

Clatskanie School District 6J  
PO Box 678  
Clatskanie OR 97016  
BOARD OF DIRECTORS' REGULAR BOARD MEETING  
November 18, 2019, 6:30 pm, CES Library

BOARD MEETING MINUTES

Board Members Present: Megan Evenson-Board Chair, Kara Harris-Vice Chair, Ian Wiggins, Kathy Engel  
Board Members Absent: Chris Ouellette  
Admin Team Present: Cathy Hurowitz-Superintendent, Tami Burgher-Board Secretary, Mark Bergthold-Business Manager, Jim Helmen-CMHS Principal  
Admin Team Absent: Tiffany O'Donnell-CES Principal  
Guests: Rachel Kujala, Noah Kujala, Stacy Hicks, Yvonne Krause, Leslie Craig, Molly Bendio, Sean, Jordan Ward, Nina Brewer, Lucius Jones, Time Erwin, Elsa Jauron

I. CALL TO ORDER

- A. Flag Salute: 6:33 pm
- B. Agenda Review - Under the consent agenda, remove B. 1. Staff Expense Reimbursement, an error was found in the policy. Would also like to add a job description for a Behavioral Health Director of Wellness and Success under New Business, item D. The final item to add is Opening of the Paw Shop under New Business, item E.

II. COMMUNICATIONS AND HEARINGS OF INTERESTED PARTIES

- A. Public Comment: Noah Kujala addressed the board regarding the crowded conditions of his classroom. *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: Jordan Ward, ASB Treasurer gave the student body report. There are quite a few things going on at CMHS. These include, a canned food drive headed by Grace Tallman, Crummy Caroling (where the carolers get paid to stop caroling) benefiting Turning Point, a Winter Bazaar on December 14th, Winter Wishes (where they take people's wishes and grant them), and December 19th will be a ½ day of fun activities for students. Twelve students went to a state leadership conference in Seaside, they went to different workshops and met students from other schools, it was a great experience. They are working on getting one of the keynote speakers to come to CMHS. Leadership has also been working with Mrs. Sherman, Food Services Coordinator, to bring The Paw Shop student store to CMHS. They will have supplies, clothing and food. The food has been run through the nutrition calculator to make sure they are in state compliance for nutrition guidelines. They will be open during nutrition breaks and after school, Wednesday - Friday. The store may also be open for plays and community events. The Paw Store is mostly student ran, but there is an adult advisor to oversee the program. All workers will have a food handlers card.
- C. Oregon School Employees Association Representative Report: OSEA still has 100% enrollment participation. They really appreciate the Labor/Management meetings that happen each month. They have gotten a lot done and avoided grievances by talking things through in a more relaxed setting.
- D. Clatskanie Education Association Representative Report: Mr. Jones has been working on the wellness grant, but has had to take a step back and pause for personal reasons. The grant was not submitted by the November due date as originally planned. There is another opportunity in March 2020 and he is actively looking for someone to take over the lead on it. Their bargaining team is set. It might be good to start thinking about scheduling union negotiation meetings sooner rather than later. Mr. Jones was a bit concerned about submitting the district's Continuous Improvement Plan, though we didn't have enough stakeholder participation. After talking to an OEA representative, they said this submission is kind of a placeholder. This first plan is growing, living document that can change. One opportunity that is coming up, is an OEA Early Career Educator's conference. He would like to see the district strongly encourage our new teacher to go and give them their full blessing. Maybe by paying for a sub for them to attend. Support for new teachers is really lacking. C. Hurowitz mentioned this could be written into the School Improvement Plan or into one of our federal title grants.

III. OLD BUSINESS: None

IV. NEW BUSINESS

- A. OSBA conference discussion/debrief: The annual OSBA Conference was held Friday and Saturday of this last week. Kara Harris, Chris Ouellette, Megan Evenson, Kathy Engel and Cathy Hurowitz attended. Each person was asked about the experience. All said it was a wonderful, inspiring time. K. Harris discussed the stakeholder participation engagement portion and who to reach out to. We have to have everyone on board as this is a huge project and a huge amount of money. One of the keynote speakers was a man that was a Pulitzer prize winning writer that had a son with autism. A documentary was made on how they engaged him with Disney movies. K. Engel talked about unconscious bias and how we all have them. Also attended a session by Willamette ESD that was about having internships for kids in high school. Today's kids don't come with any soft skills and this could really help. M. Evenson went to trauma informed care and how teachers were able to engage their students. There were many great workshops to choose from, wish they could have gone to all of them. The board appreciated the opportunity to go. C. Hurowitz really enjoyed the keynote speaker. They also had a middle school dance group as entertainment. It makes her feel sad that our kids don't have the same opportunities that large schools have. There is no equity when it comes to large school districts versus small rural district. She also went to a workshop on the portrait of a graduate, which is a graphic describing what a graduating senior from our district would look like. That would be something she would like the board to take a look at.
- B. CIP Report - C. Hurowitz: C. Hurowitz presented the rough draft of our Continuous Improvement Plan (CIP) that she has been working on the last couple of weeks. This is built on the work from last year that the board did creating our goals of instruction, engagement and community. This is a living document that can be modified as we go along. Some ideas that are a possibility to include are: making CMHS a charter school, having a separate middle school, moving 6th to CMHS, increasing instructional coaching throughout the district. C. Hurowitz discussed the possibility of including the AVID (Advancement Via Individual Determination) program here. In a nutshell, AVID is teaching students basic skills (i.e. outlining, taking notes) so students can be successful in their core classes. We will explore this avenue to see if teachers are interested. C. Hurowitz would like to submit the CIP plan as soon as possible. The Stakeholder Survey was discussed. Some people feel that more of an effort should have been made to get the survey out to people, since it was so important to the CIP Plan. Once the CIP is finished, it will be posted on our website.
- C. Enrollment information: Written
- D. Behavioral Health Director of Wellness and Success: This is a job that would be split with Rainier and Vernonia. GOHBI (Greater Oregon Behavioral Health) is being absorbed by CCMH (Columbia Community Mental Health). A person that worked for GOHBI wants to stay in the area and a conversation came up about how we need more mental health support. Vernonia, Rainier and Clatskanie would support this position. The three districts will pay for their share of this person that would work in a rotating fashion of 2-2-1 each week (two days in Vernonia, two days in Rainier, one day in Clatskanie one week; then, one day in Vernonia, two days in Rainier; then continues on this rotating basis). We plan on billing Medicaid for all of the services they provide in Clatskanie. This is a trial run for the last 6 months of school, so if it doesn't work out we can re-evaluate. It will cost approximately \$30,000 per year for a direct support person, so should run about \$20,000 for the rest of this year. The board was concerned about the scheduling part being a nightmare and wondering where the money will come from. M. Bergthold thought at this point it would come from unappropriated reserves.

