	-	-	-	-	-	16,635,354
Federal Sources	-	-	-	389,882	-	6,756,633
Incoming Transfers/Other	31,264	-	50,000	-	-	3,966,158
Fund Modifications	-	-	-	-	-	54,870
	-	-	-	-	-	-
TOTAL REVENUES	\$ 31,264	\$ 45,643	\$ 357,841	\$ 389,882	\$ 53,153	\$ 33,429,440
EXPENDITURES						
Basic Programs, Instruct. 110	\$ -	\$ -	\$ -	\$ -	\$ -	1,874,911
Added Needs, Instruct. 120	-	-	-	11,366	-	11,366
Adult Continuing Education 130	-	-	-	-	-	134,174
Pupil Support 210	-	-	-	-	14,709	1,431,325
Instructional Staff Support 220	31,264	45,643	357,841	362,970	33,488	6,204,967
General Administration 230	-	-	-	-	-	857,778
School Administration 240	-	-	-	-	4,956	142,967
Business Support 250	-	-	-	-	-	542,232
Operations /Maintenance 260	-	-	-	-	-	485,805
Transportation 270	-	-	-	-	-	71,250
Central Support 280	-	-	-	-	-	4,449,869
Other Support 290	-	-	-	-	-	136,020
Community Services 300	-	-	-	-	-	4,295,050
TOTAL EXPENDITURES	\$ 31,264	\$ 45,643	\$ 357,841	\$ 374,336	\$ 53,153	20,637,714
Outgoing Transfers/Other 400	-	-	-	-	-	13,244,560
Other Financing Uses 500	\$ -	\$ -	\$ -	\$ -	\$ -	-
Fund Modifications 600	-	-	-	15,546	-	-
TOTAL APPROPRIATED	\$ 31,264	\$ 45,643	\$ 357,841	\$ 389,882	\$ 53,153	\$ 33,882,274
EXCESS REV/EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	(452,834)
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	5,101,710
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	4,648,876

G/L Account Number	Account Description	Program Description	Grant Description	Adopted Budget
Fund 11 - General Fund				
Account Type Revenue				
Account Classification 1 Code 100 - Revenue from Local Sources				
11.0111.0000.000.0000.0100	Property Tax Levy	Unassigned	Unassigned	2,061,771.00
11.0111.0000.000.0000.10101.0100	Property Tax Levy	Unassigned	Unassigned	30.00
11.0119.0000.000.0000.00000.0100	Penalties and Interest on Delinquent Taxes	Unassigned	Unassigned	7,480.00
11.0128.0000.000.0000.00000.0100	Revenue in Lieu of Taxes	Unassigned	Unassigned	1,421.00
11.0128.0000.000.0000.10100.0100	Revenue in Lieu of Taxes	Unassigned	Unassigned	1,000.00
11.0151.0000.000.0000.00000.0100	Earnings on Investments and Deposits	Unassigned	Unassigned	427,500.00
11.0181.0130.000.0000.00000.0100	Registration Fees	Unassigned	Unassigned	15,000.00
11.0192.0000.000.0000.00000.0100	Private Sources (Contributions)	Unassigned	Unassigned	3,400.00
11.0192.0000.900.0000.00000.0100	Private Sources (Contributions)	Early Childhood Rev donations	Unassigned	2,550.00
11.0199.0000.000.0000.00000.0100	Miscellaneous Local Revenues	Unassigned	Unassigned	20,000.00
Account Classification 1 Code 100 - Revenue from Local Sources Totals				<u>\$2,540,152.00</u>
Account Classification 1 Code 300 - Revenue from State Sources				
11.0311.0010.000.1060.00000.0100	State Aid	Unassigned	Intermediate School District Aid	1,881,717.00
11.0312.0000.000.2083.00000.0000	Restricted State Revenues Received as Grants	Unassigned	State Aid Sec 147c ORS	1,374,915.00
11.0312.0000.000.3970.00000.0100	Restricted State Revenues Received as Grants	Unassigned	Bus Driver Safety Sec 74	71,182.00
11.0321.0000.000.0000.00000.0100	State Payments in Lieu of Taxes	Unassigned	Unassigned	17,484.00
11.0321.0000.000.1058.00000.0100	State Payments in Lieu of Taxes	Unassigned	Renaissance Zone	1,000.00
Account Classification 1 Code 300 - Revenue from State Sources Totals				<u>\$3,346,298.00</u>
Account Classification 1 Code 500 - Incoming Transfers and Other Transactions				
11.0518.0000.000.0000.00000.0100	Compensation Rec'd in Pmt of Srvc Prvided to Other Public School	Unassigned	Unassigned	387,250.00
11.0518.0000.930.0000.00000.0100	Compensation Rec'd in Pmt of Srvc Prvided to Other Public School	Beginning Driver Training	Unassigned	8,800.00
11.0518.0000.931.0000.00000.0100	Compensation Rec'd in Pmt of Srvc Prvided to Other Public School	Advanced Driver Training	Unassigned	3,750.00
11.0519.0000.000.0005.00000.0100	Other Distributions Received from Other Public Schools	Unassigned	PSA Admin Fees	72,000.00
Account Classification 1 Code 500 - Incoming Transfers and Other Transactions Totals				<u>\$471,800.00</u>
Account Classification 1 Code 600 - Fund Modifications				
11.0627.0000.910.0000.00000.0100	Fund Modification - Cooperative Activities Fund	WIHI - IB Program	Unassigned	25,488.00
11.0627.0000.913.0000.00000.0100	Fund Modification - Cooperative Activities Fund	ECA Program	Unassigned	18,624.00
11.0627.0000.915.0000.00000.0100	Fund Modification - Cooperative Activities Fund	WAVE Program	Unassigned	10,758.00
Account Classification 1 Code 600 - Fund Modifications Totals				<u>\$54,870.00</u>
Account Type Revenue Totals				<u>\$6,413,120.00</u>
Revenue Totals				\$6,413,120.00
Expense Totals				<u>\$0.00</u>
Fund 11 - General Fund Totals				<u>\$6,413,120.00</u>
Revenue Totals				\$6,413,120.00
Expense Totals				<u>\$0.00</u>
Grand Totals				<u>\$6,413,120.00</u>

G/L Account Number	Account Description	Adopted Budget
Fund 11 - General Fund		
Account Type Expense		
Other 0000 - Unassigned		
11.1299.1590.000.0000.09100.0000	Other Technical	74,536.00
11.1299.2110.000.0000.09100.0000	Group Life	62.00
11.1299.2120.000.0000.09100.0000	Group Disability	180.00
11.1299.2130.000.0000.09100.0000	Group Health and Accident	17,244.00
11.1299.2140.000.0000.09100.0000	Dental Health Care	1,349.00
11.1299.2150.000.0000.09100.0000	Vision Care	318.00
11.1299.2820.000.0000.09100.0000	Contribution to State and Local Retirement Funds	36,628.00
11.1299.2830.000.0000.09100.0000	Employer Social Security	5,703.00
	Other 0000 - Unassigned Totals	\$136,020.00
Other 1100 - Achievement Instruction		
11.1211.1160.000.0000.00000.1100	Supervision/Direction-Staff	52,694.00
11.1211.1790.000.0000.00000.1100	Other Special Payments	436.00
11.1211.2110.000.0000.00000.1100	Group Life	134.00
11.1211.2120.000.0000.00000.1100	Group Disability	109.00
11.1211.2130.000.0000.00000.1100	Group Health and Accident	7,745.00
11.1211.2140.000.0000.00000.1100	Dental Health Care	822.00
11.1211.2150.000.0000.00000.1100	Vision Care	195.00
11.1211.2820.000.0000.00000.1100	Contribution to State and Local Retirement Funds	25,676.00
11.1211.2830.000.0000.00000.1100	Employer Social Security	4,082.00
11.1211.2920.000.0000.00000.1100	Cash in Lieu of Benefits	333.00
11.1211.3190.000.0000.00000.1100	Other Prof & Technical Services	16,000.00
11.1211.3210.000.0000.00000.1100	Regular Duty Travel	2,000.00
11.1211.3220.000.0000.00000.1100	Workshops and Conf Travel	2,832.00
11.1211.3410.000.0000.00000.1100	Telephone Serv	554.00
11.1211.3490.000.0000.00000.1100	Other Communic Serv	260.00
11.1211.5410.000.0000.00000.1100	Periodicals Supp	500.00
11.1211.5990.000.0000.00000.1100	Misc. Supp & Matls	1,010.00
11.1211.6410.000.0000.00000.1100	Capital-New Equip >\$5000	800.00
11.1211.7410.000.0000.00000.1100	Dues and Fees	700.00
11.1221.1170.000.0000.00000.1100	Program/Department Direction	121,511.00
11.1221.1250.000.0000.00000.1100	Instructional Counseling	160,446.00
11.1221.1290.000.0000.00000.1100	Other Professional Educational	71,781.00
11.1221.1620.000.0000.00000.1100	Secretary-Clerical-Bookkeeper	39,189.00
11.1221.1790.000.0000.00000.1100	Other Special Payments	671.00
11.1221.1920.000.0000.00000.1100	Professional-Education	4,352.00
11.1221.2110.000.0000.00000.1100	Group Life	1,021.00
11.1221.2120.000.0000.00000.1100	Group Disability	939.00
11.1221.2130.000.0000.00000.1100	Group Health and Accident	56,864.00
11.1221.2140.000.0000.00000.1100	Dental Health Care	5,905.00
11.1221.2150.000.0000.00000.1100	Vision Care	975.00
11.1221.2820.000.0000.00000.1100	Contribution to State and Local Retirement Funds	183,464.00
11.1221.2830.000.0000.00000.1100	Employer Social Security	30,529.00
11.1221.2920.000.0000.00000.1100	Cash in Lieu of Benefits	4,107.00
11.1221.3110.000.0000.00000.1100	Instructional Services	27,520.00
11.1221.3110.000.0000.90000.1100	Instructional Services	25,000.00
11.1221.3110.000.0000.90101.1100	Instructional Services	31,000.00
11.1221.3110.000.0000.90102.1100	Instructional Services	5,000.00
11.1221.3110.000.0000.90103.1100	Instructional Services	3,000.00
11.1221.3110.000.0000.90111.1100	Instructional Services	1,500.00
11.1221.3110.000.0000.90121.1100	Instructional Services	10,600.00
11.1221.3120.000.0000.00000.1100	Employee Training & Devel Serv	19,380.00
11.1221.3120.000.0000.90000.1100	Employee Training & Devel Serv	45,000.00
11.1221.3120.000.0000.90100.1100	Employee Training & Devel Serv	5,000.00
11.1221.3120.000.0000.90102.1100	Employee Training & Devel Serv	5,000.00
11.1221.3120.000.0000.90103.1100	Employee Training & Devel Serv	16,500.00

G/L Account Number	Account Description	Adopted Budget
11.1221.3120.000.0000.90104.1100	Employee Training & Devel Serv	4,000.00
11.1221.3120.000.0000.90106.1100	Employee Training & Devel Serv	27,000.00
11.1221.3120.000.0000.90107.1100	Employee Training & Devel Serv	15,000.00
11.1221.3120.000.0000.90110.1100	Employee Training & Devel Serv	15,000.00
11.1221.3120.000.0000.90111.1100	Employee Training & Devel Serv	9,900.00
11.1221.3120.000.0000.90120.1100	Employee Training & Devel Serv	7,362.00
11.1221.3120.000.0000.90121.1100	Employee Training & Devel Serv	15,000.00
11.1221.3190.000.0000.00000.1100	Other Prof & Technical Services	21,573.00
11.1221.3190.000.0000.90100.1100	Other Prof & Technical Services	6,000.00
11.1221.3190.000.0000.90120.1100	Other Prof & Technical Services	138.00
11.1221.3210.000.0000.00000.1100	Regular Duty Travel	1,200.00
11.1221.3210.000.0000.90000.1100	Regular Duty Travel	5,000.00
11.1221.3210.000.0000.90100.1100	Regular Duty Travel	5,000.00
11.1221.3220.000.0000.90000.1100	Workshops and Conf Travel	12,000.00
11.1221.3220.000.0000.90100.1100	Workshops and Conf Travel	8,000.00
11.1221.3220.000.0000.90120.1100	Workshops and Conf Travel	1,500.00
11.1221.3220.000.0000.90121.1100	Workshops and Conf Travel	12,170.00
11.1221.3220.000.0000.90122.1100	Workshops and Conf Travel	3,000.00
11.1221.3410.000.0000.00000.1100	Telephone Serv	746.00
11.1221.3430.000.0000.00000.1100	Mail/Postage Serv	2,500.00
11.1221.5910.000.0000.00000.1100	Office Supplies	600.00
11.1221.5910.000.0000.90000.1100	Office Supplies	500.00
11.1221.5910.000.0000.90100.1100	Office Supplies	500.00
11.1221.5990.000.0000.00000.1100	Misc. Supp & Matls	3,709.00
11.1221.5990.000.0000.90000.1100	Misc. Supp & Matls	6,000.00
11.1221.5990.000.0000.90100.1100	Misc. Supp & Matls	5,000.00
11.1221.5990.000.0000.90101.1100	Misc. Supp & Matls	12,000.00
11.1221.5990.000.0000.90102.1100	Misc. Supp & Matls	7,000.00
11.1221.5990.000.0000.90103.1100	Misc. Supp & Matls	1,400.00
11.1221.5990.000.0000.90104.1100	Misc. Supp & Matls	4,000.00
11.1221.5990.000.0000.90106.1100	Misc. Supp & Matls	13,000.00
11.1221.5990.000.0000.90107.1100	Misc. Supp & Matls	1,000.00
11.1221.5990.000.0000.90110.1100	Misc. Supp & Matls	1,000.00
11.1221.5990.000.0000.90111.1100	Misc. Supp & Matls	3,000.00
11.1221.5990.000.0000.90120.1100	Misc. Supp & Matls	1,000.00
11.1221.5990.000.0000.90121.1100	Misc. Supp & Matls	4,000.00
11.1221.6420.000.0000.00000.1100	Capital-New Equip <\$5000	5,500.00
11.1221.7410.000.0000.00000.1100	Dues and Fees	1,032.00
11.1221.7410.000.0000.90000.1100	Dues and Fees	2,000.00
11.1221.7410.000.0000.90100.1100	Dues and Fees	1,000.00
11.1221.7410.000.0000.90101.1100	Dues and Fees	1,000.00
11.1221.7910.000.0000.00000.1100	Misc Expenditures	1,500.00
11.1226.1120.000.0000.00000.1100	Assistant Superintendent	29,713.00
11.1226.1160.000.0000.00000.1100	Supervision/Direction-Staff	141,677.00
11.1226.2110.000.0000.00000.1100	Group Life	432.00
11.1226.2120.000.0000.00000.1100	Group Disability	311.00
11.1226.2130.000.0000.00000.1100	Group Health and Accident	23,149.00
11.1226.2140.000.0000.00000.1100	Dental Health Care	1,757.00
11.1226.2150.000.0000.00000.1100	Vision Care	415.00
11.1226.2820.000.0000.00000.1100	Contribution to State and Local Retirement Funds	84,222.00
11.1226.2830.000.0000.00000.1100	Employer Social Security	12,937.00
11.1226.3210.000.0000.00000.1100	Regular Duty Travel	1,330.00
11.1226.3410.000.0000.00000.1100	Telephone Serv	1,100.00
11.1226.5910.000.0000.00000.1100	Office Supplies	200.00
11.1226.7410.000.0000.00000.1100	Dues and Fees	750.00
11.1226.7910.000.0000.00000.1100	Misc Expenditures	200.00
11.1283.3220.000.0000.00000.1100	Workshops and Conf Travel	4,000.00
11.1283.3220.000.0000.90102.1100	Workshops and Conf Travel	3,000.00

G/L Account Number	Account Description	Adopted Budget
11.1411.8510.000.0000.90101.1100	Sub-Grantee / Flow through Disbursements	3,000.00
11.1411.8510.000.0000.90102.1100	Sub-Grantee / Flow through Disbursements	5,000.00
11.1411.8510.000.0000.90104.1100	Sub-Grantee / Flow through Disbursements	2,000.00
11.1411.8510.000.0000.90111.1100	Sub-Grantee / Flow through Disbursements	1,500.00
11.1411.8510.000.0000.90121.1100	Sub-Grantee / Flow through Disbursements	500.00
Other 1100 - Achievement Instruction Totals		\$1,558,159.00
Other 1300 - Assessment Services		
11.1221.1250.000.0000.00000.1300	Instructional Counseling	96,068.00
11.1221.1620.000.0000.00000.1300	Secretary-Clerical-Bookkeeper	45,768.00
11.1221.2110.000.0000.00000.1300	Group Life	333.00
11.1221.2120.000.0000.00000.1300	Group Disability	339.00
11.1221.2130.000.0000.00000.1300	Group Health and Accident	16,845.00
11.1221.2140.000.0000.00000.1300	Dental Health Care	1,777.00
11.1221.2150.000.0000.00000.1300	Vision Care	424.00
11.1221.2820.000.0000.00000.1300	Contribution to State and Local Retirement Funds	69,699.00
11.1221.2830.000.0000.00000.1300	Employer Social Security	11,027.00
11.1221.2920.000.0000.00000.1300	Cash in Lieu of Benefits	2,125.00
11.1221.3110.000.0000.00000.1300	Instructional Services	11,700.00
11.1221.3120.000.0000.00000.1300	Employee Training & Devel Serv	26,500.00
11.1221.3120.000.0000.90101.1300	Employee Training & Devel Serv	12,950.00
11.1221.3190.000.0000.00000.1300	Other Prof & Technical Services	41,903.00
11.1221.3210.000.0000.00000.1300	Regular Duty Travel	3,000.00
11.1221.3430.000.0000.00000.1300	Mail/Postage Serv	250.00
11.1221.5410.000.0000.00000.1300	Periodicals Supp	500.00
11.1221.5910.000.0000.00000.1300	Office Supplies	1,000.00
11.1221.7410.000.0000.00000.1300	Dues and Fees	1,500.00
11.1283.3220.000.0000.00000.1300	Workshops and Conf Travel	3,000.00
Other 1300 - Assessment Services Totals		\$346,708.00
Other 3200 - Early Childhood Services		
11.1118.3190.900.0000.00000.3200	Other Prof & Technical Services	278.00
11.1118.5990.900.0000.00000.3200	Misc. Supp & Matls	1,422.00
11.1226.1160.000.0000.00000.3200	Supervision/Direction-Staff	58,253.00
11.1226.1790.000.0000.00000.3200	Other Special Payments	378.00
11.1226.1920.000.0000.00000.3200	Professional-Education	100.00
11.1226.2110.000.0000.00000.3200	Group Life	159.00
11.1226.2120.000.0000.00000.3200	Group Disability	128.00
11.1226.2130.000.0000.00000.3200	Group Health and Accident	1,778.00
11.1226.2140.000.0000.00000.3200	Dental Health Care	131.00
11.1226.2150.000.0000.00000.3200	Vision Care	32.00
11.1226.2820.000.0000.00000.3200	Contribution to State and Local Retirement Funds	16,945.00
11.1226.2830.000.0000.00000.3200	Employer Social Security	4,563.00
11.1226.2920.000.0000.00000.3200	Cash in Lieu of Benefits	663.00
11.1226.3210.000.0000.00000.3200	Regular Duty Travel	300.00
11.1226.3220.000.0000.00000.3200	Workshops and Conf Travel	1,900.00
11.1226.3410.000.0000.00000.3200	Telephone Serv	450.00
11.1226.5990.000.0000.00000.3200	Misc. Supp & Matls	1,000.00
11.1226.6420.000.0000.00000.3200	Capital-New Equip <\$5000	2,991.00
11.1232.1170.000.0000.00000.3200	Program/Department Direction	50,284.00
11.1232.2110.000.0000.00000.3200	Group Life	113.00
11.1232.2120.000.0000.00000.3200	Group Disability	81.00
11.1232.2130.000.0000.00000.3200	Group Health and Accident	5,924.00
11.1232.2140.000.0000.00000.3200	Dental Health Care	471.00
11.1232.2150.000.0000.00000.3200	Vision Care	111.00
11.1232.2820.000.0000.00000.3200	Contribution to State and Local Retirement Funds	24,710.00
11.1232.2830.000.0000.00000.3200	Employer Social Security	3,861.00
11.1351.3190.000.0000.00000.3200	Other Prof & Technical Services	75,952.00
Other 3200 - Early Childhood Services Totals		\$252,978.00

G/L Account Number	Account Description	Adopted Budget
Other 4200 - Event Services		
11.1221.1620.000.0000.00000.4200	Secretary-Clerical-Bookkeeper	97,814.00
11.1221.2110.000.0000.00000.4200	Group Life	263.00
11.1221.2120.000.0000.00000.4200	Group Disability	228.00
11.1221.2130.000.0000.00000.4200	Group Health and Accident	20,203.00
11.1221.2140.000.0000.00000.4200	Dental Health Care	1,922.00
11.1221.2150.000.0000.00000.4200	Vision Care	456.00
11.1221.2820.000.0000.00000.4200	Contribution to State and Local Retirement Funds	47,774.00
11.1221.2830.000.0000.00000.4200	Employer Social Security	7,541.00
11.1221.3190.000.0000.00000.4200	Other Prof & Technical Services	1,000.00
11.1221.3210.000.0000.00000.4200	Regular Duty Travel	250.00
11.1221.3430.000.0000.00000.4200	Mail/Postage Serv	500.00
11.1221.5110.000.0000.00000.4200	Teaching/Testing Supplies	5,000.00
11.1221.5910.000.0000.00000.4200	Office Supplies	2,500.00
11.1221.7410.000.0000.00000.4200	Dues and Fees	495.00
11.1283.3220.000.0000.00000.4200	Workshops and Conf Travel	650.00
Other 4200 - Event Services Totals		\$186,596.00
Other 4300 - Grant Support Office		
11.1219.1160.000.0000.00000.4300	Supervision/Direction-Staff	7,256.00
11.1219.2110.000.0000.00000.4300	Group Life	20.00
11.1219.2120.000.0000.00000.4300	Group Disability	18.00
11.1219.2130.000.0000.00000.4300	Group Health and Accident	1,674.00
11.1219.2140.000.0000.00000.4300	Dental Health Care	123.00
11.1219.2150.000.0000.00000.4300	Vision Care	29.00
11.1219.2820.000.0000.00000.4300	Contribution to State and Local Retirement Funds	3,561.00
11.1219.2830.000.0000.00000.4300	Employer Social Security	557.00
11.1219.3210.000.0000.00000.4300	Regular Duty Travel	200.00
11.1219.5910.000.0000.00000.4300	Office Supplies	250.00
11.1226.1160.000.0000.00000.4300	Supervision/Direction-Staff	63,862.00
11.1226.1620.000.0000.00000.4300	Secretary-Clerical-Bookkeeper	26,357.00
11.1226.1790.000.0000.00000.4300	Other Special Payments	952.00
11.1226.2110.000.0000.00000.4300	Group Life	219.00
11.1226.2120.000.0000.00000.4300	Group Disability	216.00
11.1226.2130.000.0000.00000.4300	Group Health and Accident	23,615.00
11.1226.2140.000.0000.00000.4300	Dental Health Care	1,736.00
11.1226.2150.000.0000.00000.4300	Vision Care	410.00
11.1226.2820.000.0000.00000.4300	Contribution to State and Local Retirement Funds	42,874.00
11.1226.2830.000.0000.00000.4300	Employer Social Security	6,989.00
11.1226.3190.000.0000.00000.4300	Other Prof & Technical Services	8,000.00
11.1226.3210.000.0000.00000.4300	Regular Duty Travel	300.00
11.1226.3430.000.0000.00000.4300	Mail/Postage Serv	200.00
11.1226.3610.000.0000.00000.4300	Printing Serv	21.00
11.1226.4140.000.0000.00000.4300	Software Maint Agmts Serv	2,080.00
11.1226.5410.000.0000.00000.4300	Periodicals Supp	527.00
11.1226.5910.000.0000.00000.4300	Office Supplies	923.00
11.1226.7410.000.0000.00000.4300	Dues and Fees	1,033.00
11.1283.3220.000.0000.00000.4300	Workshops and Conf Travel	2,325.00
Other 4300 - Grant Support Office Totals		\$196,327.00
Other 4400 - AT - Transportation Training		
11.1271.1170.000.0000.00000.4400	Program/Department Direction	10,001.00
11.1271.1290.930.0000.00000.4400	Other Professional Educational	6,710.00
11.1271.1290.931.0000.00000.4400	Other Professional Educational	2,726.00
11.1271.1620.000.0000.00000.4400	Secretary-Clerical-Bookkeeper	14,392.00
11.1271.2110.000.0000.00000.4400	Group Life	40.00
11.1271.2120.000.0000.00000.4400	Group Disability	35.00
11.1271.2130.000.0000.00000.4400	Group Health and Accident	3,438.00

G/L Account Number	Account Description	Adopted Budget
11.1271.2140.000.0000.0000.4400	Dental Health Care	314.00
11.1271.2150.000.0000.0000.4400	Vision Care	74.00
11.1271.2820.000.0000.0000.4400	Contribution to State and Local Retirement Funds	6,661.00
11.1271.2820.930.0000.0000.4400	Contribution to State and Local Retirement Funds	3,298.00
11.1271.2820.931.0000.0000.4400	Contribution to State and Local Retirement Funds	1,341.00
11.1271.2830.000.0000.0000.4400	Employer Social Security	1,871.00
11.1271.2830.930.0000.0000.4400	Employer Social Security	515.00
11.1271.2830.931.0000.0000.4400	Employer Social Security	210.00
11.1271.3120.000.0000.0000.4400	Employee Training & Devel Serv	1,500.00
11.1271.3210.000.0000.0000.4400	Regular Duty Travel	800.00
11.1271.3430.000.0000.0000.4400	Mail/Postage Serv	400.00
11.1271.3450.000.0000.0000.4400	Software Lic/Agmts Serv	4,074.00
11.1271.3610.000.0000.0000.4400	Printing Serv	8,000.00
11.1271.4140.000.0000.0000.4400	Software Maint Agmts Serv	2,400.00
11.1271.5910.000.0000.0000.4400	Office Supplies	1,750.00
11.1271.5990.000.0000.0000.4400	Misc. Supp & Matls	500.00
11.1283.3220.000.0000.0000.4400	Workshops and Conf Travel	4,000.00
11.1411.8510.000.0000.0000.4400	Sub-Grantee / Flow through Disbursements	17,093.00
Other 4400 - AT - Transportation Training Totals		\$92,143.00
Other 4600 - Board of Educ/Supt		
11.1221.3120.000.0000.0000.4600	Employee Training & Devel Serv	51,446.00
11.1221.3120.000.0000.09100.4600	Employee Training & Devel Serv	34,234.00
11.1221.3190.000.0000.09100.4600	Other Prof & Technical Services	21,070.00
11.1221.5990.000.0000.09100.4600	Misc. Supp & Matls	2,000.00
11.1226.3150.000.0000.0000.4600	Management Services	10,000.00
11.1231.3150.000.0000.0000.4600	Management Services	10,000.00
11.1231.3170.000.0000.0000.4600	Legal Services	25,000.00
11.1231.3190.000.0000.0000.4600	Other Prof & Technical Services	25,000.00
11.1231.3210.000.0000.0000.4600	Regular Duty Travel	8,000.00
11.1231.5910.000.0000.0000.4600	Office Supplies	27.00
11.1231.7410.000.0000.0000.4600	Dues and Fees	31,000.00
11.1232.1110.000.0000.0000.4600	Superintendent	285,575.00
11.1232.1620.000.0000.0000.4600	Secretary-Clerical-Bookkeeper	82,740.00
11.1232.2110.000.0000.0000.4600	Group Life	1,910.00
11.1232.2120.000.0000.0000.4600	Group Disability	683.00
11.1232.2130.000.0000.0000.4600	Group Health and Accident	46,196.00
11.1232.2140.000.0000.0000.4600	Dental Health Care	3,472.00
11.1232.2150.000.0000.0000.4600	Vision Care	844.00
11.1232.2820.000.0000.0000.4600	Contribution to State and Local Retirement Funds	175,334.00
11.1232.2830.000.0000.0000.4600	Employer Social Security	22,480.00
11.1232.2990.000.0000.0000.4600	Other Benefits	11,250.00
11.1232.3150.000.0000.0000.4600	Management Services	2,000.00
11.1232.3210.000.0000.0000.4600	Regular Duty Travel	1,720.00
11.1232.3410.000.0000.0000.4600	Telephone Serv	1,000.00
11.1232.3430.000.0000.0000.4600	Mail/Postage Serv	200.00
11.1232.3930.000.0000.0000.4600	Fleet Insur Serv	656.00
11.1232.5410.000.0000.0000.4600	Periodicals Supp	698.00
11.1232.5910.000.0000.0000.4600	Office Supplies	800.00
11.1232.5990.000.0000.0000.4600	Misc. Supp & Matls	1,000.00
11.1232.6410.000.0000.0000.4600	Capital-New Equip >\$5000	55.00
11.1232.6420.000.0000.0000.4600	Capital-New Equip <\$5000	2,195.00
11.1232.7410.000.0000.0000.4600	Dues and Fees	4,500.00
11.1232.7910.000.0000.0000.4600	Misc Expenditures	3,000.00
11.1232.7910.000.0000.09000.4600	Misc Expenditures	2,000.00
11.1283.3220.000.0000.0000.4600	Workshops and Conf Travel	9,000.00
11.1283.3220.000.0000.09100.4600	Workshops and Conf Travel	16,000.00
Other 4600 - Board of Educ/Supt Totals		\$893,085.00

G/L Account Number	Account Description	Adopted Budget
Other 4700 - Ombuds		
11.1289.1170.000.0000.00000.4700	Program/Department Direction	11,127.00
11.1289.2110.000.0000.00000.4700	Group Life	6.00
11.1289.2120.000.0000.00000.4700	Group Disability	28.00
11.1289.2820.000.0000.00000.4700	Contribution to State and Local Retirement Funds	5,464.00
11.1289.2830.000.0000.00000.4700	Employer Social Security	875.00
11.1289.2920.000.0000.00000.4700	Cash in Lieu of Benefits	318.00
11.1289.3120.000.0000.00000.4700	Employee Training & Devel Serv	180.00
11.1289.3210.000.0000.00000.4700	Regular Duty Travel	24.00
11.1289.3220.000.0000.00000.4700	Workshops and Conf Travel	360.00
11.1289.5910.000.0000.00000.4700	Office Supplies	60.00
11.1289.5990.000.0000.00000.4700	Misc. Supp & Matls	48.00
11.1289.7410.000.0000.00000.4700	Dues and Fees	30.00
Other 4700 - Ombuds Totals		\$18,520.00
Other 4800 - Business Services		
11.1231.3180.000.0000.00000.4800	Audit Services	20,650.00
11.1252.1120.000.0000.00000.4800	Assistant Superintendent	24,545.00
11.1252.1310.000.0000.00000.4800	Accounting	159,715.00
11.1252.1590.000.0000.00000.4800	Other Technical	17,013.00
11.1252.1620.000.0000.00000.4800	Secretary-Clerical-Bookkeeper	7,196.00
11.1252.1790.000.0000.00000.4800	Other Special Payments	585.00
11.1252.2110.000.0000.00000.4800	Group Life	1,427.00
11.1252.2120.000.0000.00000.4800	Group Disability	718.00
11.1252.2130.000.0000.00000.4800	Group Health and Accident	27,671.00
11.1252.2140.000.0000.00000.4800	Dental Health Care	2,357.00
11.1252.2150.000.0000.00000.4800	Vision Care	680.00
11.1252.2820.000.0000.00000.4800	Contribution to State and Local Retirement Funds	98,585.00
11.1252.2830.000.0000.00000.4800	Employer Social Security	15,938.00
11.1252.2920.000.0000.00000.4800	Cash in Lieu of Benefits	1,330.00
11.1252.3190.000.0000.00000.4800	Other Prof & Technical Services	6,310.00
11.1252.3210.000.0000.00000.4800	Regular Duty Travel	100.00
11.1252.3410.000.0000.00000.4800	Telephone Serv	607.00
11.1252.3430.000.0000.00000.4800	Mail/Postage Serv	1,000.00
11.1252.3450.000.0000.00000.4800	Software Lic/Agmts Serv	5,000.00
11.1252.3510.000.0000.00000.4800	Advertisement Serv	20.00
11.1252.3610.000.0000.00000.4800	Printing Serv	10.00
11.1252.4140.000.0000.00000.4800	Software Maint Agmts Serv	7,200.00
11.1252.5410.000.0000.00000.4800	Periodicals Supp	20.00
11.1252.5910.000.0000.00000.4800	Office Supplies	400.00
11.1252.6420.000.0000.00000.4800	Capital-New Equip <\$5000	282.00
11.1252.7410.000.0000.00000.4800	Dues and Fees	785.00
11.1259.3920.000.0000.00000.4800	Errors and Omissions Insur Serv	2,936.00
11.1259.7510.000.0000.00000.4800	Claims and Judgments	501.00
11.1261.3910.000.0000.00000.4800	Property and Liability Insur Serv	25,500.00
11.1283.3220.000.0000.00000.4800	Workshops and Conf Travel	2,000.00
Other 4800 - Business Services Totals		\$431,081.00
Other 5200 - Communication Services		
11.1282.1130.000.0000.00000.5200	Administrative Assistant	20,050.00
11.1282.1620.000.0000.00000.5200	Secretary-Clerical-Bookkeeper	12,724.00
11.1282.2110.000.0000.00000.5200	Group Life	90.00
11.1282.2120.000.0000.00000.5200	Group Disability	72.00
11.1282.2130.000.0000.00000.5200	Group Health and Accident	4,013.00
11.1282.2140.000.0000.00000.5200	Dental Health Care	286.00
11.1282.2150.000.0000.00000.5200	Vision Care	69.00
11.1282.2820.000.0000.00000.5200	Contribution to State and Local Retirement Funds	15,464.00
11.1282.2830.000.0000.00000.5200	Employer Social Security	2,530.00
11.1282.3190.000.0000.00000.5200	Other Prof & Technical Services	4,500.00

