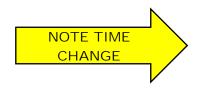
# **Hanford Elementary School District**



#### REGULAR BOARD MEETING AGENDA

Wednesday, July 14, 2021 12:00 P.M. HESD District Office Board Room 714 N. White Street, Hanford, CA

In accordance with Governor Newsom's Executive Order N-29-20 Paragraph 3, the HESD Board Meeting will have teleconferencing and video conferencing available.

For members of the public interested in remotely viewing the HESD Board Meeting please visit the following link to access the live video stream:

https://www.hanfordesd.org/hesdtv

Individuals who wish to address the Board may do so by

- Submitting an email to <u>public-comment@hanfordesd.org</u>
- Leaving a voice message by calling 559-585-3604 (voice message will be transcribed).

Please include your name, agenda item number or subject matter being addressed, along with a 250-word description of the subject matter being addressed.

Email and voice message public comments must be received no later than 10:00 a.m. on the day of the meeting in order to be part of the record for the Board's information and/or discussion.

Public comments submitted by e-mail or voice message will be included in the minutes.

Please note that consistent with Board Bylaw 9323, any statements submitted for public comment that are inappropriate in nature, including, but not limited to statements that are obscene, threatening or substantially disruptive to school operations, will either be redacted, or will not be posted.

#### **OPEN SESSION**

12:00 P.M.

- Call to Order
- Members Present
- Pledge to the Flag

# 1. PRESENTATIONS, REPORTS AND COMMUNICATIONS

(In order to insure that members of the public are provided an opportunity to address the Board on agenda items or non-agenda items that are within the Board's jurisdiction, agenda items may be addressed either at the public comments portion of the agenda, or at the time the matter is taken up by the Board. A person wishing to be heard by the Board shall first be recognized by the President and identify themselves. Individual speakers are allowed three minutes to address the Board. The Board shall limit total time for public input on each item to 20 minutes.)

- a) Public comments
- b) Board and staff comments
- c) Requests to address the Board at future meetings
- d) Review dates to remember
- Materials related to an item on this agenda submitted to the Board after distribution of the agenda packet are available for public inspection at the superintendent's Office located at 714 N. White Street, Hanford, CA during regular business hours.
- Any individual who requires disability-related accommodations or modifications, including auxiliary aides and services, in order to participate in the Board meeting should contact the Superintendent in writing.

#### 2. CONSENT ITEMS

NONE

#### 3. INFORMATION ITEMS

NONE

#### 4. BOARD POLICIES AND ADMINISTRATION

- a) Hear public comments and consider approval of negotiated amendments to the 2019-2022 Collective Bargaining Agreement with the California School Employees Association (CSEA) (Martinez)
- b) Consider for approval an increase to the starting hourly rate for Yard Supervisors, Babysitters and Walk-on Athletic Coaches and a one-time off schedule payment to returning Yard Supervisors (Gabler)
- c) Consider for approval a three and half percent (3.50%) salary increase effective July 1, 2021 for all Management, Professional Specialists, and Confidential Employees, an increase to the healthcare cap to \$15,337.32/year effective October 1, 2021 and fund the group's disability insurance. Along with approving a \$3,500 one-time off schedule payment to every returning Manager, Professional Specialist and Confidential Employee on the September 2021 paycheck prorated based on full-time equivalent (Gabler)
- d) Consider for approval a 5% increase to Board Member compensation (Gabler)
- e) Consider for approval an amendment to the Superintendent's employment agreement (Gabler)

## **5. PERSONNEL** (Martinez)

- a) Employment
  - John Barragan, Custodian II 8.0 hrs., King/Monroe Split, effective 07/01/21
  - Salvador Carrasco, Custodian II 8.0 hrs., District Office, effective 07/01/21
  - Luke Gramza, Teacher Intern, Washington, effective 08/03/21
  - Olga Hernandez, Bilingual Clerk Typist II 8.0 hrs., Kennedy, effective 07/27/21
  - Anadalila Mendoza Martinez, READY Program Tutor 4.5 hrs., King, effective 08/05/21
  - Tommy Smart, Teacher Intern, Kennedy Probationary, effective 08/03/21
- b) Transfer
  - Brianne Brieno, from READY Site Lead 5.0 hrs., Lincoln to READY Site Lead 5.0 hrs., King, effective 08/05/21
  - Jose Gurrola, from Custodian II 8.0 hrs., Jefferson to Custodian II 8.0 hrs., Food Services, effective 06/07/21
  - Yvonne Hernandez, from READY Site Lead 5.0 hrs., Roosevelt to READY Site Lead – 5.0 hrs., Jefferson, effective 08/05/21
  - Lauree Mallard, from READY Site Lead 5.0 hrs., King to READY Site Lead 5.0 hrs., Lincoln, effective 08/05/21
  - Ashley Welch, from READY Site Lead 5.0 hrs., Jefferson to READY Site Lead 5.0 hrs., Roosevelt, effective 08/05/21
- c) More Hours/Days
  - Branden Barajas, Educational Tutor from 3.5 hrs., 150 days per year
     Washington to Educational Tutor 4.5 hrs., 180 days per year Washington REVISED

