

Clatskanie School District 6J  
PO Box 678  
Clatskanie OR 97016  
BOARD OF DIRECTORS' REGULAR BOARD MEETING  
February 10, 2020, 6:30 pm, CES Library

BOARD MEETING AGENDA

BOARD MEMBERS PRESENT: Megan Evenson-Board Chair, Kara Harris-Vice Chair, Chris Ouellette  
BOARD MEMBERS ABSENT: Ian Wiggins, Kathy Engel  
ADMIN TEAM PRESENT: Cathy Hurowitz-Superintendent, Tami Burgher-Board Secretary, Tiffany O'Donnell-CES Principal, Jim Helmen-CMHS Principal, Mark Bergthold-Business Manager  
GUESTS: Yvonne Krause, Rachel Kujala, Stacy Hicks, Megan Corne, Kirk Frazier, Rebecca Horness, Kyla Van Voorst, Leslie Craig, Elsa Wooley, Deborah Hazen, Cyndi Warren, Charlie Sittloh, Lucius Jones, Jaime Erwin

- I. CALL TO ORDER: 6:35 pm
  - A. Flag Salute
  - B. Agenda Review: Revised agendas have been distributed
  
- II. COMMUNICATIONS AND HEARINGS OF INTERESTED PARTIES
  - A. Public Comment: Kirk Frazier spoke about having a morality class in the schools based on the gospel of Jesus Christ. He is asking the board to remove or suspend the pay of administrators that have told him this isn't possible. Lucius Jones, representing the CEA union, read a statement from the union regarding the Director of Student and Innovation position. The statement asked a series of questions about the position, such as, funding, teacher input, etc. They are requesting that the district slow down the process to allow for transparency and thought before approving the position.  
*This is the time for citizens to address the Board. All speakers should state their name prior to speaking. Speakers are asked to write their name, address, phone number and topic to be addressed on the registration card. Speaking time is limited to three minutes per speaker. Speakers may offer objective criticism of district operation and programs, but the Board will not hear any complaints concerning specific District personnel. The Chair will direct the visitor to the appropriate means for Board consideration and disposition of legitimate complaints involving individuals. The right to address the Board does not exempt the speaker from any potential liability for defamation.*
  - B. Student Body Report: None
  - C. Oregon School Employees Association Representative Report: Y. Krause reported that the OSEA union is inviting all classified members and about twenty retired members to Fultano's on 2/12/20 for a meeting to encourage more support and participation in the union. They will discuss how important unions are and the JANUS decision.
  - D. Clatskanie Education Association Representative Report: None
  - E. SIP Check presentation - D. Hazen and E. Wooley: Deborah Hazen gave a brief history of the SIP (strategic innovation program). The SIP agreement, signed and established in 2015, is an agreement where most taxing districts get payments, except school districts, they are left out due to state law. Robert Keyser came up with a way that the SIP money can legally go to schools through the Clatskanie Foundation. In order to do this, everyone of the taxing districts give up some money so it can be given to the school district. This agreement is for 15 years and we are in the 6th year. This year it is a total of about \$430,000. It may go down a little in the future, but will remain around \$300,000. The Clatskanie Foundation thinks it would be nice to prepare a press release to let everyone know what the money is being used for and what it has been used for in the past. Elsa Wooley has a suggestion for this year's money to be used on the CMHS Auditorium. It is in need of new lights and sound equipment and just general sprucing up. Part of the reason the CMHS building was built was because of the auditorium. It is a place where 400+ community members can gather for events. Show the community, students and staff that we value it. The check was presented to Cathy Hurowitz, Superintendent. C. Hurowitz thanked the Clatskanie Foundation and a picture was taken.
  
- III. OLD BUSINESS: None

IV. NEW BUSINESS

A. 20-21 Budget Calendar

**A motion was made to approve the budget calendar for 2020-2021 budget season**

**CO/KH - UNANIMOUS**

B. Director of Student Support and Innovation position

**A motion was made to approve the hiring of Jim Helmen for the Director of Student Support and Innovation position**

**KH/CO**

Discussion: M. Evenson spoke of how C. Hurowitz has been .5 sped director since she started at the district. At this time, with all of the demands on Cathy's time (long range facility grants, the district going out for a bond measure, the student success act reports, CIP report, etc) coupled with the increased demands in special education, it needs more direction. Jim is a perfect candidate for the position. C. Hurowitz discussed the position and the reasoning behind it. She spoke about the funding of the position and the process that went into development of the position. M. Evenson discussed it with the absent board members and they agreed we need this position. Then we will be able to start the search for a CMHS principal position early.

**Vote: UNANIMOUS**

C. Enrollment information: Written

V. SUPERINTENDENT'S REPORT

A. K-6 Principal Report: Written. C. Hurowitz commended the elementary staff for the data in the packet T. O'Donnell handed out. They should be really proud of themselves for the gains in math, that is cause for celebration.

B. 7-12 Principal Report: Written.

C. Special Education Report: Written. The new SLP teleservice should be starting sometime before the 19th of this month. We paid about \$126,000 per year for an SLP from the ESD, but will be paying about \$5,600 per month for the teleservice, which is quite a savings.

D. Superintendent Report: C. Hurowitz wanted to celebrate the federal desk monitoring that she and Sarah Thorud went through for Title IIA. They went to the review and got congratulated on how well they did. They also commended our McKinney-Vento homeless program (Anne Kynsi Dines). Kudos Sarah and Annie!

1. Financial Report

VI. BOARD MEMBERS REPORTS: K. Harris is excited about CMHS doing The Wizard of Oz, an excellent choice. C. Ouellette commented that when we have someone like Mrs. Erwin, that has taken the program and run it wonderfully, that is a big deal. He thinks improving the auditorium is a good idea.

VII. CONSENT AGENDA

A. Financial Report

B. Approve Minutes from January 13, 2020 board meeting

**A motion was made to approve the consent agenda.**

**CO/KH - UNANIMOUS**

Adjourn Public Session: 7:38 pm

VIII. EXECUTIVE SESSION - (ORS 192.660(2)(i))

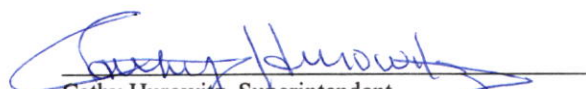
To review and evaluate the employment-related performance of the chief executive officer of any public body, a public officer, employee or staff member who does not request an open hearing.

Adjourn Executive Session: 8:35 pm

Adjourn Public Session: 8:35 pm

NEXT BOARD MEETING: March 9, 2020

  
Megan Evenson, Board Chair

  
Cathy Hurowitz, Superintendent

Statement from the Clatskanie Education Association  
February 10th, 2020

Recently it has come to our attention that the school district has plans to add another administrator position. We are concerned about this possibility and have several questions and points to consider:

- Where is the data and stakeholder input that supports a decision like this? Over the course of this year we have talked a lot about the spirit of the Student Success Act legislation, about the need to gather data and stakeholder input, and then to use that data and input to drive decisions. Is that being done in this case? We have a district leadership team and building leadership teams that have been put in place to consider these types of decisions. Why has the new administrator position not been discussed and considered in the context of these teams?
- What is the exact role of this new administrator? In a district of our size, it is certainly unusual to imagine a full-time superintendent, two full-time principals, and another full-time administrator with roles that seemingly mirror the role of superintendent.
- Where is the money coming from to hire another full-time administrator? In a district with no specialist teachers at the grade school, primary classes bulging to 30 students, special education teachers with untenable workloads, and middle and high school teachers overworked with too many prep periods, we think this is not the best use of the district's money.
- Finally, and most importantly, is this the best decision for kids? Is this where we get the best bang for our buck? As an association we believe students benefit more from smaller class sizes, more specialist- and elective-related opportunities, and expanded availability of mental-health supports, to name just a few options.

As an association we urge you to slow down this process, be more transparent, involve more stakeholders in the process, and think about what is best for students.