G/L Account Number	Account Description	Adopted Budget
11.1282.3210.000.0000.00000.5200	Regular Duty Travel	125.00
11.1282.3430.000.0000.00000.5200	Mail/Postage Serv	75.00
11.1282.3510.000.0000.00000.5200	Advertisement Serv	3,475.00
11.1282.3610.000.0000.00000.5200	Printing Serv	978.00
11.1282.5910.000.0000.00000.5200	Office Supplies	45.00
11.1282.5990.000.0000.00000.5200	Misc. Supp & Matls	8,700.00
11.1282.7410.000.0000.00000.5200	Dues and Fees	450.00
11.1283.3220.000.0000.00000.5200	Workshops and Conf Travel	827.00
Other 5200 - Communication Services Totals		\$74,473.00
Other 5600 - Personnel Services		
11.1283.1170.000.0000.00000.5600	Program/Department Direction	20,343.00
11.1283.1340.000.0000.00000.5600	Personnel	11,177.00
11.1283.1620.000.0000.00000.5600	Secretary-Clerical-Bookkeeper	16,597.00
11.1283.2110.000.0000.00000.5600	Group Life	95.00
11.1283.2120.000.0000.00000.5600	Group Disability	99.00
11.1283.2130.000.0000.00000.5600	Group Health and Accident	1,943.00
11.1283.2140.000.0000.00000.5600	Dental Health Care	529.00
11.1283.2150.000.0000.00000.5600	Vision Care	162.00
11.1283.2820.000.0000.00000.5600	Contribution to State and Local Retirement Funds	22,969.00
11.1283.2830.000.0000.00000.5600	Employer Social Security	3,745.00
11.1283.2920.000.0000.00000.5600	Cash in Lieu of Benefits	918.00
11.1283.3150.000.0000.00000.5600	Management Services	96.00
11.1283.3190.000.0000.00000.5600	Other Prof & Technical Services	1,000.00
11.1283.3210.000.0000.00000.5600	Regular Duty Travel	70.00
11.1283.3220.000.0000.00000.5600	Workshops and Conf Travel	809.00
11.1283.3410.000.0000.00000.5600	Telephone Serv	950.00
11.1283.3430.000.0000.00000.5600	Mail/Postage Serv	75.00
11.1283.3450.000.0000.00000.5600	Software Lic/Agmts Serv	18.00
11.1283.3510.000.0000.00000.5600	Advertisement Serv	200.00
11.1283.5990.000.0000.00000.5600	Misc. Supp & Matls	1,248.00
11.1283.7410.000.0000.00000.5600	Dues and Fees	620.00
11.1283.7910.000.0000.00000.5600	Misc Expenditures	115.00
Other 5600 - Personnel Services Totals		\$83,778.00
Other 5800 - Technology Svs - WISD		
11.1221.3610.000.0000.00000.5800	Printing Serv	5,000.00
11.1221.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	1,536.00
11.1226.3610.000.0000.00000.5800	Printing Serv	500.00
11.1226.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	90.00
11.1232.3610.000.0000.00000.5800	Printing Serv	1,900.00
11.1232.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	338.00
11.1252.3610.000.0000.00000.5800	Printing Serv	212.00
11.1252.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	387.00
11.1261.3610.000.0000.00000.5800	Printing Serv	100.00
11.1261.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	165.00
11.1271.3610.000.0000.00000.5800	Printing Serv	200.00
11.1282.3610.000.0000.00000.5800	Printing Serv	1,600.00
11.1283.3220.000.0000.00000.5800	Workshops and Conf Travel	8,500.00
11.1283.3610.000.0000.00000.5800	Printing Serv	150.00
11.1283.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	162.00
11.1284.1170.000.0000.00000.5800	Program/Department Direction	34,661.00
11.1284.1510.000.0000.00000.5800	Information Management	195,625.00
11.1284.1620.000.0000.00000.5800	Secretary-Clerical-Bookkeeper	11,646.00
11.1284.2110.000.0000.00000.5800	Group Life	1,290.00
11.1284.2120.000.0000.00000.5800	Group Disability	743.00
11.1284.2130.000.0000.00000.5800	Group Health and Accident	30,739.00
11.1284.2140.000.0000.00000.5800	Dental Health Care	2,570.00
11.1284.2150.000.0000.00000.5800	Vision Care	630.00

G/L Account Number	Account Description	Adopted Budget
11.1284.2820.000.0000.00000.5800	Contribution to State and Local Retirement Funds	116,802.00
11.1284.2830.000.0000.00000.5800	Employer Social Security	18,821.00
11.1284.2920.000.0000.00000.5800	Cash in Lieu of Benefits	3,549.00
11.1284.3190.000.0000.00000.5800	Other Prof & Technical Services	85,465.00
11.1284.3210.000.0000.00000.5800	Regular Duty Travel	2,000.00
11.1284.3410.000.0000.00000.5800	Telephone Serv	16,710.00
11.1284.3430.000.0000.00000.5800	Mail/Postage Serv	150.00
11.1284.3450.000.0000.00000.5800	Software Lic/Agmts Serv	45,000.00
11.1284.3490.000.0000.00000.5800	Other Communic Serv	10,000.00
11.1284.3510.000.0000.00000.5800	Advertisement Serv	1,000.00
11.1284.3610.000.0000.00000.5800	Printing Serv	18,000.00
11.1284.4120.000.0000.00000.5800	Equip Repair Serv	19,347.00
11.1284.4140.000.0000.00000.5800	Software Maint Agmts Serv	87,000.00
11.1284.5410.000.0000.00000.5800	Periodicals Supp	50.00
11.1284.5910.000.0000.00000.5800	Office Supplies	500.00
11.1284.5990.000.0000.00000.5800	Misc. Supp & Matls	1,500.00
11.1284.6410.000.0000.00000.5800	Capital-New Equip >\$5000	41,946.00
11.1284.6420.000.0000.00000.5800	Capital-New Equip <\$5000	16,440.00
11.1284.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	85,030.00
11.1284.7410.000.0000.00000.5800	Dues and Fees	1,500.00
11.1284.7910.000.0000.00000.5800	Misc Expenditures	1,200.00
11.1285.3610.000.0000.00000.5800	Printing Serv	100.00
11.1285.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	390.00
11.1289.3610.000.0000.00000.5800	Printing Serv	48.00
11.1289.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	226.00
Other 5800 - Technology Svs - WISD Totals		\$871,518.00
Other 5900 - Technology Svs - LEA		
11.1283.3220.000.0000.00000.5900	Workshops and Conf Travel	8,500.00
11.1284.1170.000.0000.00000.5900	Program/Department Direction	34,661.00
11.1284.1510.000.0000.00000.5900	Information Management	194,097.00
11.1284.1620.000.0000.00000.5900	Secretary-Clerical-Bookkeeper	11,646.00
11.1284.1920.000.0000.00000.5900	Professional-Education	162.00
11.1284.2110.000.0000.00000.5900	Group Life	1,249.00
11.1284.2120.000.0000.00000.5900	Group Disability	748.00
11.1284.2130.000.0000.00000.5900	Group Health and Accident	29,889.00
11.1284.2140.000.0000.00000.5900	Dental Health Care	3,113.00
11.1284.2150.000.0000.00000.5900	Vision Care	759.00
11.1284.2820.000.0000.00000.5900	Contribution to State and Local Retirement Funds	116,734.00
11.1284.2830.000.0000.00000.5900	Employer Social Security	18,676.00
11.1284.2920.000.0000.00000.5900	Cash in Lieu of Benefits	2,976.00
11.1284.3190.000.0000.00000.5900	Other Prof & Technical Services	51,681.00
11.1284.3210.000.0000.00000.5900	Regular Duty Travel	1,630.00
11.1284.3410.000.0000.00000.5900	Telephone Serv	15,918.00
11.1284.3430.000.0000.00000.5900	Mail/Postage Serv	500.00
11.1284.3450.000.0000.00000.5900	Software Lic/Agmts Serv	35,000.00
11.1284.3490.000.0000.00000.5900	Other Communic Serv	75,000.00
11.1284.3510.000.0000.00000.5900	Advertisement Serv	1,200.00
11.1284.3610.000.0000.00000.5900	Printing Serv	18,000.00
11.1284.4120.000.0000.00000.5900	Equip Repair Serv	88,519.00
11.1284.4140.000.0000.00000.5900	Software Maint Agmts Serv	50,000.00
11.1284.5410.000.0000.00000.5900	Periodicals Supp	4,681.00
11.1284.5910.000.0000.00000.5900	Office Supplies	750.00
11.1284.5990.000.0000.00000.5900	Misc. Supp & Matls	2,000.00
11.1284.6410.000.0000.00000.5900	Capital-New Equip >\$5000	40,000.00
11.1284.6420.000.0000.00000.5900	Capital-New Equip <\$5000	16,000.00
11.1284.6450.000.0000.00000.5900	Capital-Repl Equip >\$5000	20,000.00
11.1284.6460.000.0000.00000.5900	Capital-Repl Equip <\$5000	2,000.00
11.1284.7410.000.0000.00000.5900	Dues and Fees	400.00

G/L Account Number	Account Description	Adopted Budget
11.1284.7910.000.0000.00000.5900	Misc Expenditures	200.00
Other 5900 - Technology Svcs - LEA Totals		\$846,689.00
Other 6200 - Pupil Accounting		
11.1283.3220.000.0000.00000.6200	Workshops and Conf Travel	3,088.00
11.1285.1310.000.0000.00000.6200	Accounting	94,297.00
11.1285.2110.000.0000.00000.6200	Group Life	296.00
11.1285.2120.000.0000.00000.6200	Group Disability	212.00
11.1285.2130.000.0000.00000.6200	Group Health and Accident	3,481.00
11.1285.2140.000.0000.00000.6200	Dental Health Care	340.00
11.1285.2150.000.0000.00000.6200	Vision Care	83.00
11.1285.2820.000.0000.00000.6200	Contribution to State and Local Retirement Funds	46,090.00
11.1285.2830.000.0000.00000.6200	Employer Social Security	7,385.00
11.1285.2920.000.0000.00000.6200	Cash in Lieu of Benefits	1,723.00
11.1285.3210.000.0000.00000.6200	Regular Duty Travel	455.00
11.1285.3430.000.0000.00000.6200	Mail/Postage Serv	100.00
11.1285.3450.000.0000.00000.6200	Software Lic/Agmts Serv	975.00
11.1285.3490.000.0000.00000.6200	Other Communic Serv	1,250.00
11.1285.5910.000.0000.00000.6200	Office Supplies	325.00
11.1285.7410.000.0000.00000.6200	Dues and Fees	310.00
Other 6200 - Pupil Accounting Totals		\$160,410.00
Other 6400 - Operations & Maintenance		
11.1261.1170.000.0000.00000.6400	Program/Department Direction	13,193.00
11.1261.1350.000.0000.00000.6400	Architect-Engineer	4,613.00
11.1261.1620.000.0000.00000.6400	Secretary-Clerical-Bookkeeper	1,484.00
11.1261.1640.000.0000.00000.6400	Custodian	36,405.00
11.1261.1690.000.0000.00000.6400	Other Operation and Service	11,079.00
11.1261.1960.000.0000.00000.6400	Operation and Service	33,756.00
11.1261.2110.000.0000.00000.6400	Group Life	113.00
11.1261.2120.000.0000.00000.6400	Group Disability	188.00
11.1261.2130.000.0000.00000.6400	Group Health and Accident	14,734.00
11.1261.2140.000.0000.00000.6400	Dental Health Care	1,098.00
11.1261.2150.000.0000.00000.6400	Vision Care	268.00
11.1261.2820.000.0000.00000.6400	Contribution to State and Local Retirement Funds	39,833.00
11.1261.2830.000.0000.00000.6400	Employer Social Security	6,808.00
11.1261.3190.000.0000.00000.6400	Other Prof & Technical Services	22,623.00
11.1261.3210.000.0000.00000.6400	Regular Duty Travel	220.00
11.1261.3410.000.0000.00000.6400	Telephone Serv	4,000.00
11.1261.3450.000.0000.00000.6400	Software Lic/Agmts Serv	2,530.00
11.1261.3610.000.0000.00000.6400	Printing Serv	110.00
11.1261.3830.000.0000.00000.6400	Water Sewage Serv	5,500.00
11.1261.3840.000.0000.00000.6400	Waste/Trash Serv	8,250.00
11.1261.4110.000.0000.00000.6400	Building Repair Serv	140,250.00
11.1261.4120.000.0000.00000.6400	Equip Repair Serv	11,000.00
11.1261.4130.000.0000.00000.6400	Vehicle Repair & Maint Serv	400.00
11.1261.4220.000.0000.00000.6400	Equip Rental Serv	2,750.00
11.1261.5510.000.0000.00000.6400	Natural Gas Supp	12,650.00
11.1261.5520.000.0000.00000.6400	Electricity Supp	22,000.00
11.1261.5710.000.0000.00000.6400	Fuel, Oil, Grease Supp	2,750.00
11.1261.5980.000.0000.00000.6400	Misc. Hardware & Tool Supp	4,400.00
11.1261.5990.000.0000.00000.6400	Misc. Supp & Matls	27,500.00
11.1261.6420.000.0000.00000.6400	Capital-New Equip <\$5000	6,600.00
11.1261.6450.000.0000.00000.6400	Capital-Repl Equip >\$5000	16,500.00
11.1261.6460.000.0000.00000.6400	Capital-Repl Equip <\$5000	5,500.00
11.1261.7410.000.0000.00000.6400	Dues and Fees	660.00
11.1261.7910.000.0000.00000.6400	Misc Expenditures	275.00
11.1283.3220.000.0000.00000.6400	Workshops and Conf Travel	706.00
11.1452.6310.000.0000.00000.6400	Capital-Improv Other Than Bldgs - Depreciable	3,300.00

G/L Account Number	Account Description	Adopted Budget
11.1456.6220.000.0000.00000.6400	Capital-Non-Prop Exp for Bldgs. and Alter by Contractors	2,750.00
Other 6400 - Operations & Maintenance Totals		\$466,796.00
Other 7000 - Undistributed Expenses		
11.1226.3190.000.0000.00000.7000	Other Prof & Technical Services	75,000.00
11.1252.7910.000.0000.00000.7000	Misc Expenditures	1,000.00
11.1259.7610.000.0000.00000.7000	Taxes Abated and Written Off	5,000.00
11.1259.7910.000.0000.00000.7000	Misc Expenditures	1,536.00
11.1283.2840.000.0000.00000.7000	Workman's Compensation	34,729.00
11.1283.3220.000.0000.00000.7000	Workshops and Conf Travel	600.00
11.1283.7410.000.0000.00000.7000	Dues and Fees	130.00
11.1611.9990.000.0000.00000.7000	Indirect Cost Recovery	(77,219.00)
Other 7000 - Undistributed Expenses Totals		\$40,776.00
Account Type Expense Totals		\$6,656,057.00
Revenue Totals		\$0.00
Expense Totals		\$6,656,057.00
Fund 11 - General Fund Totals		\$6,656,057.00
Revenue Totals		\$0.00
Expense Totals		\$6,656,057.00
Grand Totals		\$6,656,057.00

**GENERAL APPROPRIATIONS RESOLUTION
RESOLUTION FOR ADOPTION BY THE BOARD OF EDUCATION
WASHTENAW INTERMEDIATE SCHOOL DISTRICT
SPECIAL EDUCATION BUDGET 4/9/24**

RESOLVED, that this resolution shall be the general appropriations of the Washtenaw Intermediate School District for the fiscal year 2024-2025; A resolution to make appropriations; and to provide for the disposition of all income received by the Washtenaw Intermediate School District.

BE IT FURTHER RESOLVED, that the total revenue, including a tax levy of **5.1774 mills**, and unappropriated fund balance be available for appropriations in the **SPECIAL EDUCATION FUND** of the Washtenaw Intermediate School District for the fiscal year 2024-2025 as follows:

REVENUES	Original
Local Revenue	\$ 116,425,074
State Revenue	23,030,303
Federal Revenue	12,845,813
Incoming Transfers & Other Transactions	347,767
Fund Modifications	288,059
TOTAL REVENUE AND INCOMING TRANSFERS	\$ 152,937,016
FUND BALANCE AS OF JULY 1ST	\$ 3,000,000
Less Appropriated Fund Balance	
FUND BALANCE AVAILABLE TO APPROPRIATE	\$ 3,000,000
TOTAL AMOUNT AVAILABLE TO APPROPRIATE	\$ 155,937,016

BE IT FURTHER RESOLVED, that \$152,937,016 of the total available to appropriate in the **SPECIAL EDUCATION FUND** is hereby appropriated in the amounts and for the purposes set forth below:

EXPENDITURES	
Basic Programs, Instruction	\$ -
Added Needs, Instruction	\$ 20,910,069
Pupil Support	\$ 24,917,365
Instructional Support	\$ 6,828,074
General Administration	\$ 366,360
School Administration	\$ 334,195
Business Support	\$ 1,808,519
Operations/Maintenance	\$ 2,697,542
Transportation	\$ 68,380
Central Services	\$ 4,109,014
Other Support Services	\$ 22,147
Community Services	\$ 10,100
	\$ 62,071,765
Outgoing Transfers & Other Transactions	88,992,837
Other Financing Uses	1,372,414
Fund Modifications	500,000
TOTAL APPROPRIATED	\$ 152,937,016
FUND BALANCE ENDING JUNE 30TH	\$ 3,000,000

**WASHTENAW INTERMEDIATE SCHOOL DISTRICT
SPECIAL EDUCATION BUDGET COMPARISON
2024-2025 BUDGET REVIEW/ADOPTION**

REVENUES	2022-23 Actual Revenue & Expenses	2023-24 Amended 2/13/24 Budget	2024-25 Projected Budget
Local Revenue 100	\$ 105,815,425	\$ 112,097,899	\$ 116,425,074
State Revenue 300	21,742,007	20,496,448	23,030,303
Federal Revenue 400	13,174,682	15,441,592	12,845,813
Incoming Transfers & Other Transactions 500	1,463,161	411,604	347,767
Fund Modifications 600	284,419	288,059	288,059
TOTAL REVENUE AND INCOMING TRANSFERS	\$ 142,479,694	\$ 148,735,602	\$ 152,937,016
EXPENDITURES			
Basic Programs, Instruction 110	\$ -	\$ -	\$ -
Added Needs, Instruction 120	18,755,268	20,171,706	20,910,069
Pupil Support 210	17,991,818	22,567,689	24,917,365
Instructional Support 220	4,112,349	5,676,611	6,828,074
General Administration 230	313,011	358,089	366,360
School Administration 240	299,744	318,500	334,195
Business Support 250	1,313,582	1,639,818	1,808,519
Operations/Maintenance 260	3,529,127	2,503,928	2,697,542
Transportation 270	32,620	68,380	68,380
Central Services 280	2,916,481	4,075,870	4,109,014
Other Support Services 290	21,172	21,240	22,147
Community Services 300	12,796	307,482	10,100
TOTAL EXPENDITURES	\$ 49,297,968	\$ 57,709,313	\$ 62,071,765
Outgoing Transfers & Other Transactions 400	89,972,920	92,598,869	88,992,837
Other Financing Uses 500	1,015,831	1,102,779	1,372,414
Fund Modifications 600	529,692	500,000	500,000
TOTAL EXPENDITURES AND OTHER TRANSACTIONS	\$ 140,816,411	\$ 151,910,961	\$ 152,937,016
EXCESS REVENUE OR (EXPENDITURES)	\$ 1,663,283	\$ (3,175,359)	\$ -
FUND BALANCE AS OF JULY 1ST	4,512,076	\$ 6,175,359	\$ 3,000,000
FUND BALANCE ENDING JUNE 30TH	\$ 6,175,359	\$ 3,000,000	\$ 3,000,000

Special Education 2024-25 Original		1034 Marcel Juv Dtn St Aid 2025	3265 Pogliano Early on 54D 2025	4894 Technology Erate 2025	6164/6165 Technology Erate 2024-2025	7575 Pogliano Early On 2025	8015 Vannatter IDEA Flowthrough 2025
TITLES	REGULAR BUDGET						
REVENUES							
Local Sources 100	\$ 116,425,074	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources 300	21,149,200	1,355,700	525,403	-	-	-	-
Federal Sources 400	-	-	-	55,142	49,265	365,890	11,860,747
Incoming Transfers/Other 500	165,000	-	-	-	-	-	-
Fund Modifications 600	288,059	-	-	-	-	-	-
TOTAL REVENUES	\$ 138,027,333	\$ 1,355,700	\$ 525,403	\$ 55,142	\$ 49,265	\$ 365,890	\$ 11,860,747
EXPENDITURES							
Basic Programs, Instr. 110	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Added Needs 120	20,540,033	-	-	-	-	-	-
Pupil Support 210	22,147,942	-	399,240	-	49,265	201,584	122,683
Instructional Staff 220	5,089,045	-	112,963	-	-	164,306	410,477
General Administration 230	366,360	-	-	-	-	-	-
School Administration 240	334,195	-	-	-	-	-	-
Business Support 250	1,808,519	-	-	-	-	-	-
Operations /Maintenance 260	2,684,442	-	13,100	-	-	-	-
Transportation 270	68,380	-	-	-	-	-	-
Central Support Services 280	4,053,872	-	-	55,142	-	-	-
Pupil Activites 290	22,147	-	-	-	-	-	-
Community Services 300	10,000	-	100	-	-	-	-
TOTAL EXPENDITURES	\$ 57,124,935	\$ -	\$ 525,403	\$ 55,142	\$ 49,265	\$ 365,890	\$ 533,160
Outgoing Transfers/Other 400	76,057,446	1,355,700	-	-	-	-	11,265,993
Other financing uses 500	1,372,414	-	-	-	-	-	-
Fund Modifications 600	433,906	-	-	-	-	-	61,594
TOTAL APPROPRIATED	\$ 134,988,701	\$ 1,355,700	\$ 525,403	\$ 55,142	\$ 49,265	\$ 365,890	\$ 11,860,747
EXCESS REV/EXPENSE	\$ 3,038,632	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
BEGINNING FUND BALANCE	\$ 3,000,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ENDING FUND BALANCE	\$ 6,038,632	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Special Education 2024-25 Original	8055 Vannatter IDEA Preschool 2025	8115 Vannatter Se Supervision 2025	9711 Vannatter Para Bootcamp 2025	9829 Vannatter EMU Para 2025	9840-015 Vannatter Nursing Services Milan & Lincoln 2025	9840-021 Vannatter Psych Services Lincoln 2025	9840-061 Vannatter TC Svs WTMC 2025
TITLES							
REVENUES							
Local Sources 100	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
State Sources 300	-	-	-	-	-	-	-
Federal Sources 400	313,698	201,071	-	-	-	-	-
Incoming Transfers/Other 500	-	-	-	-	47,942	11,179	8,693
Fund Modifications 600	-	-	-	-	-	-	-
TOTAL REVENUES	\$ 313,698	\$ 201,071	\$ -	\$ -	\$ 47,942	\$ 11,179	\$ 8,693
EXPENDITURES							
Basic Programs, Instr. 110	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Added Needs 120	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Pupil Support 210	-	67,292	-	-	267,044	163,181	122,454
Instructional Staff 220	-	129,279	373,976	548,028	-	-	-
General Administration 230	-	-	-	-	-	-	-
School Administration 240	-	-	-	-	-	-	-
Business Support 250	-	-	-	-	-	-	-
Operations /Maintenance 260	-	-	-	-	-	-	-
Transportation 270	-	-	-	-	-	-	-
Central Support Services 280	-	-	-	-	-	-	-
Pupil Activites 290	-	-	-	-	-	-	-
Community Services 300	-	-	-	-	-	-	-
TOTAL EXPENDITURES	\$ -	\$ 196,571	\$ 373,976	\$ 548,028	\$ 267,044	\$ 163,181	\$ 122,454
Outgoing Transfers/Other 400	313,698	-	-	-	-	-	-
Other financing uses 500	-	-	-	-	-	-	-
Fund Modifications 600	-	4,500	-	-	-	-	-
TOTAL APPROPRIATED	\$ 313,698	\$ 201,071	\$ 373,976	\$ 548,028	\$ 267,044	\$ 163,181	\$ 122,454
EXCESS REV/EXPENSE	\$ -	\$ -	\$ (373,976)	\$ (548,028)	\$ (219,102)	\$ (152,002)	\$ (113,761)
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
ENDING FUND BALANCE	\$ -	\$ -	\$ (373,976)	\$ (548,028)	\$ (219,102)	\$ (152,002)	\$ (113,761)

Special Education 2024-25 Original	9840-196 Vannatter TC Svs Dexter TA 2025	9850-061TC Vannatter Ancillary Svs WAVE 2025	9855 Vannatter Ancillary Svs ECA 2025	9859 Vannatter Ancillary Svs IB - WIHI 2025	9895 Adjudicated Jail Vannatter 2025	TOTALS
TITLES						
REVENUES						
Local Sources 100	\$ -	\$ -	\$ -	\$ -	\$ -	116,425,074
State Sources 300	-	-	-	-	-	23,030,303
Federal Sources 400	-	-	-	-	-	12,845,813
Incoming Transfers/Other 500	25,441	51,575	11,391	26,546	-	347,767
Fund Modifications 600	-	-	-	-	-	288,059
TOTAL REVENUES	\$ 25,441	\$ 51,575	\$ 11,391	\$ 26,546	\$ -	152,937,016
EXPENDITURES						
Basic Programs, Instr. 110	\$ -	\$ -	\$ -	\$ -	\$ -	-
Added Needs 120	\$ 370,036	\$ -	\$ -	\$ -	\$ -	20,910,069
Pupil Support 210	-	653,527	166,616	336,376	220,161	24,917,365
Instructional Staff 220	-	-	-	-	-	6,828,074
General Administration 230	-	-	-	-	-	366,360
School Administration 240	-	-	-	-	-	334,195
Business Support 250	-	-	-	-	-	1,808,519
Operations /Maintenance 260	-	-	-	-	-	2,697,542
Transportation 270	-	-	-	-	-	68,380
Central Support Services 280	-	-	-	-	-	4,109,014
Pupil Activites 290	-	-	-	-	-	22,147
Community Services 300	-	-	-	-	-	10,100
TOTAL EXPENDITURES	\$ 370,036	\$ 653,527	\$ 166,616	\$ 336,376	\$ 220,161	62,071,765
Outgoing Transfers/Other 400	-	-	-	-	-	88,992,837
Other financing uses 500	-	-	-	-	-	1,372,414
Fund Modifications 600	-	-	-	-	-	500,000
TOTAL APPROPRIATED	\$ 370,036	\$ 653,527	\$ 166,616	\$ 336,376	\$ 220,161	152,937,016
EXCESS REV/EXPENSE	\$ (344,595)	\$ (601,952)	\$ (155,225)	\$ (309,830)	\$ (220,161)	-
BEGINNING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	\$ -	3,000,000
ENDING FUND BALANCE	\$ (344,595)	\$ (601,952)	\$ (155,225)	\$ (309,830)	\$ (220,161)	3,000,000

G/L Account Number	Account Description	Program Description	Grant Description	Adopted Budget
Fund 22 - Special Education				
Account Type Revenue				
Account Classification 1 Code 100 - Revenue from Local Sources				
22.0111.0000.000.0000.0200	Property Tax Levy	Unassigned	Unassigned	113,214,788.00
22.0111.0000.000.0000.10101.0200	Property Tax Levy	Unassigned	Unassigned	2,404.00
22.0119.0000.000.0000.00000.0200	Penalties and Interest on Delinquent Taxes	Unassigned	Unassigned	21,011.00
22.0128.0000.000.0000.00000.0200	Revenue in Lieu of Taxes	Unassigned	Unassigned	195,423.00
22.0128.0000.000.0000.10100.0200	Revenue in Lieu of Taxes	Unassigned	Unassigned	35,000.00
22.0131.0000.000.0000.00000.0200	Revenue from Individuals, Welfare Agencies and Private Sources	Unassigned	Unassigned	968,048.00
22.0151.0000.000.0000.00000.0200	Earnings on Investments and Deposits	Unassigned	Unassigned	1,740,000.00
22.0181.0130.000.0000.00000.0200	Registration Fees	Unassigned	Unassigned	5,000.00
22.0191.0000.000.0000.00000.0200	Rentals	Unassigned	Unassigned	205,000.00
22.0192.0000.000.0000.00000.0200	Private Sources (Contributions)	Unassigned	Unassigned	400.00
22.0199.0000.000.0000.00000.0200	Miscellaneous Local Revenues	Unassigned	Unassigned	38,000.00
Account Classification 1 Code 100 - Revenue from Local Sources Totals				\$116,425,074.00
Account Classification 1 Code 300 - Revenue from State Sources				
22.0312.0000.000.1030.00000.0200	Restricted State Revenues Received as Grants	Unassigned	State Aid Sec 24	178,862.00
22.0312.0000.000.2083.00000.0200	Restricted State Revenues Received as Grants	Unassigned	State Aid Sec 147c ORS	5,268,896.00
22.0312.0000.000.3700.00000.0200	Restricted State Revenues Received as Grants	Unassigned	Headlee Oblig for Data Collection	7,175.00
22.0312.0120.000.2020.00000.0200	Special Education State Aid	Unassigned	State Aid Spec Educ Sec 51's	14,285,306.00
22.0312.0120.000.2030.00000.0200	Special Education State Aid	Unassigned	State Aid Sec 53 – Court Placed	281,686.00
22.0312.0120.000.2040.00000.0200	Special Education State Aid	Unassigned	Special Schools	36,043.00
22.0321.0000.000.0000.00000.0200	State Payments in Lieu of Taxes	Unassigned	Unassigned	960,063.00
22.0321.0000.000.1058.00000.0200	State Payments in Lieu of Taxes	Unassigned	Renaissance Zone	131,169.00
Account Classification 1 Code 300 - Revenue from State Sources Totals				\$21,149,200.00
Account Classification 1 Code 500 - Incoming Transfers and Other Transactions				
22.0518.0000.000.0000.00000.0200	Compensation Rec'd in Pmt of Svc Provided to Other Public School	Unassigned	Unassigned	165,000.00
Account Classification 1 Code 500 - Incoming Transfers and Other Transactions Totals				\$165,000.00
Account Classification 1 Code 600 - Fund Modifications				
22.0627.0000.910.0000.00000.0200	Fund Modification - Cooperative Activities Fund	WIHI - IB Program	Unassigned	133,809.00
22.0627.0000.913.0000.00000.0200	Fund Modification - Cooperative Activities Fund	ECA Program	Unassigned	97,773.00
22.0627.0000.915.0000.00000.0200	Fund Modification - Cooperative Activities Fund	WAVE Program	Unassigned	56,477.00
Account Classification 1 Code 600 - Fund Modifications Totals				\$288,059.00
Account Type Revenue Totals				\$138,027,333.00
Revenue Totals				\$138,027,333.00
Expense Totals				\$0.00
Fund 22 - Special Education Totals				\$138,027,333.00
Revenue Totals				\$138,027,333.00
Expense Totals				\$0.00
Grand Totals				\$138,027,333.00