**A motion was made to empower Cathy Hurowitz to proceed to explore this opportunity and come back with a more definite plan and job description.**

**KH/KE - UNANIMOUS**

- E. Opening of The Paw Shop: Leadership gave a presentation on opening The Paw Shop in the Student Body Report Section of these minutes.

**A motion was made to give permission to CMHS Leadership class to open The Paw Shop as presented tonight.**

**KH/IW - UNANIMOUS**

V. SUPERINTENDENT'S REPORT

- A. K-6 Principal Report: Written.
- B. 7-12 Principal Report: Written. K. Harris asked how many swimmers are taking advantage of the opportunity to swim at Rainier. Mr. Helmen said there are no takers at this time. M. Evenson asked how Mr. Helmen is implementing trauma informed care. Mr. Helmen explained it was a 2 yr implementation process. Teaching middle school students mindfulness, coping skills, and brain development. It is a 9 week course that was a middle school trial. He also discussed how to teach consistency in teachers, restorative practices with teachers and students after a disruption. We need to train our own staff members to model this.
- C. Special Education Report

D. Superintendent Report

1. Financial Report: We are getting close to starting the budgeting process for next year. We will be gathering information to look and see how we are doing. Nothing has thrown a flag up, our budget compares to last year at this time.

VI. BOARD MEMBERS REPORTS: None, see above under New Business, item A.

VII. CONSENT AGENDA

A. Financial Report

B. Policy Updates - 2nd reading

- ~~1. DLC-AR - Staff Expense Reimbursement~~
2. EFAA-AR - Reimbursable Meals and Milk Programs
3. GCBA - Salary Schedule Placement
4. GCBA - Salary Placement - Out-of-District Experience
5. GCBDD/GDBDD - Sick Time
6. JN - Student Fees, Fines and Charges

C. Approve Minutes from October 14th, 2019 board meeting

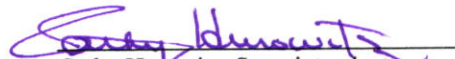
**A motion was made to approve the consent agenda as presented.**

**KE/KH - UNANIMOUS**

ADJOURNMENT: 8:15 pm

NEXT BOARD MEETING: December 9, 2019

  
Megan Evenson, Board Chair

  
Cathy Hurowitz, Superintendent

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  - A. Flag Salute
  - B. Agenda Review
  
- II. COMMUNICATIONS AND HEARINGS OF INTERESTED PARTIES
  - A. Public Comment

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  - B. Student Body Report
  - C. Oregon School Employees Association Representative Report
  - D. Clatskanie Education Association Representative Report
  
- III. OLD BUSINESS
  
- IV. NEW BUSINESS
  - A. OSBA conference discussion/debrief
  - B. CIP Report - C. Hurowitz
  - C. Enrollment information
  - D. Behavioral Health Director of Wellness and Success
  - E. Opening of "The Paw Shop"
  
- V. SUPERINTENDENT'S REPORT
  - A. K-6 Principal Report
  - B. 7-12 Principal Report
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ADJOURNMENT

NEXT BOARD MEETING: December 9, 2019

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	12/19	1/20	2/20	3/20	4/20	5/20	6/20
K	54	49	69	70	68							
1	58	58	52	51	49							
2	53	53	61	60	59							
3	59	57	50	48	47							
4	58	59	58	58	58							
5	53	53	63	63	62							
6	48	48	57	57	56							
<i>Elementary Total</i>	<b>383</b>	<b>377</b>	<b>410</b>	<b>407</b>	<b>399</b>							
7	55	53	45	45	44							
8	63	62	49	45	43							
9	49	46	57	57	58							
10	74	73	44	43	43							
11	50	50	76	72	71							
12	55	54	52	54	53							
TR	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>TOTAL</b>	<b>729</b>	<b>715</b>	<b>743</b>	<b>723</b>	<b>711</b>							
<b>TRANSFERS</b>												
CES In		3	2	2	2							
CMHS In		3	1	1	1							
Total IDT In*	16	6	3	3	3							
CES Out		18	7	12	12							
CMHS Out		14	9	14	15							
IDT Out**	18	32	16	26	27							

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

19-20 Interdistrict Transfers Only

<u>Frontier</u>	<u>ORCA</u>	<u>RAINIER</u>	<u>ST HELENS</u>	<u>WILLCA</u>
4th - 3	K - 1	3rd - 1	K - 1	K - 1
6th - 1	1st - 1	6th - 1	11th - 1	3rd - 1
7th - 1	2nd - 1	10th - 1		4th - 1
9th - 1	3rd - 1			7th - 1
	6th - 1			8th - 1
	7th - 1			
	8th - 3			
	9th - 2			
	10th - 2			
	11th - 1			
=5	=14	=3	=2	=5

# Clatskanie Elementary School



**Building Report: Tiffany O'Donnell**

**November 15, 2019**

## **Current school events**

- Halloween Parade was also a success and enjoyed sunny weather
- PSEA Fall Carnival was held and well attended
- Rick Robinson from Trauma Informed Care visited our school and gave feedback
- Rob Hess visited and provided additional support to admin for new evaluation materials
- Vision Screening and Dental Screening completed
- A book study on Dare to Lead by Brene Brown was started by Sarah Thorud. Join us if you can!

