

Clatskanie School District 6J
PO Box 678
Clatskanie OR 97016
BOARD OF DIRECTORS' REGULAR BOARD MEETING
December 12, 2019, 6:30 pm, CES Library

BOARD MEETING MINUTES

Board Members Present: Megan Evenson-Board Chair, Kara Harris-Vice Chair, Chris Ouellette, Kathy Engel
Board Members Absent: Ian Wiggins
Admin Team Present: Cathy Hurowitz-Superintendent, Tami Burgher-Board Secretary, Mark Berghold-Business Manager,
Tiffany O'Donnell-CES Principal, Jim Helmen-CMHS Principal
Guests: Tami Montague-NWRESA, Kayli Boehler, Yvonne Krause, Elsa Jauron, Tiffany-Pauly Rogers

- I. CALL TO ORDER: 6:31 pm
 - A. Flag Salute
 - B. Agenda Review: Update on Relief Bus Driver position, presented by Yvonne Krause was added under Old Business as A.

- II. COMMUNICATIONS AND HEARINGS OF INTERESTED PARTIES
 - A. Public Comment: None
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: Kayli Boehler, ASB Vice President, gave a brief summary of activities. They have been working on leadership service projects, crummy caroling, Winter Wishes and a Bazaar to be held this Sunday from 9 am - 2 pm. Crummy Caroling is when students go around town, singing horrendously and people pay them money to go carole somewhere else. The money is a fundraiser for Turning Point. They made \$270 this year, up from \$150 in the past. Winter Wishes grants wishes to students on the last ½ day of school before winter break. It is used to encourage attendance.

 - C. Oregon School Employees Association Representative Report: Y. Krause reported they are still at 100% enrollment. To encourage people to come to union meetings, they have started doing a \$20 raffle and people must be present to win. In February, they plan on having a dinner/meeting at Fultano's to encourage attendance.

 - D. Clatskanie Education Association Representative Report: L. Jones emailed his report. Four new teachers are going to attend the OEA Early Career Educator workshop in Newport. OEA is reimbursing for rooms/mileage/some food. The district will pay for a ½ day sub for the four attendees. CEA members are also working on building a survey to collect data regarding the districts CIP (Continuous Improvement Plan) that they will share with the board. They want to include classified employees and community members. CEA's bargaining unit will be headed by Megan Corne this year. They would like possible dates to start negotiations. Mid February? Possibly the 12th or 26th at 4 pm.

- III. OLD BUSINESS
 - A. Relief Bus Driver position update: Y. Krause gave the update. She brought the relief driver's most recent timecard to demonstrate how well it is working. There was a 4 hour minimum per day and she has exceeded that. This position was very much needed gift to the bus garage, which could use at least two more. We haven't had any new sub bus driver applications in the last two months. She thanked the board for their support for this position.

- IV. NEW BUSINESS
 - A. 2018-19 Audit Report - Kyle from Pauly Rogers: Tiffany, Manager at Pauly Rogers, gave the audit report for 18-19. "An unmodified opinion on the financial statements has been issued. This means we have given a "clean" opinion with no reservations. There were no issues requiring comment and no separate management letter. It was a clean audit, nothing exciting. The NWRESA had everything to with last year and they did a great job.

- B. 2020-21 Girl's Soccer Co-op with Rainier: The Rainier-Clatskanie Soccer Co-op has been agreed upon with Rainier. Rainier has lost their coach, so the team may be based in Clatskanie.
- C. 2019 OSBA Election information: Greg Kintz is the only candidate.

A motion was made as a board to support Greg Kintz for reelection for board position 14.

KE/KH - UNANIMOUS

- D. Enrollment information: CMHS families are moving out of the area. Jobs, custody and housing are big issues.

V. SUPERINTENDENT'S REPORT

- A. K-6 Principal Report: Written. There was a good turnout for conferences, those numbers are still going up as teachers continue to meet with families. Our Speech Language Pathologist resigned so we are without one at this time. A letter went out to families explaining the situation. We are actively looking for one. There was a discussion about how long we can go without an SLP. They are hard to find. The district is trying to find their own and will put an ad in ASHA. K. Harris mentioned a good place to post is GlassDoor website.
- B. 7-12 Principal Report: Written. Eighty seven families came in for conferences. Most of those were middle school ones. J. Helmen gave a presentation on attendance, behavior, failing and STAR Reading scores for middle school. CMHS has created entirely new attendance procedures. The less than 80% attendance category is 35%. There is a team to address these students, a lot of those are mental health issues. Next was behavior trends. It helps to have staff in the hallway between classes. The alternative program is for kids with attendance issues not behavior issues. Teachers that reported most behavior incidents were sent to trauma informed care training. There have been 0 behavior incidents reported in the last two weeks. Next he presented the data on 7th and 8th grade cohort comparisons related to failing courses. Lastly, was STAR reading scores for 7th and 8th graders in english. Please see report for details. GE is grade equivalency (what grade the student tested at in english). Yellow is all the students under grade level. We want to see a 40-50 point growth the next time they test. They tested in late September and will test again in 2nd semester and at the end of the year. CES is looking in to using the SMART program. Start Making a Reader Today. Volunteers come in and read to a student or the student reads to them for ½ an hour twice a week. They have the same volunteer throughout the program and get to keep a book for participating. The program targets K-3, CES is hoping to start with 1st grade.
- C. Special Education Report: Written. C. Hurowitz went to a law conference. There is new legislation coming out in January regarding harassment, both employees and students. Administration needs to look into this further. In sped, we are maintaining compliance but are missing opportunities to help children with growth. We have no transition specialist. We are also missing contacts and resources that sped directors from other places are tapping into, because we don't have a director. The district is posting for a special programs director and a special programs tosa. We may hire one or none, we just need to see if there is any interest out there. We may not get any viable candidates.
- D. Superintendent Report: We had an incident with police activity on Monday. There was a debrief after at the administration meeting and it was very good. We learned that the district office hasn't been trained in response to threats. We worked on a system to move forward in handling these situations in the future. The district learned about evacuating buildings and taking the threat seriously. One statement needs to come from the district office. At CMHS, they send out the lock out/lock down information home to families at the beginning of the year. Maybe we need to do this more often. M. Evenson suggested we should let the community know what we learned from this experience and how we are going to handle it moving forward. We are looking at doing an active shooter training for all staff. More information on that in the future.
 - 1. Financial Report: Written. M. Bergthold changed the format of the report so it can just be pulled from the system. There were no questions