## **Clatskanie School District 6J**

### **Proposed 2020-2021 Budget Calendar**

Monday, March 16, 2020	First "Notice of Budget Committee Meeting" sent to Chief (Will also post on district website, in lieu of second published notice)
Monday, April 13, 2020	First Budget Committee Meeting - 5:30 pm
Monday, May 4, 2020	Second Budget Committee Meeting - 5:30 pm
Monday, May 11, 2020	Third Budget Committee Meeting (if necessary) - 5:30 pm
Monday, May 18, 2020	Send Budget Summary and Notice of Public Budget Hearing to Chief
Monday, June 8, 2020	Public hearing on Budget before regular Board Meeting - 6:15 pm
Monday, June 8, 2020	Approval of Budget and Adoption of Budget Resolutions at regular Board Meeting

CLATSKANIE SCHOOL DISTRICT 6J  
PO BOX 678  
CLATSKANIE OR 97016

**CERTIFIED ADMINISTRATOR'S CONTRACT**  
**Director of Student support and Innovation**

*District School Board of Clatskanie School District 6J, Columbia County, State of Oregon, and:  
James Helmen*

**CERTIFICATION: Professional Administrator- PK-12**  
**Professional- SpEd: Generalist:PK-12**

**Agree:**

*The administrator agrees to perform the following duties:*

- A. Maintain proper certification.*
- B. Perform all assigned duties per district approved job description.*

*This contract is subject to the laws of the State of Oregon, the duly adopted rules of the school district and the State Board of Education.*

*This contract is also subject to the limitations imposed by the provisions of the local budget law.*

*This contract is binding unless the administrator gives sixty (60) days written notice of termination to the district superintendent. Failure of the administrator to give sixty (60) days written notice of termination to the district superintendent subjects said administrator to possible loss of certification as set forth under ORS 342.553 (1).*

**I. LENGTH OF CONTRACT**

- A. The duration of this contract is from July 1, 2020 to June 30, 2023.*
- B. The length of the contract is 240 days, including nine (9) holidays and three (3) personal leave days.*

**II. SALARY**

- A. For administrative services, lawfully and properly performed, in the 20-21 academic year, the school district shall pay to administrator: \$110,000. The district will pay, and "pick up," the six percent (6%) employee contribution to PERS.*
- B. It is further understood and agreed that payment of the salary stated in this contract and the obligation of the school district hereunder is subject to the availability of funds.*

**III. FRINGE BENEFITS**

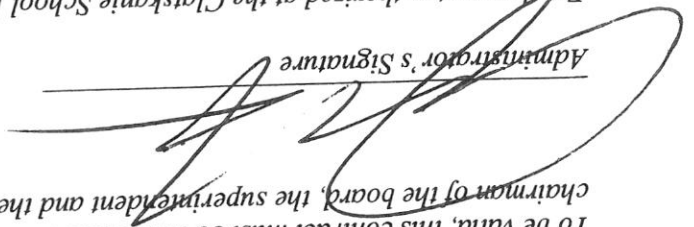
- A. *The District will pay the dues for local, state and one national organization.*
- B. *The District will pay the current IRS rate for in-district and out-of-district travel for the use of a personal automobile on district business.*
- C. *The director will be provided with basic life insurance in the amount of \$100,000 coverage with the district paying the premium.*
- D. *The district shall make a monthly contribution toward health insurance in an amount not to exceed \$1,850.00. He will be allowed to contribute the difference between the District contribution and premium paid, into a VEBA account. Contingent upon selecting OEBA Plan H, the District will make a contribution to a Health Savings Account (HAS) each month for the difference in the insurance allowance and the premium up to the legal limit during employment. Should the employee desire to be enrolled in a medical, dental or vision plan offered by OEBA with higher premium cost(s) the excess cost(s) will be borne by the employee by payroll deduction. If the employee can provide evidence of other medical insurance coverage and therefore elects to opt out of all District insurance benefits, he/she may receive instead a cash payment equal to thirty percent (30%) of the total District Contribution.*

*Due to the changes resulting from the adoption of the Patient Protection and Affordable Care Act, the District shall determine which insurance plans are offered to employees in an effort to avoid any excise taxes or penalties charged to the District. The District may agree to offer a plan to employee(s) who request it, if the employee(s) agree to pay any excise tax or penalty charged to the District for offering the specific plan.*

- E. *The District will reimburse three (3) hours tuition per year for graduate credit during the life of the contract.*
- F. *The District will provide \$1,000 per year for regional or national conferences.*
- G. *The District will provide a stipend for the use of a personal cell phone in the amount of \$60.00 per month.*
- H. *Sick leave shall be credited to the administrators account upon his reporting for duty and shall accrue during the term of this agreement at the rate of 12 days per year in accordance with ORS 332.507.*

**BOARD ACTION:**

To be valid, this contract must be authorized at a regular school board meeting and signed by the chairman of the board, the superintendent and the administrator.

  
\_\_\_\_\_  
Administrator's Signature

1/21/2022  
Date

Employment authorized at the Clatskanie School District school board meeting of \_\_\_\_\_

By:   
\_\_\_\_\_  
Superintendent's Signature

\_\_\_\_\_  
Chairman's Signature

This contract shall be executed in duplicate, the original to be filed with the school district clerk, the duplicate to be retained by the administrator.

CLATSKANIE SCHOOL DISTRICT  
Student Enrollment Numbers by Grade Level  
2019-2020

Grade Level	2018-2019		2019-2020									
	9/18/18	6/4/19	9/4/19	10/8/19	11/13/19	12/5/19	1/7/20	2/20	3/20	4/20	5/20	6/20
K	54	49	69	70	68	68	70	73				
1	58	58	52	51	49	49	50	49				
2	53	53	61	60	59	58	58	59				
3	59	57	50	48	47	48	47	46				
4	58	59	58	58	58	58	58	58				
5	53	53	63	63	62	63	62	62				
6	48	48	57	57	56	56	55	55				
<i>Elementary Total</i>	<b>383</b>	<b>377</b>	<b>410</b>	<b>407</b>	<b>399</b>	<b>400</b>	<b>400</b>	<b>402</b>				
7	55	53	45	45	44	44	42	43				
8	63	62	49	45	43	44	43	42				
9	49	46	57	57	58	57	56	57				
10	74	73	44	43	43	43	43	42				
11	50	50	76	72	71	70	69	64				
12	55	54	52	54	53	53	53	55				
TR	0	0	0	0	0	0	0	0				
<i>Mid/High Total</i>	<b>346</b>	<b>338</b>	<b>323</b>	<b>316</b>	<b>312</b>	<b>311</b>	<b>306</b>	<b>303</b>				
<b>TOTAL</b>	<b>729</b>	<b>715</b>	<b>743</b>	<b>723</b>	<b>711</b>	<b>711</b>	<b>706</b>	<b>705</b>				
<b>TRANSFERS</b>												
CES In		3	2	2	2	2	2	2				
CMHS In		3	1	1	1	1	1	1				
Total IDT In*	16	6	3	3	3	3	3	3				
CES Out		18	7	12	12	13	13	15				
CMHS Out		14	9	14	15	13	13	13				
IDT Out**	18	32	16	26	27	26	26	28				

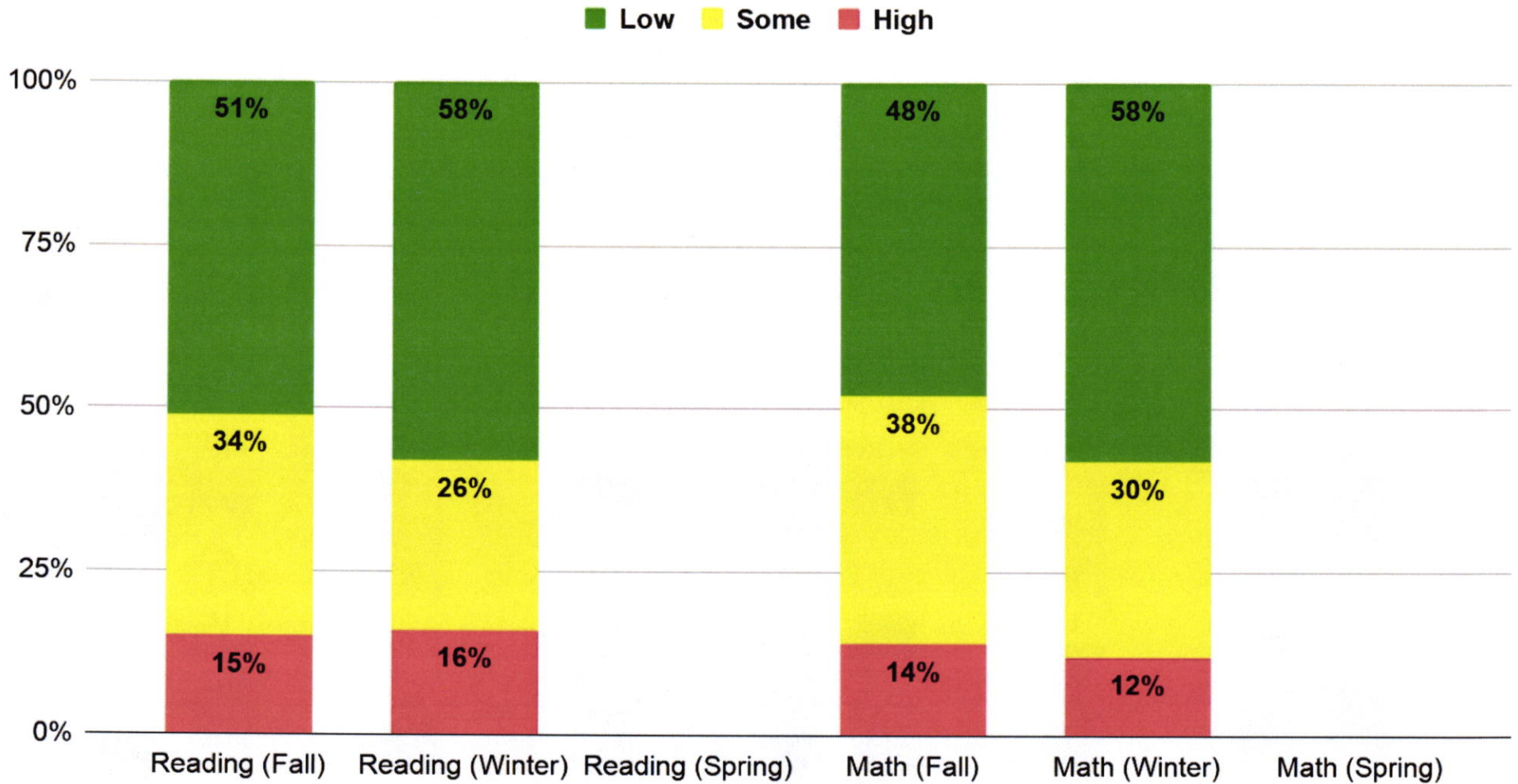
\* Interdistrict Transfers into our district  
 \*\* Interdistrict Transfers out of our district