- Antonia Maldonado Arciga, Educational Tutor from 3.5 hrs., 150 days per year
   Washington to Educational Tutor 4.5 hrs., 180 days per year REVISED
- Juana Meza, Educational Tutor from 3.5 hrs., 150 days per year Monroe to Educational Tutor – 4.5 hrs., 180 days per year Monroe - REVISED
- d) Resignations
  - Valerie Brakeman, Yard, Supervisor 3.5 hours, Simas, effective 06/04/21
  - Michael Thompson, Substitute, General Schools, effective 06/23/21
  - Gudadalupe Lopez, Yard Supervisor 1.0 hr., Jefferson, effective 06/04/21
  - Carlie Hammond, Ready Program Tutor 4.5 hrs., Washington, effective 06/04/21
  - Gerry Mulligan, Substitute Director of Operations & Facilities, effective 06/30/21
- e) Job Description
  - Community Day School Specialist Revised Job Description, range for Bilingual Community Day School Specialist
- f) Reclassification
  - Frances Moreno, from Community Day School Specialist 8.0 hrs., (Range 16) to Bilingual Community Day School Specialist – 8.0 hrs., (Range 17) Community Day, effective retroactive 7/1/18
- g) Promotion
  - Kelly Bekedam, from Teacher, Wilson, to Learning Director, King, effective 07/27/21
  - Diana Lugo, From READY Program Tutor 4.5 hrs., Jefferson to Educational Tutor – 4.5 hrs., Roosevelt, effective 08/10/21
  - Teresita Ramirez, from Yard Supervisor 3.5 hrs., Richmond to Bilingual Clerk Typist II – 5.0 hrs., Wilson, effective 07/27/21
  - Gaosang Xiong, from Teacher, Kennedy, to Learning Director, Monroe, effective 07/27/21
- h) Salary/Wage Schedules for 2021-2022
  - Non-Represented Part-Time Employee Wage Schedule
  - Management/Professional Specialist/Confidential Salary Schedule

## 6. FINANCIAL (Endo)

a) Consider for adoption Resolution #2-22: Budget Revisions – Collative Bargaining Agreements

#### **ADJOURN MEETING**

# HANFORD ELEMENTARY SCHOOL DISTRICT HUMAN RESOURCE DEPARTMENT

# **AGENDA REQUEST FORM**

TO:	Joy Gabler				
FROM:	Jaime Martinez				
DATE:	July 6, 2021				
FOR:	<ul><li>(x) Board Meeting</li><li>( ) Superintendent's Cabinet</li></ul>				
	( ) Information (x) Action				

DATE YOU WISH TO HAVE YOUR ITEM CONSIDERED: July 14, 2021

**ITEM:** Hear public comments and consider approval of negotiated amendments to the 2019-2022 Collective Bargaining Agreement with the California School Employees Association (CSEA).

**PURPOSE:** To comply with the requirement of Government Code Section 3547 for hearing of public comments prior to approval of amendments to CSEA's 2020-2023 Collective Bargaining Agreement and authorize implementation of the Tentative Agreements. CSEA ratified the Tentative Agreement on June 28, 2021.

**FISCAL IMPACT:** The costs of the negotiated contract amendments and funding sources are attached.

**RECOMMENDATION:** Hear public comments and amendments.

#### TENTATIVE AGREEMENT

Between California School Employees Association and its Hanford Elementary Chapter #344 and Hanford Elementary School District

#### 2021/2022 REOPENER NEGOTIATIONS

June 14, 2021

#### ARTICLE 9: UNIT VACANCIES

- A. Recruitment for unit vacancies shall be in the following order:
  - 4. Internal Recruitment:
  - **c.** The District may post an internal recruitment vacancy with an open recruitment vacancy under the following conditions:
    - (1) A vacancy in the same classification with an equal or higher number of hours has been posted within the past four (4) months (5) months without response from an any qualified employee;

#### **ARTICLE 16: LEAVES**

## B. Family Illness/Injury Leave

#### 1. Sick Leave

a. Up to six (6) days of the employee's annual Sick Leave allowance (the amount an employee would accrue during 6 months of employment) pursuant to Section A. 1. Of this Article, may be used by an employee for the purpose of caring for an ill or injured child, spouse, parent, grandparent, grandchild, sibling, or domestic partner (as defined in Labor Code Section 233).