VI. BOARD MEMBERS REPORTS: K. Engel will be gone for the next two meetings (January and February), but will be available electronically. C. Ouellette had spent some time in South America recently. A lot of what we perceive as poverty and strife is nothing. Those kids are happy ...we have got it good! T. Montague wanted to thank the district for being able to serve them. Moving forward with the change to a local business manager (M. Bergthold), the ESD will help out wherever they can. She has enjoyed working with staff and will miss everyone!

VII. CONSENT AGENDA

- A. Financial Report
- B. Organizational change for the district: Cathy Hurowitz replaces Tami Montague as the Budget Officer and Mark Bergthold replaces Tami Montague as the Custodian of Funds.
- C. Approve Minutes from November 18th, 2019 board meeting

A motion was made to approve the consent agenda.

KE/CO - UNANIMOUS

The board adjourned the public session and went into executive session at 8:05 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.


The board returned to public session at 8:39 pm

ADJOURNMENT: 8:39 pm

NEXT BOARD MEETING: January 13, 2020



Megan Evenson, Board Chair



Cathy Hurowitz, Superintendent

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

* 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 -3	K - 1	3rd - 1	3rd - 1	K - 1	K - 1
7th - 1	1st - 1	4th - 1	6th - 1	11th - 1	3rd - 1
9th - 1	2nd - 1	5th - 1	10th - 1		4th - 1
	3rd - 1				7th - 1
	7th - 1				8th - 1
	8th - 3				All 5 students
	9th - 2				were withdrawn
	10th - 2				11/11/19
	11th - 1				
=5	=13	=3	=3	=2	=0

Clatskanie Elementary School



Building Report: Tiffany O'Donnell

December 5, 2019

Current school events

- Principal and two new teachers attended the Response to Intervention Foundations 2 day training in Salem.
- Book Fair from November 11- 25 was successful. We are so thankful for our PSEA volunteers!
- PSEA Volunteer Emily Bounds has taken on the CES School Garden. She has worked the beds for winter, planted new starts, and labeled. Thank you Emily! Take a look tonight.
- CES Culture & Climate/TIC Team attended another training on November 14th and two planning sessions (11/14 and 12/6).
- CES RTI Team attended Response to Intervention Effective Instruction December 3rd. They will share their learning with their colleagues December 8th.
-

Staffing

- We are still without a Speech & Language Pathologist at this time. Letters were sent this Friday to families informing them.
- CES cook Sheila Cessna was not renewed. We have hired Donna for that position .
- Tami Doyle resigned as head cook to begin her retirement. We will be hiring a new head cook soon.

Fall Conferences

Teacher	Total Students	"Face to Face" Conference	Phone Conference	No Conference
Leinonen	21	19	0	2
Neuhauser	18	13	1	4
Turner	22	17	0	5
Corne	24	21	0	3
Tompkins/Parker	24	20	0	4
Sittloh	29	26	0	3
Tallman	27	25	1	1
Bauman	22	22	0	0

Jones	23	18	0	5
Baldwin	27	22	0	5
Kyle	28	25	0	3
Horness	27	25	0	2
VanVoorst	28	26	1	1
Crawfords	52	41	1	10
Thul	8	6	0	2
Rowland	13	7	0	6
Totals	393	333	4	56
Percentages		84.73%	1.02%	14.25%

Clatskanie Middle/High School

Home of the "Tigers"

CMHS Building Report: Jim Helmen

December 2019

- *Data as of 12/5/2019*

Students Enrollment

- 7th – 44; 8th – 44; 9th – 57; 10th – 43; 11th – 70; 12th – 53

TOTAL: 311

Attendance

- Cumulative 91.14% (+.70% increase from last month)

Cumulative Yearly Attendance Update

<u>Total Population</u>	<u>19-20</u>	<u>18-19</u>
<u>95.0-100%</u>	<u>134</u>	<u>74</u>
<u>90.0-94.9%</u>	<u>67</u>	<u>67</u>
<u>85.0-89.9%</u>	<u>34</u>	<u>31</u>
<u>80.0-84.9</u>	<u>26</u>	<u>32</u>
<u><80%</u>	<u>35</u>	<u>32</u>
<u>Total</u>	<u>296</u>	<u>236</u>
<u>Count Students >=90%</u>	<u>201</u>	<u>141</u>
<u>Count Students < 90%</u>	<u>95</u>	<u>95</u>
<u>Percent Students < 90%</u>	<u>32.1%</u>	<u>40.3%</u>

Ongoing Behavior Supports

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.