## **Staffing**

- Speech & Language Pathologist has resigned.
- Melody Davis was moved from speech to Life Skills. Life Skills has really grown this year and needed more assistance.
- Sonja Hummer came from the SMSH to CES to assist in the ACE.

## **RTI (Increasing Academic Rigor & Outcomes)**

Grade Level PLC's analyzed Reading data for strengths and weaknesses, identified common strategies for improving instruction, and developed a plan for implementation.

Kinder, First and Second have identified a need to increase direct instruction in Phonemic Awareness. The teams implemented Hegerty and Sound Deck sessions. Second Grade was more targeted with Hegerty, and focusing on accuracy and fluency as well as intensive sight word work. Third, Fourth & Fifth grades have identified fluency. Sixth Grade is focusing on writing.

Please see attached data.

## **Math Focus**

Early Release Monday, November 4th, our Response to Intervention Team rolled out our CES Math Instructional Agreements (November 2019). This agreement has been in the works since last year, but this was the first time it was shared with all staff and used as an agreement and launch pad for our work. Next, the team will update and roll out the Math Assessment Protocol.

On Friday, November 8th, the entire CES staff participated in Small Group Math Instruction training with Jen Hunt from SMC. It was a day packed with learning and excitement. We learned that...

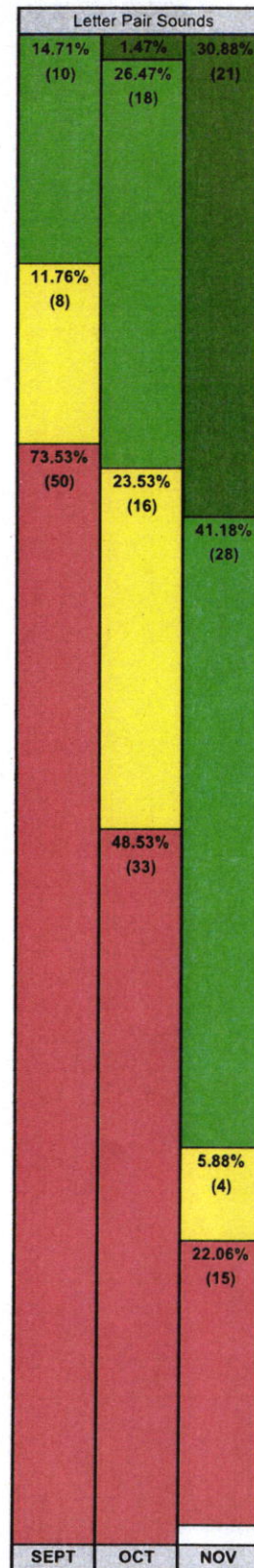
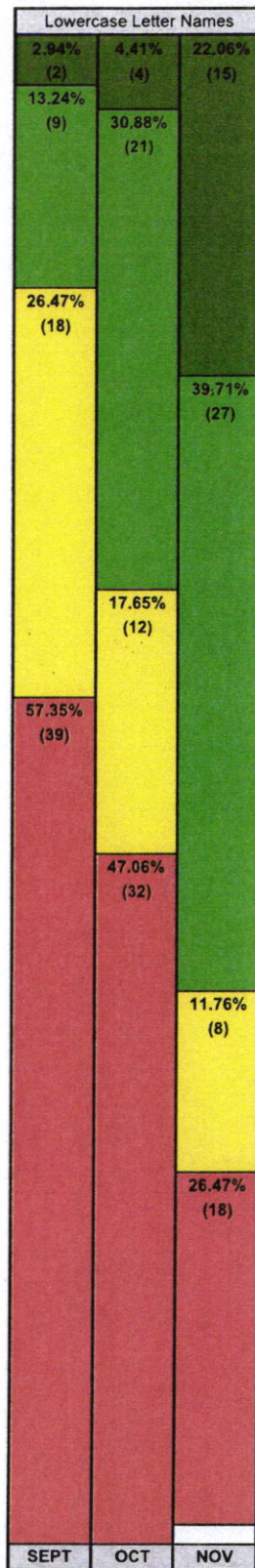
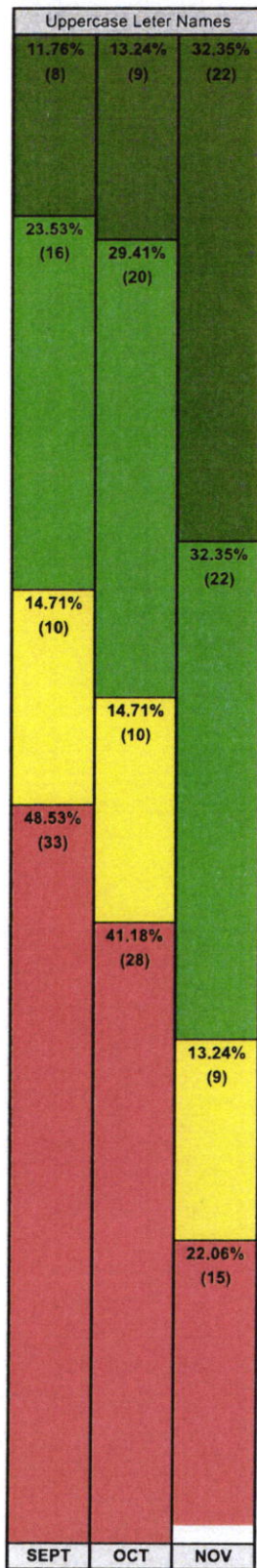
- Our students progress through the stages of math development: 1) Concrete, 2) Representational and 3) Abstract.
- Students must be solid in each stage before moving on to the next stage.
- The somatic-sensory brain area lights up when we do math as that is the place where math starts, counting objects or fingers. Even after we stop counting on our fingers, this area of the brain continues to fire up while doing math.
- We must encourage our students and give them lots of practice using the tools of their stage until they are solid and ready to move on. Forcing students to stop using manipulatives (including fingers) or drawings before they are ready causes their math development to stop.
- There are essential components to Math instruction just like there are for Reading: Concept and Content, Independent Practice, Problem Solving, and Fluency/Number Sense.
- Small group instruction allows students to spend time in each of these components and also get small group instruction with the teacher every day.
- Teachers can provide instruction for the needs of multiple groups each day.
- Kids love it!
- It can be managed in every class with plenty of planning, practice, and appropriate responses.