19-20 Interdistrict Transfers Only

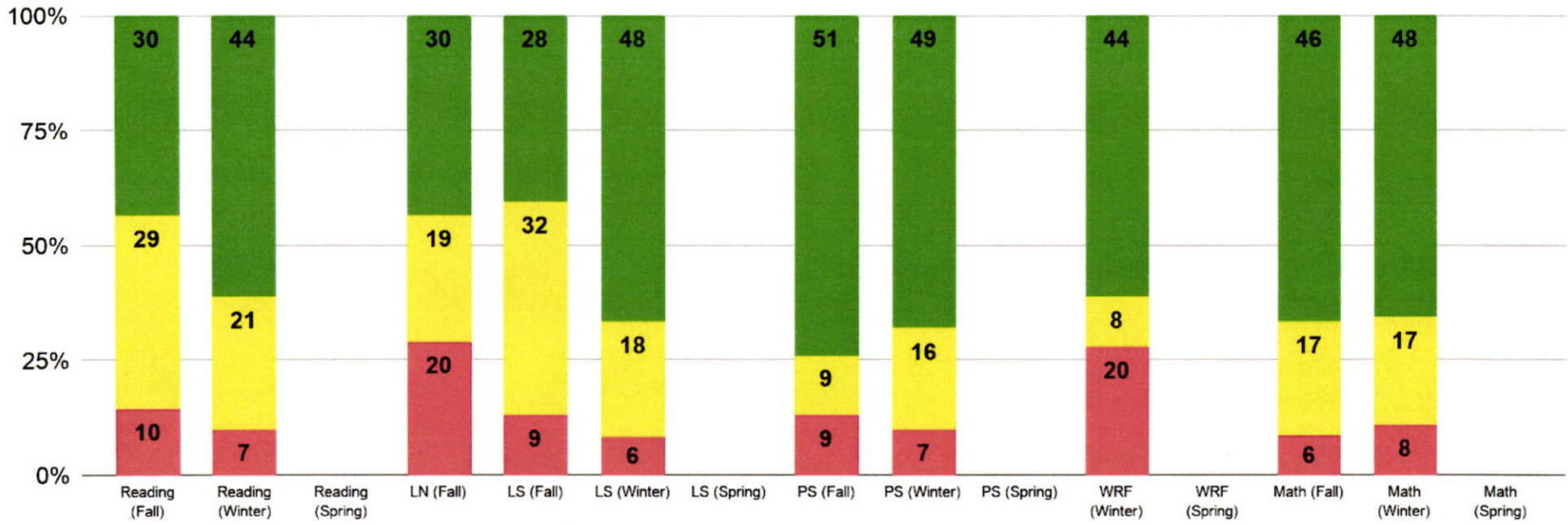
<u>Frontier</u>	<u>ORCA</u>	<u>ORVA</u>	<u>RAINIER</u>	<u>ST HELENS</u>	<u>WILLCA</u>
4th -2	K - 1	3rd - 1	3rd - 1	K - 1	K - 1
5th - 1	2nd - 2	4th - 1	6th - 1	11th - 1	3rd - 1
7th - 1	3rd - 1	5th - 2	10th - 1		4th - 1
9th - 1	7th - 1	6th - 1			7th - 1
	8th - 3				8th - 1
	9th - 2				All 5 students
	10th - 2				were withdrawn
	11th - 1				11/11/19
=5	=13	=5	=3	=2	=0