ARC Model has been developed and will be presented to staff to address foundational elements required to increase students' academic gains and develop socio emotional skills.

Professional Development

CMHS focus on instructional improvement for December

- **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.
- **CMHS Sports**

Boys and Girls basketball has started. Girls Varsity won their first game against Santiam Christian High School.
Boy's game was cancelled due Football State Playoffs

CMHS Data Report

CSD School Board

Data Included

Attendance

Behavior

Failing

STAR Reading MS

Prepared By

J. Helmen

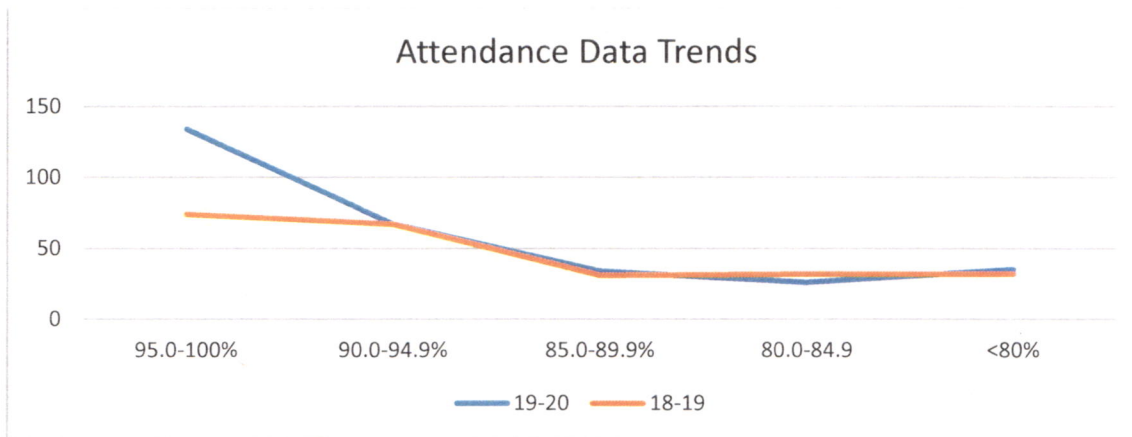
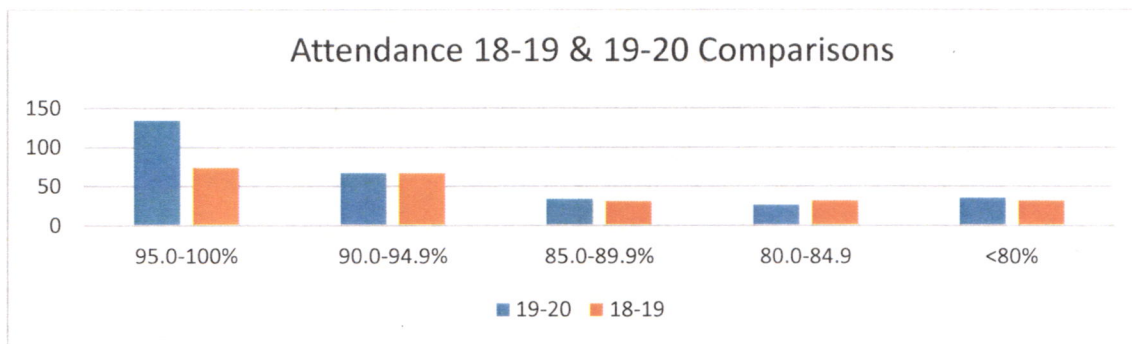
CMHS Principal