Since then, teachers are excited to begin using the resources, structures and guidelines they learned! Several teachers have already begun to implement the games and resources for Number Sense and Fluency, and one teacher has been successfully implementing small groups in both Math and Reading. Observational data shows high engagement and success for students in small group instruction! We will dedicate early release time to plan more small group instruction and identify needed resources to increase implementation. Admin. will continue to gather data and report on results to the board.

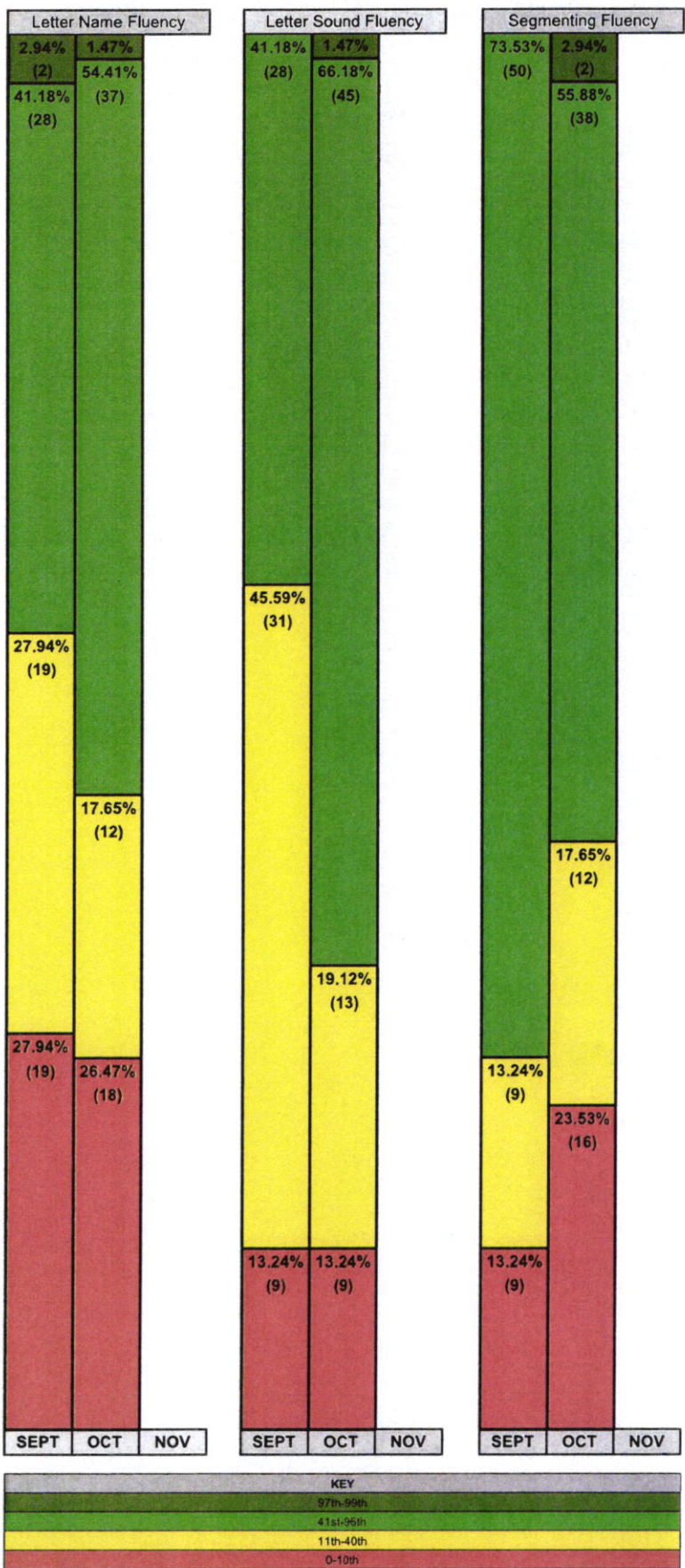
#### **Fall Conferences**

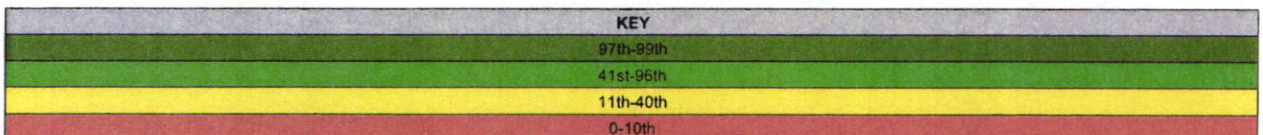
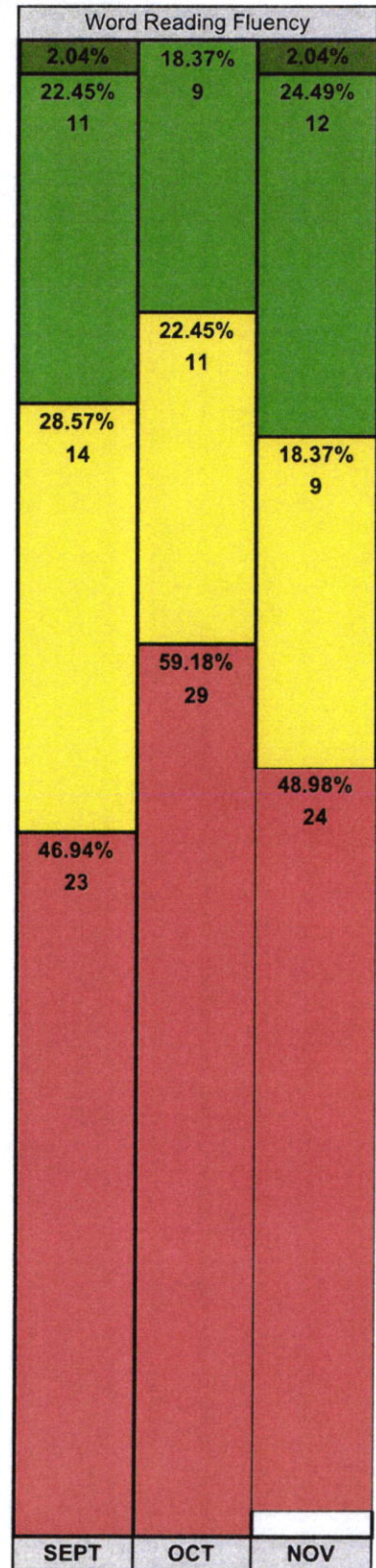
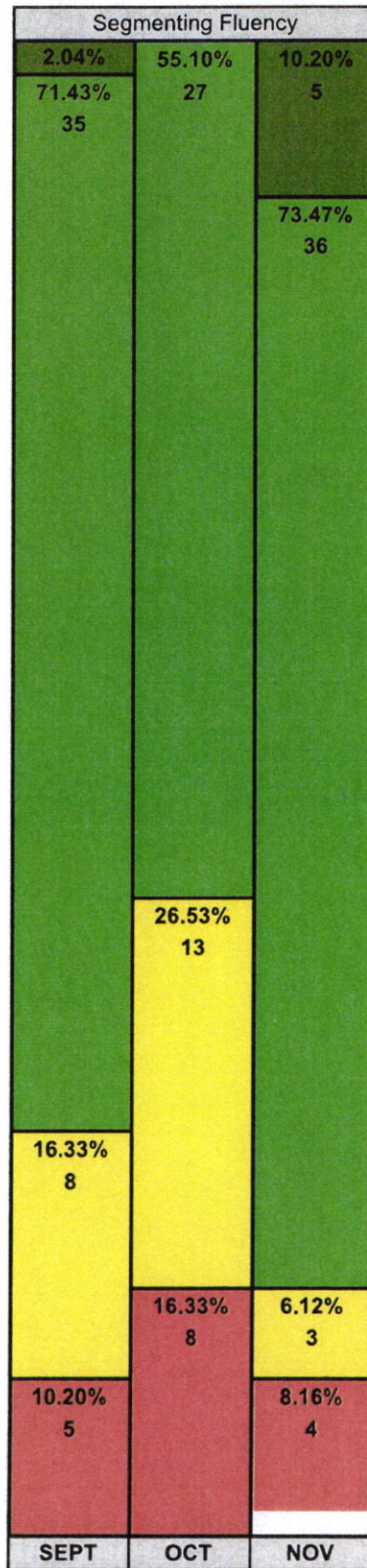
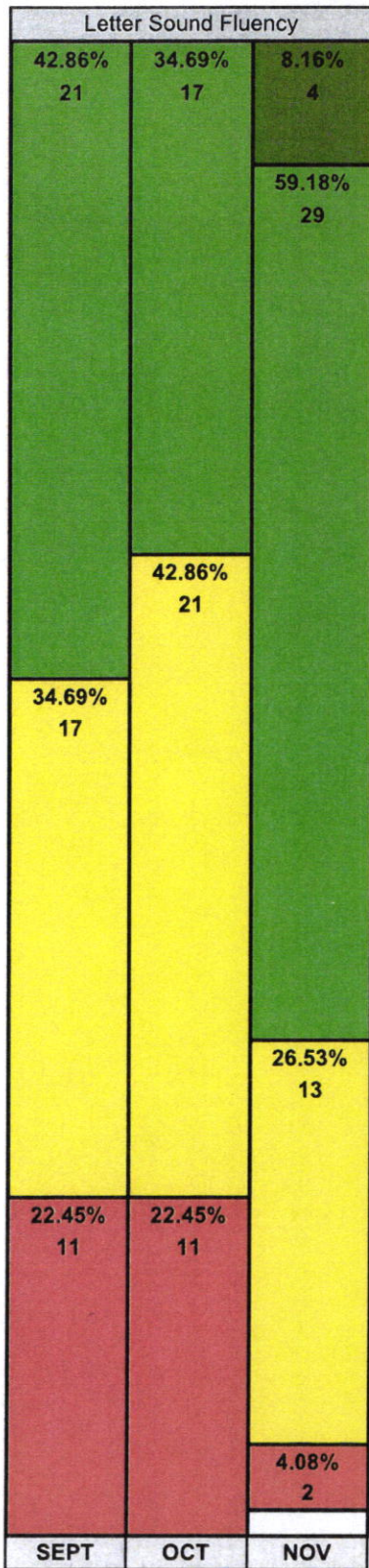
Schedules are nearly complete. Data will be gathered on attendance percentages and reported to the board.