# CES EasyCBM 2019-2020 Benchmark Screening (All Grades)



# Kindergarten EasyCBM 2019-2020 Benchmark Screening

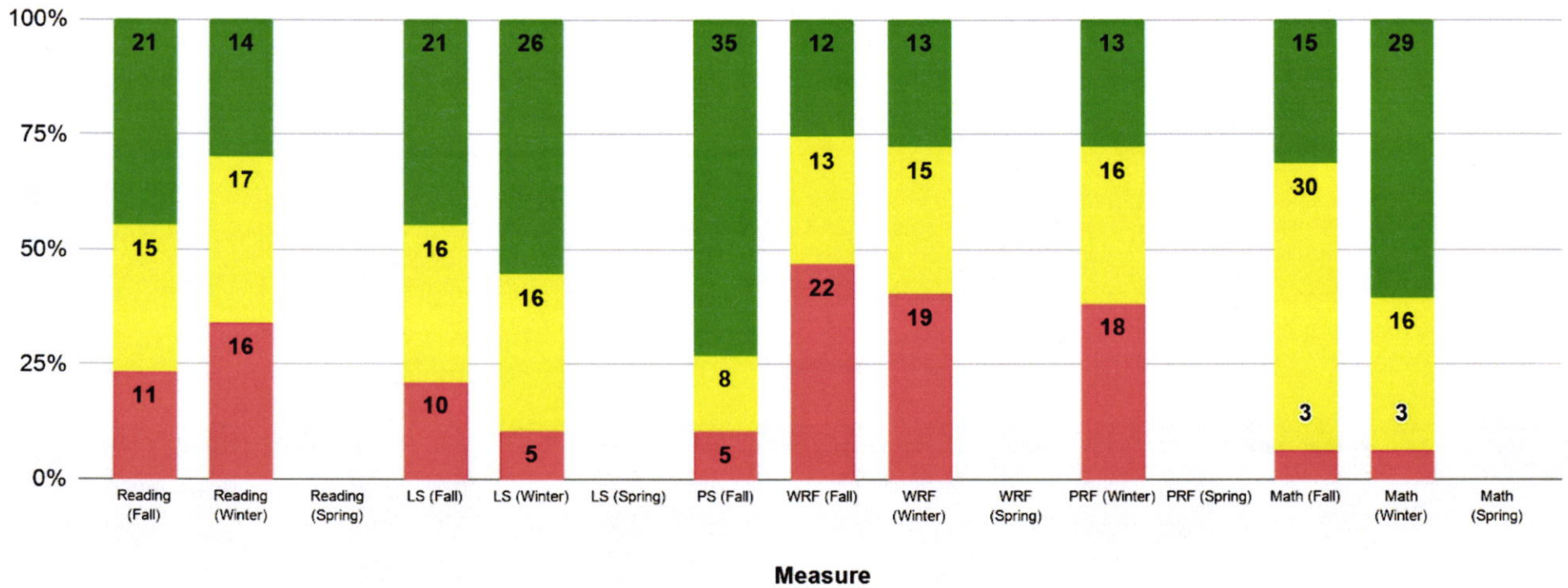
Low Some High



Measure

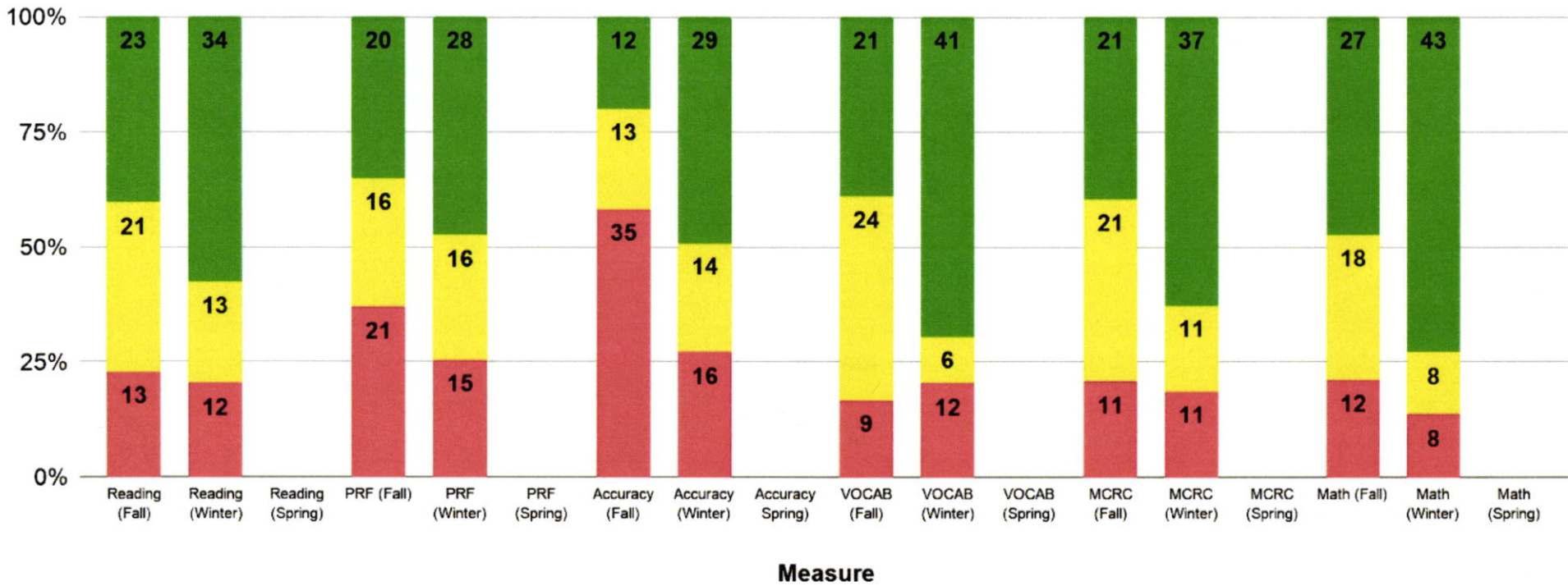
# 1st Grade EasyCBM 2019-2020 Benchmark Screening

Low Some High



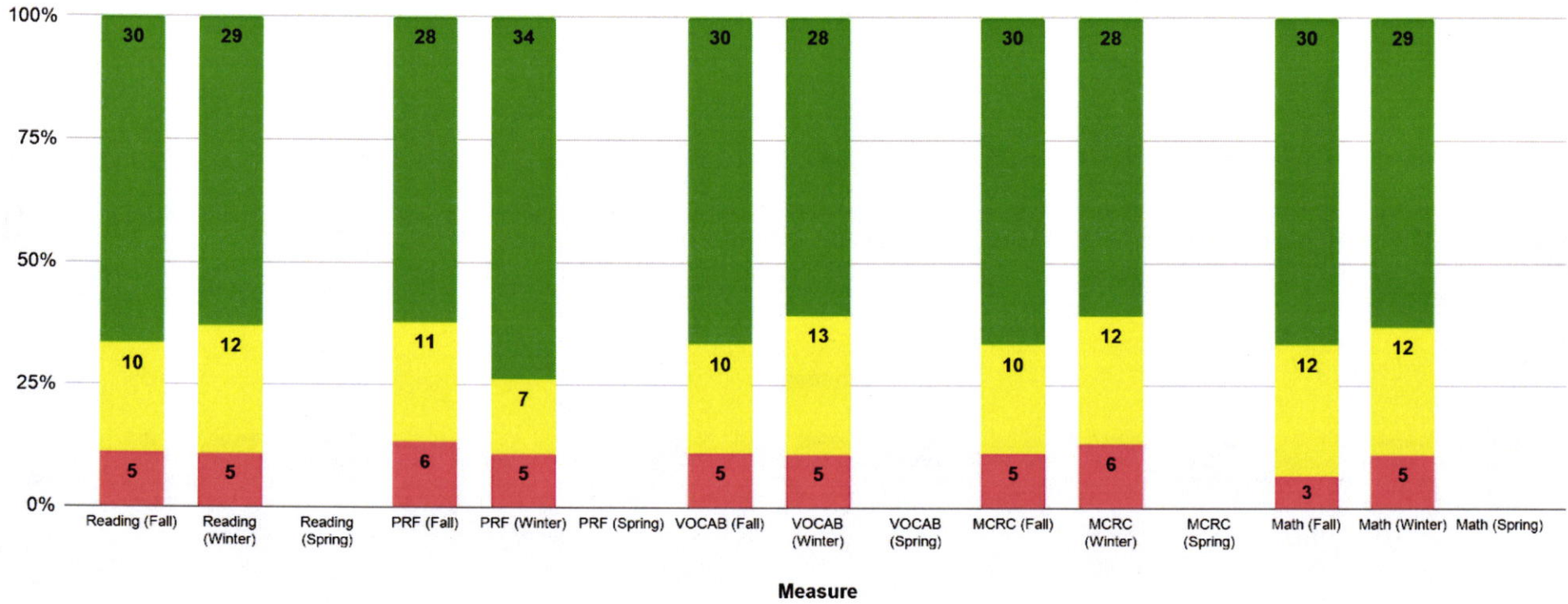
## 2nd Grade EasyCBM 2019-2020 Benchmark Screening

■ Low   
 ■ Some   
 ■ High



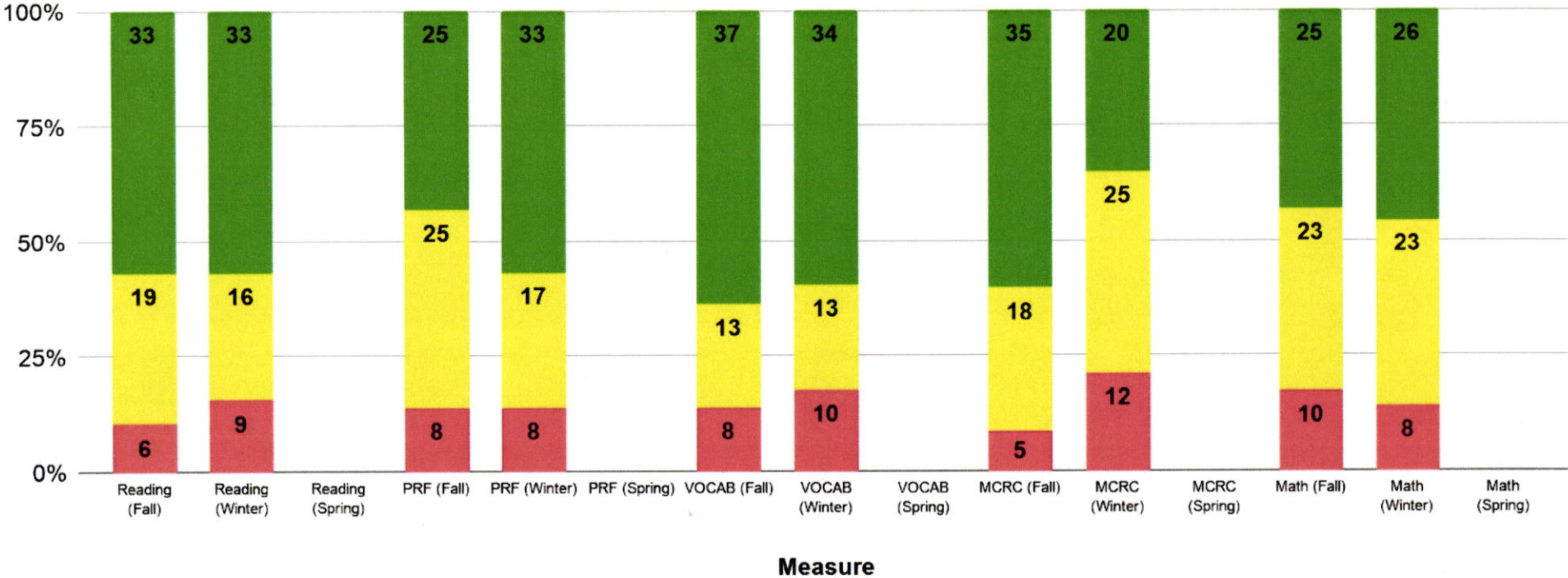
### 3rd Grade EasyCBM 2019-2020 Benchmark Screening