12/12/19

Attendance

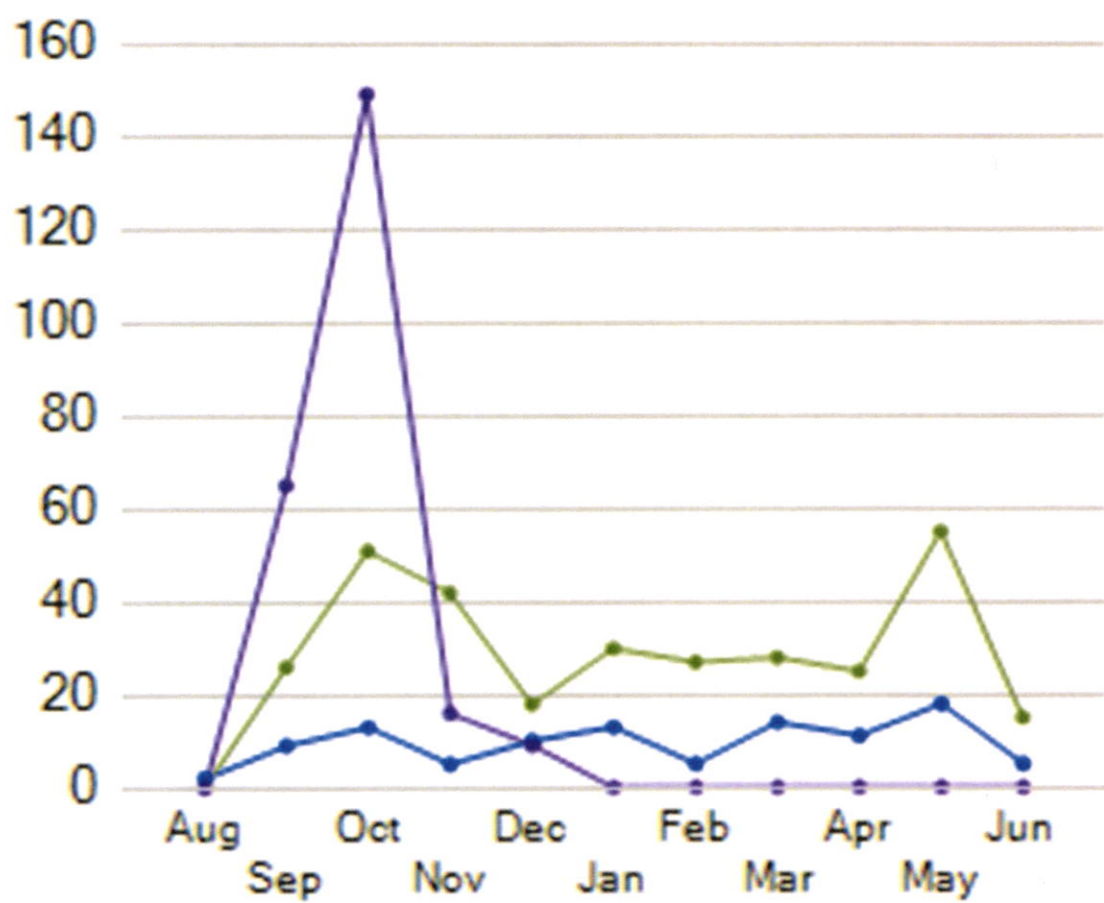
- Cumulative 91.14% (+.70% increase from last month)
Cumulative Yearly Attendance Update

Total Population	19-20	18-19
95.0-100%	134	74
90.0-94.9%	67	67
85.0-89.9%	34	31
80.0-84.9	26	32
<80%	35	32
Total	296	236
Count Students >=90%	201	141
Count Students < 90%	95	95
Percent Students < 90%	32.1%	40.3%