G/L Account Number	Account Description	Adopted Budget
Fund 22 - Special Education		
Account Type Expense		
Other 0000 - Unassigned		
22.1211.1160.000.0000.00000.0000	Supervision/Direction-Staff	52,710.00
22.1211.1790.000.0000.00000.0000	Other Special Payments	436.00
22.1211.2110.000.0000.00000.0000	Group Life	134.00
22.1211.2120.000.0000.00000.0000	Group Disability	109.00
22.1211.2130.000.0000.00000.0000	Group Health and Accident	7,745.00
22.1211.2140.000.0000.00000.0000	Dental Health Care	822.00
22.1211.2150.000.0000.00000.0000	Vision Care	195.00
22.1211.2820.000.0000.00000.0000	Contribution to State and Local Retirement Funds	25,693.00
22.1211.2830.000.0000.00000.0000	Employer Social Security	4,083.00
22.1211.2920.000.0000.00000.0000	Cash in Lieu of Benefits	333.00
22.1211.3190.000.0000.00000.0000	Other Prof & Technical Services	280.00
22.1211.3210.000.0000.00000.0000	Regular Duty Travel	420.00
22.1211.3410.000.0000.00000.0000	Telephone Serv	646.00
22.1211.3490.000.0000.00000.0000	Other Communic Serv	200.00
22.1211.5990.000.0000.00000.0000	Misc. Supp & Matls	70.00
22.1283.3220.000.0000.09100.0000	Workshops and Conf Travel	1,264.00
22.1299.1590.000.0000.09100.0000	Other Technical	12,134.00
22.1299.2110.000.0000.09100.0000	Group Life	11.00
22.1299.2120.000.0000.09100.0000	Group Disability	30.00
22.1299.2130.000.0000.09100.0000	Group Health and Accident	2,808.00
22.1299.2140.000.0000.09100.0000	Dental Health Care	220.00
22.1299.2150.000.0000.09100.0000	Vision Care	52.00
22.1299.2820.000.0000.09100.0000	Contribution to State and Local Retirement Funds	5,963.00
22.1299.2830.000.0000.09100.0000	Employer Social Security	929.00
22.1511.7190.000.0000.00000.0000	Other LT Debt Principal	1,155,271.00
22.1511.7290.000.0000.00000.0000	Interest on Other LT Loans	217,143.00
	Other 0000 - Unassigned Totals	\$1,489,701.00
Other 1100 - Achievement Instruction		
22.1221.3190.000.0000.00000.1100	Other Prof & Technical Services	2,400.00
	Other 1100 - Achievement Instruction Totals	\$2,400.00
Other 1200 - Spec Educ Director		
22.1122.3190.000.0000.00000.1200	Other Prof & Technical Services	1,500.00
22.1122.3210.000.0000.00000.1200	Regular Duty Travel	1,224.00
22.1122.3220.000.0000.00000.1200	Workshops and Conf Travel	3,100.00
22.1122.3430.000.0000.00000.1200	Mail/Postage Serv	100.00
22.1122.3450.000.0000.00000.1200	Software Lic/Agmts Serv	8,900.00
22.1122.4120.000.0000.00000.1200	Equip Repair Serv	3,400.00
22.1122.4140.000.0000.00000.1200	Software Maint Agmts Serv	1,000.00
22.1122.5110.000.0000.00000.1200	Teaching/Testing Supplies	5,700.00
22.1122.5410.000.0000.00000.1200	Periodicals Supp	200.00
22.1122.5910.000.0000.00000.1200	Office Supplies	150.00
22.1122.6410.000.0000.00000.1200	Capital-New Equip >\$5000	15,000.00
22.1122.6420.000.0000.00000.1200	Capital-New Equip <\$5000	15,848.00
22.1122.7410.000.0000.00000.1200	Dues and Fees	163.00
22.1214.5110.021.0000.00000.1200	Teaching/Testing Supplies	2,350.00
22.1215.3120.031.0000.00000.1200	Employee Training & Devel Serv	5,955.00
22.1215.3190.031.0000.00000.1200	Other Prof & Technical Services	4,000.00
22.1215.5110.031.0000.00000.1200	Teaching/Testing Supplies	1,500.00
22.1218.3210.061.0000.00000.1200	Regular Duty Travel	41,475.00
22.1218.5110.061.0000.00000.1200	Teaching/Testing Supplies	2,285.00
22.1218.6420.061.0000.00000.1200	Capital-New Equip <\$5000	1,325.00
22.1218.7410.061.0000.00000.1200	Dues and Fees	250.00
22.1219.5110.071.0000.00000.1200	Teaching/Testing Supplies	2,010.00
22.1221.1170.000.0000.00000.1200	Program/Department Direction	21,444.00

G/L Account Number	Account Description	Adopted Budget
22.1221.1210.000.0000.00000.1200	Curriculum	89,083.00
22.1221.1290.000.0000.00000.1200	Other Professional Educational	4,038.00
22.1221.2110.000.0000.00000.1200	Group Life	98.00
22.1221.2120.000.0000.00000.1200	Group Disability	257.00
22.1221.2130.000.0000.00000.1200	Group Health and Accident	3,684.00
22.1221.2140.000.0000.00000.1200	Dental Health Care	1,852.00
22.1221.2150.000.0000.00000.1200	Vision Care	492.00
22.1221.2820.000.0000.00000.1200	Contribution to State and Local Retirement Funds	56,188.00
22.1221.2830.000.0000.00000.1200	Employer Social Security	8,963.00
22.1221.2920.000.0000.00000.1200	Cash in Lieu of Benefits	2,501.00
22.1221.3120.000.0000.00000.1200	Employee Training & Devel Serv	36,650.00
22.1221.3190.000.0000.00000.1200	Other Prof & Technical Services	20,000.00
22.1221.3190.000.0000.90116.1200	Other Prof & Technical Services	48,000.00
22.1221.3210.000.0000.00000.1200	Regular Duty Travel	1,600.00
22.1221.3220.000.0000.00000.1200	Workshops and Conf Travel	4,000.00
22.1221.3220.000.0000.90116.1200	Workshops and Conf Travel	7,000.00
22.1221.3450.000.0000.00000.1200	Software Lic/Agmts Serv	13,500.00
22.1221.5110.000.0000.00000.1200	Teaching/Testing Supplies	3,000.00
22.1221.5410.000.0000.00000.1200	Periodicals Supp	500.00
22.1221.5910.000.0000.90116.1200	Office Supplies	2,000.00
22.1221.6410.000.0000.00000.1200	Capital-New Equip >\$5000	700.00
22.1225.1290.000.0000.00000.1200	Other Professional Educational	313,484.00
22.1225.2110.000.0000.00000.1200	Group Life	251.00
22.1225.2120.000.0000.00000.1200	Group Disability	730.00
22.1225.2130.000.0000.00000.1200	Group Health and Accident	20,272.00
22.1225.2140.000.0000.00000.1200	Dental Health Care	3,136.00
22.1225.2150.000.0000.00000.1200	Vision Care	848.00
22.1225.2820.000.0000.00000.1200	Contribution to State and Local Retirement Funds	152,711.00
22.1225.2830.000.0000.00000.1200	Employer Social Security	24,502.00
22.1225.2920.000.0000.00000.1200	Cash in Lieu of Benefits	6,740.00
22.1225.3210.000.0000.00000.1200	Regular Duty Travel	3,672.00
22.1225.3220.000.0000.00000.1200	Workshops and Conf Travel	9,300.00
22.1225.5990.000.0000.00000.1200	Misc. Supp & Matls	1,392.00
22.1225.7410.000.0000.00000.1200	Dues and Fees	450.00
22.1226.1120.082.0000.00000.1200	Assistant Superintendent	69,329.00
22.1226.1160.082.0000.00000.1200	Supervision/Direction-Staff	132,308.00
22.1226.1620.082.0000.00000.1200	Secretary-Clerical-Bookkeeper	67,443.00
22.1226.2110.082.0000.00000.1200	Group Life	3,369.00
22.1226.2120.082.0000.00000.1200	Group Disability	1,147.00
22.1226.2130.082.0000.00000.1200	Group Health and Accident	54,623.00
22.1226.2140.082.0000.00000.1200	Dental Health Care	4,614.00
22.1226.2150.082.0000.00000.1200	Vision Care	1,150.00
22.1226.2820.082.0000.00000.1200	Contribution to State and Local Retirement Funds	132,225.00
22.1226.2830.082.0000.00000.1200	Employer Social Security	19,965.00
22.1226.3120.082.0000.00000.1200	Employee Training & Devel Serv	9,500.00
22.1226.3210.082.0000.00000.1200	Regular Duty Travel	1,500.00
22.1226.3430.082.0000.00000.1200	Mail/Postage Serv	2,800.00
22.1226.3450.082.0000.00000.1200	Software Lic/Agmts Serv	770.00
22.1226.3610.082.0000.00000.1200	Printing Serv	90.00
22.1226.5910.082.0000.00000.1200	Office Supplies	2,300.00
22.1226.6420.082.0000.00000.1200	Capital-New Equip <\$5000	6,000.00
22.1226.7410.082.0000.00000.1200	Dues and Fees	2,000.00
22.1226.7910.082.0000.00000.1200	Misc Expenditures	680.00
22.1281.3430.000.0000.00000.1200	Mail/Postage Serv	25.00
22.1283.3220.082.0000.00000.1200	Workshops and Conf Travel	10,000.00
22.1411.8510.000.0000.00000.1200	Sub-Grantee / Flow through Disbursements	2,635.00
Other 1200 - Spec Educ Director Totals		\$1,504,946.00

Other 1300 - Assessment Services

G/L Account Number	Account Description	Adopted Budget
22.1221.1250.000.0000.00000.1300	Instructional Counseling	42,863.00
22.1221.1620.000.0000.00000.1300	Secretary-Clerical-Bookkeeper	11,902.00
22.1221.1920.000.0000.00000.1300	Professional-Education	353.00
22.1221.2110.000.0000.00000.1300	Group Life	172.00
22.1221.2120.000.0000.00000.1300	Group Disability	141.00
22.1221.2130.000.0000.00000.1300	Group Health and Accident	5,961.00
22.1221.2140.000.0000.00000.1300	Dental Health Care	622.00
22.1221.2150.000.0000.00000.1300	Vision Care	153.00
22.1221.2820.000.0000.00000.1300	Contribution to State and Local Retirement Funds	26,799.00
22.1221.2830.000.0000.00000.1300	Employer Social Security	4,263.00
22.1221.2920.000.0000.00000.1300	Cash in Lieu of Benefits	830.00
22.1221.3190.000.0000.00000.1300	Other Prof & Technical Services	2,000.00
22.1221.3410.000.0000.00000.1300	Telephone Serv	46.00
Other 1300 - Assessment Services Totals		\$96,105.00
Other 1400 - Elem & Middle Sch Programs		
22.1122.1240.120.0000.01064.1400	Teaching	80,481.00
22.1122.1240.120.0000.05641.1400	Teaching	72,133.00
22.1122.1630.120.0000.01064.1400	Aides	143,294.00
22.1122.1630.120.0000.05641.1400	Aides	74,039.00
22.1122.1870.120.0000.01064.1400	Teaching	4,735.00
22.1122.1920.120.0000.01064.1400	Professional-Education	3,422.00
22.1122.1920.120.0000.05641.1400	Professional-Education	237.00
22.1122.2110.120.0000.01064.1400	Group Life	123.00
22.1122.2110.120.0000.05641.1400	Group Life	1,681.00
22.1122.2120.120.0000.01064.1400	Group Disability	490.00
22.1122.2120.120.0000.05641.1400	Group Disability	444.00
22.1122.2130.120.0000.01064.1400	Group Health and Accident	34,503.00
22.1122.2130.120.0000.05641.1400	Group Health and Accident	23,488.00
22.1122.2140.120.0000.01064.1400	Dental Health Care	2,614.00
22.1122.2140.120.0000.05641.1400	Dental Health Care	1,910.00
22.1122.2150.120.0000.01064.1400	Vision Care	680.00
22.1122.2150.120.0000.05641.1400	Vision Care	486.00
22.1122.2820.120.0000.01064.1400	Contribution to State and Local Retirement Funds	106,524.00
22.1122.2820.120.0000.05641.1400	Contribution to State and Local Retirement Funds	71,832.00
22.1122.2830.120.0000.01064.1400	Employer Social Security	17,325.00
22.1122.2830.120.0000.05641.1400	Employer Social Security	11,632.00
22.1122.2920.120.0000.01064.1400	Cash in Lieu of Benefits	2,650.00
22.1122.2920.120.0000.05641.1400	Cash in Lieu of Benefits	5,830.00
22.1122.3110.120.0000.01064.1400	Instructional Services	10,000.00
22.1122.3110.120.0000.05641.1400	Instructional Services	5,000.00
22.1122.3210.120.0000.00000.1400	Regular Duty Travel	500.00
22.1122.3210.120.0000.01064.1400	Regular Duty Travel	3,000.00
22.1122.3450.120.0000.01064.1400	Software Lic/Agmts Serv	3,000.00
22.1122.5110.120.0000.01064.1400	Teaching/Testing Supplies	5,000.00
22.1122.5110.120.0000.05641.1400	Teaching/Testing Supplies	5,000.00
22.1122.5990.120.0000.01064.1400	Misc. Supp & Matls	1,100.00
22.1122.5990.120.0000.05641.1400	Misc. Supp & Matls	1,250.00
22.1122.6420.120.0000.01064.1400	Capital-New Equip <\$5000	2,750.00
22.1122.6420.120.0000.05641.1400	Capital-New Equip <\$5000	8,000.00
22.1213.5990.015.0000.00000.1400	Misc. Supp & Matls	100.00
22.1213.5990.015.0000.05641.1400	Misc. Supp & Matls	6,000.00
22.1219.3130.071.0000.05641.1400	Pupil Services	2,320.00
22.1261.4110.000.0000.05641.1400	Building Repair Serv	4,000.00
22.1261.4210.000.0000.05641.1400	Land/Building Rental Serv	27,000.00
22.1266.5990.000.0000.01064.1400	Misc. Supp & Matls	250.00
22.1266.5990.000.0000.05641.1400	Misc. Supp & Matls	250.00
22.1271.3310.099.0000.01064.1400	Transportation Serv-Cont Carrier	2,000.00
22.1271.3310.099.0000.05641.1400	Transportation Serv-Cont Carrier	250.00

G/L Account Number	Account Description	Adopted Budget
Other 1400 - Elem & Middle Sch Programs Totals		\$747,323.00
Other 1800 - High School Programs		
22.1122.1240.120.0000.00913.1800	Teaching	79,822.00
22.1122.1630.120.0000.00913.1800	Aides	86,414.00
22.1122.1920.120.0000.00913.1800	Professional-Education	2,252.00
22.1122.2110.120.0000.00913.1800	Group Life	100.00
22.1122.2120.120.0000.00913.1800	Group Disability	382.00
22.1122.2130.120.0000.00913.1800	Group Health and Accident	37,296.00
22.1122.2140.120.0000.00913.1800	Dental Health Care	2,822.00
22.1122.2150.120.0000.00913.1800	Vision Care	721.00
22.1122.2820.120.0000.00913.1800	Contribution to State and Local Retirement Funds	82,021.00
22.1122.2830.120.0000.00913.1800	Employer Social Security	12,962.00
22.1122.2920.120.0000.00913.1800	Cash in Lieu of Benefits	3,180.00
22.1122.3110.120.0000.00913.1800	Instructional Services	1,000.00
22.1122.3190.120.0000.00913.1800	Other Prof & Technical Services	1,500.00
22.1122.3210.120.0000.00913.1800	Regular Duty Travel	900.00
22.1122.5110.120.0000.00913.1800	Teaching/Testing Supplies	4,000.00
22.1122.5990.120.0000.00913.1800	Misc. Supp & Matls	400.00
22.1122.6420.120.0000.00913.1800	Capital-New Equip <\$5000	1,200.00
22.1213.3130.011.0000.00000.1800	Pupil Services	250.00
22.1213.5990.011.0000.00000.1800	Misc. Supp & Matls	100.00
22.1213.5990.015.0000.00913.1800	Misc. Supp & Matls	5,990.00
22.1219.3130.071.0000.00913.1800	Pupil Services	2,320.00
22.1221.3220.120.0000.00000.1800	Workshops and Conf Travel	550.00
22.1226.3210.081.0000.00000.1800	Regular Duty Travel	300.00
22.1226.3220.081.0000.00000.1800	Workshops and Conf Travel	3,000.00
22.1261.3410.120.0000.00913.1800	Telephone Serv	430.00
22.1261.4210.000.0000.00913.1800	Land/Building Rental Serv	63,000.00
22.1271.3310.099.0000.00913.1800	Transportation Serv-Cont Carrier	4,000.00
Other 1800 - High School Programs Totals		\$396,912.00
Other 2000 - CH Young Adult Program		
22.1122.1240.120.0000.07487.2000	Teaching	98,989.00
22.1122.1630.120.0000.07487.2000	Aides	122,614.00
22.1122.1870.120.0000.07487.2000	Teaching	251.00
22.1122.1920.120.0000.07487.2000	Professional-Education	3,556.00
22.1122.2110.120.0000.07487.2000	Group Life	129.00
22.1122.2120.120.0000.07487.2000	Group Disability	520.00
22.1122.2130.120.0000.07487.2000	Group Health and Accident	87,060.00
22.1122.2140.120.0000.07487.2000	Dental Health Care	6,586.00
22.1122.2150.120.0000.07487.2000	Vision Care	1,608.00
22.1122.2820.120.0000.07487.2000	Contribution to State and Local Retirement Funds	108,898.00
22.1122.2830.120.0000.07487.2000	Employer Social Security	16,958.00
22.1122.3110.120.0000.07487.2000	Instructional Services	500.00
22.1122.3210.120.0000.07487.2000	Regular Duty Travel	800.00
22.1122.5110.120.0000.07487.2000	Teaching/Testing Supplies	4,000.00
22.1122.5990.120.0000.07487.2000	Misc. Supp & Matls	500.00
22.1122.6420.120.0000.07487.2000	Capital-New Equip <\$5000	2,000.00
22.1213.1470.013.0000.07487.2000	Physical Therapy	41,041.00
22.1213.2110.013.0000.07487.2000	Group Life	15.00
22.1213.2120.013.0000.07487.2000	Group Disability	100.00
22.1213.2130.013.0000.07487.2000	Group Health and Accident	8,533.00
22.1213.2140.013.0000.07487.2000	Dental Health Care	628.00
22.1213.2150.013.0000.07487.2000	Vision Care	170.00
22.1213.2820.013.0000.07487.2000	Contribution to State and Local Retirement Funds	19,308.00
22.1213.2830.013.0000.07487.2000	Employer Social Security	3,142.00
22.1213.5990.015.0000.07487.2000	Misc. Supp & Matls	100.00
22.1261.3410.120.0000.07487.2000	Telephone Serv	3,100.00

G/L Account Number	Account Description	Adopted Budget
22.1261.4110.000.0000.07487.2000	Building Repair Serv	15,000.00
22.1261.5510.000.0000.07487.2000	Natural Gas Supp	3,700.00
22.1261.5520.000.0000.07487.2000	Electricity Supp	2,700.00
22.1261.5980.000.0000.07487.2000	Misc. Hardware & Tool Supp	100.00
22.1261.5990.000.0000.07487.2000	Misc. Supp & Matls	18,000.00
22.1271.3310.099.0000.07487.2000	Transportation Serv-Cont Carrier	3,000.00
Other 2000 - CH Young Adult Program Totals		\$573,606.00
Other 2001 - DX Young Adult Program		
22.1122.1240.120.0000.07487.2001	Teaching	97,688.00
22.1122.1630.120.0000.07487.2001	Aides	89,054.00
22.1122.1790.120.0000.07487.2001	Other Special Payments	2,136.00
22.1122.1920.120.0000.07487.2001	Professional-Education	4,331.00
22.1122.2110.120.0000.07487.2001	Group Life	94.00
22.1122.2120.120.0000.07487.2001	Group Disability	413.00
22.1122.2130.120.0000.07487.2001	Group Health and Accident	27,213.00
22.1122.2140.120.0000.07487.2001	Dental Health Care	2,447.00
22.1122.2150.120.0000.07487.2001	Vision Care	849.00
22.1122.2820.120.0000.07487.2001	Contribution to State and Local Retirement Funds	92,815.00
22.1122.2830.120.0000.07487.2001	Employer Social Security	14,649.00
22.1122.2920.120.0000.07487.2001	Cash in Lieu of Benefits	2,575.00
22.1122.3110.120.0000.07487.2001	Instructional Services	8,000.00
22.1122.3210.120.0000.07487.2001	Regular Duty Travel	500.00
22.1122.5110.120.0000.07487.2001	Teaching/Testing Supplies	4,000.00
22.1122.5990.120.0000.07487.2001	Misc. Supp & Matls	500.00
22.1122.6420.120.0000.07487.2001	Capital-New Equip <\$5000	2,000.00
22.1261.3410.120.0000.07487.2001	Telephone Serv	2,760.00
22.1261.3830.120.0000.07487.2001	Water Sewage Serv	900.00
22.1261.3840.000.0000.07487.2001	Waste/Trash Serv	800.00
22.1261.4110.000.0000.07487.2001	Building Repair Serv	32,000.00
22.1261.5510.000.0000.07487.2001	Natural Gas Supp	2,300.00
22.1261.5520.000.0000.07487.2001	Electricity Supp	2,500.00
22.1261.5990.000.0000.07487.2001	Misc. Supp & Matls	6,500.00
22.1261.6420.000.0000.07487.2001	Capital-New Equip <\$5000	1,000.00
22.1271.3310.099.0000.07487.2001	Transportation Serv-Cont Carrier	3,600.00
Other 2001 - DX Young Adult Program Totals		\$401,624.00
Other 2002 - EMU 1 Young Adult Program		
22.1122.1240.120.0000.07487.2002	Teaching	86,930.00
22.1122.1630.120.0000.07487.2002	Aides	131,666.00
22.1122.1920.120.0000.07487.2002	Professional-Education	3,556.00
22.1122.2110.120.0000.07487.2002	Group Life	123.00
22.1122.2120.120.0000.07487.2002	Group Disability	473.00
22.1122.2130.120.0000.07487.2002	Group Health and Accident	34,141.00
22.1122.2140.120.0000.07487.2002	Dental Health Care	2,614.00
22.1122.2150.120.0000.07487.2002	Vision Care	680.00
22.1122.2820.120.0000.07487.2002	Contribution to State and Local Retirement Funds	106,150.00
22.1122.2830.120.0000.07487.2002	Employer Social Security	16,930.00
22.1122.2920.120.0000.07487.2002	Cash in Lieu of Benefits	2,650.00
22.1122.3110.120.0000.07487.2002	Instructional Services	6,000.00
22.1122.3210.120.0000.07487.2002	Regular Duty Travel	3,500.00
22.1122.5110.120.0000.07487.2002	Teaching/Testing Supplies	4,000.00
22.1122.5990.120.0000.07487.2002	Misc. Supp & Matls	500.00
22.1261.3410.120.0000.07487.2002	Telephone Serv	750.00
22.1271.3310.099.0000.07487.2002	Transportation Serv-Cont Carrier	1,030.00
Other 2002 - EMU 1 Young Adult Program Totals		\$401,693.00
Other 2003 - Virtual YA Program (OLD EMU2)		
22.1122.1240.120.0000.07487.2003	Teaching	82,630.00

G/L Account Number	Account Description	Adopted Budget
22.1122.1630.120.0000.07487.2003	Aides	127,757.00
22.1122.1920.120.0000.07487.2003	Professional-Education	3,541.00
22.1122.2110.120.0000.07487.2003	Group Life	1,702.00
22.1122.2120.120.0000.07487.2003	Group Disability	627.00
22.1122.2130.120.0000.07487.2003	Group Health and Accident	77,127.00
22.1122.2140.120.0000.07487.2003	Dental Health Care	5,778.00
22.1122.2150.120.0000.07487.2003	Vision Care	1,416.00
22.1122.2820.120.0000.07487.2003	Contribution to State and Local Retirement Funds	101,063.00
22.1122.2830.120.0000.07487.2003	Employer Social Security	16,329.00
22.1122.2920.120.0000.07487.2003	Cash in Lieu of Benefits	3,000.00
22.1122.3110.120.0000.07487.2003	Instructional Services	3,000.00
22.1122.3210.120.0000.07487.2003	Regular Duty Travel	1,500.00
22.1122.3410.120.0000.07487.2003	Telephone Serv	600.00
22.1122.5110.120.0000.07487.2003	Teaching/Testing Supplies	1,770.00
22.1122.5990.120.0000.07487.2003	Misc. Supp & Matls	665.00
22.1122.6420.120.0000.07487.2003	Capital-New Equip <\$5000	7,230.00
Other 2003 - Virtual YA Program (OLD EMU2) Totals		\$435,735.00
Other 2004 - Carpenter Young Adult Program		
22.1122.1240.120.0000.07487.2004	Teaching	78,327.00
22.1122.1630.120.0000.07487.2004	Aides	129,068.00
22.1122.1870.120.0000.07487.2004	Teaching	403.00
22.1122.1920.120.0000.07487.2004	Professional-Education	3,556.00
22.1122.2110.120.0000.07487.2004	Group Life	129.00
22.1122.2120.120.0000.07487.2004	Group Disability	456.00
22.1122.2130.120.0000.07487.2004	Group Health and Accident	28,763.00
22.1122.2140.120.0000.07487.2004	Dental Health Care	4,568.00
22.1122.2150.120.0000.07487.2004	Vision Care	1,244.00
22.1122.2820.120.0000.07487.2004	Contribution to State and Local Retirement Funds	100,749.00
22.1122.2830.120.0000.07487.2004	Employer Social Security	16,258.00
22.1122.2920.120.0000.07487.2004	Cash in Lieu of Benefits	5,090.00
22.1122.3110.120.0000.07487.2004	Instructional Services	3,000.00
22.1122.3210.120.0000.07487.2004	Regular Duty Travel	750.00
22.1122.3490.120.0000.07487.2004	Other Communic Serv	500.00
22.1122.5110.120.0000.07487.2004	Teaching/Testing Supplies	4,000.00
22.1122.5990.120.0000.07487.2004	Misc. Supp & Matls	665.00
22.1122.6420.120.0000.07487.2004	Capital-New Equip <\$5000	1,412.00
22.1261.3410.120.0000.07487.2004	Telephone Serv	1,650.00
22.1261.4110.000.0000.07487.2004	Building Repair Serv	11,400.00
22.1261.5510.000.0000.07487.2004	Natural Gas Supp	2,000.00
22.1261.5520.000.0000.07487.2004	Electricity Supp	2,200.00
22.1261.5980.000.0000.07487.2004	Misc. Hardware & Tool Supp	500.00
22.1261.5990.000.0000.07487.2004	Misc. Supp & Matls	1,200.00
22.1261.6460.000.0000.07487.2004	Capital-Rep! Equip <\$5000	2,200.00
22.1271.3310.099.0000.07487.2004	Transportation Serv-Cont Carrier	1,000.00
Other 2004 - Carpenter Young Adult Program Totals		\$401,088.00
Other 2006 - WCC Young Adult Program		
22.1122.1240.120.0000.07487.2006	Teaching	53,282.00
22.1122.1630.120.0000.07487.2006	Aides	172,567.00
22.1122.1870.120.0000.07487.2006	Teaching	1,242.00
22.1122.1920.120.0000.07487.2006	Professional-Education	4,711.00
22.1122.2110.120.0000.07487.2006	Group Life	164.00
22.1122.2120.120.0000.07487.2006	Group Disability	480.00
22.1122.2130.120.0000.07487.2006	Group Health and Accident	22,918.00
22.1122.2140.120.0000.07487.2006	Dental Health Care	3,868.00
22.1122.2150.120.0000.07487.2006	Vision Care	986.00
22.1122.2820.120.0000.07487.2006	Contribution to State and Local Retirement Funds	107,749.00
22.1122.2830.120.0000.07487.2006	Employer Social Security	17,703.00

G/L Account Number	Account Description	Adopted Budget
22.1122.2920.120.0000.07487.2006	Cash in Lieu of Benefits	5,500.00
22.1122.3110.120.0000.07487.2006	Instructional Services	8,000.00
22.1122.3210.120.0000.07487.2006	Regular Duty Travel	600.00
22.1122.5110.120.0000.07487.2006	Teaching/Testing Supplies	3,800.00
22.1122.5990.120.0000.07487.2006	Misc. Supp & Matls	800.00
22.1122.6420.120.0000.07487.2006	Capital-New Equip <\$5000	2,500.00
22.1261.3410.120.0000.07487.2006	Telephone Serv	1,200.00
22.1261.5990.000.0000.07487.2006	Misc. Supp & Matls	400.00
22.1266.3490.000.0000.07487.2006	Other Communic Serv	250.00
22.1271.3310.099.0000.07487.2006	Transportation Serv-Cont Carrier	1,000.00
Other 2006 - WCC Young Adult Program Totals		\$409,720.00
Other 2007 - WN Young Adult Program		
22.1122.1240.120.0000.07487.2007	Teaching	95,828.00
22.1122.1630.120.0000.07487.2007	Aides	171,819.00
22.1122.1870.120.0000.07487.2007	Teaching	4,569.00
22.1122.1920.120.0000.07487.2007	Professional-Education	4,252.00
22.1122.2110.120.0000.07487.2007	Group Life	3,291.00
22.1122.2120.120.0000.07487.2007	Group Disability	1,059.00
22.1122.2130.120.0000.07487.2007	Group Health and Accident	83,070.00
22.1122.2140.120.0000.07487.2007	Dental Health Care	8,000.00
22.1122.2150.120.0000.07487.2007	Vision Care	1,949.00
22.1122.2820.120.0000.07487.2007	Contribution to State and Local Retirement Funds	130,262.00
22.1122.2830.120.0000.07487.2007	Employer Social Security	20,670.00
22.1122.2920.120.0000.07487.2007	Cash in Lieu of Benefits	2,500.00
22.1122.3110.120.0000.07487.2007	Instructional Services	10,000.00
22.1122.3210.120.0000.07487.2007	Regular Duty Travel	600.00
22.1122.5110.120.0000.07487.2007	Teaching/Testing Supplies	4,000.00
22.1122.5990.120.0000.07487.2007	Misc. Supp & Matls	800.00
22.1122.6420.120.0000.07487.2007	Capital-New Equip <\$5000	1,000.00
22.1261.3410.120.0000.07487.2007	Telephone Serv	3,500.00
22.1261.4110.000.0000.07487.2007	Building Repair Serv	13,000.00
22.1261.5510.000.0000.07487.2007	Natural Gas Supp	1,800.00
22.1261.5520.000.0000.07487.2007	Electricity Supp	1,900.00
22.1261.5990.000.0000.07487.2007	Misc. Supp & Matls	3,500.00
22.1271.3310.099.0000.07487.2007	Transportation Serv-Cont Carrier	1,000.00
Other 2007 - WN Young Adult Program Totals		\$568,369.00
Other 2008 - YP Young Adult Program		
22.1122.1240.120.0000.07487.2008	Teaching	93,380.00
22.1122.1630.120.0000.07487.2008	Aides	177,790.00
22.1122.1790.120.0000.07487.2008	Other Special Payments	1,586.00
22.1122.1870.120.0000.07487.2008	Teaching	167.00
22.1122.1920.120.0000.07487.2008	Professional-Education	4,696.00
22.1122.2110.120.0000.07487.2008	Group Life	1,725.00
22.1122.2120.120.0000.07487.2008	Group Disability	746.00
22.1122.2130.120.0000.07487.2008	Group Health and Accident	59,366.00
22.1122.2140.120.0000.07487.2008	Dental Health Care	6,195.00
22.1122.2150.120.0000.07487.2008	Vision Care	1,420.00
22.1122.2820.120.0000.07487.2008	Contribution to State and Local Retirement Funds	128,521.00
22.1122.2830.120.0000.07487.2008	Employer Social Security	21,265.00
22.1122.2920.120.0000.07487.2008	Cash in Lieu of Benefits	5,150.00
22.1122.3110.120.0000.07487.2008	Instructional Services	5,000.00
22.1122.3210.120.0000.07487.2008	Regular Duty Travel	(500.00)
22.1122.5110.120.0000.07487.2008	Teaching/Testing Supplies	6,000.00
22.1122.5990.120.0000.07487.2008	Misc. Supp & Matls	630.00
22.1261.3410.120.0000.07487.2008	Telephone Serv	2,700.00
22.1261.4110.000.0000.07487.2008	Building Repair Serv	25,000.00
22.1261.5990.000.0000.07487.2008	Misc. Supp & Matls	4,000.00

G/L Account Number	Account Description	Adopted Budget
22.1271.3310.099.0000.07487.2008	Transportation Serv-Cont Carrier	1,000.00
Other 2008 - YP Young Adult Program Totals		\$545,837.00
Other 2009 - Young Adult Unassigned		
22.1122.1240.120.0000.07487.2009	Teaching	419,839.00
22.1122.1630.120.0000.07487.2009	Aides	1,154,835.00
22.1122.1790.120.0000.07487.2009	Other Special Payments	8,953.00
22.1122.1870.120.0000.07487.2009	Teaching	103,650.00
22.1122.1920.120.0000.07487.2009	Professional-Education	21,499.00
22.1122.2110.120.0000.07487.2009	Group Life	16,710.00
22.1122.2120.120.0000.07487.2009	Group Disability	5,270.00
22.1122.2130.120.0000.07487.2009	Group Health and Accident	517,113.00
22.1122.2140.120.0000.07487.2009	Dental Health Care	40,003.00
22.1122.2150.120.0000.07487.2009	Vision Care	9,959.00
22.1122.2820.120.0000.07487.2009	Contribution to State and Local Retirement Funds	815,478.00
22.1122.2830.120.0000.07487.2009	Employer Social Security	128,861.00
22.1122.2920.120.0000.07487.2009	Cash in Lieu of Benefits	2,650.00
22.1122.3110.120.0000.07487.2009	Instructional Services	45,000.00
22.1122.3190.120.0000.07487.2009	Other Prof & Technical Services	69.00
22.1122.3210.120.0000.07487.2009	Regular Duty Travel	1,500.00
22.1122.3410.120.0000.07487.2009	Telephone Serv	700.00
22.1122.3450.120.0000.07487.2009	Software Lic/Agmts Serv	26,000.00
22.1122.5110.120.0000.07487.2009	Teaching/Testing Supplies	22,450.00
22.1122.5990.120.0000.07487.2009	Misc. Supp & Matls	9,500.00
22.1122.6420.120.0000.07487.2009	Capital-New Equip <\$5000	32,000.00
22.1213.1450.015.0000.07487.2009	Nursing	85,176.00
22.1213.1480.011.0000.07487.2009	Occupational Therapy	260,263.00
22.1213.1920.015.0000.07487.2009	Professional-Education	468.00
22.1213.2110.011.0000.07487.2009	Group Life	105.00
22.1213.2110.015.0000.07487.2009	Group Life	43.00
22.1213.2120.011.0000.07487.2009	Group Disability	607.00
22.1213.2120.015.0000.07487.2009	Group Disability	206.00
22.1213.2130.011.0000.07487.2009	Group Health and Accident	27,094.00
22.1213.2130.015.0000.07487.2009	Group Health and Accident	13,672.00
22.1213.2140.011.0000.07487.2009	Dental Health Care	2,822.00
22.1213.2140.015.0000.07487.2009	Dental Health Care	1,255.00
22.1213.2150.011.0000.07487.2009	Vision Care	1,145.00
22.1213.2150.015.0000.07487.2009	Vision Care	482.00
22.1213.2820.011.0000.07487.2009	Contribution to State and Local Retirement Funds	123,939.00
22.1213.2820.015.0000.07487.2009	Contribution to State and Local Retirement Funds	41,031.00
22.1213.2830.011.0000.07487.2009	Employer Social Security	20,095.00
22.1213.2830.015.0000.07487.2009	Employer Social Security	6,616.00
22.1213.2920.011.0000.07487.2009	Cash in Lieu of Benefits	2,385.00
22.1213.2920.015.0000.07487.2009	Cash in Lieu of Benefits	1,272.00
22.1213.3410.015.0000.07487.2009	Telephone Serv	500.00
22.1213.5110.011.0000.07487.2009	Teaching/Testing Supplies	500.00
22.1213.5110.013.0000.07487.2009	Teaching/Testing Supplies	200.00
22.1213.5990.015.0000.00000.2009	Misc. Supp & Matls	500.00
22.1213.5990.015.0000.07487.2009	Misc. Supp & Matls	2,000.00
22.1213.6420.011.0000.07487.2009	Capital-New Equip <\$5000	604.00
22.1213.6420.015.0000.07487.2009	Capital-New Equip <\$5000	604.00
22.1214.1430.021.0000.07487.2009	Psychological	57,497.00
22.1214.1790.021.0000.07487.2009	Other Special Payments	505.00
22.1214.2110.021.0000.07487.2009	Group Life	492.00
22.1214.2120.021.0000.07487.2009	Group Disability	225.00
22.1214.2130.021.0000.07487.2009	Group Health and Accident	12,956.00
22.1214.2140.021.0000.07487.2009	Dental Health Care	1,013.00
22.1214.2150.021.0000.07487.2009	Vision Care	264.00
22.1214.2820.021.0000.07487.2009	Contribution to State and Local Retirement Funds	28,258.00