Low Some High



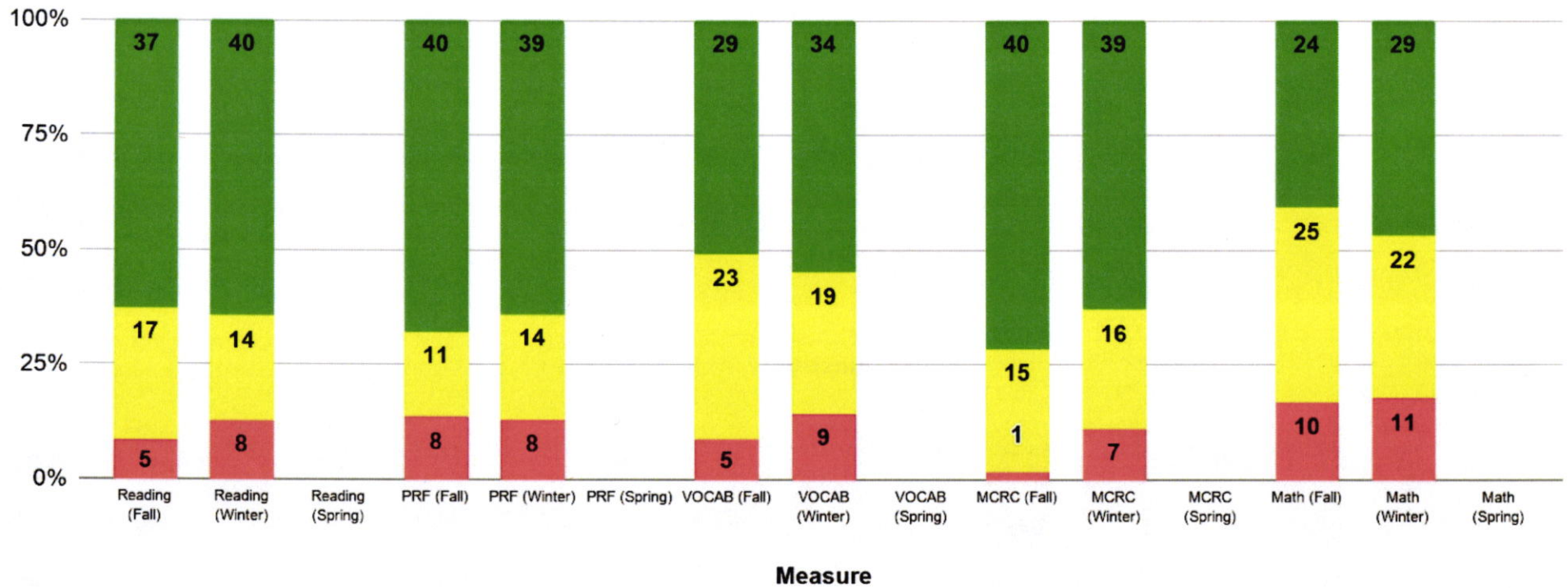
# 4th Grade EasyCBM 2019-2020 Benchmark Screening

Low Some High



# 5th Grade EasyCBM 2019-2020 Benchmark Screening

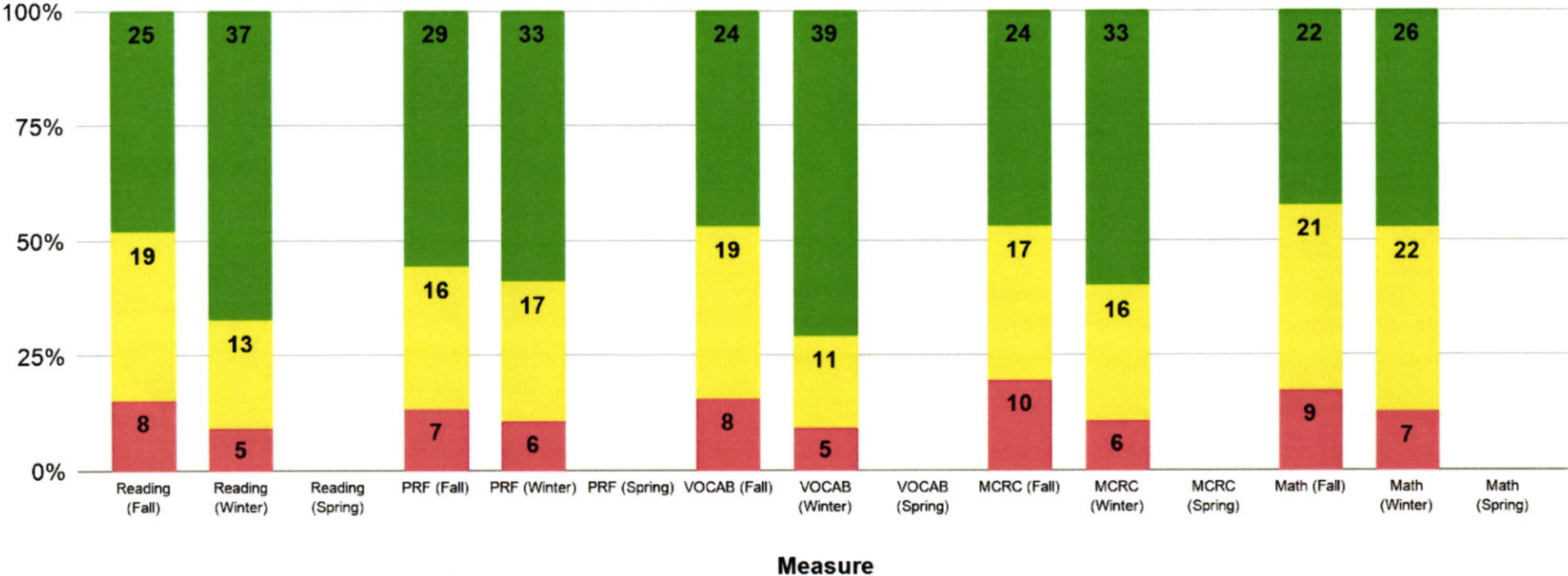
■ Low ■ Some ■ High





# 6th Grade EasyCBM 2019-2020 Benchmark Screening

Low Some High



Handwritten notes at the bottom left of the page.

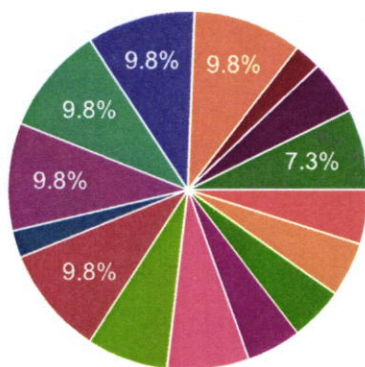
# CES Math Walkthrough Tool 1920

41 responses

[Publish analytics](#)

## Teacher

41 responses

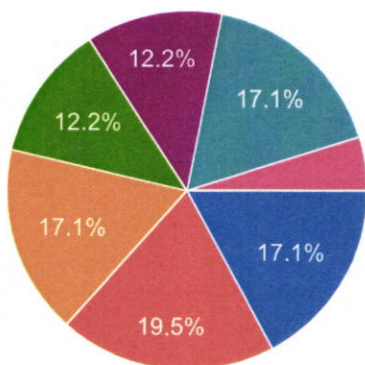


- A Crawford Data Doc
- Baldwin Data Doc
- Bauman Data Doc
- Come Data Doc
- D Crawford Data Doc
- Fuller Data Doc
- Horness Data Doc
- Jones Data Doc