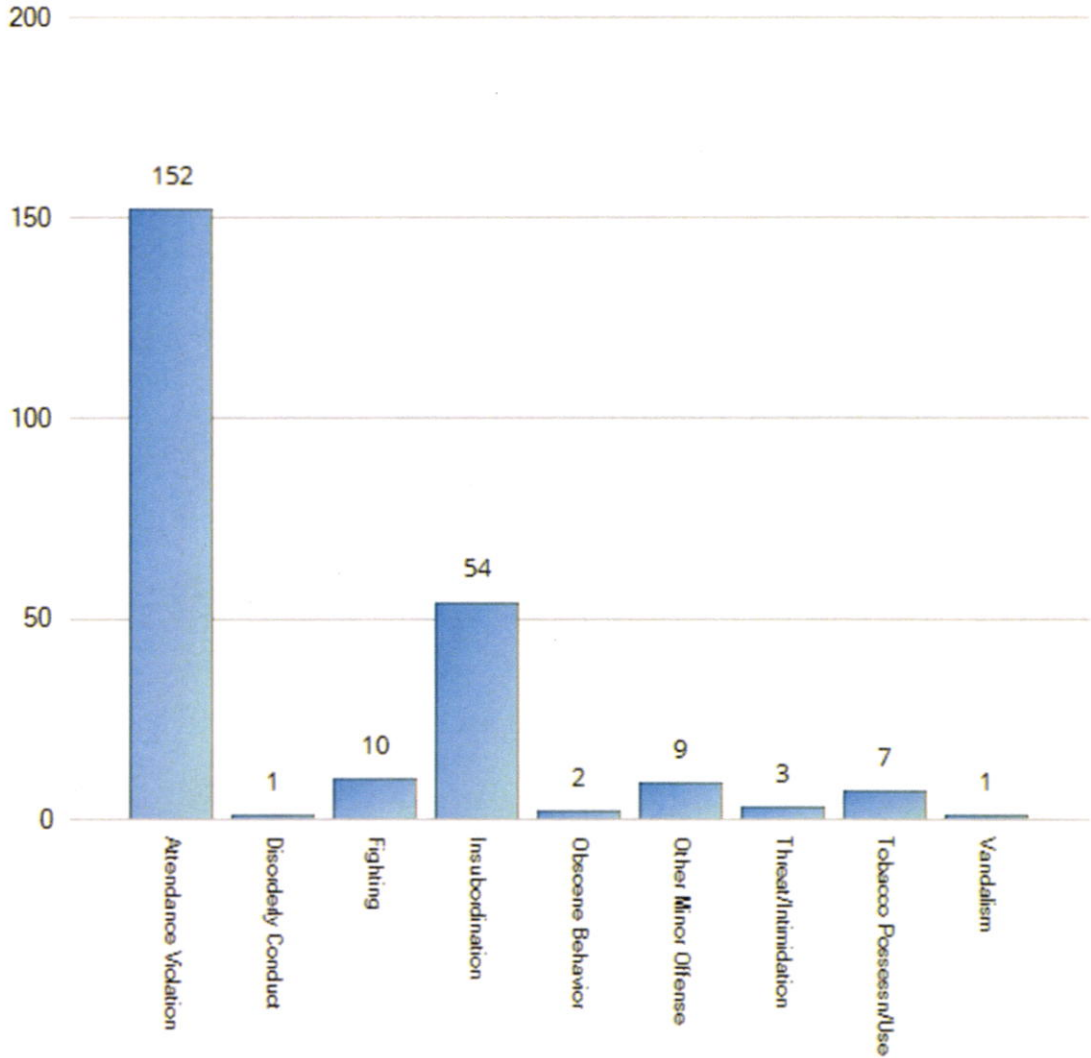


Behavior Trends

Implementation and teacher training Restorative Practices, Collaborative Problems Solving, Behavior Matrix, mental health services, staffing supports (School counselor, Dean of Students), culture focus