G/L Account Number	Account Description	Adopted Budget
22.1214.2830.021.0000.07487.2009	Employer Social Security	4,441.00
22.1215.1280.031.0000.07487.2009	Speech and Language Therapist	227,835.00
22.1215.2110.031.0000.07487.2009	Group Life	98.00
22.1215.2120.031.0000.07487.2009	Group Disability	507.00
22.1215.2130.031.0000.07487.2009	Group Health and Accident	28,598.00
22.1215.2140.031.0000.07487.2009	Dental Health Care	2,206.00
22.1215.2150.031.0000.07487.2009	Vision Care	601.00
22.1215.2820.031.0000.07487.2009	Contribution to State and Local Retirement Funds	109,263.00
22.1215.2830.031.0000.07487.2009	Employer Social Security	17,555.00
22.1215.2920.031.0000.07487.2009	Cash in Lieu of Benefits	1,590.00
22.1216.1440.041.0000.07487.2009	Social Work	156,757.00
22.1216.1790.041.0000.07487.2009	Other Special Payments	1,978.00
22.1216.2110.041.0000.07487.2009	Group Life	53.00
22.1216.2120.041.0000.07487.2009	Group Disability	366.00
22.1216.2130.041.0000.07487.2009	Group Health and Accident	5,273.00
22.1216.2140.041.0000.07487.2009	Dental Health Care	1,951.00
22.1216.2150.041.0000.07487.2009	Vision Care	532.00
22.1216.2820.041.0000.07487.2009	Contribution to State and Local Retirement Funds	78,161.00
22.1216.2830.041.0000.07487.2009	Employer Social Security	12,337.00
22.1216.2920.041.0000.07487.2009	Cash in Lieu of Benefits	2,500.00
22.1217.3190.051.0000.07487.2009	Other Prof & Technical Services	36,000.00
22.1217.5110.051.0000.07487.2009	Teaching/Testing Supplies	50.00
22.1218.1250.066.0000.07487.2009	Instructional Counseling	9,338.00
22.1218.2110.066.0000.07487.2009	Group Life	4.00
22.1218.2120.066.0000.07487.2009	Group Disability	22.00
22.1218.2130.066.0000.07487.2009	Group Health and Accident	1,975.00
22.1218.2140.066.0000.07487.2009	Dental Health Care	157.00
22.1218.2150.066.0000.07487.2009	Vision Care	43.00
22.1218.2820.066.0000.07487.2009	Contribution to State and Local Retirement Funds	4,590.00
22.1218.2830.066.0000.07487.2009	Employer Social Security	716.00
22.1219.1240.071.0000.07487.2009	Teaching	24,437.00
22.1219.1240.075.0000.07487.2009	Teaching	8,264.00
22.1219.1290.076.0000.07487.2009	Other Professional Educational	163,572.00
22.1219.2110.071.0000.07487.2009	Group Life	15.00
22.1219.2110.075.0000.07487.2009	Group Life	4.00
22.1219.2110.076.0000.07487.2009	Group Life	72.00
22.1219.2120.071.0000.07487.2009	Group Disability	52.00
22.1219.2120.075.0000.07487.2009	Group Disability	19.00
22.1219.2120.076.0000.07487.2009	Group Disability	377.00
22.1219.2130.071.0000.07487.2009	Group Health and Accident	1,573.00
22.1219.2130.075.0000.07487.2009	Group Health and Accident	2,058.00
22.1219.2130.076.0000.07487.2009	Group Health and Accident	16,604.00
22.1219.2140.071.0000.07487.2009	Dental Health Care	210.00
22.1219.2140.075.0000.07487.2009	Dental Health Care	157.00
22.1219.2140.076.0000.07487.2009	Dental Health Care	2,822.00
22.1219.2150.071.0000.07487.2009	Vision Care	59.00
22.1219.2150.075.0000.07487.2009	Vision Care	43.00
22.1219.2150.076.0000.07487.2009	Vision Care	764.00
22.1219.2820.071.0000.07487.2009	Contribution to State and Local Retirement Funds	12,012.00
22.1219.2820.075.0000.07487.2009	Contribution to State and Local Retirement Funds	3,819.00
22.1219.2820.076.0000.07487.2009	Contribution to State and Local Retirement Funds	77,073.00
22.1219.2830.071.0000.07487.2009	Employer Social Security	1,871.00
22.1219.2830.075.0000.07487.2009	Employer Social Security	633.00
22.1219.2830.076.0000.07487.2009	Employer Social Security	12,707.00
22.1219.2920.076.0000.07487.2009	Cash in Lieu of Benefits	2,500.00
22.1226.1160.081.0000.07487.2009	Supervision/Direction-Staff	371,625.00
22.1226.1620.081.0000.07487.2009	Secretary-Clerical-Bookkeeper	81,913.00
22.1226.1790.081.0000.07487.2009	Other Special Payments	1,729.00

G/L Account Number	Account Description	Adopted Budget
22.1226.2110.081.0000.07487.2009	Group Life	1,913.00
22.1226.2120.081.0000.07487.2009	Group Disability	1,409.00
22.1226.2130.081.0000.07487.2009	Group Health and Accident	73,799.00
22.1226.2140.081.0000.07487.2009	Dental Health Care	6,760.00
22.1226.2150.081.0000.07487.2009	Vision Care	1,629.00
22.1226.2820.081.0000.07487.2009	Contribution to State and Local Retirement Funds	222,841.00
22.1226.2830.081.0000.07487.2009	Employer Social Security	34,971.00
22.1226.2920.081.0000.07487.2009	Cash in Lieu of Benefits	1,750.00
22.1226.3190.081.0000.07487.2009	Other Prof & Technical Services	5,000.00
22.1226.3210.081.0000.07487.2009	Regular Duty Travel	5,150.00
22.1226.3410.081.0000.07487.2009	Telephone Serv	1,200.00
22.1226.5910.081.0000.07487.2009	Office Supplies	5,200.00
22.1226.7410.081.0000.07487.2009	Dues and Fees	600.00
22.1226.7910.081.0000.07487.2009	Misc Expenditures	2,000.00
22.1249.5990.000.0000.07487.2009	Misc. Supp & Matls	5,200.00
22.1261.1640.000.0000.07487.2009	Custodian	19,380.00
22.1261.2820.000.0000.07487.2009	Contribution to State and Local Retirement Funds	9,524.00
22.1261.2830.000.0000.07487.2009	Employer Social Security	1,484.00
22.1261.3410.120.0000.07487.2009	Telephone Serv	6,700.00
22.1261.3830.120.0000.07487.2009	Water Sewage Serv	3,400.00
22.1261.3840.120.0000.07487.2009	Waste/Trash Serv	850.00
22.1261.4110.000.0000.07487.2009	Building Repair Serv	115,000.00
22.1261.5510.120.0000.07487.2009	Natural Gas Supp	9,000.00
22.1261.5520.120.0000.07487.2009	Electricity Supp	20,500.00
22.1261.5990.000.0000.07487.2009	Misc. Supp & Matls	15,000.00
22.1261.6420.000.0000.07487.2009	Capital-New Equip <\$5000	11,000.00
22.1271.3310.099.0000.07487.2009	Transportation Serv-Cont Carrier	7,500.00
22.1283.3220.000.0000.07487.2009	Workshops and Conf Travel	3,100.00
22.1283.3220.081.0000.07487.2009	Workshops and Conf Travel	10,000.00
Other 2009 - Young Adult Unassigned Totals		\$6,171,174.00
Other 2010 - Liberty Young Adult Program		
22.1122.1240.120.0000.07487.2010	Teaching	93,380.00
22.1122.1630.120.0000.07487.2010	Aides	159,351.00
22.1122.1790.120.0000.07487.2010	Other Special Payments	1,359.00
22.1122.1920.120.0000.07487.2010	Professional-Education	3,575.00
22.1122.2110.120.0000.07487.2010	Group Life	164.00
22.1122.2120.120.0000.07487.2010	Group Disability	581.00
22.1122.2130.120.0000.07487.2010	Group Health and Accident	71,480.00
22.1122.2140.120.0000.07487.2010	Dental Health Care	6,585.00
22.1122.2150.120.0000.07487.2010	Vision Care	1,604.00
22.1122.2820.120.0000.07487.2010	Contribution to State and Local Retirement Funds	122,126.00
22.1122.2830.120.0000.07487.2010	Employer Social Security	19,442.00
22.1122.3110.120.0000.07487.2010	Instructional Services	12,000.00
22.1122.3210.120.0000.07487.2010	Regular Duty Travel	1,600.00
22.1122.5110.120.0000.07487.2010	Teaching/Testing Supplies	4,000.00
22.1122.5990.120.0000.07487.2010	Misc. Supp & Matls	1,000.00
22.1122.6420.120.0000.07487.2010	Capital-New Equip <\$5000	6,420.00
22.1261.3410.000.0000.07487.2010	Telephone Serv	2,600.00
22.1261.3830.000.0000.07487.2010	Water Sewage Serv	2,000.00
22.1261.4110.000.0000.07487.2010	Building Repair Serv	33,000.00
22.1261.5510.000.0000.07487.2010	Natural Gas Supp	1,000.00
22.1261.5520.000.0000.07487.2010	Electricity Supp	3,000.00
22.1261.5990.000.0000.07487.2010	Misc. Supp & Matls	1,500.00
22.1261.6420.000.0000.07487.2010	Capital-New Equip <\$5000	200.00
22.1271.3310.099.0000.07487.2010	Transportation Serv-Cont Carrier	1,000.00
Other 2010 - Liberty Young Adult Program Totals		\$548,967.00
Other 2100 - Young Adult MRS Program		

G/L Account Number	Account Description	Adopted Budget
22.1122.3110.000.0000.07487.2100	Instructional Services	100,000.00
Other 2100 - Young Adult MRS Program Totals		\$100,000.00
Other 2200 - Young Adult Project		
22.1122.1630.120.0000.07487.2200	Aides	95,878.00
22.1122.1920.120.0000.07487.2200	Professional-Education	2,370.00
22.1122.2110.120.0000.07487.2200	Group Life	58.00
22.1122.2120.120.0000.07487.2200	Group Disability	199.00
22.1122.2130.120.0000.07487.2200	Group Health and Accident	24,298.00
22.1122.2140.120.0000.07487.2200	Dental Health Care	1,777.00
22.1122.2150.120.0000.07487.2200	Vision Care	425.00
22.1122.2820.120.0000.07487.2200	Contribution to State and Local Retirement Funds	47,116.00
22.1122.2830.120.0000.07487.2200	Employer Social Security	7,338.00
22.1122.3190.120.0000.07487.2200	Other Prof & Technical Services	500.00
22.1122.3210.120.0000.07487.2200	Regular Duty Travel	20,000.00
22.1122.3310.120.0000.07487.2200	Transportation Serv-Cont Carrier	3,000.00
22.1122.3450.120.0000.07487.2200	Software Lic/Agmts Serv	3,200.00
22.1122.5110.120.0000.07487.2200	Teaching/Testing Supplies	500.00
22.1122.5990.120.0000.07487.2200	Misc. Supp & Matls	1,600.00
22.1213.1480.011.0000.07487.2200	Occupational Therapy	8,734.00
22.1213.2110.011.0000.07487.2200	Group Life	4.00
22.1213.2120.011.0000.07487.2200	Group Disability	21.00
22.1213.2150.011.0000.07487.2200	Vision Care	43.00
22.1213.2820.011.0000.07487.2200	Contribution to State and Local Retirement Funds	4,197.00
22.1213.2830.011.0000.07487.2200	Employer Social Security	689.00
22.1213.2920.011.0000.07487.2200	Cash in Lieu of Benefits	265.00
22.1218.1250.061.0000.07487.2200	Instructional Counseling	400,264.00
22.1218.1250.066.0000.07487.2200	Instructional Counseling	37,352.00
22.1218.1790.061.0000.07487.2200	Other Special Payments	2,848.00
22.1218.2110.061.0000.07487.2200	Group Life	144.00
22.1218.2110.066.0000.07487.2200	Group Life	15.00
22.1218.2120.061.0000.07487.2200	Group Disability	943.00
22.1218.2120.066.0000.07487.2200	Group Disability	87.00
22.1218.2130.061.0000.07487.2200	Group Health and Accident	66,110.00
22.1218.2130.066.0000.07487.2200	Group Health and Accident	7,898.00
22.1218.2140.061.0000.07487.2200	Dental Health Care	5,958.00
22.1218.2140.066.0000.07487.2200	Dental Health Care	628.00
22.1218.2150.061.0000.07487.2200	Vision Care	1,612.00
22.1218.2150.066.0000.07487.2200	Vision Care	170.00
22.1218.2820.061.0000.07487.2200	Contribution to State and Local Retirement Funds	198,847.00
22.1218.2820.066.0000.07487.2200	Contribution to State and Local Retirement Funds	18,356.00
22.1218.2830.061.0000.07487.2200	Employer Social Security	30,843.00
22.1218.2830.066.0000.07487.2200	Employer Social Security	2,858.00
22.1218.3210.061.0000.07487.2200	Regular Duty Travel	5,000.00
22.1218.5110.061.0000.07487.2200	Teaching/Testing Supplies	1,350.00
22.1218.5110.062.0000.07487.2200	Teaching/Testing Supplies	100.00
22.1218.5990.062.0000.07487.2200	Misc. Supp & Matls	200.00
22.1221.3220.000.0000.07487.2200	Workshops and Conf Travel	500.00
22.1226.5910.081.0000.07487.2200	Office Supplies	150.00
22.1261.3410.120.0000.07487.2200	Telephone Serv	350.00
22.1271.3310.099.0000.07487.2200	Transportation Serv-Cont Carrier	1,500.00
Other 2200 - Young Adult Project Totals		\$1,006,295.00
Other 2300 - ASD		
22.1122.1240.193.0000.00000.2300	Teaching	503,169.00
22.1122.1630.193.0000.00000.2300	Aides	789,806.00
22.1122.1870.193.0000.00000.2300	Teaching	7,989.00
22.1122.1920.193.0000.00000.2300	Professional-Education	5,185.00
22.1122.2110.193.0000.00000.2300	Group Life	10,217.00

G/L Account Number	Account Description	Adopted Budget
22.1122.2120.193.0000.00000.2300	Group Disability	3,564.00
22.1122.2130.193.0000.00000.2300	Group Health and Accident	334,108.00
22.1122.2140.193.0000.00000.2300	Dental Health Care	27,450.00
22.1122.2150.193.0000.00000.2300	Vision Care	6,994.00
22.1122.2820.193.0000.00000.2300	Contribution to State and Local Retirement Funds	623,432.00
22.1122.2830.193.0000.00000.2300	Employer Social Security	99,576.00
22.1122.2920.193.0000.00000.2300	Cash in Lieu of Benefits	8,330.00
22.1122.3110.193.0000.00000.2300	Instructional Services	30,000.00
22.1122.3190.193.0000.00000.2300	Other Prof & Technical Services	2,000.00
22.1122.3210.193.0000.00000.2300	Regular Duty Travel	3,500.00
22.1122.3220.193.0000.00000.2300	Workshops and Conf Travel	50,000.00
22.1122.3450.193.0000.00000.2300	Software Lic/Agmts Serv	1,354.00
22.1122.3610.193.0000.00000.2300	Printing Serv	500.00
22.1122.5110.193.0000.00000.2300	Teaching/Testing Supplies	50,000.00
22.1213.1480.011.0000.00000.2300	Occupational Therapy	46,690.00
22.1213.2110.011.0000.00000.2300	Group Life	18.00
22.1213.2120.011.0000.00000.2300	Group Disability	111.00
22.1213.2130.011.0000.00000.2300	Group Health and Accident	10,506.00
22.1213.2140.011.0000.00000.2300	Dental Health Care	784.00
22.1213.2150.011.0000.00000.2300	Vision Care	212.00
22.1213.2820.011.0000.00000.2300	Contribution to State and Local Retirement Funds	22,393.00
22.1213.2830.011.0000.00000.2300	Employer Social Security	3,572.00
22.1213.3210.011.0000.00000.2300	Regular Duty Travel	400.00
22.1214.3210.021.0000.00000.2300	Regular Duty Travel	400.00
22.1215.1280.031.0000.00000.2300	Speech and Language Therapist	86,930.00
22.1215.2110.031.0000.00000.2300	Group Life	36.00
22.1215.2120.031.0000.00000.2300	Group Disability	201.00
22.1215.2820.031.0000.00000.2300	Contribution to State and Local Retirement Funds	40,259.00
22.1215.2830.031.0000.00000.2300	Employer Social Security	6,853.00
22.1215.2920.031.0000.00000.2300	Cash in Lieu of Benefits	2,650.00
22.1215.3210.031.0000.00000.2300	Regular Duty Travel	400.00
22.1216.1440.041.0000.00000.2300	Social Work	71,018.00
22.1216.2110.041.0000.00000.2300	Group Life	36.00
22.1216.2120.041.0000.00000.2300	Group Disability	156.00
22.1216.2140.041.0000.00000.2300	Dental Health Care	1,568.00
22.1216.2150.041.0000.00000.2300	Vision Care	424.00
22.1216.2820.041.0000.00000.2300	Contribution to State and Local Retirement Funds	34,898.00
22.1216.2830.041.0000.00000.2300	Employer Social Security	5,625.00
22.1216.2920.041.0000.00000.2300	Cash in Lieu of Benefits	2,500.00
22.1216.3190.041.0000.00000.2300	Other Prof & Technical Services	157,130.00
22.1216.3210.041.0000.00000.2300	Regular Duty Travel	400.00
22.1219.1290.076.0000.00000.2300	Other Professional Educational	68,238.00
22.1219.1920.076.0000.00000.2300	Professional-Education	770.00
22.1219.2110.076.0000.00000.2300	Group Life	36.00
22.1219.2120.076.0000.00000.2300	Group Disability	156.00
22.1219.2130.076.0000.00000.2300	Group Health and Accident	7,162.00
22.1219.2140.076.0000.00000.2300	Dental Health Care	523.00
22.1219.2150.076.0000.00000.2300	Vision Care	146.00
22.1219.2820.076.0000.00000.2300	Contribution to State and Local Retirement Funds	32,094.00
22.1219.2830.076.0000.00000.2300	Employer Social Security	5,221.00
22.1219.3210.076.0000.00000.2300	Regular Duty Travel	400.00
22.1226.1160.081.0000.00000.2300	Supervision/Direction-Staff	19,609.00
22.1226.2110.081.0000.00000.2300	Group Life	52.00
22.1226.2120.081.0000.00000.2300	Group Disability	42.00
22.1226.2130.081.0000.00000.2300	Group Health and Accident	2,461.00
22.1226.2140.081.0000.00000.2300	Dental Health Care	194.00
22.1226.2150.081.0000.00000.2300	Vision Care	46.00
22.1226.2820.081.0000.00000.2300	Contribution to State and Local Retirement Funds	9,637.00

G/L Account Number	Account Description	Adopted Budget
22.1226.2830.081.0000.00000.2300	Employer Social Security	1,507.00
22.1226.3210.081.0000.00000.2300	Regular Duty Travel	600.00
	Other 2300 - ASD Totals	\$3,202,238.00
Other 2400 - High Point Program		
22.1122.1240.130.0000.06147.2400	Teaching	367,462.00
22.1122.1240.190.0000.06147.2400	Teaching	421,397.00
22.1122.1630.196.0000.06147.2400	Aides	1,062,046.00
22.1122.1790.130.0000.06147.2400	Other Special Payments	1,444.00
22.1122.1870.130.0000.06147.2400	Teaching	352,322.00
22.1122.1870.196.0000.06147.2400	Teaching	8,246.00
22.1122.1920.130.0000.06147.2400	Professional-Education	573.00
22.1122.1920.196.0000.06147.2400	Professional-Education	30,815.00
22.1122.2110.130.0000.06147.2400	Group Life	1,818.00
22.1122.2110.190.0000.06147.2400	Group Life	180.00
22.1122.2110.196.0000.06147.2400	Group Life	704.00
22.1122.2120.130.0000.06147.2400	Group Disability	1,659.00
22.1122.2120.190.0000.06147.2400	Group Disability	977.00
22.1122.2120.196.0000.06147.2400	Group Disability	2,179.00
22.1122.2130.130.0000.06147.2400	Group Health and Accident	91,238.00
22.1122.2130.190.0000.06147.2400	Group Health and Accident	63,256.00
22.1122.2130.196.0000.06147.2400	Group Health and Accident	244,533.00
22.1122.2140.130.0000.06147.2400	Dental Health Care	6,927.00
22.1122.2140.190.0000.06147.2400	Dental Health Care	4,705.00
22.1122.2140.196.0000.06147.2400	Dental Health Care	19,508.00
22.1122.2150.130.0000.06147.2400	Vision Care	1,852.00
22.1122.2150.190.0000.06147.2400	Vision Care	1,286.00
22.1122.2150.196.0000.06147.2400	Vision Care	5,133.00
22.1122.2820.130.0000.06147.2400	Contribution to State and Local Retirement Funds	296,457.00
22.1122.2820.190.0000.06147.2400	Contribution to State and Local Retirement Funds	206,854.00
22.1122.2820.196.0000.06147.2400	Contribution to State and Local Retirement Funds	512,233.00
22.1122.2830.130.0000.06147.2400	Employer Social Security	46,889.00
22.1122.2830.190.0000.06147.2400	Employer Social Security	32,241.00
22.1122.2830.196.0000.06147.2400	Employer Social Security	82,515.00
22.1122.2920.130.0000.06147.2400	Cash in Lieu of Benefits	2,650.00
22.1122.2920.196.0000.06147.2400	Cash in Lieu of Benefits	16,280.00
22.1122.3110.130.0000.06147.2400	Instructional Services	12,000.00
22.1122.3110.190.0000.06147.2400	Instructional Services	30,000.00
22.1122.3110.196.0000.06147.2400	Instructional Services	50,000.00
22.1122.3190.196.0000.06147.2400	Other Prof & Technical Services	21,000.00
22.1122.3210.130.0000.06147.2400	Regular Duty Travel	1,000.00
22.1122.3210.190.0000.06147.2400	Regular Duty Travel	1,000.00
22.1122.3450.130.0000.06147.2400	Software Lic/Agmts Serv	10,000.00
22.1122.3450.190.0000.06147.2400	Software Lic/Agmts Serv	10,000.00
22.1122.5110.130.0000.06147.2400	Teaching/Testing Supplies	19,365.00
22.1122.5110.190.0000.06147.2400	Teaching/Testing Supplies	22,075.00
22.1122.5990.130.0000.06147.2400	Misc. Supp & Matls	4,000.00
22.1122.5990.190.0000.06147.2400	Misc. Supp & Matls	4,500.00
22.1122.6420.190.0000.06147.2400	Capital-New Equip <\$5000	59,772.00
22.1122.6460.130.0000.06147.2400	Capital-Repl Equip <\$5000	635.00
22.1122.6460.190.0000.06147.2400	Capital-Repl Equip <\$5000	7,168.00
22.1213.1450.015.0000.06147.2400	Nursing	328,640.00
22.1213.1470.013.0000.06147.2400	Physical Therapy	252,956.00
22.1213.1480.011.0000.06147.2400	Occupational Therapy	37,533.00
22.1213.1490.076.0000.06147.2400	Other Professional-Other	71,885.00
22.1213.1920.013.0000.06147.2400	Professional-Education	185.00
22.1213.2110.013.0000.06147.2400	Group Life	90.00
22.1213.2110.015.0000.06147.2400	Group Life	3,276.00
22.1213.2110.076.0000.06147.2400	Group Life	36.00

G/L Account Number	Account Description	Adopted Budget
22.1213.2120.013.0000.06147.2400	Group Disability	594.00
22.1213.2120.015.0000.06147.2400	Group Disability	1,388.00
22.1213.2120.076.0000.06147.2400	Group Disability	159.00
22.1213.2130.013.0000.06147.2400	Group Health and Accident	30,272.00
22.1213.2130.015.0000.06147.2400	Group Health and Accident	62,589.00
22.1213.2130.076.0000.06147.2400	Group Health and Accident	7,111.00
22.1213.2140.013.0000.06147.2400	Dental Health Care	2,352.00
22.1213.2140.015.0000.06147.2400	Dental Health Care	5,387.00
22.1213.2140.076.0000.06147.2400	Dental Health Care	523.00
22.1213.2150.013.0000.06147.2400	Vision Care	636.00
22.1213.2150.015.0000.06147.2400	Vision Care	1,398.00
22.1213.2150.076.0000.06147.2400	Vision Care	146.00
22.1213.2820.011.0000.06147.2400	Contribution to State and Local Retirement Funds	18,003.00
22.1213.2820.013.0000.06147.2400	Contribution to State and Local Retirement Funds	121,990.00
22.1213.2820.015.0000.06147.2400	Contribution to State and Local Retirement Funds	159,887.00
22.1213.2820.076.0000.06147.2400	Contribution to State and Local Retirement Funds	32,505.00
22.1213.2830.011.0000.06147.2400	Employer Social Security	2,873.00
22.1213.2830.013.0000.06147.2400	Employer Social Security	19,556.00
22.1213.2830.015.0000.06147.2400	Employer Social Security	25,335.00
22.1213.2830.076.0000.06147.2400	Employer Social Security	5,500.00
22.1213.2920.013.0000.06147.2400	Cash in Lieu of Benefits	2,650.00
22.1213.2920.015.0000.06147.2400	Cash in Lieu of Benefits	2,500.00
22.1213.3130.011.0000.06147.2400	Pupil Services	33,600.00
22.1213.3130.015.0000.06147.2400	Pupil Services	130,000.00
22.1213.3190.016.0000.06147.2400	Other Prof & Technical Services	6,500.00
22.1213.3210.015.0000.06147.2400	Regular Duty Travel	500.00
22.1213.5110.011.0000.06147.2400	Teaching/Testing Supplies	500.00
22.1213.5990.011.0000.06147.2400	Misc. Supp & Matls	5,000.00
22.1213.5990.015.0000.06147.2400	Misc. Supp & Matls	18,000.00
22.1213.6420.013.0000.06147.2400	Capital-New Equip <\$5000	9,000.00
22.1214.1430.021.0000.06147.2400	Psychological	80,397.00
22.1214.1790.021.0000.06147.2400	Other Special Payments	674.00
22.1214.2110.021.0000.06147.2400	Group Life	816.00
22.1214.2120.021.0000.06147.2400	Group Disability	323.00
22.1214.2130.021.0000.06147.2400	Group Health and Accident	19,544.00
22.1214.2140.021.0000.06147.2400	Dental Health Care	1,531.00
22.1214.2150.021.0000.06147.2400	Vision Care	398.00
22.1214.2820.021.0000.06147.2400	Contribution to State and Local Retirement Funds	39,586.00
22.1214.2830.021.0000.06147.2400	Employer Social Security	6,205.00
22.1215.1280.031.0000.06147.2400	Speech and Language Therapist	299,154.00
22.1215.2110.031.0000.06147.2400	Group Life	1,552.00
22.1215.2120.031.0000.06147.2400	Group Disability	945.00
22.1215.2130.031.0000.06147.2400	Group Health and Accident	30,304.00
22.1215.2140.031.0000.06147.2400	Dental Health Care	2,408.00
22.1215.2150.031.0000.06147.2400	Vision Care	1,021.00
22.1215.2820.031.0000.06147.2400	Contribution to State and Local Retirement Funds	140,886.00
22.1215.2830.031.0000.06147.2400	Employer Social Security	23,272.00
22.1215.2920.031.0000.06147.2400	Cash in Lieu of Benefits	4,958.00
22.1215.5110.031.0000.06147.2400	Teaching/Testing Supplies	5,000.00
22.1215.6420.031.0000.06147.2400	Capital-New Equip <\$5000	4,000.00
22.1216.1440.041.0000.06147.2400	Social Work	42,500.00
22.1216.1790.041.0000.06147.2400	Other Special Payments	1,655.00
22.1216.2110.041.0000.06147.2400	Group Life	7.00
22.1216.2120.041.0000.06147.2400	Group Disability	102.00
22.1216.2130.041.0000.06147.2400	Group Health and Accident	2,937.00
22.1216.2140.041.0000.06147.2400	Dental Health Care	215.00
22.1216.2150.041.0000.06147.2400	Vision Care	60.00
22.1216.2820.041.0000.06147.2400	Contribution to State and Local Retirement Funds	21,698.00

G/L Account Number	Account Description	Adopted Budget
22.1216.2830.041.0000.06147.2400	Employer Social Security	3,379.00
22.1219.1240.071.0000.06147.2400	Teaching	51,468.00
22.1219.1240.075.0000.06147.2400	Teaching	74,367.00
22.1219.1630.073.0000.06147.2400	Aides	52,586.00
22.1219.1920.073.0000.06147.2400	Professional-Education	1,185.00
22.1219.1960.073.0000.06147.2400	Operation and Service	339.00
22.1219.2110.071.0000.06147.2400	Group Life	51.00
22.1219.2110.073.0000.06147.2400	Group Life	29.00
22.1219.2110.075.0000.06147.2400	Group Life	33.00
22.1219.2120.071.0000.06147.2400	Group Disability	103.00
22.1219.2120.073.0000.06147.2400	Group Disability	109.00
22.1219.2120.075.0000.06147.2400	Group Disability	172.00
22.1219.2130.071.0000.06147.2400	Group Health and Accident	4,830.00
22.1219.2130.073.0000.06147.2400	Group Health and Accident	17,066.00
22.1219.2130.075.0000.06147.2400	Group Health and Accident	18,514.00
22.1219.2140.071.0000.06147.2400	Dental Health Care	733.00
22.1219.2140.073.0000.06147.2400	Dental Health Care	1,254.00
22.1219.2140.075.0000.06147.2400	Dental Health Care	1,411.00
22.1219.2150.071.0000.06147.2400	Vision Care	205.00
22.1219.2150.073.0000.06147.2400	Vision Care	297.00
22.1219.2150.075.0000.06147.2400	Vision Care	381.00
22.1219.2820.071.0000.06147.2400	Contribution to State and Local Retirement Funds	24,545.00
22.1219.2820.073.0000.06147.2400	Contribution to State and Local Retirement Funds	25,842.00
22.1219.2820.075.0000.06147.2400	Contribution to State and Local Retirement Funds	34,316.00
22.1219.2830.071.0000.06147.2400	Employer Social Security	3,938.00
22.1219.2830.073.0000.06147.2400	Employer Social Security	4,024.00
22.1219.2830.075.0000.06147.2400	Employer Social Security	5,690.00
22.1219.3210.075.0000.06147.2400	Regular Duty Travel	1,000.00
22.1219.5110.072.0000.06147.2400	Teaching/Testing Supplies	10,000.00
22.1219.5990.075.0000.06147.2400	Misc. Supp & Matls	4,000.00
22.1219.6420.075.0000.06147.2400	Capital-New Equip <\$5000	4,000.00
22.1219.6420.076.0000.06147.2400	Capital-New Equip <\$5000	648.00
22.1221.3120.190.0000.06147.2400	Employee Training & Devel Serv	1,500.00
22.1221.3190.000.0000.06147.2400	Other Prof & Technical Services	15,000.00
22.1221.5110.190.0000.06147.2400	Teaching/Testing Supplies	24.00
22.1226.1620.081.0000.06147.2400	Secretary-Clerical-Bookkeeper	47,812.00
22.1226.2110.081.0000.06147.2400	Group Life	72.00
22.1226.2120.081.0000.06147.2400	Group Disability	112.00
22.1226.2130.081.0000.06147.2400	Group Health and Accident	7,162.00
22.1226.2140.081.0000.06147.2400	Dental Health Care	523.00
22.1226.2150.081.0000.06147.2400	Vision Care	128.00
22.1226.2820.081.0000.06147.2400	Contribution to State and Local Retirement Funds	22,837.00
22.1226.2830.081.0000.06147.2400	Employer Social Security	3,706.00
22.1226.3190.081.0000.06147.2400	Other Prof & Technical Services	5,000.00
22.1226.3210.081.0000.06147.2400	Regular Duty Travel	1,000.00
22.1226.3410.081.0000.06147.2400	Telephone Serv	3,600.00
22.1226.3430.081.0000.06147.2400	Mail/Postage Serv	800.00
22.1226.3610.081.0000.06147.2400	Printing Serv	2,000.00
22.1226.5910.081.0000.06147.2400	Office Supplies	9,640.00
22.1226.5990.081.0000.06147.2400	Misc. Supp & Matls	750.00
22.1226.6420.081.0000.06147.2400	Capital-New Equip <\$5000	957.00
22.1226.7410.081.0000.06147.2400	Dues and Fees	1,000.00
22.1261.1640.000.0000.06147.2400	Custodian	72,185.00
22.1261.1960.000.0000.06147.2400	Operation and Service	3,896.00
22.1261.2110.000.0000.06147.2400	Group Life	46.00
22.1261.2120.000.0000.06147.2400	Group Disability	148.00
22.1261.2130.000.0000.06147.2400	Group Health and Accident	3,915.00
22.1261.2140.000.0000.06147.2400	Dental Health Care	438.00