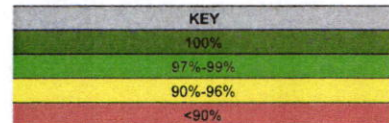
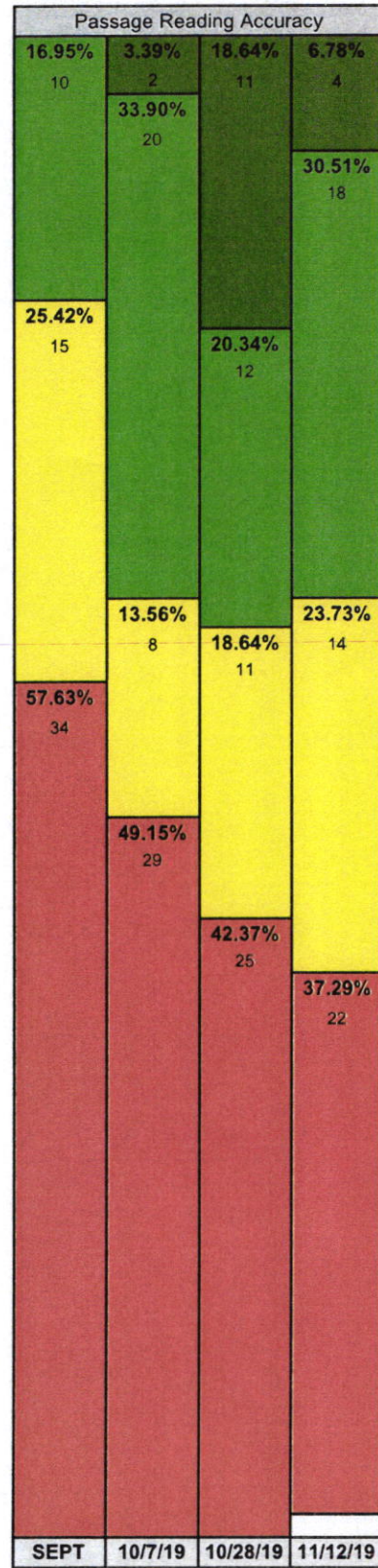
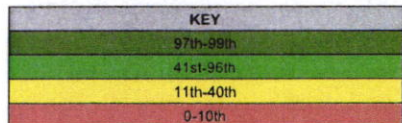
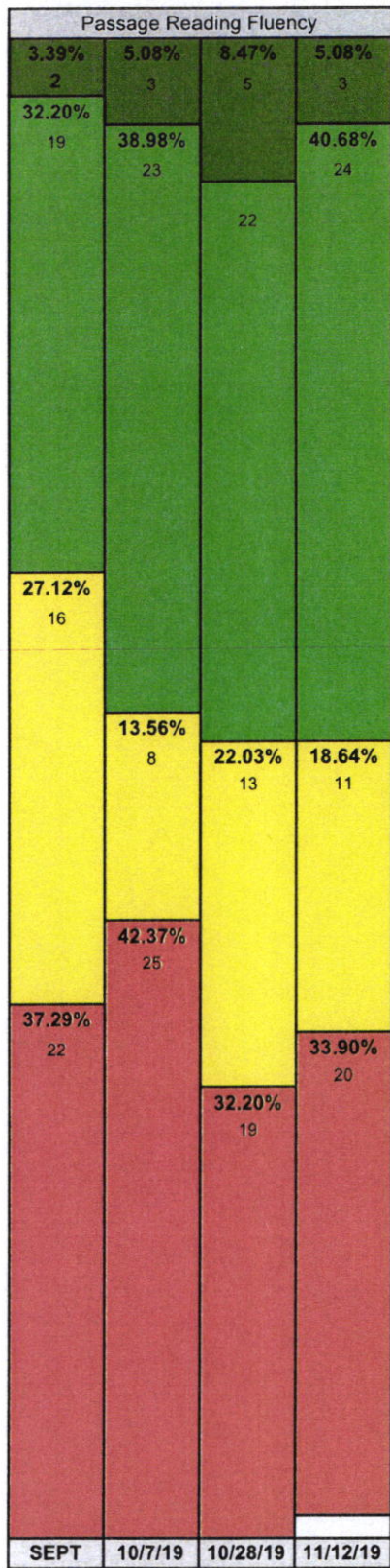


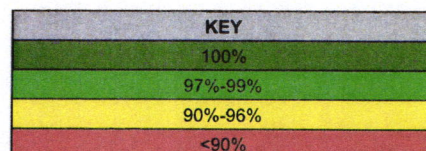
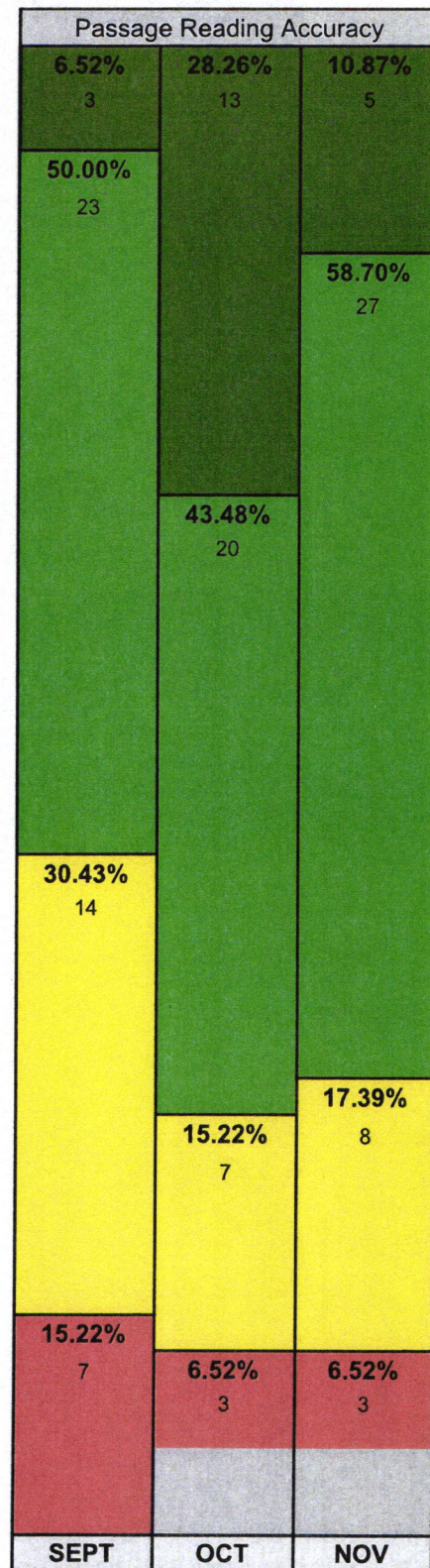
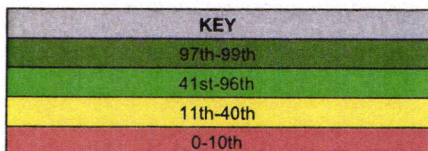
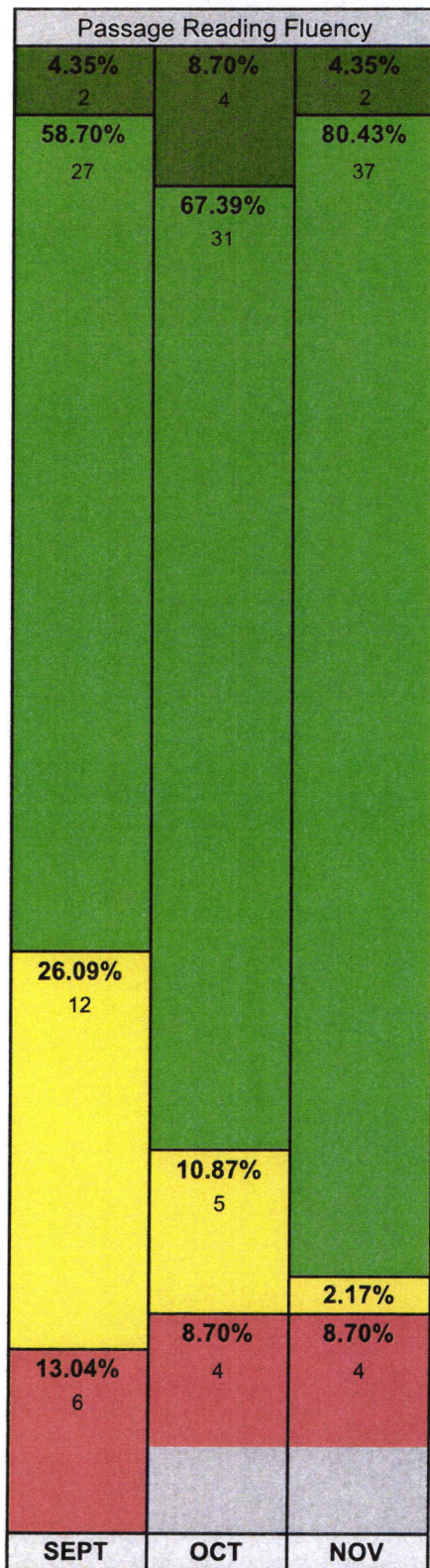