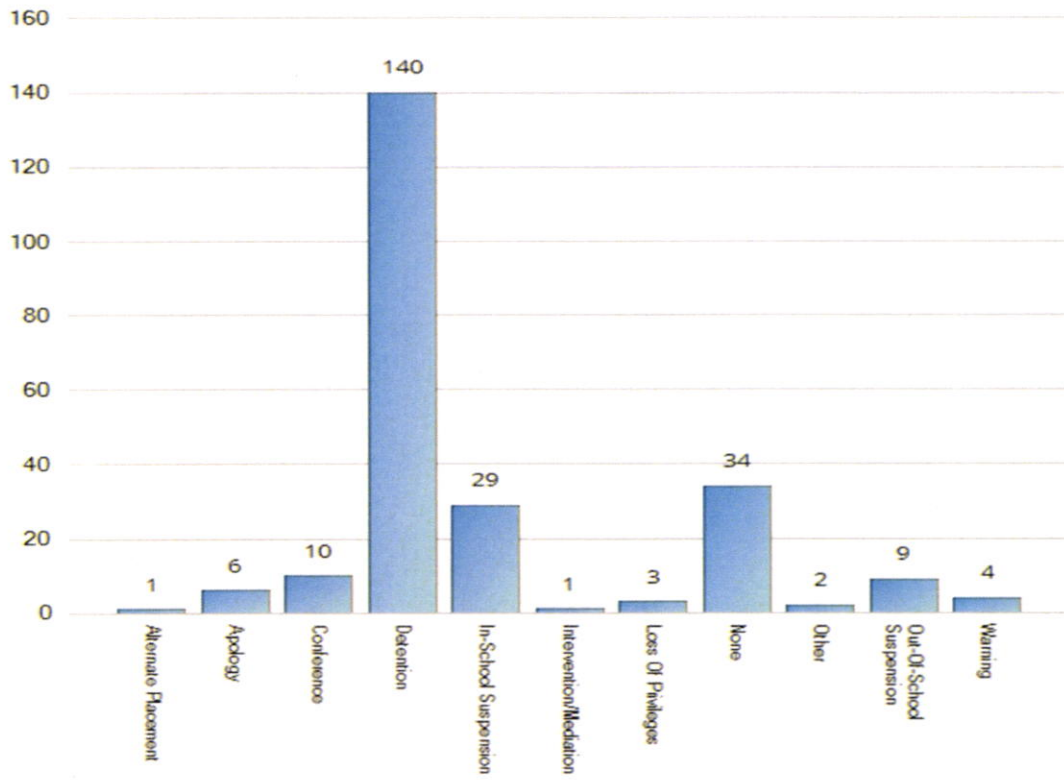


Incidents by Offensive Group



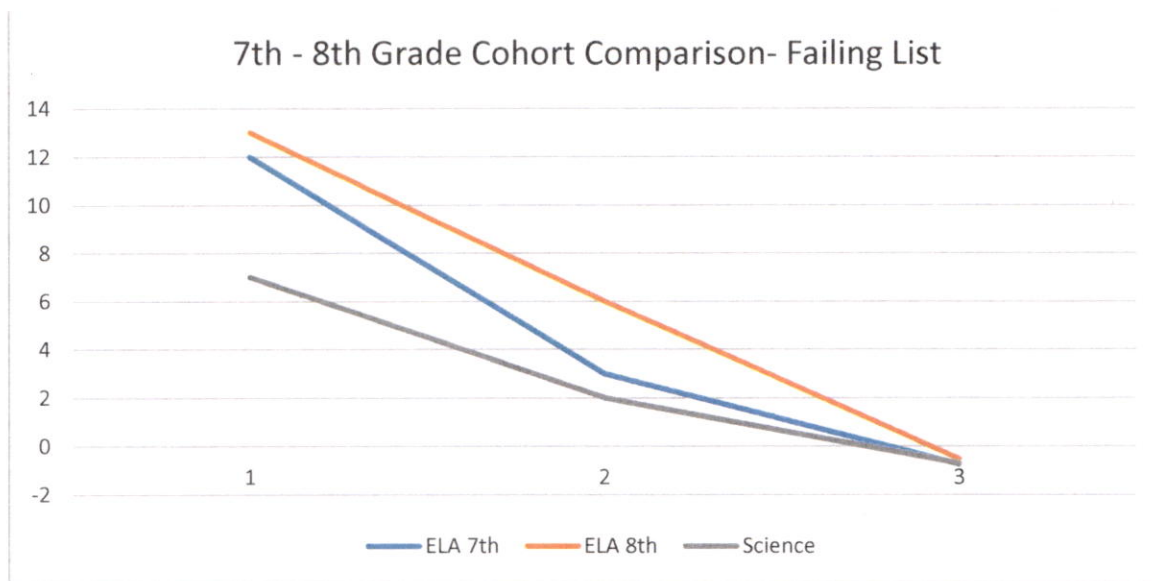
Incidents by school action to redirect behavior

Goal of discipline process is to reduce suspension (ISS/OSS) leading to loss of instructional time



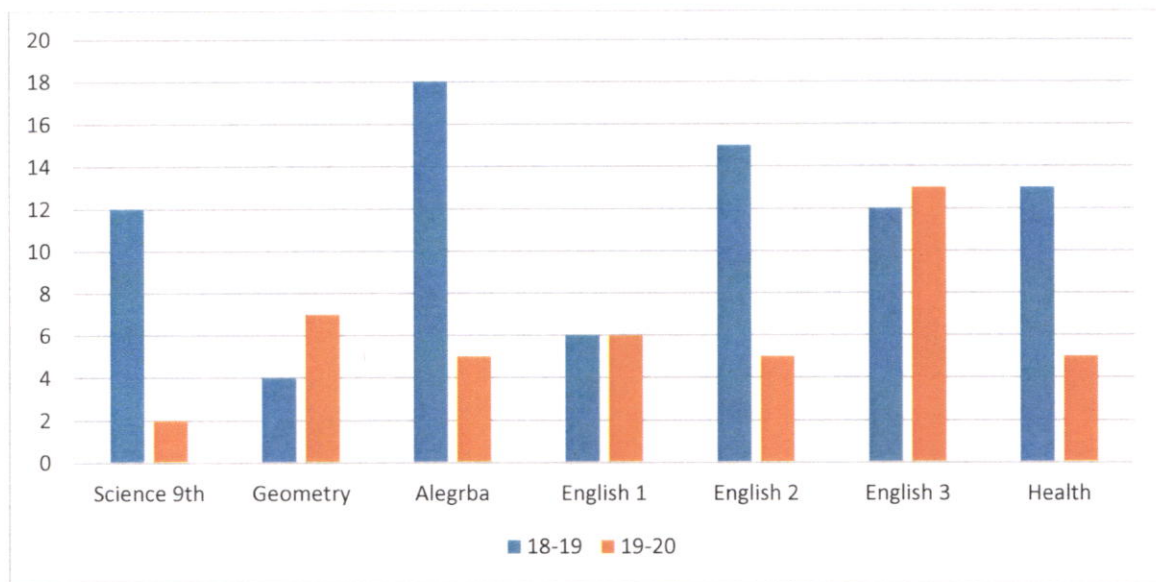
7th to 8th grade cohort comparisons related to failing courses

Comparison failing list - 18-19			
	18-19	19-20	
ELA 7th	12	3	-75%
ELA 8th	13	6	-53%
Science	7	2	-71%



Failing List Comparison 18-19 vs 19-20 as of 12/10/19

Courses	18-19	19-20	
Science 9th	12	2	66%
Geometry	4	7	57%
Alegrba	18	5	72%
English 1	6	6	0
English 2	15	5	66%
English 3	12	13	8%
Health	13	5	61%