G/L Account Number	Account Description	Adopted Budget
22.1261.2150.000.0000.06147.2400	Vision Care	199.00
22.1261.2820.000.0000.06147.2400	Contribution to State and Local Retirement Funds	35,499.00
22.1261.2830.000.0000.06147.2400	Employer Social Security	5,688.00
22.1261.3190.000.0000.06147.2400	Other Prof & Technical Services	1,200.00
22.1261.3450.000.0000.06147.2400	Software Lic/Agmts Serv	1,500.00
22.1261.3830.000.0000.06147.2400	Water Sewage Serv	20,000.00
22.1261.3840.000.0000.06147.2400	Waste/Trash Serv	20,000.00
22.1261.3910.000.0000.06147.2400	Property and Liability Insur Serv	62,747.00
22.1261.4110.000.0000.06147.2400	Building Repair Serv	500,000.00
22.1261.4120.000.0000.06147.2400	Equip Repair Serv	20,000.00
22.1261.4190.000.0000.06147.2400	Other Repair & Maint Serv	15,000.00
22.1261.5510.000.0000.06147.2400	Natural Gas Supp	60,000.00
22.1261.5520.000.0000.06147.2400	Electricity Supp	120,000.00
22.1261.5980.000.0000.06147.2400	Misc. Hardware & Tool Supp	500.00
22.1261.5990.000.0000.06147.2400	Misc. Supp & Matls	50,000.00
22.1261.6410.000.0000.06147.2400	Capital-New Equip >\$5000	10,000.00
22.1261.6420.000.0000.06147.2400	Capital-New Equip <\$5000	5,000.00
22.1261.6460.000.0000.06147.2400	Capital-Repl Equip <\$5000	8,000.00
22.1261.7410.000.0000.06147.2400	Dues and Fees	810.00
22.1261.7910.000.0000.06147.2400	Misc Expenditures	750.00
22.1271.3310.099.0000.06147.2400	Transportation Serv-Cont Carrier	35,000.00
22.1283.3220.000.0000.06147.2400	Workshops and Conf Travel	22,500.00
Other 2400 - High Point Program Totals		\$7,817,256.00
Other 2500 - Summer School		
22.1122.1240.120.0000.07487.2500	Teaching	24,720.00
22.1122.1240.190.0000.00000.2500	Teaching	131,501.00
22.1122.1630.120.0000.07487.2500	Aides	63,221.00
22.1122.1630.196.0000.00000.2500	Aides	58,601.00
22.1122.2820.120.0000.07487.2500	Contribution to State and Local Retirement Funds	43,217.00
22.1122.2820.190.0000.00000.2500	Contribution to State and Local Retirement Funds	64,620.00
22.1122.2820.196.0000.00000.2500	Contribution to State and Local Retirement Funds	26,535.00
22.1122.2830.120.0000.07487.2500	Employer Social Security	6,729.00
22.1122.2830.190.0000.00000.2500	Employer Social Security	10,060.00
22.1122.2830.196.0000.00000.2500	Employer Social Security	4,484.00
22.1122.3110.190.0000.00000.2500	Instructional Services	17,315.00
22.1122.3110.196.0000.00000.2500	Instructional Services	11,800.00
22.1122.5110.190.0000.00000.2500	Teaching/Testing Supplies	1,000.00
Other 2500 - Summer School Totals		\$463,803.00
Other 2600 - Local District Services		
22.1122.1240.196.0000.00000.2600	Teaching	51,003.00
22.1122.2110.196.0000.00000.2600	Group Life	22.00
22.1122.2120.196.0000.00000.2600	Group Disability	118.00
22.1122.2820.196.0000.00000.2600	Contribution to State and Local Retirement Funds	25,067.00
22.1122.2830.196.0000.00000.2600	Employer Social Security	4,025.00
22.1122.2920.196.0000.00000.2600	Cash in Lieu of Benefits	1,590.00
22.1213.1450.015.0000.00000.2600	Nursing	47,942.00
22.1213.1470.013.0000.00000.2600	Physical Therapy	10,261.00
22.1213.1480.011.0000.00000.2600	Occupational Therapy	110,362.00
22.1213.1920.015.0000.00000.2600	Professional-Education	702.00
22.1213.2110.011.0000.00000.2600	Group Life	1,620.00
22.1213.2110.013.0000.00000.2600	Group Life	4.00
22.1213.2110.015.0000.00000.2600	Group Life	29.00
22.1213.2120.011.0000.00000.2600	Group Disability	474.00
22.1213.2120.013.0000.00000.2600	Group Disability	25.00
22.1213.2120.015.0000.00000.2600	Group Disability	121.00
22.1213.2130.011.0000.00000.2600	Group Health and Accident	33,207.00
22.1213.2130.013.0000.00000.2600	Group Health and Accident	2,134.00

G/L Account Number	Account Description	Adopted Budget
22.1213.2130.015.0000.00000.2600	Group Health and Accident	3,418.00
22.1213.2140.011.0000.00000.2600	Dental Health Care	2,589.00
22.1213.2140.013.0000.00000.2600	Dental Health Care	157.00
22.1213.2140.015.0000.00000.2600	Dental Health Care	314.00
22.1213.2150.011.0000.00000.2600	Vision Care	668.00
22.1213.2150.013.0000.00000.2600	Vision Care	43.00
22.1213.2150.015.0000.00000.2600	Vision Care	299.00
22.1213.2820.011.0000.00000.2600	Contribution to State and Local Retirement Funds	53,683.00
22.1213.2820.013.0000.00000.2600	Contribution to State and Local Retirement Funds	4,822.00
22.1213.2820.015.0000.00000.2600	Contribution to State and Local Retirement Funds	22,311.00
22.1213.2830.011.0000.00000.2600	Employer Social Security	8,445.00
22.1213.2830.013.0000.00000.2600	Employer Social Security	785.00
22.1213.2830.015.0000.00000.2600	Employer Social Security	3,815.00
22.1213.2920.015.0000.00000.2600	Cash in Lieu of Benefits	1,908.00
22.1213.6420.015.0000.00000.2600	Capital-New Equip <\$5000	944.00
22.1214.1430.021.0000.00000.2600	Psychological	91,728.00
22.1214.1790.021.0000.00000.2600	Other Special Payments	337.00
22.1214.2110.021.0000.00000.2600	Group Life	365.00
22.1214.2120.021.0000.00000.2600	Group Disability	249.00
22.1214.2130.021.0000.00000.2600	Group Health and Accident	8,638.00
22.1214.2140.021.0000.00000.2600	Dental Health Care	675.00
22.1214.2150.021.0000.00000.2600	Vision Care	177.00
22.1214.2820.021.0000.00000.2600	Contribution to State and Local Retirement Funds	42,977.00
22.1214.2830.021.0000.00000.2600	Employer Social Security	7,168.00
22.1214.2920.021.0000.00000.2600	Cash in Lieu of Benefits	1,590.00
22.1215.1280.031.0000.00000.2600	Speech and Language Therapist	52,292.00
22.1215.2110.031.0000.00000.2600	Group Life	185.00
22.1215.2120.031.0000.00000.2600	Group Disability	144.00
22.1215.2130.031.0000.00000.2600	Group Health and Accident	5,247.00
22.1215.2140.031.0000.00000.2600	Dental Health Care	412.00
22.1215.2150.031.0000.00000.2600	Vision Care	169.00
22.1215.2820.031.0000.00000.2600	Contribution to State and Local Retirement Funds	24,700.00
22.1215.2830.031.0000.00000.2600	Employer Social Security	4,049.00
22.1215.2920.031.0000.00000.2600	Cash in Lieu of Benefits	558.00
22.1215.3130.031.0000.00000.2600	Pupil Services	46,080.00
22.1216.1440.041.0000.00000.2600	Social Work	66,374.00
22.1216.2110.041.0000.00000.2600	Group Life	28.00
22.1216.2120.041.0000.00000.2600	Group Disability	153.00
22.1216.2130.041.0000.00000.2600	Group Health and Accident	5,585.00
22.1216.2140.041.0000.00000.2600	Dental Health Care	398.00
22.1216.2150.041.0000.00000.2600	Vision Care	111.00
22.1216.2820.041.0000.00000.2600	Contribution to State and Local Retirement Funds	33,110.00
22.1216.2830.041.0000.00000.2600	Employer Social Security	5,078.00
22.1219.1250.075.0000.00000.2600	Instructional Counseling	29,940.00
22.1219.2110.075.0000.00000.2600	Group Life	15.00
22.1219.2120.075.0000.00000.2600	Group Disability	69.00
22.1219.2130.075.0000.00000.2600	Group Health and Accident	8,021.00
22.1219.2140.075.0000.00000.2600	Dental Health Care	628.00
22.1219.2150.075.0000.00000.2600	Vision Care	170.00
22.1219.2820.075.0000.00000.2600	Contribution to State and Local Retirement Funds	14,938.00
22.1219.2830.075.0000.00000.2600	Employer Social Security	2,292.00
22.1219.3210.075.0000.00000.2600	Regular Duty Travel	1,000.00
22.1226.1160.081.0000.00000.2600	Supervision/Direction-Staff	96,676.00
22.1226.1620.081.0000.00000.2600	Secretary-Clerical-Bookkeeper	26,163.00
22.1226.1790.081.0000.00000.2600	Other Special Payments	2,455.00
22.1226.2110.081.0000.00000.2600	Group Life	250.00
22.1226.2120.081.0000.00000.2600	Group Disability	219.00
22.1226.2130.081.0000.00000.2600	Group Health and Accident	13,128.00

G/L Account Number	Account Description	Adopted Budget
22.1226.2140.081.0000.00000.2600	Dental Health Care	1,293.00
22.1226.2150.081.0000.00000.2600	Vision Care	307.00
22.1226.2820.081.0000.00000.2600	Contribution to State and Local Retirement Funds	61,568.00
22.1226.2830.081.0000.00000.2600	Employer Social Security	9,517.00
22.1226.3210.081.0000.00000.2600	Regular Duty Travel	5,000.00
22.1226.3410.081.0000.00000.2600	Telephone Serv	1,200.00
22.1226.5990.081.0000.00000.2600	Misc. Supp & Matls	2,000.00
22.1226.6420.081.0000.00000.2600	Capital-New Equip <\$5000	1,000.00
22.1226.7410.081.0000.00000.2600	Dues and Fees	150.00
22.1261.4110.000.0000.00000.2600	Building Repair Serv	2,243.00
22.1261.4210.000.0000.00000.2600	Land/Building Rental Serv	43,000.00
22.1283.3220.085.0000.00000.2600	Workshops and Conf Travel	3,500.00
22.1283.3220.140.0000.00000.2600	Workshops and Conf Travel	8,000.00
Other 2600 - Local District Services Totals		\$1,126,226.00
Other 3000 - Non-WISD Services		
22.1213.1450.015.0000.00000.3000	Nursing	79,822.00
22.1213.2110.015.0000.00000.3000	Group Life	36.00
22.1213.2120.015.0000.00000.3000	Group Disability	189.00
22.1213.2130.015.0000.00000.3000	Group Health and Accident	7,111.00
22.1213.2140.015.0000.00000.3000	Dental Health Care	1,568.00
22.1213.2150.015.0000.00000.3000	Vision Care	424.00
22.1213.2820.015.0000.00000.3000	Contribution to State and Local Retirement Funds	38,125.00
22.1213.2830.015.0000.00000.3000	Employer Social Security	6,107.00
22.1213.3210.015.0000.00000.3000	Regular Duty Travel	5,000.00
22.1213.3410.015.0000.00000.3000	Telephone Serv	2,067.00
22.1213.6420.015.0000.00000.3000	Capital-New Equip <\$5000	733.00
22.1214.1430.021.0000.00000.3000	Psychological	28,300.00
22.1214.1790.021.0000.00000.3000	Other Special Payments	169.00
22.1214.2110.021.0000.00000.3000	Group Life	325.00
22.1214.2120.021.0000.00000.3000	Group Disability	116.00
22.1214.2130.021.0000.00000.3000	Group Health and Accident	6,590.00
22.1214.2140.021.0000.00000.3000	Dental Health Care	518.00
22.1214.2150.021.0000.00000.3000	Vision Care	135.00
22.1214.2820.021.0000.00000.3000	Contribution to State and Local Retirement Funds	13,240.00
22.1214.2830.021.0000.00000.3000	Employer Social Security	2,180.00
22.1214.3130.021.0000.00000.3000	Pupil Services	56,530.00
22.1214.3490.021.0000.00000.3000	Other Communic Serv	480.00
22.1214.5110.021.0000.00000.3000	Teaching/Testing Supplies	2,000.00
22.1215.1280.031.0000.00000.3000	Speech and Language Therapist	75,402.00
22.1215.2110.031.0000.00000.3000	Group Life	38.00
22.1215.2120.031.0000.00000.3000	Group Disability	168.00
22.1215.2130.031.0000.00000.3000	Group Health and Accident	1,707.00
22.1215.2140.031.0000.00000.3000	Dental Health Care	126.00
22.1215.2150.031.0000.00000.3000	Vision Care	150.00
22.1215.2820.031.0000.00000.3000	Contribution to State and Local Retirement Funds	36,509.00
22.1215.2830.031.0000.00000.3000	Employer Social Security	5,917.00
22.1215.2920.031.0000.00000.3000	Cash in Lieu of Benefits	1,909.00
22.1215.3130.031.0000.00000.3000	Pupil Services	73,000.00
22.1215.3210.031.0000.00000.3000	Regular Duty Travel	1,353.00
22.1215.3450.031.0000.00000.3000	Software Lic/Agmts Serv	1,860.00
22.1215.3450.034.0000.00000.3000	Software Lic/Agmts Serv	150.00
22.1215.4120.034.0000.00000.3000	Equip Repair Serv	6,000.00
22.1215.5110.031.0000.00000.3000	Teaching/Testing Supplies	230.00
22.1215.5110.034.0000.00000.3000	Teaching/Testing Supplies	2,500.00
22.1215.6420.031.0000.00000.3000	Capital-New Equip <\$5000	296.00
22.1215.6420.034.0000.00000.3000	Capital-New Equip <\$5000	20,000.00
22.1216.1440.041.0000.00000.3000	Social Work	199,644.00
22.1216.2110.041.0000.00000.3000	Group Life	1,620.00

G/L Account Number	Account Description	Adopted Budget
22.1216.2120.041.0000.00000.3000	Group Disability	1,140.00
22.1216.2130.041.0000.00000.3000	Group Health and Accident	45,402.00
22.1216.2140.041.0000.00000.3000	Dental Health Care	3,610.00
22.1216.2150.041.0000.00000.3000	Vision Care	912.00
22.1216.2820.041.0000.00000.3000	Contribution to State and Local Retirement Funds	90,400.00
22.1216.2830.041.0000.00000.3000	Employer Social Security	15,274.00
22.1217.1250.051.0000.00000.3000	Instructional Counseling	58,446.00
22.1217.1290.051.0000.00000.3000	Other Professional Educational	113,221.00
22.1217.1630.051.0000.00000.3000	Aides	35,492.00
22.1217.1790.051.0000.00000.3000	Other Special Payments	624.00
22.1217.1920.051.0000.00000.3000	Professional-Education	69.00
22.1217.2110.051.0000.00000.3000	Group Life	2,076.00
22.1217.2120.051.0000.00000.3000	Group Disability	646.00
22.1217.2130.051.0000.00000.3000	Group Health and Accident	37,102.00
22.1217.2140.051.0000.00000.3000	Dental Health Care	2,883.00
22.1217.2150.051.0000.00000.3000	Vision Care	732.00
22.1217.2820.051.0000.00000.3000	Contribution to State and Local Retirement Funds	100,739.00
22.1217.2830.051.0000.00000.3000	Employer Social Security	16,131.00
22.1217.2920.051.0000.00000.3000	Cash in Lieu of Benefits	2,650.00
22.1217.3190.051.0000.00000.3000	Other Prof & Technical Services	125,000.00
22.1217.5110.051.0000.00000.3000	Teaching/Testing Supplies	228.00
22.1218.1250.061.0000.00000.3000	Instructional Counseling	523,717.00
22.1218.1250.062.0000.00000.3000	Instructional Counseling	98,989.00
22.1218.1250.063.0000.00000.3000	Instructional Counseling	845,420.00
22.1218.1250.064.0000.00000.3000	Instructional Counseling	644,588.00
22.1218.1250.065.0000.00000.3000	Instructional Counseling	661,955.00
22.1218.1250.066.0000.00000.3000	Instructional Counseling	46,690.00
22.1218.1250.067.0000.00000.3000	Instructional Counseling	89,083.00
22.1218.1790.061.0000.00000.3000	Other Special Payments	13,772.00
22.1218.1790.062.0000.00000.3000	Other Special Payments	1,444.00
22.1218.1790.063.0000.00000.3000	Other Special Payments	7,039.00
22.1218.1790.064.0000.00000.3000	Other Special Payments	3,125.00
22.1218.1790.065.0000.00000.3000	Other Special Payments	1,061.00
22.1218.1920.061.0000.00000.3000	Professional-Education	926.00
22.1218.1920.065.0000.00000.3000	Professional-Education	117.00
22.1218.2110.061.0000.00000.3000	Group Life	170.00
22.1218.2110.062.0000.00000.3000	Group Life	36.00
22.1218.2110.063.0000.00000.3000	Group Life	6,580.00
22.1218.2110.064.0000.00000.3000	Group Life	1,818.00
22.1218.2110.065.0000.00000.3000	Group Life	3,193.00
22.1218.2110.066.0000.00000.3000	Group Life	18.00
22.1218.2110.067.0000.00000.3000	Group Life	36.00
22.1218.2120.061.0000.00000.3000	Group Disability	1,147.00
22.1218.2120.062.0000.00000.3000	Group Disability	236.00
22.1218.2120.063.0000.00000.3000	Group Disability	3,301.00
22.1218.2120.064.0000.00000.3000	Group Disability	1,811.00
22.1218.2120.065.0000.00000.3000	Group Disability	2,100.00
22.1218.2120.066.0000.00000.3000	Group Disability	109.00
22.1218.2120.067.0000.00000.3000	Group Disability	206.00
22.1218.2130.061.0000.00000.3000	Group Health and Accident	41,128.00
22.1218.2130.062.0000.00000.3000	Group Health and Accident	7,111.00
22.1218.2130.063.0000.00000.3000	Group Health and Accident	158,292.00
22.1218.2130.064.0000.00000.3000	Group Health and Accident	111,089.00
22.1218.2130.065.0000.00000.3000	Group Health and Accident	106,841.00
22.1218.2130.066.0000.00000.3000	Group Health and Accident	9,873.00
22.1218.2140.061.0000.00000.3000	Dental Health Care	5,488.00
22.1218.2140.062.0000.00000.3000	Dental Health Care	523.00
22.1218.2140.063.0000.00000.3000	Dental Health Care	13,646.00

G/L Account Number	Account Description	Adopted Budget
22.1218.2140.064.0000.00000.3000	Dental Health Care	8,495.00
22.1218.2140.065.0000.00000.3000	Dental Health Care	9,747.00
22.1218.2140.066.0000.00000.3000	Dental Health Care	784.00
22.1218.2140.067.0000.00000.3000	Dental Health Care	1,254.00
22.1218.2150.061.0000.00000.3000	Vision Care	1,485.00
22.1218.2150.062.0000.00000.3000	Vision Care	146.00
22.1218.2150.063.0000.00000.3000	Vision Care	3,566.00
22.1218.2150.064.0000.00000.3000	Vision Care	2,276.00
22.1218.2150.065.0000.00000.3000	Vision Care	2,585.00
22.1218.2150.066.0000.00000.3000	Vision Care	212.00
22.1218.2150.067.0000.00000.3000	Vision Care	340.00
22.1218.2820.061.0000.00000.3000	Contribution to State and Local Retirement Funds	264,874.00
22.1218.2820.062.0000.00000.3000	Contribution to State and Local Retirement Funds	49,353.00
22.1218.2820.063.0000.00000.3000	Contribution to State and Local Retirement Funds	408,483.00
22.1218.2820.064.0000.00000.3000	Contribution to State and Local Retirement Funds	318,291.00
22.1218.2820.065.0000.00000.3000	Contribution to State and Local Retirement Funds	322,428.00
22.1218.2820.066.0000.00000.3000	Contribution to State and Local Retirement Funds	22,944.00
22.1218.2820.067.0000.00000.3000	Contribution to State and Local Retirement Funds	41,253.00
22.1218.2830.061.0000.00000.3000	Employer Social Security	41,516.00
22.1218.2830.062.0000.00000.3000	Employer Social Security	7,684.00
22.1218.2830.063.0000.00000.3000	Employer Social Security	65,367.00
22.1218.2830.064.0000.00000.3000	Employer Social Security	49,555.00
22.1218.2830.065.0000.00000.3000	Employer Social Security	50,920.00
22.1218.2830.066.0000.00000.3000	Employer Social Security	3,573.00
22.1218.2830.067.0000.00000.3000	Employer Social Security	7,007.00
22.1218.2920.061.0000.00000.3000	Cash in Lieu of Benefits	5,150.00
22.1218.2920.063.0000.00000.3000	Cash in Lieu of Benefits	1,912.00
22.1218.2920.065.0000.00000.3000	Cash in Lieu of Benefits	2,500.00
22.1218.2920.067.0000.00000.3000	Cash in Lieu of Benefits	2,500.00
22.1218.3110.065.0000.00000.3000	Instructional Services	35,000.00
22.1218.3190.065.0000.00000.3000	Other Prof & Technical Services	35,000.00
22.1218.3210.063.0000.00000.3000	Regular Duty Travel	3,500.00
22.1218.3210.065.0000.00000.3000	Regular Duty Travel	3,500.00
22.1218.3220.140.0000.00000.3000	Workshops and Conf Travel	300.00
22.1218.3450.064.0000.00000.3000	Software Lic/Agmts Serv	1,000.00
22.1218.3450.065.0000.00000.3000	Software Lic/Agmts Serv	2,660.00
22.1218.3490.065.0000.00000.3000	Other Communic Serv	1,200.00
22.1218.5110.061.0000.00000.3000	Teaching/Testing Supplies	758.00
22.1218.5110.064.0000.00000.3000	Teaching/Testing Supplies	1,766.00
22.1218.5110.065.0000.00000.3000	Teaching/Testing Supplies	13,802.00
22.1218.5910.061.0000.00000.3000	Office Supplies	534.00
22.1218.5990.000.0000.00000.3000	Misc. Supp & Matls	1,500.00
22.1218.6420.061.0000.00000.3000	Capital-New Equip <\$5000	625.00
22.1218.6420.063.0000.00000.3000	Capital-New Equip <\$5000	7,700.00
22.1218.6420.064.0000.00000.3000	Capital-New Equip <\$5000	1,467.00
22.1218.6420.065.0000.00000.3000	Capital-New Equip <\$5000	3,106.00
22.1218.6460.063.0000.00000.3000	Capital-Repl Equip <\$5000	700.00
22.1221.3120.000.0000.00000.3000	Employee Training & Devel Serv	5,424.00
22.1221.3220.000.0000.00000.3000	Workshops and Conf Travel	15,500.00
22.1225.1290.000.0000.00000.3000	Other Professional Educational	69,623.00
22.1225.2110.000.0000.00000.3000	Group Life	72.00
22.1225.2120.000.0000.00000.3000	Group Disability	163.00
22.1225.2130.000.0000.00000.3000	Group Health and Accident	16,005.00
22.1225.2140.000.0000.00000.3000	Dental Health Care	1,254.00
22.1225.2150.000.0000.00000.3000	Vision Care	297.00
22.1225.2820.000.0000.00000.3000	Contribution to State and Local Retirement Funds	34,213.00
22.1225.2830.000.0000.00000.3000	Employer Social Security	5,327.00
22.1225.3210.000.0000.00000.3000	Regular Duty Travel	2,525.00

G/L Account Number	Account Description	Adopted Budget
22.1225.3220.000.0000.00000.3000	Workshops and Conf Travel	6,550.00
22.1225.3450.000.0000.00000.3000	Software Lic/Agmts Serv	4,140.00
22.1225.5110.000.0000.00000.3000	Teaching/Testing Supplies	2,110.00
22.1225.6420.000.0000.00000.3000	Capital-New Equip <\$5000	5,000.00
22.1225.6460.000.0000.00000.3000	Capital-Rep! Equip <\$5000	500.00
22.1226.1160.081.0000.00000.3000	Supervision/Direction-Staff	441,455.00
22.1226.1620.081.0000.00000.3000	Secretary-Clerical-Bookkeeper	48,184.00
22.1226.2110.081.0000.00000.3000	Group Life	5,011.00
22.1226.2120.081.0000.00000.3000	Group Disability	2,304.00
22.1226.2130.081.0000.00000.3000	Group Health and Accident	74,180.00
22.1226.2140.081.0000.00000.3000	Dental Health Care	7,435.00
22.1226.2150.081.0000.00000.3000	Vision Care	1,849.00
22.1226.2820.081.0000.00000.3000	Contribution to State and Local Retirement Funds	240,166.00
22.1226.2830.081.0000.00000.3000	Employer Social Security	37,664.00
22.1226.2920.081.0000.00000.3000	Cash in Lieu of Benefits	2,500.00
22.1226.3210.081.0000.00000.3000	Regular Duty Travel	5,000.00
22.1226.3410.081.0000.00000.3000	Telephone Serv	487.00
22.1226.5990.081.0000.00000.3000	Misc. Supp & Matls	5,000.00
22.1226.6420.081.0000.00000.3000	Capital-New Equip <\$5000	6,400.00
22.1226.7410.081.0000.00000.3000	Dues and Fees	1,134.00
22.1283.3220.081.0000.00000.3000	Workshops and Conf Travel	32,000.00
Other 3000 - Non-WISD Services Totals		\$7,635,589.00
Other 3100 - Non - WISD - Supplemental Serv		
22.1122.1630.000.0000.81140.3100	Aides	38,316.00
22.1122.2110.000.0000.81140.3100	Group Life	1,602.00
22.1122.2120.000.0000.81140.3100	Group Disability	219.00
22.1122.2130.000.0000.81140.3100	Group Health and Accident	22,701.00
22.1122.2140.000.0000.81140.3100	Dental Health Care	1,805.00
22.1122.2150.000.0000.81140.3100	Vision Care	456.00
22.1122.2820.000.0000.81140.3100	Contribution to State and Local Retirement Funds	18,830.00
22.1122.2830.000.0000.81140.3100	Employer Social Security	2,932.00
22.1214.1430.000.0000.00000.3100	Psychological	32,000.00
22.1214.2830.000.0000.00000.3100	Employer Social Security	2,448.00
22.1214.3210.000.0000.00000.3100	Regular Duty Travel	500.00
22.1214.5990.000.0000.00000.3100	Misc. Supp & Matls	500.00
22.1215.1280.000.0000.00000.3100	Speech and Language Therapist	289,307.00
22.1215.2110.000.0000.00000.3100	Group Life	3,240.00
22.1215.2120.000.0000.00000.3100	Group Disability	1,347.00
22.1215.2130.000.0000.00000.3100	Group Health and Accident	66,886.00
22.1215.2140.000.0000.00000.3100	Dental Health Care	5,178.00
22.1215.2150.000.0000.00000.3100	Vision Care	1,336.00
22.1215.2820.000.0000.00000.3100	Contribution to State and Local Retirement Funds	133,225.00
22.1215.2830.000.0000.00000.3100	Employer Social Security	22,135.00
22.1215.3220.000.0000.00000.3100	Workshops and Conf Travel	950.00
22.1218.1250.000.0000.00000.3100	Instructional Counseling	148,223.00
22.1218.1790.000.0000.00000.3100	Other Special Payments	1,424.00
22.1218.2110.000.0000.00000.3100	Group Life	72.00
22.1218.2120.000.0000.00000.3100	Group Disability	337.00
22.1218.2130.000.0000.00000.3100	Group Health and Accident	14,817.00
22.1218.2140.000.0000.00000.3100	Dental Health Care	1,777.00
22.1218.2150.000.0000.00000.3100	Vision Care	486.00
22.1218.2820.000.0000.00000.3100	Contribution to State and Local Retirement Funds	72,981.00
22.1218.2830.000.0000.00000.3100	Employer Social Security	11,450.00
22.1218.3190.000.0000.00000.3100	Other Prof & Technical Services	750.00
22.1218.3210.000.0000.00000.3100	Regular Duty Travel	250.00
22.1218.5990.000.0000.00000.3100	Misc. Supp & Matls	200.00
Other 3100 - Non - WISD - Supplemental Serv Totals		\$898,680.00

G/L Account Number	Account Description	Adopted Budget
Other 3200 - Early Childhood Services		
22.1216.1440.041.0000.00000.3200	Social Work	76,368.00
22.1216.2110.041.0000.00000.3200	Group Life	36.00
22.1216.2120.041.0000.00000.3200	Group Disability	150.00
22.1216.2130.041.0000.00000.3200	Group Health and Accident	16,720.00
22.1216.2140.041.0000.00000.3200	Dental Health Care	1,568.00
22.1216.2150.041.0000.00000.3200	Vision Care	424.00
22.1216.2820.041.0000.00000.3200	Contribution to State and Local Retirement Funds	35,892.00
22.1216.2830.041.0000.00000.3200	Employer Social Security	5,843.00
22.1216.3210.041.0000.00000.3200	Regular Duty Travel	500.00
22.1216.3220.041.0000.00000.3200	Workshops and Conf Travel	500.00
22.1216.5990.041.0000.00000.3200	Misc. Supp & Matls	500.00
22.1226.1160.081.0000.00000.3200	Supervision/Direction-Staff	32,858.00
22.1226.1620.081.0000.00000.3200	Secretary-Clerical-Bookkeeper	5,814.00
22.1226.1920.081.0000.00000.3200	Professional-Education	100.00
22.1226.2110.081.0000.00000.3200	Group Life	98.00
22.1226.2120.081.0000.00000.3200	Group Disability	82.00
22.1226.2130.081.0000.00000.3200	Group Health and Accident	2,491.00
22.1226.2140.081.0000.00000.3200	Dental Health Care	257.00
22.1226.2150.081.0000.00000.3200	Vision Care	62.00
22.1226.2820.081.0000.00000.3200	Contribution to State and Local Retirement Funds	19,011.00
22.1226.2830.081.0000.00000.3200	Employer Social Security	2,966.00
22.1226.3210.081.0000.00000.3200	Regular Duty Travel	500.00
22.1226.3410.081.0000.00000.3200	Telephone Serv	2,700.00
22.1226.3450.081.0000.00000.3200	Software Lic/Agmts Serv	2,500.00
22.1226.3510.081.0000.00000.3200	Advertisement Serv	3,500.00
Other 3200 - Early Childhood Services Totals		\$211,440.00
Other 3300 - Michigan Mandatory SE		
22.1213.1470.013.0000.00000.3300	Physical Therapy	306,253.00
22.1213.1480.011.0000.00000.3300	Occupational Therapy	692,061.00
22.1213.2110.011.0000.00000.3300	Group Life	270.00
22.1213.2110.013.0000.00000.3300	Group Life	108.00
22.1213.2120.011.0000.00000.3300	Group Disability	1,624.00
22.1213.2120.013.0000.00000.3300	Group Disability	719.00
22.1213.2130.011.0000.00000.3300	Group Health and Accident	87,042.00
22.1213.2130.013.0000.00000.3300	Group Health and Accident	41,180.00
22.1213.2140.011.0000.00000.3300	Dental Health Care	8,154.00
22.1213.2140.013.0000.00000.3300	Dental Health Care	4,704.00
22.1213.2150.011.0000.00000.3300	Vision Care	2,206.00
22.1213.2150.013.0000.00000.3300	Vision Care	1,272.00
22.1213.2820.011.0000.00000.3300	Contribution to State and Local Retirement Funds	331,254.00
22.1213.2820.013.0000.00000.3300	Contribution to State and Local Retirement Funds	145,792.00
22.1213.2830.011.0000.00000.3300	Employer Social Security	53,549.00
22.1213.2830.013.0000.00000.3300	Employer Social Security	23,623.00
22.1213.2920.011.0000.00000.3300	Cash in Lieu of Benefits	7,800.00
22.1213.2920.013.0000.00000.3300	Cash in Lieu of Benefits	2,500.00
22.1213.3210.011.0000.00000.3300	Regular Duty Travel	7,000.00
22.1213.3210.013.0000.00000.3300	Regular Duty Travel	10,000.00
22.1213.3490.011.0000.00000.3300	Other Communic Serv	1,000.00
22.1213.3490.013.0000.00000.3300	Other Communic Serv	1,800.00
22.1213.5110.013.0000.00000.3300	Teaching/Testing Supplies	185.00
22.1213.5910.013.0000.00000.3300	Office Supplies	950.00
22.1213.5990.013.0000.00000.3300	Misc. Supp & Matls	10,274.00
22.1213.6420.013.0000.00000.3300	Capital-New Equip <\$5000	604.00
22.1214.1430.021.0000.00000.3300	Psychological	81,606.00
22.1214.2110.021.0000.00000.3300	Group Life	1,602.00
22.1214.2120.021.0000.00000.3300	Group Disability	466.00
22.1214.2130.021.0000.00000.3300	Group Health and Accident	22,701.00