KEY
26
20-25
14-19
0-13









### 6th Grade STAR Reading Data 2019-2020

Sept. 11, 2019		Nov. 5, 2019	
1315		1322	
991		1311	
926		1174	
918		1083	
916		980	
911		931	
871		877	
860		871	
814		853	
797		840	
751		831	
731		807	
727		753	
726		752	
705		746	
703		722	
695		717	
641		715	
638		694	
633		663	
622		661	
608		651	
606		639	
587		637	
583		630	
582		625	
570		616	
570		615	
569		608	
564		608	
549		605	
533		597	
524		593	
523		591	
522		591	
513		588	
499		554	
496		554	
475		548	
473		545	
464		527	
459		508	
441		506	
411		459	
404		442	
372		391	
338		371	
332		363	
292		349	
235		129	
106			
<b>Average Score</b>	<b>609.63</b>	<b>Average Score</b>	<b>674.86</b>

## Clatskanie Middle/High School

Home of the "Tigers"

### CMHS Building Report: Jim Helmen

November 2019

#### Students Enrollment

- 7th – 44; 8th – 43; 9th – 58; 10th – 43; 11th – 71; 12th – 53  
TOTAL: 312
- There have been a number of families move out of the community due to change in jobs, not able to find affordable housing (Dual family households), and ONLINE program due to deficit credits.
- Foreign Exchange: 2 students (1 student back to home country early)

#### Attendance

- Cumulative 91.84% (.72% increase from last month)
- Chronic Absenteeism Rate: Students with attendance rates of  $X \leq 90\% = 30\%$
- Last year at this time:  $x < = 42.77\%$  --- + 12.77 decrease in chronically absent student.
- Attendance systems for RED Zone students are in place and working effectively.

#### Behavior

19% of students received 1 or more behavior referral this month 10/7/19- 11/14/19

- Attendance ( Tardies and skipping) 12%
- Insubordination: 5%
- Fighting ( Non Violent): >1%
- Other minor offenses: 1%

CMHS staffs are currently utilizing all components of Trauma informed Care strategies, Collaborative Problem Solving ( Plan B), Restorative Practices ( Student/Teacher restorative circles, Mental Health Supports, matrix consequences, and increased supervision to support decreases in behavior incidences causing substantial disruption to educational environment. 90% of our student body responds to rewards and consequences. The focus of the behavior team and staff is to identify the student's who are not functioning under our behavior matrix and implement RJ and CPS strategies to support them.

#### Professional Development

CMHS focus on instructional improvement for November

- **Writing across the curriculum-** We have collected our first round of writing samples from each class- The writing samples
- **Depth of Knowledge-** Depth of Knowledge, or DoK. Depth of Knowledge (DOK) categorizes tasks according to the complexity of thinking required to successfully complete the task. Our goal is to create environments in every classroom where all students learn at a high level. We are seeing some

tremendous growth in teachers developing and utilizing projects that require high level critical thinking skills that fit in Domain 3 & 4.

**Veterans Day Celebration** was a huge success. Are students demonstrated a deep appreciation for the Veterans and their contribution to our community.

#### **CMHS Sports**

- Fall Sports are coming to a conclusion. HS Volleyball, Girls Soccer, Cross Country and Football. It was a great season for our athletes, made better by the weather. The football team won the league championship and in the midst of a playoff run! Our co-oped HS soccer team with Rainier went very well! Girls, on both sides, were able to develop a team culture within the two schools. There were a few hiccups, but overall it was positive and we are interested in continuing in the future. Rainier has reached out about co-oping swimming with Clatskanie. We have advertised several times, but have yet to receive any serious student interest. Kudos to Kevin Sprague, our softball coach, but addressing a safety concern with the bleacher area of the softball field! Last year during the playoffs we had large crowds and had numerous concerns raised regarding not having a walking path to our bleachers and slick conditions around our bleachers. A retaining wall was built and a level walking path and graveled seating area was developed. Huge thanks to Mrs. Garlock's athletic leadership class, Gary Viuhkala, Clatskanie Builder's supply and Kynsi Construction.