- Note the percentage increase of English III- 20 more student variation

Total CMHS students failing more than 2 classes

7th grade- 7/16

8th grade- 1/3

9 Grade-- 4/9

10th grade-- 4/6

11 grade-- 4/13

12 grade-- 1/3

7th & 8th grade English

Not at Grade Level

Lexile Score

GE IRL ZPD

BR110L	1.9	1.2	1.9 - 2.9
50L	2.4	1.8	2.2 - 3.2
50L	2.4	1.8	2.2 - 3.2
95L	2.5	2	2.3 - 3.3
95L	2.5	2	2.3 - 3.3
225L	2.9	2.5	2.5 - 3.5
335L	3.2	3	2.7 - 3.8
355L	3.3	3.1	2.7 - 3.8
350L	3.3	3	2.7 - 3.8
365L	3.3	3.1	2.7 - 3.8
350L	3.3	3	2.7 - 3.8
385L	3.4	3.2	2.8 - 3.9
420L	3.5	3.3	2.8 - 4.0
420L	3.5	3.3	2.8 - 4.0
410L	3.5	3.2	2.8 - 4.0
420L	3.5	3.3	2.8 - 4.0
410L	3.5	3.2	2.8 - 4.0
465L	3.7	3.4	2.9 - 4.2
465L	3.7	3.4	2.9 - 4.2
495L	3.8	3.5	2.9 - 4.3
495L	3.8	3.5	2.9 - 4.3
495L	3.8	3.5	2.9 - 4.3
530L	3.9	3.7	3.0 - 4.4
530L	3.9	3.7	3.0 - 4.4
515L	3.9	3.6	3.0 - 4.4
530L	3.9	3.7	3.0 - 4.4
515L	3.9	3.6	3.0 - 4.4
535L	4	3.7	3.0 - 4.5
560L	4	3.8	3.0 - 4.5
600L	4.2	3.9	3.1 - 4.7
630L	4.3	4	3.1 - 4.8
660L	4.5	4.2	3.2 - 5.0

7th & 8th grade English

At Grade Level

Lexile Score

GE IRL ZPD

1090L	7	6.5	4.3 - 7.0
1090L	7	6.5	4.3 - 7.0
1100L	7.1	6.6	4.3 - 7.1
1105L	7.1	6.6	4.3 - 7.1
1110L	7.2	6.6	4.3 - 7.2
1120L	7.3	6.6	4.4 - 7.3
1120L	7.3	6.7	4.4 - 7.3
1120L	7.3	6.6	4.4 - 7.3
1120L	7.3	6.6	4.4 - 7.3
1120L	7.3	6.6	4.4 - 7.3
1130L	7.4	6.7	4.4 - 7.4
1180L	7.9	6.9	4.5 - 7.9
1190L	8	7	4.5 - 8.0
1205L	8.1	7.7	4.5 - 8.1
1215L	8.3	8	4.5 - 8.3
1215L	8.3	8	4.5 - 8.3
1250L	8.7	8.6	4.6 - 8.7
1250L	8.7	8.6	4.6 - 8.7
1255L	8.8	8.6	4.6 - 8.8
1275L	9	9	4.6 - 9.0
1275L	9	9	4.6 - 9.0
1280L	9.1	9.1	4.6 - 9.1
1280L	9.1	9.1	4.6 - 9.1
1300L	9.4	9.4	4.6 - 9.4
1295L	9.4	9.3	4.6 - 9.4
1300L	9.4	9.4	4.6 - 9.4
1600L	>10	11.8	5.0 - 13.0
1560L	>10	11.7	5.0 - 13.0
1575L	>10	11.7	5.0 - 13.0
1600L	>10	11.8	4.9 - 13.0
1440L	>10	11.2	5.0 - 12.1
1600L	>10	11.8	5.0 - 13.0

685L	4.6	4.3	3.2 - 5.1
695L	4.6	4.3	3.2 - 5.1
710L	4.7	4.4	3.3 - 5.2
720L	4.7	4.4	3.3 - 5.2
705L	4.7	4.4	3.3 - 5.2
750L	4.9	4.6	3.4 - 5.3
755L	4.9	4.6	3.4 - 5.3
765L	4.9	4.6	3.4 - 5.3
755L	4.9	4.6	3.4 - 5.3
775L	5	4.7	3.4 - 5.4
780L	5	4.7	3.4 - 5.4
805L	5.1	4.8	3.5 - 5.5
815L	5.2	4.8	3.5 - 5.5
825L	5.3	4.9	3.6 - 5.6
840L	5.3	5	3.6 - 5.6
850L	5.4	5	3.6 - 5.6
850L	5.4	5	3.6 - 5.6
865L	5.5	5.2	3.7 - 5.7
875L	5.5	5.2	3.7 - 5.7
890L	5.6	5.4	3.8 - 5.8
915L	5.8	5.5	3.9 - 5.9
920L	5.8	5.6	3.9 - 5.9
930L	5.9	5.7	3.9 - 6.0
945L	6	5.8	4.0 - 6.1
955L	6	5.8	4.0 - 6.1
945L	6	5.8	4.0 - 6.1
960L	6.1	5.9	4.0 - 6.2
980L	6.2	6	4.1 - 6.3
980L	6.2	6	4.1 - 6.3
1000L	6.3	6.1	4.1 - 6.3
1000L	6.3	6.1	4.1 - 6.3
1000L	6.3	6.1	4.1 - 6.3
1000L	6.3	6.1	4.1 - 6.3
1000L	6.3	6.1	4.1 - 6.3
1010L	6.4	6.1	4.2 - 6.4
1015L	6.4	6.2	4.2 - 6.4
1015L	6.4	6.2	4.2 - 6.4
1015L	6.4	6.2	4.2 - 6.4

1575L	>10	11.7	5.0 - 13.0
1590L	>11	11.8	5.0 - 13.0
1405L	>11	11	4.8 - 11.4
1605L	>11	11.9	5.0 - 13.0
1505L	>11	11.4	5.0 - 13.0
1615L	>11	11.9	5.0 - 13.0

1030L	6.5	6.2	4.2 - 6.5
1025L	6.5	6.2	4.2 - 6.5
1035L	6.5	6.2	4.2 - 6.5
1030L	6.5	6.2	4.2 - 6.5
1070L	6.9	6.4	4.3 - 6.9

Superintendent's Report

12/9/2019

Continuous Improvement Plan (CIP): The District CIP was submitted and the feedback from ODE was positive. Building principals will work on School Improvement Plans with staff. The School plans do not have to be submitted to ODE but will be for the work that we do as a district moving forward.