G/L Account Number	Account Description	Adopted Budget
22.1214.2140.021.0000.00000.3300	Dental Health Care	1,805.00
22.1214.2150.021.0000.00000.3300	Vision Care	456.00
22.1214.2820.021.0000.00000.3300	Contribution to State and Local Retirement Funds	40,101.00
22.1214.2830.021.0000.00000.3300	Employer Social Security	6,244.00
22.1214.3130.021.0000.00000.3300	Pupil Services	3,350.00
22.1214.3190.021.0000.00000.3300	Other Prof & Technical Services	675.00
22.1214.3210.021.0000.00000.3300	Regular Duty Travel	3,200.00
22.1214.3490.021.0000.00000.3300	Other Communic Serv	1,150.00
22.1214.5910.021.0000.00000.3300	Office Supplies	100.00
22.1214.5990.021.0000.00000.3300	Misc. Supp & Matls	6,732.00
22.1215.1280.031.0000.00000.3300	Speech and Language Therapist	1,191,365.00
22.1215.1920.031.0000.00000.3300	Professional-Education	1,407.00
22.1215.2110.031.0000.00000.3300	Group Life	468.00
22.1215.2120.031.0000.00000.3300	Group Disability	2,798.00
22.1215.2130.031.0000.00000.3300	Group Health and Accident	147,816.00
22.1215.2140.031.0000.00000.3300	Dental Health Care	14,322.00
22.1215.2150.031.0000.00000.3300	Vision Care	3,892.00
22.1215.2820.031.0000.00000.3300	Contribution to State and Local Retirement Funds	572,010.00
22.1215.2830.031.0000.00000.3300	Employer Social Security	91,741.00
22.1215.2920.031.0000.00000.3300	Cash in Lieu of Benefits	7,650.00
22.1215.3210.031.0000.00000.3300	Regular Duty Travel	20,000.00
22.1215.3490.031.0000.00000.3300	Other Communic Serv	6,000.00
22.1215.5910.031.0000.00000.3300	Office Supplies	300.00
22.1215.6420.031.0000.00000.3300	Capital-New Equip <\$5000	3,491.00
22.1216.1440.042.0000.00000.3300	Social Work	285,311.00
22.1216.2110.042.0000.00000.3300	Group Life	108.00
22.1216.2120.042.0000.00000.3300	Group Disability	660.00
22.1216.2130.042.0000.00000.3300	Group Health and Accident	19,606.00
22.1216.2140.042.0000.00000.3300	Dental Health Care	2,614.00
22.1216.2150.042.0000.00000.3300	Vision Care	716.00
22.1216.2820.042.0000.00000.3300	Contribution to State and Local Retirement Funds	138,117.00
22.1216.2830.042.0000.00000.3300	Employer Social Security	22,212.00
22.1216.2920.042.0000.00000.3300	Cash in Lieu of Benefits	5,000.00
22.1216.3210.042.0000.00000.3300	Regular Duty Travel	8,000.00
22.1216.3490.042.0000.00000.3300	Other Communic Serv	1,800.00
22.1216.3610.042.0000.00000.3300	Printing Serv	725.00
22.1216.5910.042.0000.00000.3300	Office Supplies	150.00
22.1218.1250.064.0000.00000.3300	Instructional Counseling	97,688.00
22.1218.1250.080.0000.00000.3300	Instructional Counseling	658,831.00
22.1218.1790.064.0000.00000.3300	Other Special Payments	1,661.00
22.1218.1790.080.0000.00000.3300	Other Special Payments	2,888.00
22.1218.2110.064.0000.00000.3300	Group Life	36.00
22.1218.2110.080.0000.00000.3300	Group Life	252.00
22.1218.2120.064.0000.00000.3300	Group Disability	233.00
22.1218.2120.080.0000.00000.3300	Group Disability	1,562.00
22.1218.2130.064.0000.00000.3300	Group Health and Accident	7,121.00
22.1218.2130.080.0000.00000.3300	Group Health and Accident	77,554.00
22.1218.2140.064.0000.00000.3300	Dental Health Care	523.00
22.1218.2140.080.0000.00000.3300	Dental Health Care	8,494.00
22.1218.2150.064.0000.00000.3300	Vision Care	146.00
22.1218.2150.080.0000.00000.3300	Vision Care	2,460.00
22.1218.2820.064.0000.00000.3300	Contribution to State and Local Retirement Funds	48,821.00
22.1218.2820.080.0000.00000.3300	Contribution to State and Local Retirement Funds	323,132.00
22.1218.2830.064.0000.00000.3300	Employer Social Security	7,601.00
22.1218.2830.080.0000.00000.3300	Employer Social Security	51,212.00
22.1218.2920.080.0000.00000.3300	Cash in Lieu of Benefits	7,650.00
22.1218.3210.080.0000.00000.3300	Regular Duty Travel	10,260.00
22.1218.3450.080.0000.00000.3300	Software Lic/Agmts Serv	1,800.00

G/L Account Number	Account Description	Adopted Budget
22.1218.3490.080.0000.00000.3300	Other Communic Serv	550.00
22.1218.5110.080.0000.00000.3300	Teaching/Testing Supplies	3,900.00
22.1218.5910.080.0000.00000.3300	Office Supplies	150.00
22.1218.6420.080.0000.00000.3300	Capital-New Equip <\$5000	1,240.00
22.1226.1160.081.0000.00000.3300	Supervision/Direction-Staff	134,768.00
22.1226.1620.081.0000.00000.3300	Secretary-Clerical-Bookkeeper	46,581.00
22.1226.1920.081.0000.00000.3300	Professional-Education	80.00
22.1226.2110.081.0000.00000.3300	Group Life	144.00
22.1226.2120.081.0000.00000.3300	Group Disability	375.00
22.1226.2130.081.0000.00000.3300	Group Health and Accident	27,172.00
22.1226.2140.081.0000.00000.3300	Dental Health Care	2,091.00
22.1226.2150.081.0000.00000.3300	Vision Care	370.00
22.1226.2820.081.0000.00000.3300	Contribution to State and Local Retirement Funds	88,568.00
22.1226.2830.081.0000.00000.3300	Employer Social Security	13,875.00
22.1226.3210.081.0000.00000.3300	Regular Duty Travel	2,000.00
22.1226.3220.081.0000.00000.3300	Workshops and Conf Travel	4,250.00
22.1226.3410.081.0000.00000.3300	Telephone Serv	390.00
22.1226.3610.081.0000.00000.3300	Printing Serv	250.00
22.1226.5910.081.0000.00000.3300	Office Supplies	500.00
22.1283.3220.000.0000.00000.3300	Workshops and Conf Travel	26,500.00
22.1331.3190.000.0000.00000.3300	Other Prof & Technical Services	10,000.00
Other 3300 - Michigan Mandatory SE Totals		\$6,134,070.00

Other 3400 - Court Involved Youth

22.1122.1240.140.0000.04391.3400	Teaching	248,905.00
22.1122.1630.140.0000.04391.3400	Aides	40,001.00
22.1122.2110.140.0000.04391.3400	Group Life	3,276.00
22.1122.2120.140.0000.04391.3400	Group Disability	1,075.00
22.1122.2130.140.0000.04391.3400	Group Health and Accident	88,097.00
22.1122.2140.140.0000.04391.3400	Dental Health Care	6,746.00
22.1122.2150.140.0000.04391.3400	Vision Care	1,760.00
22.1122.2820.140.0000.04391.3400	Contribution to State and Local Retirement Funds	134,791.00
22.1122.2830.140.0000.04391.3400	Employer Social Security	22,103.00
22.1122.3110.140.0000.04391.3400	Instructional Services	5,000.00
22.1122.3210.140.0000.04391.3400	Regular Duty Travel	1,500.00
22.1122.5110.140.0000.04391.3400	Teaching/Testing Supplies	1,500.00
22.1122.6460.140.0000.04391.3400	Capital-Repl Equip <\$5000	3,575.00
22.1216.1440.041.0000.04391.3400	Social Work	29,587.00
22.1216.2110.041.0000.04391.3400	Group Life	534.00
22.1216.2120.041.0000.04391.3400	Group Disability	169.00
22.1216.2130.041.0000.04391.3400	Group Health and Accident	7,569.00
22.1216.2140.041.0000.04391.3400	Dental Health Care	602.00
22.1216.2150.041.0000.04391.3400	Vision Care	152.00
22.1216.2820.041.0000.04391.3400	Contribution to State and Local Retirement Funds	14,535.00
22.1216.2830.041.0000.04391.3400	Employer Social Security	2,263.00
22.1216.3210.041.0000.04391.3400	Regular Duty Travel	1,000.00
22.1221.3190.000.0000.04391.3400	Other Prof & Technical Services	1,200.00
22.1221.3220.140.0000.04391.3400	Workshops and Conf Travel	2,000.00
22.1226.1160.081.0000.04391.3400	Supervision/Direction-Staff	112,117.00
22.1226.1790.081.0000.04391.3400	Other Special Payments	518.00
22.1226.2110.081.0000.04391.3400	Group Life	291.00
22.1226.2120.081.0000.04391.3400	Group Disability	243.00
22.1226.2130.081.0000.04391.3400	Group Health and Accident	12,004.00
22.1226.2140.081.0000.04391.3400	Dental Health Care	1,189.00
22.1226.2150.081.0000.04391.3400	Vision Care	282.00
22.1226.2820.081.0000.04391.3400	Contribution to State and Local Retirement Funds	55,345.00
22.1226.2830.081.0000.04391.3400	Employer Social Security	8,659.00
22.1226.2920.081.0000.04391.3400	Cash in Lieu of Benefits	396.00
22.1226.3210.081.0000.04391.3400	Regular Duty Travel	500.00

G/L Account Number	Account Description	Adopted Budget
22.1226.3410.081.0000.04391.3400	Telephone Serv	5,000.00
22.1226.3610.081.0000.04391.3400	Printing Serv	500.00
22.1226.6460.081.0000.04391.3400	Capital-Repl Equip <\$5000	275.00
22.1226.7410.081.0000.04391.3400	Dues and Fees	750.00
22.1283.3220.000.0000.04391.3400	Workshops and Conf Travel	300.00
22.1284.3190.000.0000.04391.3400	Other Prof & Technical Services	36,300.00
22.1284.3450.140.0000.04391.3400	Software Lic/Agmts Serv	12,297.00
Other 3400 - Court Involved Youth Totals		\$864,906.00
Other 3600 - Deaf & Hard of Hearing Program		
22.1122.1240.160.0000.01797.3600	Teaching	191,068.00
22.1122.1630.160.0000.01797.3600	Aides	122,113.00
22.1122.1790.160.0000.01797.3600	Other Special Payments	3,722.00
22.1122.1870.160.0000.01797.3600	Teaching	133,590.00
22.1122.1920.160.0000.01797.3600	Professional-Education	3,556.00
22.1122.2110.160.0000.01797.3600	Group Life	201.00
22.1122.2120.160.0000.01797.3600	Group Disability	901.00
22.1122.2130.160.0000.01797.3600	Group Health and Accident	69,495.00
22.1122.2140.160.0000.01797.3600	Dental Health Care	6,795.00
22.1122.2150.160.0000.01797.3600	Vision Care	1,717.00
22.1122.2820.160.0000.01797.3600	Contribution to State and Local Retirement Funds	189,501.00
22.1122.2830.160.0000.01797.3600	Employer Social Security	30,558.00
22.1122.2920.160.0000.01797.3600	Cash in Lieu of Benefits	2,650.00
22.1122.3110.160.0000.01797.3600	Instructional Services	9,000.00
22.1122.3110.199.0000.01797.3600	Instructional Services	300,000.00
22.1122.3210.160.0000.01797.3600	Regular Duty Travel	4,000.00
22.1122.3450.160.0000.01797.3600	Software Lic/Agmts Serv	750.00
22.1122.5110.160.0000.01797.3600	Teaching/Testing Supplies	6,875.00
22.1122.5990.160.0000.01797.3600	Misc. Supp & Matls	1,000.00
22.1122.6420.160.0000.01797.3600	Capital-New Equip <\$5000	800.00
22.1122.6460.160.0000.01797.3600	Capital-Repl Equip <\$5000	60,000.00
22.1213.3130.011.0000.01797.3600	Pupil Services	500.00
22.1213.3130.013.0000.01797.3600	Pupil Services	500.00
22.1213.5990.015.0000.01797.3600	Misc. Supp & Matls	500.00
22.1214.1430.021.0000.01797.3600	Psychological	54,801.00
22.1214.2110.021.0000.01797.3600	Group Life	962.00
22.1214.2120.021.0000.01797.3600	Group Disability	308.00
22.1214.2130.021.0000.01797.3600	Group Health and Accident	13,620.00
22.1214.2140.021.0000.01797.3600	Dental Health Care	1,083.00
22.1214.2150.021.0000.01797.3600	Vision Care	274.00
22.1214.2820.021.0000.01797.3600	Contribution to State and Local Retirement Funds	26,679.00
22.1214.2830.021.0000.01797.3600	Employer Social Security	4,194.00
22.1215.1280.031.0000.01797.3600	Speech and Language Therapist	58,833.00
22.1215.2110.031.0000.01797.3600	Group Life	22.00
22.1215.2120.031.0000.01797.3600	Group Disability	141.00
22.1215.2130.031.0000.01797.3600	Group Health and Accident	9,909.00
22.1215.2140.031.0000.01797.3600	Dental Health Care	784.00
22.1215.2150.031.0000.01797.3600	Vision Care	212.00
22.1215.2820.031.0000.01797.3600	Contribution to State and Local Retirement Funds	28,229.00
22.1215.2830.031.0000.01797.3600	Employer Social Security	4,523.00
22.1215.2920.031.0000.01797.3600	Cash in Lieu of Benefits	265.00
22.1215.3130.031.0000.01797.3600	Pupil Services	48,608.00
22.1215.5110.031.0000.01797.3600	Teaching/Testing Supplies	294.00
22.1215.6420.031.0000.01797.3600	Capital-New Equip <\$5000	1,739.00
22.1216.1440.041.0000.01797.3600	Social Work	10,366.00
22.1216.1790.041.0000.01797.3600	Other Special Payments	404.00
22.1216.2110.041.0000.01797.3600	Group Life	2.00
22.1216.2120.041.0000.01797.3600	Group Disability	25.00
22.1216.2130.041.0000.01797.3600	Group Health and Accident	716.00

G/L Account Number	Account Description	Adopted Budget
22.1216.2140.041.0000.01797.3600	Dental Health Care	53.00
22.1216.2150.041.0000.01797.3600	Vision Care	15.00
22.1216.2820.041.0000.01797.3600	Contribution to State and Local Retirement Funds	5,298.00
22.1216.2830.041.0000.01797.3600	Employer Social Security	826.00
22.1221.3220.000.0000.01797.3600	Workshops and Conf Travel	700.00
22.1226.1160.081.0000.01797.3600	Supervision/Direction-Staff	37,940.00
22.1226.1620.081.0000.01797.3600	Secretary-Clerical-Bookkeeper	14,455.00
22.1226.1790.081.0000.01797.3600	Other Special Payments	741.00
22.1226.2110.081.0000.01797.3600	Group Life	63.00
22.1226.2120.081.0000.01797.3600	Group Disability	116.00
22.1226.2130.081.0000.01797.3600	Group Health and Accident	4,981.00
22.1226.2140.081.0000.01797.3600	Dental Health Care	848.00
22.1226.2150.081.0000.01797.3600	Vision Care	201.00
22.1226.2820.081.0000.01797.3600	Contribution to State and Local Retirement Funds	25,988.00
22.1226.2830.081.0000.01797.3600	Employer Social Security	4,127.00
22.1226.2920.081.0000.01797.3600	Cash in Lieu of Benefits	750.00
22.1226.3210.081.0000.01797.3600	Regular Duty Travel	1,500.00
22.1226.3410.081.0000.01797.3600	Telephone Serv	600.00
22.1226.3430.081.0000.01797.3600	Mail/Postage Serv	169.00
22.1226.5910.081.0000.01797.3600	Office Supplies	700.00
22.1226.7410.081.0000.01797.3600	Dues and Fees	594.00
22.1261.4210.000.0000.81010.3600	Land/Building Rental Serv	14,000.00
22.1271.3310.099.0000.00000.3600	Transportation Serv-Cont Carrier	500.00
22.1283.3220.081.0000.01797.3600	Workshops and Conf Travel	5,000.00
Other 3600 - Deaf & Hard of Hearing Program Totals		\$1,526,950.00
Other 3700 - Countywide Behavior Support Syst		
22.1213.1490.076.0000.00000.3700	Other Professional-Other	84,778.00
22.1213.1920.076.0000.00000.3700	Professional-Education	185.00
22.1213.2110.076.0000.00000.3700	Group Life	36.00
22.1213.2120.076.0000.00000.3700	Group Disability	196.00
22.1213.2130.076.0000.00000.3700	Group Health and Accident	21,484.00
22.1213.2140.076.0000.00000.3700	Dental Health Care	1,568.00
22.1213.2150.076.0000.00000.3700	Vision Care	424.00
22.1213.2820.076.0000.00000.3700	Contribution to State and Local Retirement Funds	39,873.00
22.1213.2830.076.0000.00000.3700	Employer Social Security	6,487.00
22.1215.1280.031.0000.00000.3700	Speech and Language Therapist	91,231.00
22.1215.2110.031.0000.00000.3700	Group Life	36.00
22.1215.2120.031.0000.00000.3700	Group Disability	212.00
22.1215.2820.031.0000.00000.3700	Contribution to State and Local Retirement Funds	42,987.00
22.1215.2830.031.0000.00000.3700	Employer Social Security	7,183.00
22.1215.2920.031.0000.00000.3700	Cash in Lieu of Benefits	2,650.00
22.1215.3210.031.0000.00000.3700	Regular Duty Travel	4,000.00
22.1215.3450.031.0000.00000.3700	Software Lic/Agmts Serv	800.00
22.1215.5990.031.0000.00000.3700	Misc. Supp & Matls	750.00
22.1216.1440.042.0000.00000.3700	Social Work	93,380.00
22.1216.1790.042.0000.00000.3700	Other Special Payments	1,359.00
22.1216.1920.042.0000.00000.3700	Professional-Education	556.00
22.1216.2110.042.0000.00000.3700	Group Life	36.00
22.1216.2120.042.0000.00000.3700	Group Disability	222.00
22.1216.2130.042.0000.00000.3700	Group Health and Accident	21,332.00
22.1216.2140.042.0000.00000.3700	Dental Health Care	1,568.00
22.1216.2150.042.0000.00000.3700	Vision Care	424.00
22.1216.2820.042.0000.00000.3700	Contribution to State and Local Retirement Funds	46,555.00
22.1216.2830.042.0000.00000.3700	Employer Social Security	7,248.00
22.1216.3210.042.0000.00000.3700	Regular Duty Travel	4,000.00
22.1216.3450.042.0000.00000.3700	Software Lic/Agmts Serv	800.00
22.1216.5990.042.0000.00000.3700	Misc. Supp & Matls	750.00
22.1218.1250.062.0000.00000.3700	Instructional Counseling	196,202.00

G/L Account Number	Account Description	Adopted Budget
22.1218.1920.062.0000.00000.3700	Professional-Education	1,296.00
22.1218.2110.062.0000.00000.3700	Group Life	72.00
22.1218.2120.062.0000.00000.3700	Group Disability	472.00
22.1218.2130.062.0000.00000.3700	Group Health and Accident	20,571.00
22.1218.2140.062.0000.00000.3700	Dental Health Care	1,568.00
22.1218.2150.062.0000.00000.3700	Vision Care	424.00
22.1218.2820.062.0000.00000.3700	Contribution to State and Local Retirement Funds	97,156.00
22.1218.2830.062.0000.00000.3700	Employer Social Security	15,214.00
22.1218.2920.062.0000.00000.3700	Cash in Lieu of Benefits	2,650.00
22.1218.3210.062.0000.00000.3700	Regular Duty Travel	5,800.00
22.1218.5990.062.0000.00000.3700	Misc. Supp & Matls	2,400.00
22.1219.3210.000.0000.00000.3700	Regular Duty Travel	4,000.00
22.1219.3450.000.0000.00000.3700	Software Lic/Agmts Serv	800.00
22.1219.5990.000.0000.00000.3700	Misc. Supp & Matls	500.00
22.1219.5990.062.0000.00000.3700	Misc. Supp & Matls	750.00
22.1226.1160.081.0000.00000.3700	Supervision/Direction-Staff	28,292.00
22.1226.1790.081.0000.00000.3700	Other Special Payments	406.00
22.1226.2110.081.0000.00000.3700	Group Life	75.00
22.1226.2120.081.0000.00000.3700	Group Disability	54.00
22.1226.2130.081.0000.00000.3700	Group Health and Accident	4,297.00
22.1226.2140.081.0000.00000.3700	Dental Health Care	314.00
22.1226.2150.081.0000.00000.3700	Vision Care	74.00
22.1226.2820.081.0000.00000.3700	Contribution to State and Local Retirement Funds	14,103.00
22.1226.2830.081.0000.00000.3700	Employer Social Security	2,214.00
22.1226.3410.081.0000.00000.3700	Telephone Serv	1,440.00
22.1283.3220.000.0000.00000.3700	Workshops and Conf Travel	20,000.00
Other 3700 - Countywide Behavior Support Syst Totals		\$904,254.00
Other 3800 - Progress Park		
22.1122.1240.140.0000.00000.3800	Teaching	573,513.00
22.1122.1630.140.0000.00000.3800	Aides	625,473.00
22.1122.1790.140.0000.00000.3800	Other Special Payments	3,247.00
22.1122.1870.140.0000.00000.3800	Teaching	156,959.00
22.1122.1920.140.0000.00000.3800	Professional-Education	12,795.00
22.1122.2110.140.0000.00000.3800	Group Life	10,115.00
22.1122.2120.140.0000.00000.3800	Group Disability	3,745.00
22.1122.2130.140.0000.00000.3800	Group Health and Accident	302,198.00
22.1122.2140.140.0000.00000.3800	Dental Health Care	23,716.00
22.1122.2150.140.0000.00000.3800	Vision Care	6,237.00
22.1122.2820.140.0000.00000.3800	Contribution to State and Local Retirement Funds	628,439.00
22.1122.2830.140.0000.00000.3800	Employer Social Security	99,241.00
22.1122.2920.140.0000.00000.3800	Cash in Lieu of Benefits	3,560.00
22.1122.3110.140.0000.00000.3800	Instructional Services	30,000.00
22.1122.3190.140.0000.00000.3800	Other Prof & Technical Services	17,000.00
22.1122.3210.140.0000.00000.3800	Regular Duty Travel	1,000.00
22.1122.3450.140.0000.00000.3800	Software Lic/Agmts Serv	20,000.00
22.1122.5110.140.0000.00000.3800	Teaching/Testing Supplies	30,000.00
22.1122.6420.140.0000.00000.3800	Capital-New Equip <\$5000	12,000.00
22.1122.6460.140.0000.00000.3800	Capital-Repl Equip <\$5000	2,000.00
22.1213.1450.015.0000.00000.3800	Nursing	40,001.00
22.1213.1480.011.0000.00000.3800	Occupational Therapy	81,998.00
22.1213.2110.011.0000.00000.3800	Group Life	36.00
22.1213.2120.011.0000.00000.3800	Group Disability	188.00
22.1213.2130.011.0000.00000.3800	Group Health and Accident	7,162.00
22.1213.2140.011.0000.00000.3800	Dental Health Care	523.00
22.1213.2150.011.0000.00000.3800	Vision Care	146.00
22.1213.2820.011.0000.00000.3800	Contribution to State and Local Retirement Funds	39,163.00
22.1213.2830.011.0000.00000.3800	Employer Social Security	6,273.00
22.1213.2830.015.0000.00000.3800	Employer Social Security	3,060.00

G/L Account Number	Account Description	Adopted Budget
22.1213.5110.011.0000.00000.3800	Teaching/Testing Supplies	500.00
22.1213.5990.015.0000.00000.3800	Misc. Supp & Matls	1,500.00
22.1214.1430.021.0000.00000.3800	Psychological	9,800.00
22.1214.2110.021.0000.00000.3800	Group Life	161.00
22.1214.2120.021.0000.00000.3800	Group Disability	52.00
22.1214.2130.021.0000.00000.3800	Group Health and Accident	2,271.00
22.1214.2140.021.0000.00000.3800	Dental Health Care	181.00
22.1214.2150.021.0000.00000.3800	Vision Care	46.00
22.1214.2820.021.0000.00000.3800	Contribution to State and Local Retirement Funds	4,566.00
22.1214.2830.021.0000.00000.3800	Employer Social Security	751.00
22.1214.5110.021.0000.00000.3800	Teaching/Testing Supplies	500.00
22.1215.1280.031.0000.00000.3800	Speech and Language Therapist	52,803.00
22.1215.2110.031.0000.00000.3800	Group Life	22.00
22.1215.2120.031.0000.00000.3800	Group Disability	124.00
22.1215.2820.031.0000.00000.3800	Contribution to State and Local Retirement Funds	25,072.00
22.1215.2830.031.0000.00000.3800	Employer Social Security	4,163.00
22.1215.2920.031.0000.00000.3800	Cash in Lieu of Benefits	1,590.00
22.1215.5110.031.0000.00000.3800	Teaching/Testing Supplies	500.00
22.1216.1440.041.0000.00000.3800	Social Work	188,989.00
22.1216.1790.041.0000.00000.3800	Other Special Payments	1,444.00
22.1216.2110.041.0000.00000.3800	Group Life	1,638.00
22.1216.2120.041.0000.00000.3800	Group Disability	750.00
22.1216.2130.041.0000.00000.3800	Group Health and Accident	29,812.00
22.1216.2140.041.0000.00000.3800	Dental Health Care	3,059.00
22.1216.2150.041.0000.00000.3800	Vision Care	796.00
22.1216.2820.041.0000.00000.3800	Contribution to State and Local Retirement Funds	93,579.00
22.1216.2830.041.0000.00000.3800	Employer Social Security	14,569.00
22.1216.3210.041.0000.00000.3800	Regular Duty Travel	669.00
22.1216.5990.041.0000.00000.3800	Misc. Supp & Matls	1,500.00
22.1218.1250.061.0000.00000.3800	Instructional Counseling	32,889.00
22.1218.1790.061.0000.00000.3800	Other Special Payments	722.00
22.1218.2110.061.0000.00000.3800	Group Life	11.00
22.1218.2120.061.0000.00000.3800	Group Disability	79.00
22.1218.2130.061.0000.00000.3800	Group Health and Accident	6,082.00
22.1218.2140.061.0000.00000.3800	Dental Health Care	471.00
22.1218.2150.061.0000.00000.3800	Vision Care	127.00
22.1218.2820.061.0000.00000.3800	Contribution to State and Local Retirement Funds	16,522.00
22.1218.2830.061.0000.00000.3800	Employer Social Security	2,573.00
22.1218.2840.061.0000.00000.3800	Workman's Compensation	11,761.00
22.1219.1250.075.0000.00000.3800	Instructional Counseling	44,909.00
22.1219.1490.076.0000.00000.3800	Other Professional-Other	152,755.00
22.1219.2110.075.0000.00000.3800	Group Life	22.00
22.1219.2110.076.0000.00000.3800	Group Life	72.00
22.1219.2120.075.0000.00000.3800	Group Disability	104.00
22.1219.2120.076.0000.00000.3800	Group Disability	283.00
22.1219.2130.075.0000.00000.3800	Group Health and Accident	12,031.00
22.1219.2130.076.0000.00000.3800	Group Health and Accident	26,856.00
22.1219.2140.075.0000.00000.3800	Dental Health Care	941.00
22.1219.2140.076.0000.00000.3800	Dental Health Care	1,568.00
22.1219.2150.075.0000.00000.3800	Vision Care	254.00
22.1219.2150.076.0000.00000.3800	Vision Care	570.00
22.1219.2820.075.0000.00000.3800	Contribution to State and Local Retirement Funds	22,407.00
22.1219.2820.076.0000.00000.3800	Contribution to State and Local Retirement Funds	70,758.00
22.1219.2830.075.0000.00000.3800	Employer Social Security	3,437.00
22.1219.2830.076.0000.00000.3800	Employer Social Security	11,701.00
22.1219.2920.076.0000.00000.3800	Cash in Lieu of Benefits	180.00
22.1221.3220.000.0000.00000.3800	Workshops and Conf Travel	20,000.00
22.1241.1150.000.0000.00000.3800	School Direction and Management (Principal)	113,169.00

G/L Account Number	Account Description	Adopted Budget
22.1241.1620.000.0000.00000.3800	Secretary-Clerical-Bookkeeper	49,184.00
22.1241.1790.000.0000.00000.3800	Other Special Payments	1,623.00
22.1241.2110.000.0000.00000.3800	Group Life	372.00
22.1241.2120.000.0000.00000.3800	Group Disability	332.00
22.1241.2130.000.0000.00000.3800	Group Health and Accident	37,668.00
22.1241.2140.000.0000.00000.3800	Dental Health Care	2,823.00
22.1241.2150.000.0000.00000.3800	Vision Care	666.00
22.1241.2820.000.0000.00000.3800	Contribution to State and Local Retirement Funds	80,579.00
22.1241.2830.000.0000.00000.3800	Employer Social Security	12,619.00
22.1241.3190.000.0000.00000.3800	Other Prof & Technical Services	4,000.00
22.1241.3210.000.0000.00000.3800	Regular Duty Travel	5,000.00
22.1241.3410.000.0000.00000.3800	Telephone Serv	3,360.00
22.1241.3430.000.0000.00000.3800	Mail/Postage Serv	1,500.00
22.1241.5910.000.0000.00000.3800	Office Supplies	3,800.00
22.1241.7410.000.0000.00000.3800	Dues and Fees	1,500.00
22.1261.1640.000.0000.00000.3800	Custodian	39,864.00
22.1261.2110.000.0000.00000.3800	Group Life	29.00
22.1261.2120.000.0000.00000.3800	Group Disability	87.00
22.1261.2130.000.0000.00000.3800	Group Health and Accident	7,111.00
22.1261.2140.000.0000.00000.3800	Dental Health Care	149.00
22.1261.2820.000.0000.00000.3800	Contribution to State and Local Retirement Funds	19,590.00
22.1261.2830.000.0000.00000.3800	Employer Social Security	3,051.00
22.1261.3410.000.0000.00000.3800	Telephone Serv	6,530.00
22.1261.3830.000.0000.00000.3800	Water Sewage Serv	10,000.00
22.1261.3840.000.0000.00000.3800	Waste/Trash Serv	2,500.00
22.1261.4110.000.0000.00000.3800	Building Repair Serv	40,000.00
22.1261.5510.000.0000.00000.3800	Natural Gas Supp	13,000.00
22.1261.5520.000.0000.00000.3800	Electricity Supp	30,000.00
22.1261.5990.000.0000.00000.3800	Misc. Supp & Matls	18,000.00
22.1261.6410.000.0000.00000.3800	Capital-New Equip >\$5000	8,000.00
22.1261.6420.000.0000.00000.3800	Capital-New Equip <\$5000	11,000.00
22.1271.3310.099.0000.00000.3800	Transportation Serv-Cont Carrier	5,000.00
22.1283.3220.000.0000.00000.3800	Workshops and Conf Travel	8,000.00
22.1283.3220.081.0000.00000.3800	Workshops and Conf Travel	5,200.00
Other 3800 - Progress Park Totals		\$4,166,586.00
Other 4200 - Event Services		
22.1221.1620.000.0000.00000.4200	Secretary-Clerical-Bookkeeper	79,088.00
22.1221.2110.000.0000.00000.4200	Group Life	214.00
22.1221.2120.000.0000.00000.4200	Group Disability	185.00
22.1221.2130.000.0000.00000.4200	Group Health and Accident	16,464.00
22.1221.2140.000.0000.00000.4200	Dental Health Care	1,561.00
22.1221.2150.000.0000.00000.4200	Vision Care	370.00
22.1221.2820.000.0000.00000.4200	Contribution to State and Local Retirement Funds	38,628.00
22.1221.2830.000.0000.00000.4200	Employer Social Security	6,098.00
22.1221.3190.000.0000.00000.4200	Other Prof & Technical Services	1,000.00
22.1221.3210.000.0000.00000.4200	Regular Duty Travel	100.00
22.1221.3430.000.0000.00000.4200	Mail/Postage Serv	330.00
22.1221.5110.000.0000.00000.4200	Teaching/Testing Supplies	4,000.00
22.1221.5910.000.0000.00000.4200	Office Supplies	1,502.00
22.1221.7410.000.0000.00000.4200	Dues and Fees	1,501.00
22.1283.3220.000.0000.00000.4200	Workshops and Conf Travel	1,000.00
Other 4200 - Event Services Totals		\$152,041.00
Other 4300 - Grant Support Office		
22.1219.1160.000.0000.00000.4300	Supervision/Direction-Staff	7,256.00
22.1219.2110.000.0000.00000.4300	Group Life	20.00
22.1219.2120.000.0000.00000.4300	Group Disability	18.00
22.1219.2130.000.0000.00000.4300	Group Health and Accident	1,674.00