▲ 1/3 ▼

## Grade Level

41 responses



- Kinder
- First
- Second
- Third
- Fourth
- Fifth
- Sixth
- Other

## Start Time

6 responses

08 : AM | 8:35 AM 8:43 AM 8:45 AM



11 :	AM	11:00 AM	
12 :	PM	12:51 PM	12:58 PM

### Priority Skill

27 responses

2 digit add and subtract

shapes

Divide by 1 digit divisors

Distributive property

place value

Two digit addition and subtraction

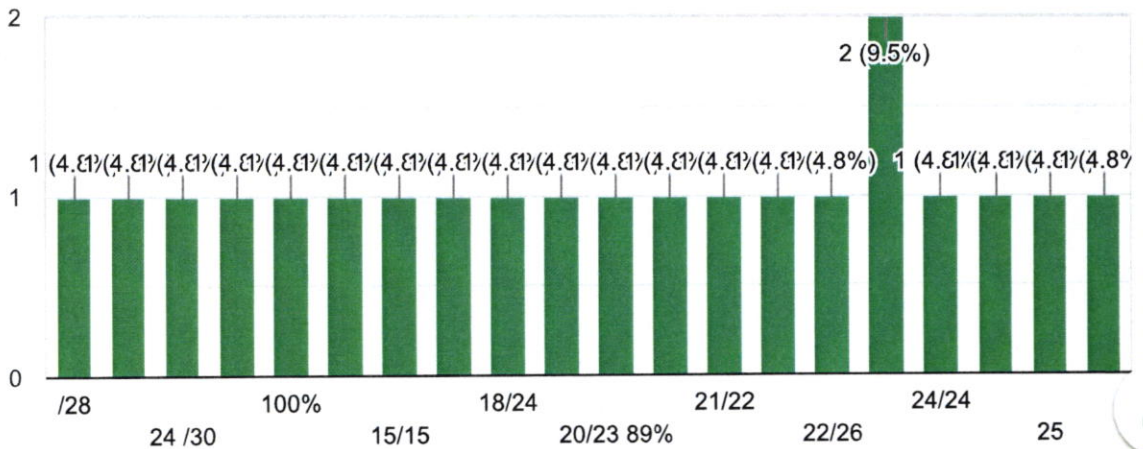
adding single digits

Shapes

Place value to 1000

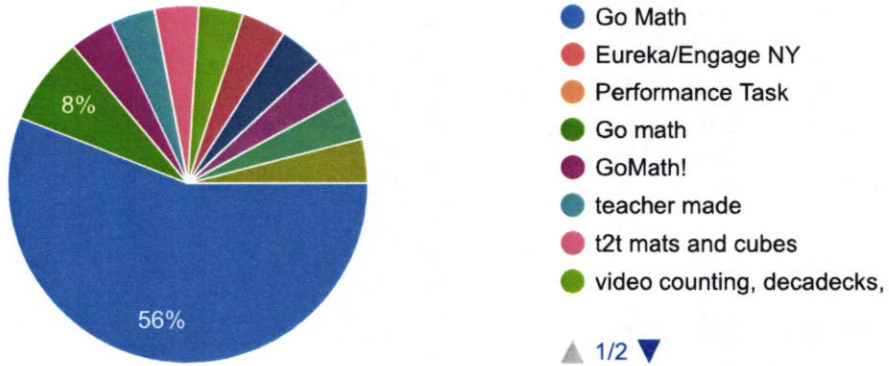
### Active Engagement

21 responses



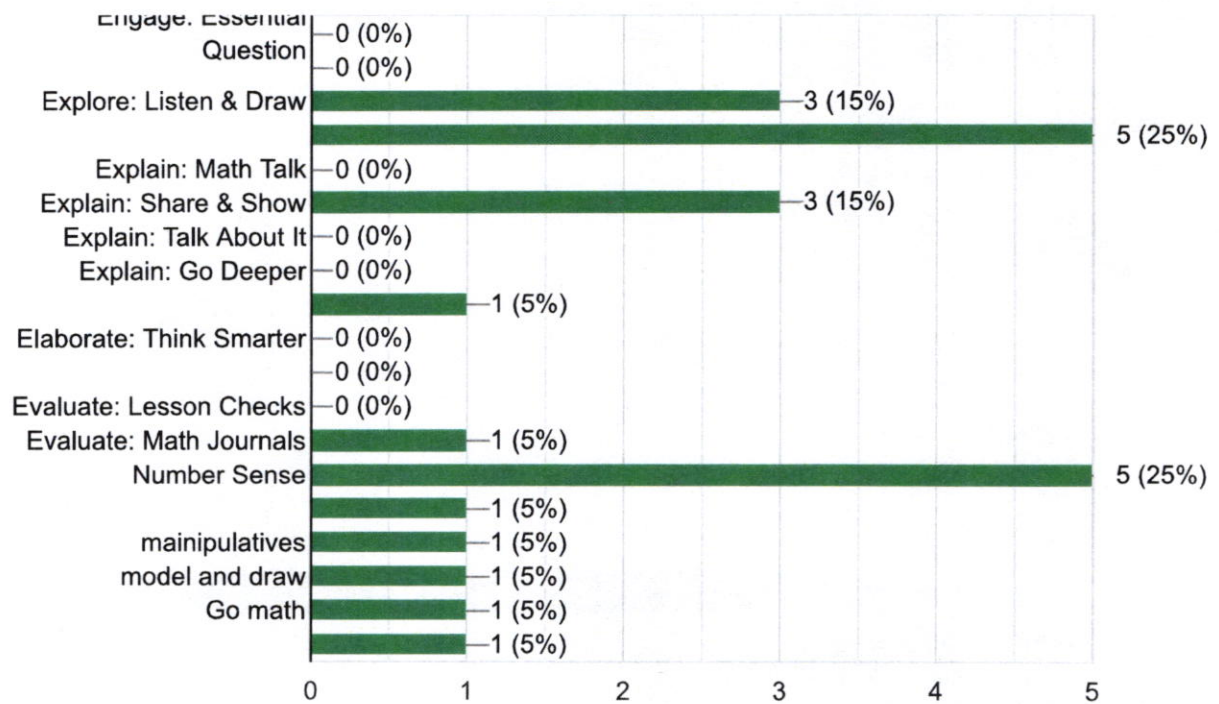
### Curriculum

25 responses



### Go Math Lesson Component

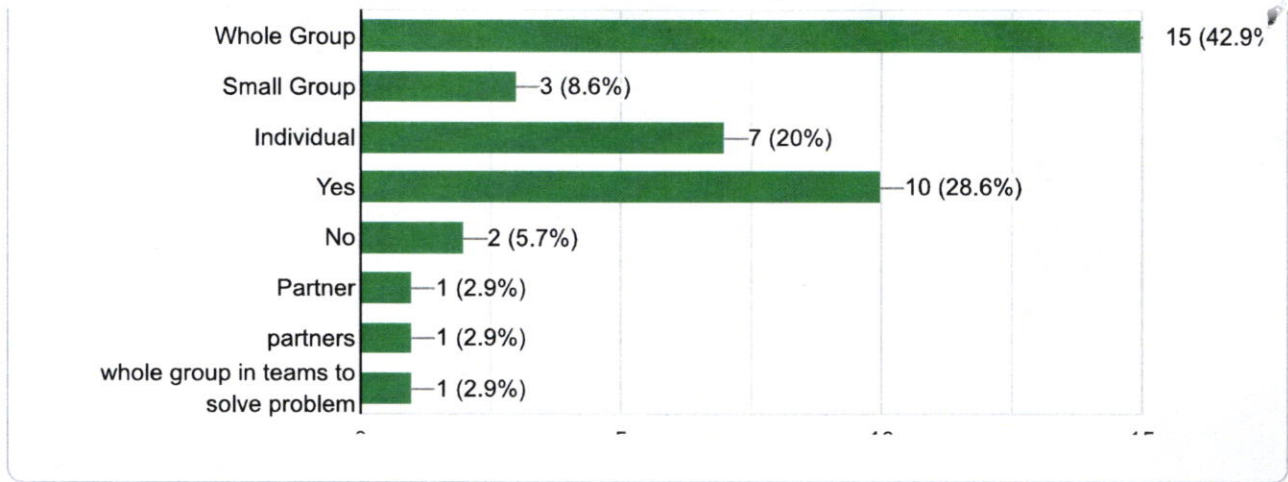
20 responses



### Grouping

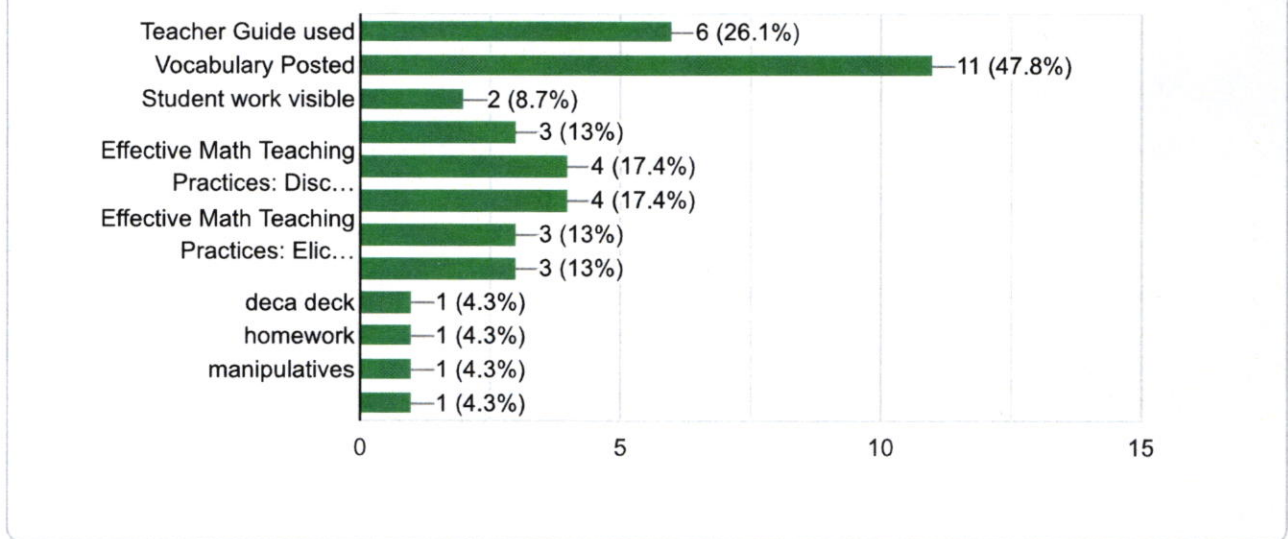
35 responses





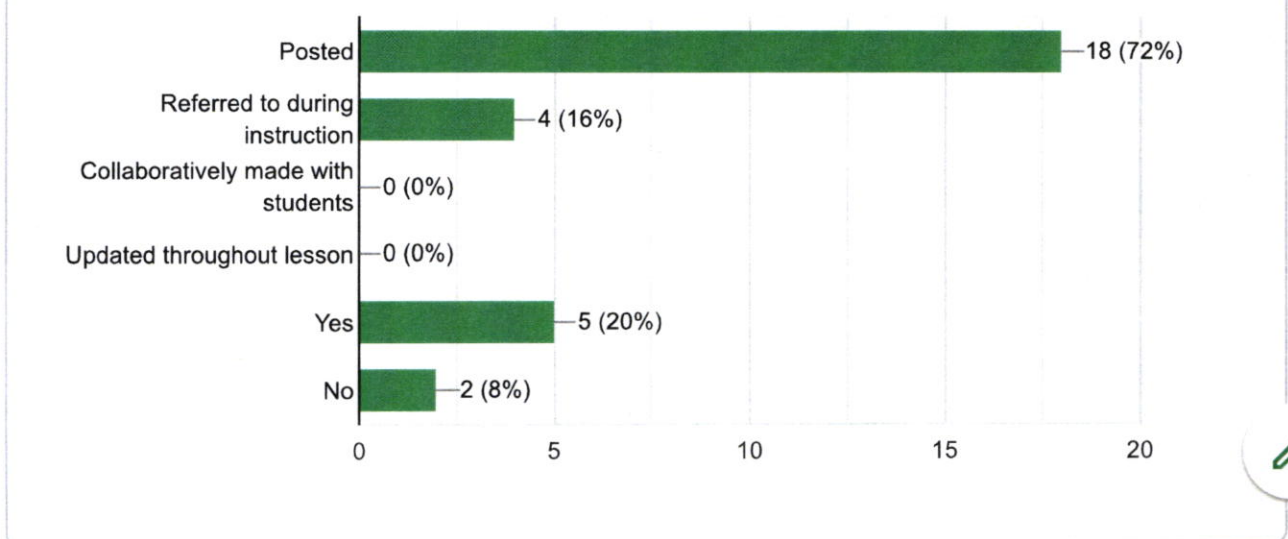
### Other Resources/Strategies

23 responses



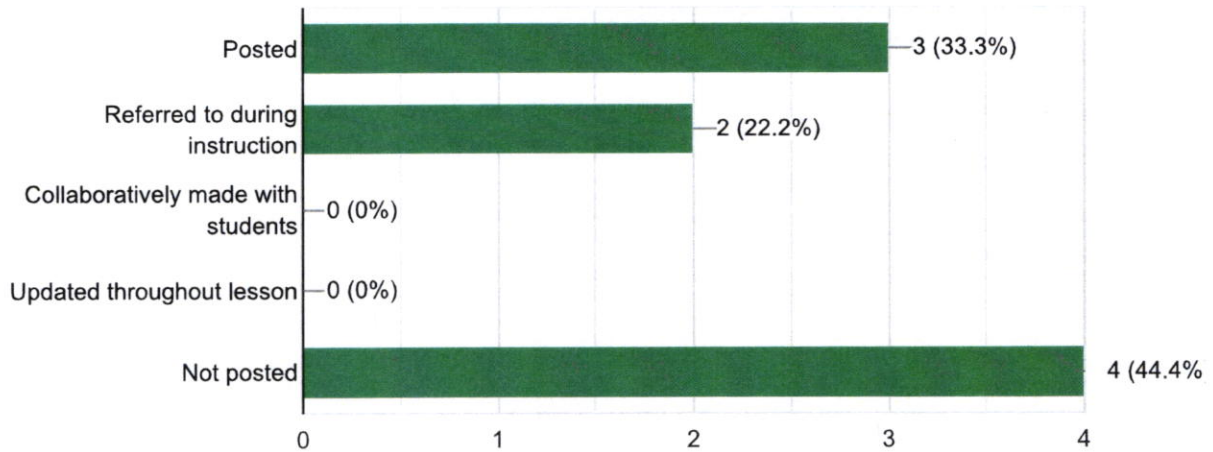
### Lesson Target

25 responses



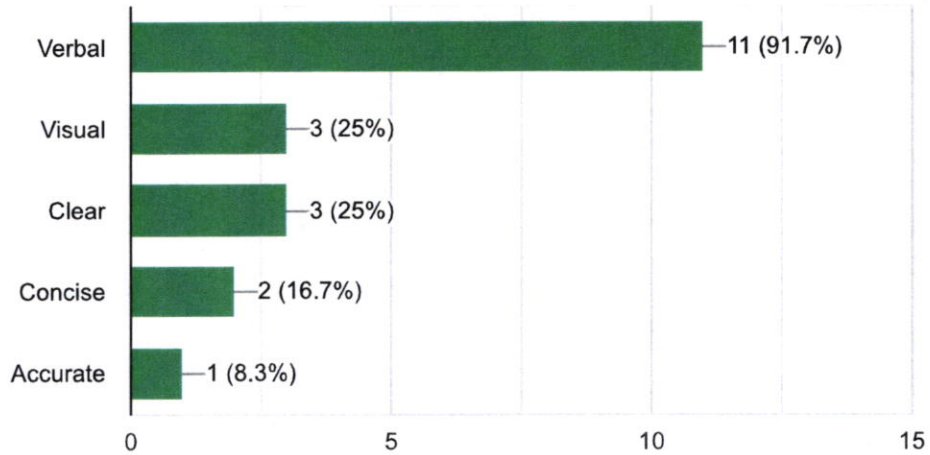
### Success Criteria

9 responses