Student Success Fund: We continue to get more and more information and guidance from ODE. There are many questions yet unanswered. Now that the CIP is complete and accepted I will be working on the community engagement requirements for the new fund. I plan on holding a listening session at the church in Westport, holding a focus group with our special ed families, and will interview students during December and January. That should give us enough information to apply for the funds.

School Visits: I am continuing to meet with each principal in their building each week. I visit even if the principal is out of the building.

Off the record: I attended the COSA Off the Record Meeting. Most of the meeting was centered on the District obligations for the SIF.

Planning: We continue to look at our needs for next year. I have asked each principal to work with staff to come up with options for the overcrowding at CES. Jim is focusing on bringing 6th grade up to CMHS and how that might look. Tiffany is talking with staff to look at possibilities for keeping 6th grade at CES and opening 2 and possibly 3 classrooms. Once the options come back I will have Mark generate some cost estimates and will present to Board and solicit feedback from families.

Law Conference: As I write this I am attending the Law Conference in Eugene. I may have more to report at our Board meeting.

Federal Monitoring: We are being monitored for our Federal Fund Grants this January. Sara Thorud and I attended a training to get the information that we need to submit to ODE. This is a relatively big project and we must submit 2 years worth of information by the end of January. I really appreciate Sara's support as she has taken on much of the responsibility for coordinating the process.

Special Education Director Report

Speech Pathologist: Our contracted Speech Pathologist (SLP) from the ESD resigned as of November 27. The ESD does not have another SLP to serve students in Clatskanie. We are posting for a SLP and I will be reaching out to Washington and other states to see if we can hire

one. I will also try to find an SLP through a service as well. In the meantime our District is without speech services. I will send out a notice to involved families next week.

Transition Specialist: Columbia County has a new transition specialist to support county schools. The Columbia County Special Ed. Directors worked with our new contact and we planned a Teacher Institute for Special Education Teachers who work with Transition age students (16 years and older.). I will be scheduling an appointment with her to visit our Life Skills and Resource Room programs in the next week. The specialist is very competent and has a wealth of information to support our students.

Compliance: Julie and I are working on our compliance documents for this year. It looks like we will be in compliance this year.

Clatskanie School District

BR-General Fund - Rev & Exp/Assets OBJECT For the Period 07/01/2019 through 11/30/2019

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>	
INCOME							
GENERAL FUND REVENUES							
Property Taxes (+)	\$3,720,799.00	\$2,529,477.92	\$2,529,477.92	\$1,191,321.08	\$0.00	\$1,191,321.08	32.0%
Charges for Services (+)	\$125,000.00	\$43,461.66	\$43,461.66	\$81,538.34	\$0.00	\$81,538.34	65.2%
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	\$2,269,979.00	\$2,269,979.00	\$2,475,657.00	\$0.00	\$2,475,657.00	52.2%
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	\$5,289,685.23	\$5,289,685.23	\$4,203,560.49	\$0.00	\$4,203,560.49	44.3%
Total : INCOME	\$9,493,245.72	\$5,289,685.23	\$5,289,685.23	\$4,203,560.49	\$0.00	\$4,203,560.49	44.3%
EXPENSES							
GENERAL FUND EXPENDITURES							
Salaries (-)	\$4,662,096.32	\$1,606,294.89	\$1,606,294.89	\$3,055,801.43	\$3,002,608.79	\$53,192.64	1.1%
Benefits (-)	\$3,198,849.40	\$1,023,223.87	\$1,023,223.87	\$2,175,625.53	\$2,052,529.73	\$123,095.80	3.8%
Purchased Services (-)	\$745,650.00	\$248,096.68	\$248,096.68	\$497,553.32	\$300,320.96	\$197,232.36	26.5%
Supplies & Materials (-)	\$346,050.00	\$140,208.56	\$140,208.56	\$205,841.44	\$61,094.03	\$144,747.41	41.8%
Other Objects (-)	\$175,600.00	\$145,556.13	\$145,556.13	\$30,043.87	\$3,883.64	\$26,160.23	14.9%
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)	(\$3,163,380.13)	(\$3,163,380.13)	(\$6,329,865.59)	(\$5,420,437.15)	(\$909,428.44)	9.6%
Total : EXPENSES	(\$9,493,245.72)	(\$3,163,380.13)	(\$3,163,380.13)	(\$6,329,865.59)	(\$5,420,437.15)	(\$909,428.44)	9.6%
NET ADDITION/(DEFICIT)	\$0.00	\$2,126,305.10	\$2,126,305.10	(\$2,126,305.10)	(\$5,420,437.15)	\$3,294,132.05	0.0%

End of Report

Operating Statement with Encumbrance