G/L Account Number	Account Description	Adopted Budget
22.1219.2140.000.0000.0000.4300	Dental Health Care	123.00
22.1219.2150.000.0000.0000.4300	Vision Care	29.00
22.1219.2820.000.0000.0000.4300	Contribution to State and Local Retirement Funds	3,561.00
22.1219.2830.000.0000.0000.4300	Employer Social Security	557.00
22.1219.3210.000.0000.0000.4300	Regular Duty Travel	200.00
22.1219.5910.000.0000.0000.4300	Office Supplies	250.00
22.1226.1160.000.0000.0000.4300	Supervision/Direction-Staff	34,379.00
22.1226.1620.000.0000.0000.4300	Secretary-Clerical-Bookkeeper	14,192.00
22.1226.1790.000.0000.0000.4300	Other Special Payments	513.00
22.1226.2110.000.0000.0000.4300	Group Life	118.00
22.1226.2120.000.0000.0000.4300	Group Disability	117.00
22.1226.2130.000.0000.0000.4300	Group Health and Accident	12,714.00
22.1226.2140.000.0000.0000.4300	Dental Health Care	936.00
22.1226.2150.000.0000.0000.4300	Vision Care	221.00
22.1226.2820.000.0000.0000.4300	Contribution to State and Local Retirement Funds	23,079.00
22.1226.2830.000.0000.0000.4300	Employer Social Security	3,763.00
22.1226.3190.000.0000.0000.4300	Other Prof & Technical Services	4,307.00
22.1226.3210.000.0000.0000.4300	Regular Duty Travel	200.00
22.1226.3430.000.0000.0000.4300	Mail/Postage Serv	108.00
22.1226.3610.000.0000.0000.4300	Printing Serv	13.00
22.1226.4140.000.0000.0000.4300	Software Maint Agmts Serv	1,120.00
22.1226.5410.000.0000.0000.4300	Periodicals Supp	351.00
22.1226.5910.000.0000.0000.4300	Office Supplies	615.00
22.1226.7410.000.0000.0000.4300	Dues and Fees	688.00
22.1283.3220.000.0000.0000.4300	Workshops and Conf Travel	1,252.00
Other 4300 - Grant Support Office Totals		\$112,374.00
Other 4600 - Board of Educ/Supt		
22.1221.3120.000.0000.0000.4600	Employee Training & Devel Serv	1,260.00
22.1221.3120.000.0000.09100.4600	Employee Training & Devel Serv	194,843.00
22.1221.3190.000.0000.09100.4600	Other Prof & Technical Services	97,700.00
22.1221.5990.000.0000.09100.4600	Misc. Supp & Matls	5,862.00
22.1231.3150.000.0000.0000.4600	Management Services	5,000.00
22.1231.3170.000.0000.0000.4600	Legal Services	42,000.00
22.1231.3190.000.0000.0000.4600	Other Prof & Technical Services	8,000.00
22.1231.3210.000.0000.0000.4600	Regular Duty Travel	4,000.00
22.1231.5910.000.0000.0000.4600	Office Supplies	193.00
22.1231.7410.000.0000.0000.4600	Dues and Fees	12,000.00
22.1232.1110.000.0000.0000.4600	Superintendent	95,193.00
22.1232.1620.000.0000.0000.4600	Secretary-Clerical-Bookkeeper	27,580.00
22.1232.2110.000.0000.0000.4600	Group Life	638.00
22.1232.2120.000.0000.0000.4600	Group Disability	229.00
22.1232.2130.000.0000.0000.4600	Group Health and Accident	15,401.00
22.1232.2140.000.0000.0000.4600	Dental Health Care	1,157.00
22.1232.2150.000.0000.0000.4600	Vision Care	283.00
22.1232.2820.000.0000.0000.4600	Contribution to State and Local Retirement Funds	58,446.00
22.1232.2830.000.0000.0000.4600	Employer Social Security	7,497.00
22.1232.2990.000.0000.0000.4600	Other Benefits	3,750.00
22.1232.3120.000.0000.0000.4600	Employee Training & Devel Serv	10,000.00
22.1232.3140.000.0000.0000.4600	Staff Services	104.00
22.1232.3150.000.0000.0000.4600	Management Services	2,896.00
22.1232.3210.000.0000.0000.4600	Regular Duty Travel	250.00
22.1232.3410.000.0000.0000.4600	Telephone Serv	800.00
22.1232.3430.000.0000.0000.4600	Mail/Postage Serv	400.00
22.1232.3930.000.0000.0000.4600	Fleet Insur Serv	2,848.00
22.1232.5410.000.0000.0000.4600	Periodicals Supp	203.00
22.1232.5910.000.0000.0000.4600	Office Supplies	400.00
22.1232.5990.000.0000.0000.4600	Misc. Supp & Matls	2,263.00
22.1232.6420.000.0000.0000.4600	Capital-New Equip <\$5000	731.00

G/L Account Number	Account Description	Adopted Budget
22.1232.7410.000.0000.00000.4600	Dues and Fees	2,500.00
22.1232.7910.000.0000.00000.4600	Misc Expenditures	829.00
22.1283.3220.000.0000.00000.4600	Workshops and Conf Travel	4,063.00
22.1283.3220.000.0000.09100.4600	Workshops and Conf Travel	40,104.00
22.1411.8510.000.0000.00000.4600	Sub-Grantee / Flow through Disbursements	32,000.00
Other 4600 - Board of Educ/Supt Totals		\$681,423.00
Other 4700 - Ombuds		
22.1289.1170.000.0000.00000.4700	Program/Department Direction	81,597.00
22.1289.2110.000.0000.00000.4700	Group Life	41.00
22.1289.2120.000.0000.00000.4700	Group Disability	200.00
22.1289.2820.000.0000.00000.4700	Contribution to State and Local Retirement Funds	40,102.00
22.1289.2830.000.0000.00000.4700	Employer Social Security	6,423.00
22.1289.2920.000.0000.00000.4700	Cash in Lieu of Benefits	2,332.00
22.1289.3120.000.0000.00000.4700	Employee Training & Devel Serv	1,320.00
22.1289.3210.000.0000.00000.4700	Regular Duty Travel	176.00
22.1289.3220.000.0000.00000.4700	Workshops and Conf Travel	2,640.00
22.1289.5910.000.0000.00000.4700	Office Supplies	440.00
22.1289.5990.000.0000.00000.4700	Misc. Supp & Mats	352.00
22.1289.7410.000.0000.00000.4700	Dues and Fees	220.00
Other 4700 - Ombuds Totals		\$135,843.00
Other 4800 - Business Services		
22.1231.3180.000.0000.00000.4800	Audit Services	58,100.00
22.1252.1120.000.0000.00000.4800	Assistant Superintendent	164,262.00
22.1252.1310.000.0000.00000.4800	Accounting	466,799.00
22.1252.1590.000.0000.00000.4800	Other Technical	96,405.00
22.1252.1620.000.0000.00000.4800	Secretary-Clerical-Bookkeeper	50,372.00
22.1252.1790.000.0000.00000.4800	Other Special Payments	3,915.00
22.1252.2110.000.0000.00000.4800	Group Life	2,242.00
22.1252.2120.000.0000.00000.4800	Group Disability	1,721.00
22.1252.2130.000.0000.00000.4800	Group Health and Accident	83,281.00
22.1252.2140.000.0000.00000.4800	Dental Health Care	7,552.00
22.1252.2150.000.0000.00000.4800	Vision Care	2,166.00
22.1252.2820.000.0000.00000.4800	Contribution to State and Local Retirement Funds	376,440.00
22.1252.2830.000.0000.00000.4800	Employer Social Security	59,188.00
22.1252.2920.000.0000.00000.4800	Cash in Lieu of Benefits	6,472.00
22.1252.3190.000.0000.00000.4800	Other Prof & Technical Services	26,000.00
22.1252.3210.000.0000.00000.4800	Regular Duty Travel	500.00
22.1252.3410.000.0000.00000.4800	Telephone Serv	3,732.00
22.1252.3430.000.0000.00000.4800	Mail/Postage Serv	6,500.00
22.1252.3450.000.0000.00000.4800	Software Lic/Agmts Serv	23,000.00
22.1252.3510.000.0000.00000.4800	Advertisement Serv	100.00
22.1252.3610.000.0000.00000.4800	Printing Serv	20.00
22.1252.4140.000.0000.00000.4800	Software Maint Agmts Serv	40,500.00
22.1252.5410.000.0000.00000.4800	Periodicals Supp	59.00
22.1252.5910.000.0000.00000.4800	Office Supplies	3,000.00
22.1252.6420.000.0000.00000.4800	Capital-New Equip <\$5000	945.00
22.1252.7410.000.0000.00000.4800	Dues and Fees	14,000.00
22.1259.3920.000.0000.00000.4800	Errors and Omissions Insur Serv	8,939.00
22.1259.7510.000.0000.00000.4800	Claims and Judgments	1,500.00
22.1261.3910.000.0000.00000.4800	Property and Liability Insur Serv	40,150.00
22.1283.3220.000.0000.00000.4800	Workshops and Conf Travel	7,384.00
Other 4800 - Business Services Totals		\$1,555,244.00
Other 5200 - Communication Services		
22.1221.3120.000.0000.00000.5200	Employee Training & Devel Serv	1,020.00
22.1282.1130.000.0000.00000.5200	Administrative Assistant	113,613.00
22.1282.1620.000.0000.00000.5200	Secretary-Clerical-Bookkeeper	25,832.00

G/L Account Number	Account Description	Adopted Budget
22.1282.2110.000.0000.00000.5200	Group Life	377.00
22.1282.2120.000.0000.00000.5200	Group Disability	293.00
22.1282.2130.000.0000.00000.5200	Group Health and Accident	12,153.00
22.1282.2140.000.0000.00000.5200	Dental Health Care	864.00
22.1282.2150.000.0000.00000.5200	Vision Care	209.00
22.1282.2820.000.0000.00000.5200	Contribution to State and Local Retirement Funds	64,927.00
22.1282.2830.000.0000.00000.5200	Employer Social Security	10,722.00
22.1282.3190.000.0000.00000.5200	Other Prof & Technical Services	25,500.00
22.1282.3210.000.0000.00000.5200	Regular Duty Travel	708.00
22.1282.3430.000.0000.00000.5200	Mail/Postage Serv	425.00
22.1282.3510.000.0000.00000.5200	Advertisement Serv	72,000.00
22.1282.3610.000.0000.00000.5200	Printing Serv	5,666.00
22.1282.5910.000.0000.00000.5200	Office Supplies	255.00
22.1282.5990.000.0000.00000.5200	Misc. Supp & Matls	2,610.00
22.1282.7410.000.0000.00000.5200	Dues and Fees	2,550.00
22.1283.3220.000.0000.00000.5200	Workshops and Conf Travel	3,100.00
Other 5200 - Communication Services Totals		\$342,824.00
Other 5600 - Personnel Services		
22.1283.1170.000.0000.00000.5600	Program/Department Direction	149,177.00
22.1283.1340.000.0000.00000.5600	Personnel	200,120.00
22.1283.1620.000.0000.00000.5600	Secretary-Clerical-Bookkeeper	121,710.00
22.1283.2110.000.0000.00000.5600	Group Life	2,291.00
22.1283.2120.000.0000.00000.5600	Group Disability	1,383.00
22.1283.2130.000.0000.00000.5600	Group Health and Accident	36,943.00
22.1283.2140.000.0000.00000.5600	Dental Health Care	5,669.00
22.1283.2150.000.0000.00000.5600	Vision Care	1,632.00
22.1283.2820.000.0000.00000.5600	Contribution to State and Local Retirement Funds	226,623.00
22.1283.2830.000.0000.00000.5600	Employer Social Security	36,492.00
22.1283.2920.000.0000.00000.5600	Cash in Lieu of Benefits	6,732.00
22.1283.3150.000.0000.00000.5600	Management Services	800.00
22.1283.3190.000.0000.00000.5600	Other Prof & Technical Services	144,025.00
22.1283.3210.000.0000.00000.5600	Regular Duty Travel	50.00
22.1283.3220.000.0000.00000.5600	Workshops and Conf Travel	3,880.00
22.1283.3410.000.0000.00000.5600	Telephone Serv	7,153.00
22.1283.3430.000.0000.00000.5600	Mail/Postage Serv	1,500.00
22.1283.3450.000.0000.00000.5600	Software Lic/Agmts Serv	100.00
22.1283.3510.000.0000.00000.5600	Advertisement Serv	1,000.00
22.1283.5990.000.0000.00000.5600	Misc. Supp & Matls	3,800.00
22.1283.6460.000.0000.00000.5600	Capital-Repl Equip <\$5000	792.00
22.1283.7410.000.0000.00000.5600	Dues and Fees	1,880.00
22.1283.7910.000.0000.00000.5600	Misc Expenditures	1,000.00
Other 5600 - Personnel Services Totals		\$954,752.00
Other 5800 - Technology Svs - WISD		
22.1122.3610.000.0000.00000.5800	Printing Serv	13,500.00
22.1122.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	50,847.00
22.1212.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	850.00
22.1213.3610.000.0000.00000.5800	Printing Serv	600.00
22.1213.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	750.00
22.1214.3610.000.0000.00000.5800	Printing Serv	50.00
22.1214.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	750.00
22.1215.3610.000.0000.00000.5800	Printing Serv	250.00
22.1215.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	1,450.00
22.1216.3610.000.0000.00000.5800	Printing Serv	700.00
22.1216.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	750.00
22.1218.3610.000.0000.00000.5800	Printing Serv	2,685.00
22.1218.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	2,250.00
22.1219.6420.000.0000.00000.5800	Capital-New Equip <\$5000	6,400.00

G/L Account Number	Account Description	Adopted Budget
22.1221.3610.000.0000.00000.5800	Printing Serv	6,264.00
22.1221.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	264.00
22.1226.3610.000.0000.00000.5800	Printing Serv	21,469.00
22.1226.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	2,010.00
22.1232.3610.000.0000.00000.5800	Printing Serv	1,656.00
22.1232.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	1,013.00
22.1241.3610.000.0000.00000.5800	Printing Serv	10,800.00
22.1252.3610.000.0000.00000.5800	Printing Serv	1,500.00
22.1252.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	2,314.00
22.1261.3610.000.0000.00000.5800	Printing Serv	350.00
22.1261.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	435.00
22.1282.3610.000.0000.00000.5800	Printing Serv	2,484.00
22.1283.3220.000.0000.00000.5800	Workshops and Conf Travel	10,500.00
22.1283.3610.000.0000.00000.5800	Printing Serv	2,000.00
22.1283.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	1,038.00
22.1284.1170.000.0000.00000.5800	Program/Department Direction	34,661.00
22.1284.1510.000.0000.00000.5800	Information Management	442,007.00
22.1284.1620.000.0000.00000.5800	Secretary-Clerical-Bookkeeper	11,646.00
22.1284.1920.000.0000.00000.5800	Professional-Education	162.00
22.1284.2110.000.0000.00000.5800	Group Life	1,833.00
22.1284.2120.000.0000.00000.5800	Group Disability	1,305.00
22.1284.2130.000.0000.00000.5800	Group Health and Accident	66,510.00
22.1284.2140.000.0000.00000.5800	Dental Health Care	5,496.00
22.1284.2150.000.0000.00000.5800	Vision Care	1,327.00
22.1284.2820.000.0000.00000.5800	Contribution to State and Local Retirement Funds	235,963.00
22.1284.2830.000.0000.00000.5800	Employer Social Security	37,928.00
22.1284.2920.000.0000.00000.5800	Cash in Lieu of Benefits	6,285.00
22.1284.3190.000.0000.00000.5800	Other Prof & Technical Services	77,687.00
22.1284.3210.000.0000.00000.5800	Regular Duty Travel	1,800.00
22.1284.3410.000.0000.00000.5800	Telephone Serv	17,220.00
22.1284.3430.000.0000.00000.5800	Mail/Postage Serv	200.00
22.1284.3450.000.0000.00000.5800	Software Lic/Agmts Serv	45,000.00
22.1284.3490.000.0000.00000.5800	Other Communic Serv	10,000.00
22.1284.3510.000.0000.00000.5800	Advertisement Serv	400.00
22.1284.3610.000.0000.00000.5800	Printing Serv	18,000.00
22.1284.4120.000.0000.00000.5800	Equip Repair Serv	19,674.00
22.1284.4140.000.0000.00000.5800	Software Maint Agmts Serv	125,000.00
22.1284.5410.000.0000.00000.5800	Periodicals Supp	300.00
22.1284.5910.000.0000.00000.5800	Office Supplies	600.00
22.1284.5990.000.0000.00000.5800	Misc. Supp & Matls	4,000.00
22.1284.6410.000.0000.00000.5800	Capital-New Equip >\$5000	46,946.00
22.1284.6420.000.0000.00000.5800	Capital-New Equip <\$5000	33,400.00
22.1284.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	127,000.00
22.1284.7410.000.0000.00000.5800	Dues and Fees	1,000.00
22.1284.7910.000.0000.00000.5800	Misc Expenditures	800.00
22.1285.3610.000.0000.00000.5800	Printing Serv	53.00
22.1285.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	210.00
22.1289.3610.000.0000.00000.5800	Printing Serv	352.00
22.1289.6460.000.0000.00000.5800	Capital-Repl Equip <\$5000	1,275.00
	Other 5800 - Technology Svcs - WISD Totals	\$1,521,969.00

Other 5900 - Technology Svcs - LEA

22.1283.3220.000.0000.00000.5900	Workshops and Conf Travel	10,500.00
22.1284.1170.000.0000.00000.5900	Program/Department Direction	34,661.00
22.1284.1510.000.0000.00000.5900	Information Management	187,938.00
22.1284.1620.000.0000.00000.5900	Secretary-Clerical-Bookkeeper	11,645.00
22.1284.2110.000.0000.00000.5900	Group Life	1,124.00
22.1284.2120.000.0000.00000.5900	Group Disability	704.00
22.1284.2130.000.0000.00000.5900	Group Health and Accident	30,283.00

G/L Account Number	Account Description	Adopted Budget
22.1284.2140.000.0000.00000.5900	Dental Health Care	3,088.00
22.1284.2150.000.0000.00000.5900	Vision Care	749.00
22.1284.2820.000.0000.00000.5900	Contribution to State and Local Retirement Funds	112,881.00
22.1284.2830.000.0000.00000.5900	Employer Social Security	18,181.00
22.1284.2920.000.0000.00000.5900	Cash in Lieu of Benefits	2,702.00
22.1284.3190.000.0000.00000.5900	Other Prof & Technical Services	83,370.00
22.1284.3210.000.0000.00000.5900	Regular Duty Travel	1,300.00
22.1284.3410.000.0000.00000.5900	Telephone Serv	16,435.00
22.1284.3430.000.0000.00000.5900	Mail/Postage Serv	300.00
22.1284.3450.000.0000.00000.5900	Software Lic/Agmts Serv	13,500.00
22.1284.3490.000.0000.00000.5900	Other Communic Serv	50,000.00
22.1284.3610.000.0000.00000.5900	Printing Serv	18,000.00
22.1284.4120.000.0000.00000.5900	Equip Repair Serv	30,558.00
22.1284.4140.000.0000.00000.5900	Software Maint Agmts Serv	160,000.00
22.1284.5410.000.0000.00000.5900	Periodicals Supp	300.00
22.1284.5910.000.0000.00000.5900	Office Supplies	600.00
22.1284.5990.000.0000.00000.5900	Misc. Supp & Matls	2,000.00
22.1284.6410.000.0000.00000.5900	Capital-New Equip >\$5000	14,631.00
22.1284.6420.000.0000.00000.5900	Capital-New Equip <\$5000	10,960.00
22.1284.6450.000.0000.00000.5900	Capital-Repl Equip >\$5000	15,000.00
22.1284.6460.000.0000.00000.5900	Capital-Repl Equip <\$5000	40,000.00
22.1284.7410.000.0000.00000.5900	Dues and Fees	500.00
22.1284.7910.000.0000.00000.5900	Misc Expenditures	500.00
Other 5900 - Technology Svs - LEA Totals		\$872,410.00
Other 6200 - Pupil Accounting		
22.1283.3220.000.0000.00000.6200	Workshops and Conf Travel	1,662.00
22.1285.1310.000.0000.00000.6200	Accounting	50,776.00
22.1285.2110.000.0000.00000.6200	Group Life	160.00
22.1285.2120.000.0000.00000.6200	Group Disability	114.00
22.1285.2130.000.0000.00000.6200	Group Health and Accident	1,875.00
22.1285.2140.000.0000.00000.6200	Dental Health Care	183.00
22.1285.2150.000.0000.00000.6200	Vision Care	45.00
22.1285.2820.000.0000.00000.6200	Contribution to State and Local Retirement Funds	24,818.00
22.1285.2830.000.0000.00000.6200	Employer Social Security	3,978.00
22.1285.2920.000.0000.00000.6200	Cash in Lieu of Benefits	928.00
22.1285.3210.000.0000.00000.6200	Regular Duty Travel	245.00
22.1285.3430.000.0000.00000.6200	Mail/Postage Serv	30.00
22.1285.3450.000.0000.00000.6200	Software Lic/Agmts Serv	522.00
22.1285.3490.000.0000.00000.6200	Other Communic Serv	675.00
22.1285.5910.000.0000.00000.6200	Office Supplies	175.00
22.1285.7410.000.0000.00000.6200	Dues and Fees	165.00
Other 6200 - Pupil Accounting Totals		\$86,351.00
Other 6400 - Operations & Maintenance		
22.1261.1170.000.0000.00000.6400	Program/Department Direction	118,730.00
22.1261.1350.000.0000.00000.6400	Architect-Engineer	41,516.00
22.1261.1620.000.0000.00000.6400	Secretary-Clerical-Bookkeeper	23,715.00
22.1261.1640.000.0000.00000.6400	Custodian	65,849.00
22.1261.1690.000.0000.00000.6400	Other Operation and Service	62,780.00
22.1261.1960.000.0000.00000.6400	Operation and Service	33,252.00
22.1261.2110.000.0000.00000.6400	Group Life	609.00
22.1261.2120.000.0000.00000.6400	Group Disability	634.00
22.1261.2130.000.0000.00000.6400	Group Health and Accident	45,711.00
22.1261.2140.000.0000.00000.6400	Dental Health Care	3,606.00
22.1261.2150.000.0000.00000.6400	Vision Care	858.00
22.1261.2820.000.0000.00000.6400	Contribution to State and Local Retirement Funds	137,068.00
22.1261.2830.000.0000.00000.6400	Employer Social Security	25,551.00
22.1261.2920.000.0000.00000.6400	Cash in Lieu of Benefits	2,650.00

G/L Account Number	Account Description	Adopted Budget
22.1261.3190.000.0000.00000.6400	Other Prof & Technical Services	40,000.00
22.1261.3210.000.0000.00000.6400	Regular Duty Travel	1,980.00
22.1261.3410.000.0000.00000.6400	Telephone Serv	7,500.00
22.1261.3450.000.0000.00000.6400	Software Lic/Agmts Serv	2,070.00
22.1261.3610.000.0000.00000.6400	Printing Serv	90.00
22.1261.3830.000.0000.00000.6400	Water Sewage Serv	4,500.00
22.1261.3840.000.0000.00000.6400	Waste/Trash Serv	6,750.00
22.1261.4110.000.0000.00000.6400	Building Repair Serv	114,570.00
22.1261.4120.000.0000.00000.6400	Equip Repair Serv	9,000.00
22.1261.4130.000.0000.00000.6400	Vehicle Repair & Maint Serv	3,600.00
22.1261.4190.000.0000.00000.6400	Other Repair & Maint Serv	1,200.00
22.1261.4220.000.0000.00000.6400	Equip Rental Serv	2,250.00
22.1261.5510.000.0000.00000.6400	Natural Gas Supp	10,350.00
22.1261.5520.000.0000.00000.6400	Electricity Supp	18,000.00
22.1261.5710.000.0000.00000.6400	Fuel, Oil, Grease Supp	2,250.00
22.1261.5980.000.0000.00000.6400	Misc. Hardware & Tool Supp	3,600.00
22.1261.5990.000.0000.00000.6400	Misc. Supp & Matls	22,500.00
22.1261.6420.000.0000.00000.6400	Capital-New Equip <\$5000	5,400.00
22.1261.6450.000.0000.00000.6400	Capital-Repl Equip >\$5000	13,500.00
22.1261.6460.000.0000.00000.6400	Capital-Repl Equip <\$5000	4,500.00
22.1261.7410.000.0000.00000.6400	Dues and Fees	540.00
22.1261.7910.000.0000.00000.6400	Misc Expenditures	225.00
22.1283.3220.000.0000.00000.6400	Workshops and Conf Travel	5,191.00
22.1452.6310.000.0000.00000.6400	Capital-Improv Other Than Bldgs - Depreciable	2,700.00
22.1456.6220.000.0000.00000.6400	Capital-Non-Prop Exp for Bldgs. and Alter by Contractors	2,250.00
22.1456.6220.000.0000.07487.6400	Capital-Non-Prop Exp for Bldgs. and Alter by Contractors	13,000.00
Other 6400 - Operations & Maintenance Totals		\$860,045.00
Other 7000 - Undistributed Expenses		
22.1122.2840.120.0000.06147.7000	Workman's Compensation	81,900.00
22.1221.3220.190.0000.06147.7000	Workshops and Conf Travel	25,000.00
22.1252.7910.000.0000.00000.7000	Misc Expenditures	1,700.00
22.1259.7610.000.0000.00000.7000	Taxes Abated and Written Off	350,000.00
22.1259.7910.000.0000.00000.7000	Misc Expenditures	3,395.00
22.1283.3220.000.0000.00000.7000	Workshops and Conf Travel	3,400.00
22.1283.7410.000.0000.00000.7000	Dues and Fees	4,270.00
22.1622.9990.000.0000.00000.7000	Indirect Cost Recovery	(66,094.00)
Other 7000 - Undistributed Expenses Totals		\$403,571.00
Other 9000 - Outgoing Transfers		
22.1411.8510.000.0000.00000.9000	Sub-Grantee / Flow through Disbursements	75,631,361.00
22.1441.8510.000.0000.00000.9000	Sub-Grantee / Flow through Disbursements	425,000.00
22.1642.8110.000.0000.00000.9000	Fund Modifications	500,000.00
Other 9000 - Outgoing Transfers Totals		\$76,556,361.00
Account Type Expense Totals		\$134,988,701.00
Revenue Totals		\$0.00
Expense Totals		\$134,988,701.00
Fund 22 - Special Education Totals		\$134,988,701.00
Revenue Totals		\$0.00
Expense Totals		\$134,988,701.00
Grand Totals		\$134,988,701.00

Date: April 9, 2024

To: Naomi Norman, Superintendent and
Members of the WISD Board of Education

From: Cassandra D. Harmon-Higgins, Esq.
Executive Director, Human Resources and Legal Services

Re: Recommendation for Probationary Teachers

Prior to the conclusion of each school year,¹ the Michigan Teachers' Tenure Act provides in relevant part that “...the controlling board shall provide the probationary teacher with a ... written statement as to whether or not his or her work has been effective.” A probationary teacher *automatically* acquires tenure pursuant to the Michigan Teachers' Tenure Act upon successful completion of the statutory probationary period unless the Board terminates his/her contract for cause or timely acts to non-renew the contract. **Referenced below are the employees that the Administration is recommending for continuing probation:**

Probation Ends

Section I.

Employees in Section I are fourth-year probationary staff (or will complete their final year of probation on the date indicated below if previously tenured in another district):

- | | | |
|----------------------|--------------------------------|-------------------------------|
| • Palmeri, Denise | Teacher, Early Intervention | 08/23/24 (Tenure – Ann Arbor) |
| • Calderon, Zoe | Teacher Consultant, VI Program | 08/25/24 |
| • Redding, Teresa | Teacher Consultant, LRE | 08/25/24 |
| • Townsend, Frazier | Teacher, CIY Program | 08/28/24 |
| • Shackelford, Daryl | Teacher Consultant, WAVE | 11/13/24 |
| • Vespa, Kristin | Teacher, Flex | 02/20/25 (Tenure – Ann Arbor) |

Section II.

Employees in Section II are considered third-year probationary staff (or will complete their final year of probation on the date indicated below if previously tenured in another district):

- | | | |
|----------------------|--------------------------------|-------------------------------|
| • Angeli, Julie | Teacher, Early Intervention | 08/13/25 (Tenure – Ann Arbor) |
| • Crenshaw, Kelly | Teacher, Early Intervention | 08/13/25 (Tenure – Ann Arbor) |
| • Stalhandske, Ann | Teacher, Early Intervention | 08/13/25 (Tenure – Ann Arbor) |
| • Cote, Tara | Teacher Consultant, VI Program | 08/20/25 (Tenure - Howell) |
| • Heffernan, Heather | Teacher, High Point – ASD | 08/20/25 (Tenure – Ann Arbor) |

¹ The Michigan Supreme Court has established June 30th as the uniform date for the end of the school year.

Section II. (continued)

- Rock, Kimberly Teacher Consultant, WAVE 03/10/26 (Tenure – Milan)
- Higgins, Krista Teacher, High Point 06/13/26

Section III.

Employees in Section III are considered second-year probationary staff (or will complete their final year of probation on the date indicated below if previously tenured in another district):

- Rasor, Thomas Teacher, Adjudicated Youth 07/18/26
- Plumer, Robert Teacher Consultant, CIY 09/26/26
- Kehoe, Barbara Teacher, Flex 01/30/27
- Liskiewicz, Stacey Teacher, Flex 01/30/27
- Valle, Margaret Teacher, Red Oak 02/16/27
- Collins, Blake Teacher Consultant, VI Program 04/04/27
- Golden, Latasha Teacher, High Point – ASD 05/02/27

Section IV.

Employees in Section IV are considered first-year probationary staff (or will complete their final year of probation on the date indicated below if previously tenured in another district):

- West, Kristen Teacher, High Point – ASD 08/21/27
- Stark, Christina Teacher Consultant - YAP 02/26/28
- Konyndyk, Nathan Teacher, High Point 07/04/28
- Collier, Kristina Teacher Consultant, WAVE 07/17/28
- Criger, Melissa Teacher, High Point 08/20/28
- Scalzo, Richele Teacher, YA Carpenter 08/20/28
- Wood, Mary Teacher, Flex 09/04/28
- Sledge, Kevin Teacher, YA WCC 01/21/29
- Nunn, Lawrence Teacher, Progress Park 01/24/29

Upon review, if you have questions, feel free to contact me. Thank you.

cc: Cherie Vannatter, Deputy Superintendent
 Brian Marcel, Associate Superintendent
 Deborah Hester-Washington, Executive Director of SE
 File



SCHOOL LAW NOTES

THRUN
LAW FIRM, P.C.

MARCH 28, 2024

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LISA L. SWEM (OF COUNSEL)	

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Affirmative Consent PAC Deductions Permitted

In 2011, the Michigan Supreme Court ruled that Michigan law prohibited using public resources to administer a payroll deduction plan for employee contributions to the MEA's political action committee (PAC). *MEA v Secretary of State*, 489 Mich 194 (2011). That decision was codified in 2012 through amendments to the Michigan Campaign Finance Act and the Wages and Fringe Benefits Act.

Supported by nearly a dozen labor organizations (including the MEA), legislation effective February 13, 2024, amended both statutes to now permit payroll deductions to a labor organization's PAC with an employee's affirmative consent.

Public Act 244 of 2023 amended Section 57 of the Michigan Campaign Finance Act to remove the prohibition against public bodies administering payroll deduction plans for PAC contributions and to clarify that the prohibition against a public body making a "contribution" does not apply to the following:

If an individual who is contributing to a separate segregated fund *affirmatively consents* to the contribution, the use of public resources to establish and administer a payroll deduction plan to directly or indirectly collect a contribution to, or make an expenditure for, a committee. Affirmative consent does not expire until revoked by the individual who provides the affirmative consent. (Emphasis added.)

Relatedly, Public Act 243 of 2023 amended Section 7 of the Michigan Wages and Fringe Benefits Act to remove the prohibition against public bodies administering payroll deduction plans for PAC contributions.

Those amendments now permit, *but do not require*, public bodies to administer payroll deductions for PAC contributions. For employees represented by a labor organization, any contractual obligation must be bargained. Regardless of collective bargaining agreement language, the Michigan Campaign Finance Act requires an *individual's* affirmative consent to administer a PAC deduction plan.

If a bargaining proposal is made to include payroll deductions for PAC contributions, the school has options, starting with "no." The obligation to bargain in good faith "does not compel either party to agree to a proposal or make a concession."

And, just like responding to a proposal for union dues payroll deduction, consider a trade-off for *significant* language that the school seeks. If your school agrees to payroll deduction provisions, be sure to require union indemnification language and, perhaps, an administrative fee paid by the union.