## 2. Unpaid Family Care Leave

a. Employees may take Unpaid Family Care Leave(s) for up to twelve (12) weeks in a 12-month period to care for a family member with a serious health condition. Family members shall include spouse, child, legal ward, adult dependent child, parent, grandparent, grandchild, sibling, domestic partner (as defined in Labor Code Section 233), current father-in-law, mother-in-law, or any person with whom the employee has/had an "in loco parentis" relationship.

#### E. Personal Necessity Leave

- h. An employee may use up to  $\frac{\text{two (2)}}{\text{three (3)}}$  days of Personal Necessity Leave which shall not require an explanation.
- i. No more than three (3) consecutive days of this leave may be used at any one time for the purposes of "personal compelling" reasons, including Personal Necessity leave for which an explanation is not required. Leave for "personal compelling" reasons or Personal Necessity leave for which an explanation is not required shall not be combined with any other leave.

#### ARTICLE 22—HEALTH AND WELFARE BENEFITS

The District shall increase the annual benefit cap to cover the increase of the benefit plan for the year for the 80 G Plan (\$204) and Dental Increase (\$54.36).

#### **ARTICLE 23: PAY AND ALLOWANCES**

A. The 2019-2020 2020-2021 Classified Salary Schedule shall be increased by 3.5% effective July 1, 2021 remain in effect without change and become the 2020-2021 2021-2022 Classified Salary Schedule.

The District shall provide a one-time, off schedule, lump sum payment of \$2,500 (prorated by FTE and shown below). This payment shall be made only to returning classified employees with the September pay warrant.

Hours	FTE	Payment
2.5	.3125	\$781.25
3	.375	\$937.50
<u>3.25</u>	.40625	\$1,015.63
3.5	.4375	\$1,093.75
4	<u>.5</u>	\$1,250.00
4.5	.5625	\$1,406.25
4.75	.59375	\$1,484.38
<u>5.0</u>	<u>.625</u>	\$1,562.5
<u>5.5</u>	.6875	\$1,718.75
<u>5.75</u>	<u>.71875</u>	<u>\$1,796.88</u>
<u>6</u>	<u>.75</u>	\$1,875.00
<u>6.5</u>	<u>.8125</u>	<u>\$2,031.25</u>
8	1.0	\$2,500.00

# **RECLASSIFICATION: CDS Specialist**

The CDS Specialist will be placed on Range 17 of the Classified Salary Schedule and be reclassified as Bilingual Community Day School (CDS) Specialist (See Attached). Pay will be retroactive to the 18-19 school year. The member shall also receive a one-time payment of \$5,000 less any applicable taxes and deductions for out of class work performed during the last three (3) year period and be placed on Range 17 Step 5.

Signed:

Dated: 6/14/21

Jaime Martinez, Assistant Superintendent Hanford Elementary School District

Dated: June 14, 2021

By: Moore, LRR CSEA

#### **ARTICLE 9: UNIT VACANCIES**

- A. Recruitment for unit vacancies shall be in the following order:
  - Transfer Opportunity: Employees in the same classification and with the same number of hours shall be offered an opportunity to request a transfer to the vacant position or to any other position that may become vacant as a result of the approval of a transfer.
  - More Hours Calling: The vacancy, or the vacancy created by a transfer, shall be offered, in seniority order, to employees in the same classification with fewer hours than those of the vacancy.
  - 3. **Reinstatement**: The vacancy, or the vacancy resulting from steps 1 or 2 above, shall be offered, in seniority order, to former employees in the same classification who were laid off and have reemployment rights.