### Cueing

12 responses



### All Students Oral Choral

22 responses



# Clatskanie Middle/High School

Home of the "Tigers"

## CMHS Building Report: Jim Helmen

February, 2020

- Data as of 2/6/20

### Students Enrollment

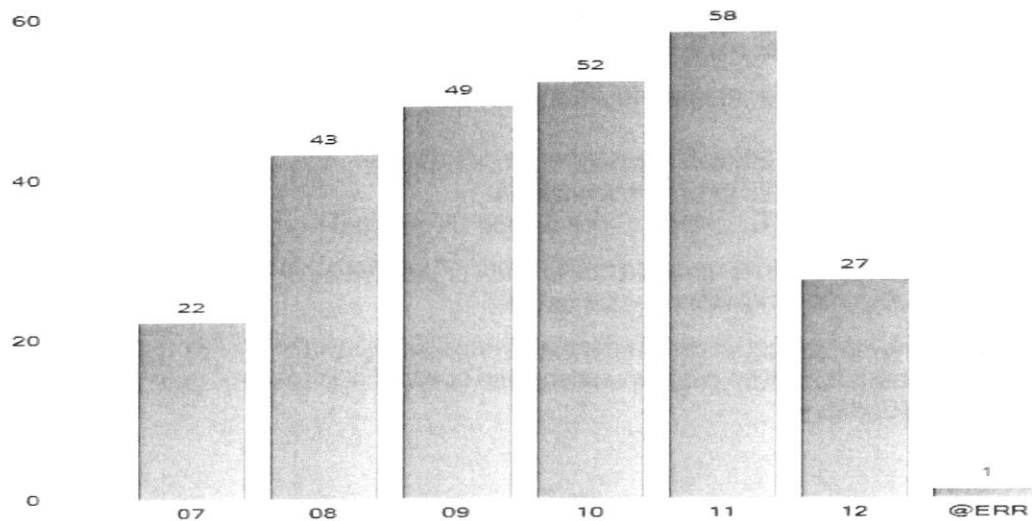
- 7th – 43; 8th – 42; 9th – 57; 10th – 42; 11th – 64; 12th – 55  
TOTAL: 304- 2- students to online due to significant mental health needs

### Attendance

- Cumulative 89.66 ( 2.5% drop in attendance from last month)

<u>Total Population</u>	<u>19-20</u>	<u>18-19</u>
<u>95.0-100%</u>	<u>121</u>	<u>74</u>
<u>90.0-94.9%</u>	<u>67</u>	<u>67</u>
<u>85.0-89.9%</u>	<u>40</u>	<u>31</u>
<u>80.0-84.9</u>	<u>33</u>	<u>32</u>
<u>&lt;80%</u>	<u>41</u>	<u>32</u>
<u>Total</u>	<u>302</u>	<u>236</u>
<u>Count Students &gt;=90%</u>	<u>188</u>	<u>141</u>
<u>Count Students &lt; 90%</u>	<u>114</u>	<u>95</u>
<u>Percent Students &lt; 90%</u>	<u>37.7%</u>	<u>40.3%</u>

### Grades 7-12 behavior incidences by grade from the start of the 2019-20 school year. Attendance (158 in.) Insubordination (60 in.)