If union dues or PAC contribution deductions are bargained into the contract, we strongly recommend that the employee execute a

signed and dated consent form that affirmatively consents to the deduction.



The Importance of Written Job Descriptions

The Sixth Circuit Court of Appeals, whose decisions are binding in Michigan, recently dismissed an Americans with Disabilities Act (ADA) lawsuit by a delivery driver who alleged that his employer discriminated against him because of a disability. The employee claimed that his employer violated the ADA by transferring him to a lower-paying position and by refusing to provide a reasonable disability accommodation. *Cooper v Dolgencorp, LLC*, Case No. 23-5397 (CA 6, 2024). The Sixth Circuit’s decision relied on the employer’s job description, highlighting the value of a written job description when defending an ADA claim.

Coca-Cola hired Cameron Cooper as a delivery driver knowing that he had Tourette Syndrome, which causes unwanted, involuntary muscle movements and sounds. Cooper’s condition progressed during his employment, eventually resulting in obscene and inappropriate vocalizations, including profanity and racial slurs. Cooper’s job required him to provide “superior customer service” when delivering products to customers and stocking customers’ shelves and coolers. After Coca-Cola received customer complaints about Cooper’s profanity and racial slurs, Cooper requested leave under the Family and Medical Leave Act. Cooper adjusted his medication, which seemed to help his condition, and returned to work.

Customers continued to complain about Cooper’s profanity and racial slurs, prompting Cooper to take another leave. Cooper’s doctor eventually released him to return to work with a work restriction: “Needs to be present with another driver.” The proposed restriction was intended to limit Cooper’s interaction with customers. Coca-Cola approved the request, but complaints continued.

Coca-Cola gave Cooper the option of either taking leave or transferring to an overnight warehouse position with no customer interaction. Cooper accepted the warehouse position, for less pay. He soon resigned and sued Coca-Cola for ADA disability discrimination, claiming (1) he was qualified to perform the delivery driver position without an accommodation and Coca-Cola transferred him to a lower-paying position based on his disability; and (2) alternatively, if he was not qualified to perform the delivery driver position without accommodation, then Coca-Cola failed to provide him with a reasonable accommodation.

The ADA prohibits discrimination based on disability, which is typically a mental or physical

impairment that substantially limits at least one major life activity, e.g., speaking, concentrating, or working.

To be entitled to ADA protection, a disabled employee must be “qualified,” meaning the employee must be able to perform the essential functions of the employee’s position with or without reasonable accommodation. Determining an essential job function is done on a case-by-case basis.

The court first rejected Cooper’s claim that he was qualified to perform the delivery driver position without an accommodation. Relying on the position’s job description, the Sixth Circuit concluded that excellent customer service was an essential job function, which Cooper could not perform. The court pointed to customer complaints and the fact that Cooper’s own doctor concluded that he required an accommodation (i.e., another driver present) to perform the job’s essential functions.

The Sixth Circuit also rejected Cooper’s claim that Coca-Cola failed to provide him with a reasonable accommodation, finding that the warehouse position transfer was reasonable. Other than the warehouse position, there were no vacant positions without customer interaction. The court explained that “an employer may assign an employee to a lower grade and paid position if the employee cannot be accommodated in the current position and a comparable position is not available.”

ADA claims are fact-specific, including whether a job duty is an essential job function. If the duty is an essential job function, and if the employee cannot perform it with or without reasonable accommodation, the employee loses ADA protection.

A job description can be critical for the essential job function determination. School officials should ensure that written job descriptions accurately reflect a position’s essential job functions, required duties, and qualifications. Job descriptions must also comply with ADA requirements and provide reasonable workplace accommodations that enable employees to perform the essential functions of their job.

If you have any questions regarding ADA accommodations, please contact a Thrun labor attorney. Also, Thrun Policy Service subscribers may use Form 4105-F when considering an employee’s request for workplace accommodation.



Is Your Substitute Teacher Entitled to a Permanent Position?

As the school year winds down, school officials must consider Revised School Code Section 1236 and

how it affects a substitute teacher's rights to continued employment, compensation, and fringe benefits.

Section 1236 applies only to substitute teachers employed by a school and not to those substitute teachers contracted or employed through a third-party contractor (e.g., Edustaff). This means that the requirements and rights afforded in Section 1236 are relevant only to substitute teachers employed by schools.

If a substitute teacher assigned to one specific teaching position completes 60 days in that assignment, the substitute is entitled to a salary of not less than the minimum salary on the school's current schedule for the assignment's duration. The substitute teacher is also entitled to leave time and "other privileges." While not defined by statute, an informal Attorney General Opinion suggests that "other privileges" include benefits granted to regularly employed teachers by a collective bargaining agreement.

Under Section 1236, a substitute teacher employed by the school for at least 150 days of a 180-day school year must, after all other teachers are reemployed, receive the first opportunity (either during that school year or the immediately succeeding school year) to accept a contract for a position that the substitute teacher is certified to fill. The same right of first refusal applies to a substitute teacher employed for at least 180 days in an ISD that operates a program for 220 days. This right of first refusal does not, however, apply to a substitute teacher who fulfills the duties of a "teacher who is unable to teach due to a terminal illness."

Section 1236 defines a "day" as "the working day of the regular, full-time teacher for whom the substitute teacher substitutes." A quarter-day, half-day, or other daily fraction of the substitute's service must be counted as the fraction worked, unless the school acknowledges a fraction of a day and pays it as a full day, in which case the time counts as a full day. The right of first refusal for an open position does not require that the substitute serve in the same position assigned.

If you have any questions about a substitute teacher's right to continued employment, please contact a Thrun labor attorney.



Intermittent FMLA Leave

School officials must be familiar with FMLA requirements to effectively manage intermittent leave requests and to curb potential abuse. For example, eligible employees may take leave intermittently (i.e., in separate blocks of time) under the Family and Medical Leave Act (FMLA) when leave is medically necessary

for an employee's or a covered family member's serious medical condition, or for military family leave reasons. In contrast, unless required by board policy, CBA, or an individual employment contract, schools are not obligated to allow employees to use intermittent leave to care for a newborn or a newly placed child.

Serious Health Condition Certification

An employer may require an employee to submit a health care provider's certification to support an intermittent FMLA leave request. School officials may use U.S. Department of Labor Certification Form [WH-380-E](#) for an employee's own serious medical condition and [WH-380-F](#) for a family member's serious health condition. Each form includes fields for a health care provider to provide an estimate of the reduced schedule's duration or how frequently and for what time period intermittent absences may occur. If an employee's absences deviate significantly from the certification's estimate, the employer may request a recertification.

Recertification

An employer may request recertification of an employee's ongoing need for FMLA leave no more frequently than every 30 days or, if the condition's minimum duration is less than 30 days, then only after that time period expires. An employer may, however, request recertification in less than 30 days if: (1) the employee requests a leave extension, (2) circumstances described in the previous certification have changed significantly, or (3) the employer receives information that casts doubt on the employee's stated leave reason or the certification's continued validity.

Before an employee begins FMLA leave, school officials should provide written communication that if their leave schedule changes, they must notify the school and that significant schedule changes may require a recertification. School officials also should encourage employees to schedule treatments during times that minimize disruption to school operations.

Assignment to a Different Position

An employer may temporarily transfer or reassign an employee using intermittent FMLA leave to an available alternative position. The transfer or reassignment may only occur for the period that the intermittent schedule is required, and the position must be one that better accommodates recurring leave periods than the employee's regular position. The alternate position must have equivalent pay and benefits. Employees who return to a full-time work schedule must be reinstated to the same or equivalent job they had before their leave began.

School officials should first review transfer and assignment provisions in an applicable CBA or

employment contract and board policy before placing an employee in an alternate position.

Special Rules

Special FMLA assignment and transfer rules apply to instructional employees, defined as employees whose principal function is to teach and instruct students in a class, small group, or an individual setting. This definition includes teachers, coaches, and special education assistants. When an instructional employee’s intermittent leave exceeds 20% of the working days during the leave period, the employer may require that the employee choose to: (1) take leave over a particular duration no longer than the planned treatment; or (2) transfer temporarily to an available alternative position for which the employee is qualified which has equivalent pay and benefits.

For Thrun Policy Service subscribers, Board Policy 4106 and Administrative Guideline 4106-AG cover FMLA requirements and procedures. If you have any questions on FMLA leave, please contact a Thrun labor attorney.



**Copyrights and Bargaining
Teacher Evaluations**

The Michigan Legislature recently amended Section 15 of the Public Employment Relations Act (PERA), eliminating teacher evaluations as a prohibited bargaining subject. As a result, teacher unions will likely demand to bargain over the teacher evaluation tool. When you are at the bargaining table, do not forget that © stands for copyright.

Many schools currently use MDE-approved evaluation tools to evaluate teachers. Recent PERA and Revised School Code amendments, however, may prompt labor unions to propose modifying those tools. Modifying an already existing teacher evaluation tool comes with a risk, as it may infringe on the owner’s copyright.

The U.S. Copyright Act protects “original works of authorship fixed in any tangible medium of expression.” Original works of authorship include literary works, which encompass books, surveys, contracts, and evaluation tools.

A copyright arises when an original work is created in a fixed form. A copyright owner holds the exclusive rights to reproduce, prepare derivative works of, distribute, perform, and display the work. A derivative work is based on one or more preexisting works and often takes the form of revisions, modifications, condensation, or other transformations of the original work. Therefore, a modified teacher evaluation tool is an example of a derivative work.

While a copyright owner may claim exclusive rights to the work as soon as it is created in a fixed form, the owner must generally register the work with the U.S. Copyright Office before filing a lawsuit. When the work is registered, the copyright owner may sue for damages ranging from \$750 to \$30,000 per infringed work. Note that copyright infringement is a “strict liability” offense, which means that using someone else’s work is illegal even if the use was unintentional or without malice.

MDE’s approved teacher evaluation tools currently include 5 Dimensions of Teaching and Learning, Charlotte Danielson’s Framework for Teaching, The Thoughtful Classroom, and Marzano Teacher Evaluation Models. The Marzano Teacher Evaluation Models are even registered with the U.S. Copyright Office. All of those evaluation tools are entitled to copyright protection, and modifying them may infringe upon the owner’s exclusive right to make derivative works.

Copyright obligations exist in spite of recent PERA amendments. Regardless of whether an evaluation tool is registered with the U.S. Copyright Office, modifying the tool without the copyright owner’s permission may amount to copyright infringement. School officials should be aware of copyright protections when responding to union proposals seeking to modify existing evaluation tools.



Beware of “Low-Rent” Financings

When schools purchase new equipment (e.g., buses, copiers, or tablets), vendors frequently offer financing packages in the form of a lease purchase agreement (LPA) or another financing lease with a third-party leasing company. Though seemingly straightforward, the terms contained in LPAs can be extremely detrimental to schools.

LPAs are different from “true” leases and rental agreements. In a true lease, the leasing company typically remains the owner of the equipment. With an LPA, however, equipment ownership is transferred to the school. In exchange, the school pledges general fund dollars to make lease payments over time, which include interest that the leasing company treats as tax-exempt. The leasing company often holds a security interest in the equipment and may reclaim it if the school fails to make the lease payments or otherwise breaches the LPA terms.

We strongly recommend that school officials avoid LPAs and other financing leases. LPAs often include unfavorable, or even illegal, terms, including the following:

- the school must pay closing fees, document processing fees, and other hidden fees;
- the leasing company is authorized to unilaterally increase monthly payments without the school's consent;
- the school must pay the leasing company's attorney fees and collection fees if a default or dispute occurs;
- the school must indemnify the leasing company, which is prohibited by Michigan law;
- the school must pay personal property taxes on the equipment. Despite its tax-exempt status, a school may still be assessed if the leasing company incorrectly reports the equipment to the local assessor;
- the school waives its right to a jury trial;
- the school waives its statutory rights and remedies, such as the ability to revoke acceptance of latently defective equipment; or
- the school agrees to litigation in another state and to be subject to that state's laws.
- If a default occurs, the leasing company may: (1) charge the school excessive late fees, (2) charge the school default interest, (3) repossess the equipment by entering the school's building at any time with or without permission or notice, and (4) continue to require the school to make lease payments.
- The school may be required to pay service charges (e.g., copier maintenance fees) to the leasing company even if the vendor goes out of business.
- The person who signed the LPA agrees to assume personal liability in the event of default by the school.
- The leasing company may collect school officials' contact information and send telemarketing calls and spam emails.
- A default may occur for minor issues, such as misspellings or insignificant incomplete information in the agreement, entitling the leasing company to other remedies.

Vendors and leasing companies are generally unfamiliar with laws affecting Michigan schools, resulting in LPA terms that may violate state law or federal tax law. Typically, those concerns are not discovered until late in the process when legal counsel reviews the financing documents. Correcting those errors may cause significant delay. Because most leasing companies are reluctant to change their "form" documents, school officials may be left with the difficult

decision to either delay equipment delivery while securing alternative financing or sign an unfavorable and potentially unlawful agreement.

To avoid those hazards, school officials should contact their Thrun finance attorney to discuss available options at least six weeks before the anticipated equipment delivery date. Instead of an LPA, we recommend financing equipment through an installment purchase agreement (IPA) with a local bank. Thrun's IPA documents have been prepared and approved by our attorneys, have favorable terms for schools, and are widely accepted by Michigan banks and financial institutions.

As a final note, if a school has an outstanding bond that was issued in 2019 or after, the school may have a continuing disclosure obligation that arises from either a new LPA or IPA. School officials should review the possible obligation with their Thrun finance attorney. For Thrun Policy Service subscribers, continuing disclosure protocols are included in Policy 3212 ("Post-Issuance Disclosure Compliance").



FOIA: Teachers Excluded from "Public Body" Definition

According to a recent Michigan Court of Appeals decision, public school teachers are not considered a "public body" under Michigan's Freedom of Information Act (FOIA), and records created and retained by an individual teacher are not public records subject to disclosure. *Litkouhi v Rochester Community Schools*, Case No. 364409 (Mich Ct App, 2024).

The FOIA requester sought a teacher's "lesson plans, readings given to students (articles, publications, case studies), viewings (video clips), and assignments used to evaluate students (writing prompts)." When the school responded that it had no responsive documents, the requester sued to compel disclosure.

FOIA "Public Bodies"

FOIA defines a "public record" as a writing prepared, owned, used, in the possession of, or retained by a *public body* in the performance of an official function. FOIA is broadly interpreted to promote public transparency; FOIA's exemptions, however, must be narrowly construed.

In ruling for the district, the court concluded that a teacher is not a "public body" under FOIA. Accordingly, documents prepared, owned, used, or possessed by an individual teacher are not public records that a school must produce in response to a FOIA request.

The court's determination, however, does not preclude scenarios by which documents that teachers possess or create could become subject to FOIA

disclosure. As noted by the court, an employer may direct a teacher to produce lesson plans or other documents for school-related purposes. The school's possession of those documents could cause the documents to be considered public records and, therefore, subject to disclosure under FOIA.

Schools may also be required to disclose documents through other legal procedures. For example, educational records subject to the Family Educational Rights and Privacy Act (FERPA) afford parents and eligible students the right to access educational records. The Revised School Code also provides parents the right to review the curriculum, textbooks, and instructional materials from their child's school. Court orders and subpoenas may require schools to disclose records in some circumstances.

If you have any questions about FOIA and its applicability to school records, please contact a Thrun attorney.



What Happens in Closed Session, Stays in Closed Session

School officials must remember to comply with one of the Open Meetings Act's (OMA) often misunderstood provisions: closed sessions. For Thrun Policy Service subscribers, Thrun Policy 2501 provides detailed instructions for OMA and closed session compliance.

Entering Closed Session

The OMA permits a school board to enter closed session for several different purposes through an appropriate motion and vote. A two-thirds roll call vote of those board members elected/appointed and serving (not just those board members in attendance) is required to convene a closed session for the following purposes:

- Section 8(1)(d) – Considering purchase or lease of real property;
- Section 8(1)(e) – Consulting with an attorney on pending litigation;
- Section 8(1)(f) – Reviewing a job application when the candidate requests confidentiality; and
- Section 8(1)(h) – Considering material exempt from disclosure under another statute, which includes reviewing attorney-client privileged materials exempt from disclosure under FOIA Section 13(1)(g).

In contrast, a simple majority vote of board members elected/appointed and serving suffices to go into closed session to consider employee or student

discipline, hear complaints or charges brought against an employee, consider an employee's periodic personnel evaluation (if requested by the affected employee), or for strategy and negotiation sessions connected with a collective bargaining agreement. The reason for calling, as well as the vote to enter closed session, must be stated in the open session motion reflected in the board minutes.

Attendees

A closed session is a meeting of a board quorum that is not open to the public. At the board's discretion, other people may attend the closed session if their presence is consistent with the closed session's purpose.

Closed Session Minutes

The board must keep a separate set of minutes for closed session meetings. Michigan's Attorney General has opined that OMA Section 7 requires that closed session minutes reflect the date, time, and place of the meeting; names of the board members present; and names of the board members absent. Copies of closed session minutes should not be included in board packets or posted on a password-protected website.

Closed session minutes are not available to the public and are disclosed only by court order if required by a civil action challenging the board's OMA compliance.

Closed session minutes must be approved during open session at the next board meeting. If discussion of proposed closed session minutes is required before board approval, that discussion may occur in a closed session. Closed session minutes must be kept in a special locked file at the school office separate from the open session minutes. Those minutes may be destroyed one year and one day after the regular meeting at which they were approved. School officials should also comply with board policies, bylaws, and record retention and disposal schedules in determining when to destroy closed session minutes.

Complaints, Charges, Discipline, and Evaluations of School Officials

Contrary to popular belief, the OMA does not allow closed sessions for all "personnel reasons." Rather, OMA Section 8(1)(a) allows a board to meet in closed session to "consider the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against, or to consider a periodic personnel evaluation of, a public officer, employee, staff member, or individual agent, *if the named person requests a closed hearing.*" (Emphasis added.)

Absent a request for closed session consideration from the school official or employee whose conduct is being reviewed, the matter must be considered in open

session, unless exempt from public discussion for other reasons permitted by the OMA. A person who requests a closed session hearing under OMA Section 8(1)(a) may rescind the request at any time, at which point the matter must be considered in an open session.

Student Discipline

OMA Section 8(1)(b) permits a board to convene in closed session to consider the dismissal, suspension, or disciplining of a student if the student or the student’s parent/guardian requests closed session consideration. If the student or parent/guardian elects an open session disciplinary hearing, the board must be sure to safeguard other students’ privacy rights.

Open session minutes must comply with applicable confidentiality and privacy laws, including FERPA’s prohibition against nonconsensual redisclosure of personally identifiable student information. Open session minutes should *not* include personally identifiable information about any student, including the student subject to discipline.

Considering Material Exempt from Disclosure

OMA Section 8(1)(h) permits a board to convene in closed session to consider material exempt from disclosure under another statute, which includes reviewing attorney-client privileged materials. Board members should only discuss the legal advice contained in the attorney-client privileged materials that are the basis for the closed session. The board may allow the attorney to join the closed session, either in person or remotely.

Confidentiality

Board members must keep confidential any information shared during closed session, including closed session discussions, documents, meeting minutes, and other materials. Disclosure of confidential information may result in civil liability or criminal penalty. If a board member receives a Freedom of Information Act (FOIA) request for any information pertaining to a closed session, the request should be forwarded to the school’s FOIA Coordinator to determine if disclosure is required.

Note, however, that documents discussed in closed session do not automatically become exempt from disclosure unless provided for in applicable law. The Michigan Court of Appeals has previously ruled that documents brought into closed session without an individualized exemption are disclosable, even though the documents were discussed in closed session. Public bodies are also prohibited from including a document in a closed session record with the intent to shield it from disclosure under FOIA.

Returning to Open Session

The OMA requires that all board decisions be made in open session. For this reason, a board must return to open session before taking any action. A board should not “vote” in a closed session to return to an open session. Instead, we recommend that the board president simply “declare” the time at which the board returns to open session and direct the secretary to record that time in the meeting minutes. If desired, or if required to resolve a dispute as to whether closed session deliberations should cease, the board may vote in an open session to ratify the board president’s declaration.

If you have further questions about convening a closed session, please contact a Thrun attorney.



Special Education Reevaluations

The IDEA and Michigan’s Administrative Rules for Special Education require a public school to reevaluate a special education student every three years, before a student exits from special education services (except by graduation), and any other time a reevaluation is warranted due to changed student needs.

Reevaluation Guidance

Last year, the MDE Office of Special Education issued reevaluation [guidance](#) for school officials. The steps for a compliant reevaluation include some or all of the following:

- review of existing evaluation data (REED);
- notice to the parent indicating that additional data will not be collected and why;
- if additional data will be collected, obtaining the parent’s informed written consent for assessments;
- administering technically sound and nondiscriminatory assessment tools and strategies, by qualified personnel, that will provide functional, developmental, and academic information; and
- completing the reevaluation no later than 30 school days from the date the school received informed written consent (extension available if parent and school agree in writing and indicate the length of the extension in school days).

An evaluation starts, and can conclude, when the IEP Team reviews the existing evaluation data. If no additional information is needed to determine eligibility or develop programming for the student, the reevaluation is complete. If the IEP Team makes this determination, school staff must provide notice to the parent that no additional assessment data will be collected, explain why, and inform the parent that they may request additional assessments. Under those

circumstances, the school satisfies its obligation to conduct a triennial reevaluation despite having completed no additional assessments. We recommend, however, that school officials make this practice the exception, not the rule.

Evaluation Data

Special education evaluations require significant resources. Given current staffing shortages, it may be tempting to review existing evaluation data and decide that a student who is already eligible does not require additional assessments. Caution is warranted, however, because if a parent challenges the school’s offer of a free appropriate public education, the school needs comprehensive data to defend its programming and placement decision. With few exceptions, a student’s disability-related needs change as the student matures; the evaluation data used to determine programming should reflect those changes.

Parental Consent

Before additional assessment data can be collected, school special education personnel must seek to obtain informed written consent but can proceed with the reevaluation absent consent, if such efforts are documented. Informed consent exists when:

- 1) the proposed assessments or other evaluation tools are explained to the parent, including whether records will be released to other individuals, in a language or mode of communication understandable for the parents; and
- 2) the parent knows that consent is voluntary and that they may withdraw it at any time.

If a parent refuses to provide consent, the school may seek an override of the parent’s refusal by filing a due process complaint. An administrative law judge appointed by the Michigan Office of Administrative Hearings and Rules will then determine whether the reevaluation may proceed.

Eligibility for Services

After the reevaluation is completed, the Multidisciplinary Education Team (MET) must convene to explain the results and make an eligibility recommendation to the IEP Team. Though it can be helpful to facilitate an efficient meeting, there is no obligation to provide a parent with a draft of the evaluation report before the MET meeting. Once the evaluation process is complete, the parent is entitled to a copy of the evaluation report at no cost.

The IEP Team must use the reevaluation data to redetermine eligibility and to develop special education programming for the student. As with the initial evaluation, the parent may request (orally or in writing) a publicly funded independent educational

evaluation (IEE) if they disagree with the school’s evaluation results. School officials must fund the IEE unless they file a due process complaint to defend the adequacy and appropriateness of the school’s evaluation.

Conclusion

Thrun Policy Service subscribers may reference Policy 5602 for additional IEE requirements and access a comprehensive IEE packet in Form 5602-F. If you have questions about the reevaluation process, please contact a Thrun special education attorney.



Upcoming Deadline to Join National Social Media Litigation

As previously announced in our *School Law Notes* and E-Blasts, schools nationwide are joining a lawsuit against Facebook/Meta, Instagram, Snapchat, TikTok, and other social media platforms. The lawsuit asserts that the defendants targeted minors to maximize profits despite knowing the severely detrimental effects of excessive social media use by minors.

The deadline to join the litigation is May 1, 2024. To date, 114 of Thrun’s school clients have joined.

A social media litigation packet is available for schools interested in joining the litigation. The packet includes a cover letter explaining the litigation, a resolution, and an Attorney-Client Fee Contract for board consideration. The contract has been reviewed and approved by our firm.

To request a packet or for more information about the litigation, please contact Thrun attorney Piotr Matusiak at pmatusiak@thrunlaw.com or 517-374-8824. To join, a signed resolution and contract must be emailed to Piotr by May 1, 2024.



Last Chance to View the Thrun Labor Negotiations Webinar Series

Thrun Law Firm’s 2024 Labor Negotiations Webinar Series provided a deep dive into topics related to the formerly prohibited subjects of merit pay, teacher evaluation, teacher placement, teacher layoff and recall, and third-party contracting of non-instructional staff. This series focused on a district’s bargaining obligation, amendments to the Public Employer Relations Act (PERA), the importance of good policies, and bargaining strategies. The content of the series was geared toward both new and experienced administrators who assist with bargaining and labor relations.

For school personnel who could not attend, there is another opportunity to view the webinars and benefit from this important information. Submit the attached registration form to view the recorded videos of all presentations in this webinar series. Links to the videos will be provided via email, and the recordings will be available for your district to view for 14 calendar days from the date of receipt. The cost to receive the temporary recordings of this webinar series is \$780 per district for retainer clients and \$1,200 per district for non-retainer clients.

The following presentations are included in the Thrun Labor Negotiations Webinar Series:

- Comprehensive Labor Law Webinar
- Arbitration and Legal Guardrails
- Teacher Placement, Layoff, and Recall
- Teacher Evaluation and Merit Pay
- Dues Deduction and Teacher Discipline

Please contact LSavoie@ThrunLaw.com with any questions.



**Save the Dates: 2024 Tuesdays
with Thrun Webinar Series**

As part of our service to retainer clients, Thrun Law Firm will conduct a series of 1-hour webinars on three Tuesdays this spring. The “Tuesdays with Thrun” webinar series will be offered at no charge to our retainer clients.

Webinars will be held on the following dates/times and will cover the following topics:

- Tuesday, April 16, 2024
 - 8:30 - 9:40 a.m.: Preparing for Negotiations in the New World
 - 9:50 - 10:50 a.m.: Student Threats: How to Navigate Safety Concerns Without Violating Student Rights
 - 11:00 a.m. - 12:00 p.m.: Construction Essentials
- Tuesday, April 30, 2024
 - 8:30 - 9:40 a.m.: ADA and Remote Work
 - 9:50 - 10:50 a.m.: Dress Code Dos and Don'ts
 - 11:00 a.m. - 12:00 p.m.: Everything You Need to Know about Bidding
- Tuesday, May 14, 2024
 - 8:30 - 9:40 a.m.: Grievance, Mediation, and Arbitration Tips 2024
 - 9:50 - 10:50 a.m.: Students with Disabilities: What Is Required for Extracurriculars and Athletics?
 - 11:00 a.m. - 12:00 p.m.: Prevailing Wage

A link to register for this webinar series has been provided to Thrun retainer clients in a recent E-Blast. Please contact LSavoie@ThrunLaw.com with any questions. We look forward to seeing you (virtually) at one or more of our webinars!



Schedule of Upcoming Speaking Engagements

Thrun Law Firm attorneys are scheduled to speak on the legal topics listed below.

For additional information, please contact the sponsoring organization.

www.thrunlaw.com/calendar/list

Date	Organization	Attorney(s)	Topic
April 3, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	Developing Legally Compliant IEPs = FAPE Webinar
April 9, 2024	MSP School Safety Academy	Jessica E. McNamara	School Safety Legal Considerations
April 16, 2024	Oakland Schools	Michele R. Eaddy	Special Education Discipline
April 16, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	<i>Tuesdays with Thrun</i> Webinars Preparing for Negotiations in the New World (8:30 a.m. – 9:40 a.m.) Student Threats: How to Navigate Safety Concerns Without Violating Student Rights (9:50 a.m. – 10:50 a.m.) Construction Essentials (11:00 a.m. – 12:00 p.m.)
April 17, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	LRE and Placement – Considering the Full Continuum Webinar
April 18, 2024	Thrun Law Firm, P.C.	Michele R. Eaddy Jennifer K. Starlin	Student Enrollment Webinar
April 19, 2024	Calhoun ISD	Raymond M. Davis	Legal Update
April 23, 2024	MSBO	Piotr M. Matusiak	Grievance Management: Effective Strategies for Collective Bargaining Agreement Disputes (8:30 a.m. – 9:30 a.m.)
April 23, 2024	MSBO	Ryan J. Nicholson	A Year in the Life of a Business Official: From Budget Hearings to Election Deadlines (8:45 a.m. – 9:45 a.m.)
April 23, 2024	MSBO	Timothy T. Gardner, Jr.	Collective Bargaining: Innovations and Advanced Strategies (9:30 a.m. – 10:30 a.m.)

Date	Organization	Attorney(s)	Topic
April 23, 2024	MSBO	Katherine Broaddus	Reintroduction of Prohibited Subjects of Bargaining and How It Affects Negotiations (10:55 a.m. – 11:45 a.m.)
April 23, 2024	MSBO	Daniel R. Martin Jennifer K. Starlin	Legal Update (1:15 p.m. – 2:00 p.m.)
April 24, 2024	MSBO	Christopher J. Iamarino	Arbitrage Rebate Compliance and Strategies for Bonds in the Current Interest Rate Environment (9:20 a.m. – 10:20 a.m.)
April 24, 2024	MSBO	Michael D. Gresens Mackenzie D. Flynn	Cash Flow and Short-Term Borrowing Options (9:20 a.m. – 10:20 a.m.)
April 24, 2024	MSBO	Ian F. Koffler	Practical Implementation of the Inflation Reduction Act (9:20 a.m. – 10:20 a.m.)
April 24, 2024	MSBO	Daniel R. Martin Jennifer K. Starlin	Legal Update (9:20 a.m. – 10:20 a.m.)
April 24, 2024	MSBO	MaryJo D. Banasik Austin M. DeLano	Collective Bargaining Basics (9:20 a.m. – 10:20 a.m.)
April 24, 2024	MSBO	Fredric G. Heidemann	Construction: Dealing with Material and Performance Delays (10:40 a.m. – 11:40 a.m.)
April 24, 2024	MSBO	Ryan J. Nicholson	Booster Clubs and Support Groups: Limiting Potential Liability (10:40 a.m. – 11:40 a.m.)
April 24, 2024	MSBO	Cathleen M. Dooley	Employee Leave and Compensation: Get It Right or Pay the Price (10:40 a.m. – 11:40 a.m.)

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Date	Organization	Attorney(s)	Topic
April 24, 2024	MSBO	MaryJo D. Banasik Austin M. DeLano	Everything You Need to Know About Employment Contracts (10:40 a.m. – 11:40 a.m.)
April 24, 2024	MSBO	Timothy T. Gardner, Jr.	Payroll Processing and Legal Compliance (10:40 a.m. – 11:40 a.m.)
April 24, 2024	MSBO	Jennifer K. Starlin Piotr M. Matusiak	Pupil Accounting Fundamentals (10:40 a.m. – 11:40 a.m.)
April 25, 2024	MSBO	Piotr M. Matusiak Mackenzie D. Flynn	The Bond Passed: Now What About Construction Contracts? (8:20 a.m. – 9:30 a.m.)
April 25, 2024	MSBO	Michael D. Gresens	Get to Know the L-4029 and Other Property Tax Issues (8:20 a.m. – 9:30 a.m.)
April 25, 2024	MSBO	Daniel R. Martin	Recent Developments in Labor and Employment Law (8:20 a.m. – 9:30 a.m.)
April 25, 2024	MSBO	Raymond M. Davis	Collective Bargaining: Innovations and Advanced Strategies (8:20 a.m. – 9:30 a.m.)
April 25, 2024	MSBO	Ian F. Koffler	Lessons Learned: Community Engagement During a Successful Bond Campaign (9:40 a.m. – 10:40 a.m.)
April 25, 2024	MSBO	Ryan J. Nicholson	Cybersecurity: An Overview (1:15 p.m. – 2:30 p.m.)
April 25, 2024	MSBO	Ryan J. Murray	Unemployment Claims 101 (1:15 p.m. – 1:45 p.m.)
April 30, 2024	MASA School Safety Summit	Jessica E. McNamara	School Safety Legal Considerations

Date	Organization	Attorney(s)	Topic
April 30, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	<i>Tuesdays with Thrun</i> Webinars ADA and Remote Work (8:30 a.m. – 9:40 a.m.) Dress Code Dos and Don'ts (9:50 a.m. – 10:50 a.m.) Everything You Need to Know about Bidding (11:00 a.m. – 12:00 p.m.)
May 1, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	Avoiding Mistakes in the MDR Process Webinar
May 6, 2024	MPAAA	Jennifer K. Starlin	Legal Update
May 14, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	<i>Tuesdays with Thrun</i> Webinars Grievance, Mediation, and Arbitration Tips 2024 (8:30 a.m. – 9:40 a.m.) Students with Disabilities: What Is Required for Extracurriculars and Athletics? (9:50 a.m. – 10:50 a.m.) Prevailing Wage (11:00 a.m. – 12:00 p.m.)
May 15, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	Responding to State, OCR, and Due Process Complaints Webinar
June 13 & 14, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	Policy Implementation Meetings Webinar
August 5, 2024	Charlevoix-Emmet ISD	Lisa L. Swem	School Law Update
August 7, 2024	UP Administrators Academy	Lisa L. Swem	School Law Update
September 5 & 6, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	Policy Implementation Meetings Webinar
December 5 & 6, 2024	Thrun Law Firm, P.C.	Thrun Law Firm, P.C. Attorneys	Policy Implementation Meetings Webinar