#### 4. Internal Recruitment:

- a. An internal recruitment may include a change from one classified position to another regardless of range or a promotion. A promotion is defined as the movement of an employee from one job classification to another job classification of a higher range.
- b. The District shall conduct an internal recruitment on bargaining unit vacancies not filled by or resulting from, the above steps.
- c. The District may post an internal recruitment vacancy with an open recruitment vacancy under the following conditions:
  - (1) A vacancy in the same classification with an equal or higher number of hours has been posted within the past four (4) months (5) months without response from any qualified employee; or
  - (2) No employee possesses the required minimum qualifications; or
  - (3) By mutual agreement between Chapter President and the District.
- d. An internal recruitment vacancy shall be conducted as follows:
  - (1) The internal recruitment vacancy shall be posted for a period of five(5) working days on the District's website and in prominent locations

- on Union bulletin boards at each District facility open for business. For concurrent posting the filing deadline shall be the same as that for the open recruitment.
- (2) Any employee who is on a reemployment list due to layoff at the time of the vacancy shall be mailed a copy of the notice of vacancy by First Class Mail on the date the position is posted.
- (3) Only employees who have obtained permanency with the District regardless of whether they have completed their probationary period in their current position and laid-off employees shall be eligible to respond.
- (4) The Union president shall receive copies of all internal recruitment vacancies and open recruitment vacancies.
- e. Eligible employees responding to the survey shall complete and submit the required application packet to the Human Resources Department by the deadline stated on the interest survey.
- f. After the paper-screening process is conducted by the Human Resources Department, the District shall determine the type of recruitment (promotional or open) to fill the vacancy. All employees meeting the minimum requirements of the position shall be afforded an interview by the oral interview panel. When the District and CSEA agree to include a bargaining unit member on the oral interview panel, the CSEA Chapter President or designee shall identify a bargaining unit member to include on the panel and then consult with the District to address any questions or concerns. Following this consultation, the CSEA President or designee shall make the appointment. In the event the District and CSEA cannot agree to include a unit member on the panel, or if the bargaining unit member appointed to serve on the panel declines or is otherwise unavailable, the District may nonetheless proceed with the interview process. In filling a vacancy by promotion, the District will give first consideration to promote existing employees.
- g. After completion of the selection process, all things being equal, seniority shall be the determining factor in filling the vacancy.

# 5. Open Recruitment:

- a. Notice of all job vacancies shall be posted on the District's website and on
   Union bulletin boards in prominent locations at each District facility.
- b. The notice shall remain posted for a period of seven (7) working days at all schools and offices that are open for business.
- c. The Union president shall receive copies of all job vacancy notices.
- B. **Notice Contents:** Internal recruitment vacancies or open recruitment vacancies shall include: The job title, a brief description of the position and duties, the job location (if known), the necessary employment standards required for the position, the number of hours per day, regular assigned work shift times, days per week and months per year assigned to the position, the salary range, and the deadline for filing an application for the vacancy.
- C. Certification of Applicants: Within five (5) working days following completion of the selection process, the Human Resources Department shall notify in writing each participating employee or former employee of his/her standing. An employee may request from the Human Resources Department an interview to discuss the reason why s/he was not selected for further screening or appointment.
- D. **Temporary Filling of Vacant Positions:** A substitute may work in a vacant position for a maximum of sixty (60) work days. Upon consultation and agreement with the Union, this timeline may be extended.

FOR THE DISTRICT:

FOR CSEA:

Jaime Martinez,

Chief Negotiator

Hanford Elementary School District

Chief Negotiations Chair

CSEA Chapter #344

Date

## **ARTICLE 16: LEAVES**

# A. Personal Illness/Injury Leave

The following leaves may be available to cover absences for personal illness, injury, or pregnancy-related disability:

- Sick Leave with Full Pay
- Extended Sick Leave with Half Pay
- Industrial (work-related) Illness/Injury Leave

# 1. Sick Leave with Full Pay

- a. Every employee who is employed full-time for twelve months per year and works five (5) days per week shall be entitled to twelve (12) days leave for personal illness or injury with full pay for each full fiscal year of service. Any employee who works less than full-time, or less than a full fiscal year, shall receive that portion of twelve (12) days as the time worked bears to the time worked by a full-time, full-year employee.
- b. At the beginning of each fiscal year, every employee shall be credited with the Personal Illness/Injury Leave allotment equal to his/her leave entitlement under A.1.a. above for the year.
- c. A continuing employee may use his/her leave credited under A.1.a. above at any time during the year. A new employee shall not be eligible to take more than six (6) days of credited Personal Illness/Injury Leave until the first day of the calendar month following completion of six (6) months of service.
- d. An employee may take paid pregnancy disability leave charged against available Sick Leave provided that the employee is in a paid status immediately prior to the commencement of the leave and submits to the District a physician's written verification of the pregnancy including the dates of the work disability caused by pregnancy or pregnancy-related condition.
- e. Unused Sick Leave earned under A.1.a. above shall accumulate from year to year.