#### **Grants Awarded**

- 9<sup>th</sup> grade on Track Student Success Grant- \$6,000
- ODE Rural Grant: \$200.00 discount from \$300.00 online ORVED courses.
- Secondary Career Pathways: \$2,000 ( Manufacturing); \$5,067.80 (Forestry)

#### **Upcoming Events in November**

- "Elf the Musical" Dress Rehearsals begin (more details to come)
- November 18-22= Can Food Drive
- November 21st= Turkey Dinner for lunch
- November 25th = NO SCHOOL for students - Conferences November
- 26 - 29 = No School Fall Break



**Clatskanie School District  
Monthly Financial Report  
July 1, 2019 - October 31, 2019**

	<u>Budget</u>	<u>Year-to-Date 10/31/2019</u>	<u>Encumbered<sup>1</sup></u>	<u>Budget Remaining</u>	<u>Percent Remaining</u>
<b><u>GENERAL FUND</u></b>					
<b>Revenue:</b>					
Property Taxes	\$ 3,720,799	\$ 30,531	\$ -	\$ 3,690,268	99.18%
Charges for Services	125,000	36,453	-	88,547	70.84%
Earnings on Investments	55,000	12,659	-	42,341	76.98%
Intermediate Sources	98,000	-	-	98,000	100.00%
State Sources	4,745,636	1,893,339	-	2,852,297	60.10%
Other Sources	340,000	-	340,000	-	0.00%
Beginning Fund Balance	408,811	422,618	-	(13,807)	- 3.38%
<b>Total Revenues</b>	<b>\$ 9,493,246</b>	<b>\$ 2,395,600</b>	<b>\$ 340,000</b>	<b>\$ 6,757,646</b>	<b>71.18%</b>
<b>Expenditures:</b>					
Instruction	\$ 5,525,408	\$ 1,286,389	\$ 3,903,258	\$ 335,761	6.08%
Support Services	3,602,838	1,114,444	2,194,331	294,063	8.16%
Transfer of Funds	115,000	-	115,000	-	0.00%
Contingency	250,000	-	-	250,000	100.00%
<b>Total Expenditures</b>	<b>\$ 9,493,246</b>	<b>\$ 2,400,833</b>	<b>\$ 6,212,589</b>	<b>\$ 879,824</b>	<b>9.27%</b>
<b><u>SPECIAL REVENUE FUNDS</u></b>					
<b>Revenue:</b>					
Local Sources	\$ 847,000	\$ 35,448	\$ -	\$ 811,552	95.81%
State Sources	548,437	81,337	-	467,100	85.17%
Federal Sources	599,785	29,688	-	570,097	95.05%
Lease Purchase Receipts	120,000	-	-	120,000	100.00%
Interfund Transfers	115,000	-	115,000	-	0.00%
Beginning Fund Balance	283,100	556,973	-	(273,873)	-96.74%
<b>Total Revenues</b>	<b>\$ 2,513,322</b>	<b>\$ 703,446</b>	<b>\$ 115,000</b>	<b>\$ 1,694,876</b>	<b>67.44%</b>
<b>Expenditures:</b>					
Instruction	\$ 909,510	\$ 149,850	\$ 282,114	\$ 477,546	52.51%
Support Services	537,512	91,143	254	446,115	83.00%
Enterprise and Comm Services	496,100	70,866	312,623	112,611	22.70%
Transfer of Funds	340,000	-	340,000	-	0.00%
Other Uses	125,000	-	-	125,000	100.00%
<b>Total Expenditures</b>	<b>\$ 2,513,322</b>	<b>\$ 311,859</b>	<b>\$ 934,991</b>	<b>\$ 1,266,472</b>	<b>50.39%</b>

Note 1 - Encumbrances are primarily for payroll.

**Clatskanie School District Food Service Fund**  
**Monthly Financial Report**  
**July 1, 2019 - October 31, 2019**

	<u>Budget</u>	<u>Year-to-Date 10/31/2019</u>	<u>Encumbered<sup>1</sup></u>	<u>Budget Remaining</u>	<u>Percent Remaining</u>
<b>Revenue:</b>					
Federal Reimbursement	\$ 250,000	\$ 29,688	\$ -	\$ 220,312	88.12%
Federal Commodities	30,000	-	-	30,000	100.00%
SSF Lunch Match	12,000	-	-	12,000	100.00%
Cash Sales	130,000	19,307	-	110,693	85.15%
Transfers in	40,000	-	-	40,000	100.00%
Beginning Fund Balance	-	-	-	-	0.00%
<b>Total Revenues</b>	<b>\$ 462,000</b>	<b>\$ 48,995</b>	<b>\$ -</b>	<b>\$ 413,005</b>	<b>89.40%</b>
<b>Expenditures:</b>					
Salaries	\$ 151,105	\$ 23,144	\$ 107,440	\$ 20,521	13.58%
Associated Payroll Costs	135,059	21,870	109,149	4,040	2.99%
Purchased Services:					
Professional & Technical	-	-	-	-	0.00%
Travel	500	-	-	500	100.00%
Supplies and Materials:					
Consumable Supplies & Materials	600	145	-	455	75.83%
Supplies/Cafeteria	9,000	1,161	4,774	3,065	34.06%
Food/Cafeteria	156,736	18,992	91,260	46,484	29.66%
Commodities	-	-	-	-	0.00%
Computer Software	3,000	4,159	-	(1,159)	-38.63%
Other Objects	6,000	1,394	-	4,606	76.77%
<b>Total Expenditures</b>	<b>\$ 462,000</b>	<b>\$ 70,865</b>	<b>\$ 312,623</b>	<b>\$ 78,512</b>	<b>16.99%</b>

Note 1 - Encumbrances are primarily for payroll.