- **The district and school report card** for 2018-19 has been posted to the Clatskanie School District website. Attendance of 73% is not reflective of last year. We are currently
- 2/8/20- We will be holding an E-Sports Video Game Tournament W/ Rainier. The tournament will begin at 2PM in the CMHS main gym. \$5 to watch, \$10 to participate. Please contact Nina Brewer with any questions.
- Proactive coaching will be coming to speak in Clatskanie on 2/20. The topic for the kids will be "leadership in sports" and the topic for the community is "role of parents in athletics". 2:15-3:15 HS leadership class; 3:30-4:30 HS sports teams; 4:30-5:30 dinner; 5:30-6:30 community/parents all at CMHS. If you have any questions, please contact Ryan Tompkins at [rtompkins@csd.k12.or.us](mailto:rtompkins@csd.k12.or.us)
- ASB Elections will on Friday, 2/7/20 from 11:40 AM- 12:10 PM- Please check into the office if you plan to attend.
- There are a **TON of scholarships** available. Senior students are working with Amy Mustola in Library to access scholarship applications and support. Hallie Parker
- Mrs. Baker is running an **after school tutoring program for students**. It is on Tuesdays - Thursdays from 3-4PM. We will be using school improvement grant funds to higher Mrs. Baker for the remainder of the school year.
- We will be updating a feature on student/parent vue online **forecasting or the 2019-20 school year**. Beginning February 28<sup>th</sup>, students will be able to select their electives and change requests through their student vue account. Parents will also be able to see what their child is requesting for next school year. In the past, we have done this through paper and pencil.
- **The Career Related Learning Components** of Senior Projects were completed on January 23<sup>rd</sup>. These components included final edits of senior project paper, college application, scholarship application etc. The Physical components of Senior Project will begin Semester II. 1/27/2020. Senior project presentations will be April 16<sup>th</sup>. Parents and community members will be invited to attend. Time of presentation TBA
- **Juniors** will be taking the SAT during school hours on Tuesday, April 14, 2020- 8am 1pm. Any **sophomores** that are wanting to take the test will be placed on a waiting list; There is no cost for the students. As many of you know, SAT test results often directly reflect level of scholarship money students receive from colleges. An excellent resource for SAT test prep is Khan Academy website at <https://www.khanacademy.org/test-prep/sat>.
- **Mental Health Resources:** Below are a few different resources available to students who are in a mental health crisis.
  - Joanne Kallunki- School Counselor- Crisis Response
  - McKenzie- CCMH- Long Term counseling
  - Jaime Hamsa- DBT Therapy- Small groups 1;1 supports
- We are starting boys and girls groups (circles) and 1:1 focused on developing coping skills to deal with social anxiety and navigation of social arenas.
- We have recently developed a partnerships with transition Network Facilitators out local ESD aimed at increasing transition program options and opportunities for our 7-12 & Transition students. Very Exciting!



## **Superintendent's Report February 10, 2020**

**Student Success Application/Plan** – I have been collecting the data from our surveys, student and family empathy interviews and the thought exchange. We have a couple hundred responses on the thought exchange. As you can imagine there is a lot of comments. Most of the suggestions center around reducing class size, adding electives, and mental health. We will dig further into the information at the February 18<sup>th</sup> Leadership Team meeting.

**Budget:** I have been working with the principals, Paul, and Mark looking at our budget needs for next year. I have some changes I am making to make our tracking process clearer and have our accounting for our special funds and grants reported separately.

**Minor Change:** I have talked with Paul and I am going to turn over the supervision of our custodians to him. It makes more sense to have him supervise the custodians as he really understands our buildings and what needs to be done and how to schedule the work.

**6<sup>th</sup> Grade:** It looks like we will be able to keep 6<sup>th</sup> grade at CES next year. Both principals came up with good plans for the 6<sup>th</sup> graders. With the changes that will be happening next year at CMHS it doesn't make sense to add 6<sup>th</sup> grade at this time. The new principal will have enough to work on without the added students.

**Press:** Jeremy is back at The Chief. He has been helping to get the word out to the community with information on the Student Success Act. He posted the information to their Face book page and there will be another article coming out on Friday. He also published information on our positive graduation rates. It is nice to have the local press interested in our schools.

### **Special Education Report**

**Transition Services:** Jim and I attended the Agency 101 session hosted at St. Helen's DO. The meeting was for information regarding transition services available in our county. There were representatives from various agencies sharing how they can support students in our schools and how we tap into the services. It was a good session and we learned much.

**IDEA:** The ODE presented a meeting with the upcoming changes they are moving forward with. I was not able to attend and Jim attended in my place. He informed me that the ODE is moving towards a more holistic and inclusive system of support for students with disabilities and students that are falling behind in general education. He came back really excited for the work that the ODE is expecting us to undertake and shared that it will be great for our students.

**Speech Services:** We are moving forward with our tele-therapy plans. We had our training and we should be up and running by February 19<sup>th</sup>. I am looking forward to see how this works out. During our training I asked if they serve districts as the only speech therapy providers and they answered yes. This might be an option for next year if we cannot find a SLP to work for our District. We are continuing to

advertise for a SLP and will be spreading a wider net in our advertising. We are posting on Glass Door, will attend the PSU job fair for SLPs as well as the April educator job fair. I am confident we will find someone and if not we have plan B.

**Clatskanie School District**

**BR-General Fund - Rev & Exp/Assets OBJECT For the Period 07/01/2019 through 01/31/2020**

Fiscal Year: 2019-2020

Include Pre Encumbrance

	<u>Budget</u>	<u>Range To Date</u>	<u>Year To Date</u>	<u>Balance</u>	<u>Encumbrance</u>	<u>Budget Balance</u>	
<b>INCOME</b>							
GENERAL FUND REVENUES							
Property Taxes (+)	\$3,720,799.00	\$3,235,428.09	\$3,235,428.09	\$485,370.91	\$0.00	\$485,370.91	13.0%
Charges for Services (+)	\$125,000.00	\$94,375.89	\$94,375.89	\$30,624.11	\$0.00	\$30,624.11	24.5%
Earnings on Investments (+)	\$55,000.00	\$12,658.67	\$12,658.67	\$42,341.33	\$0.00	\$42,341.33	77.0%
Intermediate Sources (+)	\$98,000.00	\$0.00	\$0.00	\$98,000.00	\$0.00	\$98,000.00	100.0%
State Sources (+)	\$4,745,636.00	\$3,034,945.03	\$3,034,945.03	\$1,710,690.97	\$0.00	\$1,710,690.97	36.0%
Federal Sources (+)	\$0.00	\$11,490.00	\$11,490.00	(\$11,490.00)	\$0.00	(\$11,490.00)	0.0%
Interfund Transfers (+)	\$340,000.00	\$0.00	\$0.00	\$340,000.00	\$0.00	\$340,000.00	100.0%
Beginning Fund Balance (+)	\$408,810.72	\$422,617.98	\$422,617.98	(\$13,807.26)	\$0.00	(\$13,807.26)	-3.4%
Sub-total : GENERAL FUND REVENUES	\$9,493,245.72	\$6,811,515.66	\$6,811,515.66	\$2,681,730.06	\$0.00	\$2,681,730.06	28.2%
<b>Total : INCOME</b>	\$9,493,245.72	\$6,811,515.66	\$6,811,515.66	\$2,681,730.06	\$0.00	\$2,681,730.06	28.2%
<b>EXPENSES</b>							
GENERAL FUND EXPENDITURES							
Salaries (-)	\$4,662,096.32	\$2,390,453.91	\$2,390,453.91	\$2,271,642.41	\$2,269,703.74	\$1,938.67	0.0%
Benefits (-)	\$3,198,849.40	\$1,554,729.31	\$1,554,729.31	\$1,644,120.09	\$1,558,626.22	\$85,493.87	2.7%
Purchased Services (-)	\$745,650.00	\$413,013.75	\$413,013.75	\$332,636.25	\$241,723.44	\$90,912.81	12.2%
Supplies & Materials (-)	\$346,050.00	\$184,539.58	\$184,539.58	\$161,510.42	\$63,764.93	\$97,745.49	28.2%
Other Objects (-)	\$175,600.00	\$150,272.01	\$150,272.01	\$25,327.99	\$7,416.60	\$17,911.39	10.2%
Transfers (-)	\$115,000.00	\$0.00	\$0.00	\$115,000.00	\$0.00	\$115,000.00	100.0%
Planned Reserve (Ending Fund Balance) (-)	\$250,000.00	\$0.00	\$0.00	\$250,000.00	\$0.00	\$250,000.00	100.0%
Sub-total : GENERAL FUND EXPENDITURES	(\$9,493,245.72)	(\$4,693,008.56)	(\$4,693,008.56)	(\$4,800,237.16)	(\$4,141,234.93)	(\$659,002.23)	6.9%
<b>Total : EXPENSES</b>	(\$9,493,245.72)	(\$4,693,008.56)	(\$4,693,008.56)	(\$4,800,237.16)	(\$4,141,234.93)	(\$659,002.23)	6.9%
<b>NET ADDITION/(DEFICIT)</b>	\$0.00	\$2,118,507.10	\$2,118,507.10	(\$2,118,507.10)	(\$4,141,234.93)	\$2,022,727.83	0.0%

End of Report

Operating Statement with Encumbrance