- f. The District shall provide each employee with a statement of his/her accumulated and entitled Sick Leave balance as of the last work month on their monthly payroll warrant.
- g. The District may request that all absences from work due to illness or injury of five (5) consecutive working days or more be supported by verification(s) of disability from the treating health care provider(s).
- h. When the District has reason to believe Sick Leave privileges are being abused, the District may require a physician's verification which states the specific day or dates the employee was ordered to be off work and the date s/he is able to return to work, or the District may order an examination of the employee by a physician of its choice. If the District designates a physician, the District shall pay the cost for the examination.

# 2. Extended Sick Leave with Half Pay

- a. In addition to Personal Illness/Injury Leave provided under Section A.1. above, each employee shall be credited, at the beginning of each fiscal year, with the number of days of Extended Sick Leave with Half Pay which, when added to his/her Sick Leave entitlement for the year under A.1. above, total one hundred (100) days.
- Extended Sick Leave shall not be used until all accumulated Sick Leave credited per A.1. above, including the current-year allotment, has been exhausted.
- c. Entitlement to Extended Sick Leave with Half Pay shall not commence until the fourth (4<sup>th</sup>) consecutive full day of any absence on account of personal illness or injury except for pregnancy disability prescribed by the treating physician and for continuing illness or injury.
- d. The onset, duration, and nature of any illness or injury for which Extended Sick Leave with Half Pay is claimed must be verified, in writing, by the treating physician.
- Extended Sick Leave with Half Pay shall be used for personal illness or injury only.
- f. Extended Sick Leave with Half Pay does not accumulate from year to year.

## 3. Industrial Accident/Illness Leave

- a. An employee who has completed probation shall be entitled to sixty (60) days non-accumulative industrial accident or illness leave per year upon commencement of the first day of absence resulting from a bona fide injury or illness arising out of and in the course of employment. If utilization of this leave occurs at a time when the full sixty (60) days will overlap into the next year, the employee shall be entitled in the next year to only the amount of leave remaining at the end of the year in which the leave commenced for the same injury or illness.
- b. Industrial accident or illness leave shall be reduced by one (1) day for each day of authorized absence regardless of compensation made under workers' compensation.
- c. Benefits provided in this section are in addition to Personal Illness/Injury and Other Sick Leave benefits. Accordingly, the District shall not deduct leave from the Personal Illness/Injury or Other Sick Leave accounts of an eligible employee who is absent as the result of an industrial accident or illness until the sixty (60) day industrial accident or illness leave has been exhausted.
- d. An employee who is not yet eligible for or who has exhausted Industrial Accident or Illness Leave shall be entitled to use his/her Personal Illness/Injury Leave benefits as provided in Sections A.1. and A.2. above. If the employee continues to receive Workers' Compensation benefits while on Sick Leave or Extended Sick Leave, s/he may elect to use that portion of his/her Sick Leave which, when added to temporary disability insurance benefits, is equal to his/her regular monthly salary. Payment for wages lost on any day shall not, when added to temporary disability payments granted under Workers' Compensation insurance, exceed the normal wage for the day.
- e. Staff are responsible to ensure that their manager or Human Resources receives a copy of all work status notes provided by the workers' compensation designated health care provider and keep their manager and/or Human Resources informed of their status.

- f. An employee shall be deemed to have recovered from an industrial accident or illness and thereby be able to return to work at such time as his/her workers' compensation designated health care provider certifies that there has been such recovery.
- g. The District's report of an industrial accident or illness shall be kept on file in the Human Resources Department.

# 4. Notification Requirements for Extended Sick Leaves

- a. Employees on approved extended injury/illness leaves are required to keep the District advised on a regular monthly basis as to the status of the extended leave. Such notification shall be provided to the Human Resources Department no later than the last day of each month during the time period the employee is on the extended leave.
- b. Not later than 2:00 p.m. on the workday immediately prior to the date of return to work from an extended leave due to illness or injury, the employee shall furnish to the Human Resources Department a written release from his/her treating health care provider. Return to duty with any restrictions limiting full, regular duty shall be subject to agreement by the District.

# B. Family Illness/Injury Leave

The following leaves may be available for the care of ill or injured family members:

- Sick Leave
- Unpaid Family Medical Leave

## 1. Sick Leave

- a. Up to six (6) days of the employee's annual Sick Leave allowance (the amount an employee would accrue during 6 months of employment) pursuant to Section A.1. of this Article, may be used by an employee for the purpose of caring for an ill or injured child, spouse, parent, <u>grandparent, grandchild, sibling,</u> or domestic partner (as defined in Labor Code Section 233).
- b. The employee's Sick Leave balance, accrued per Section A.1. of this Article, shall be reduced on a day-for-day/hour-for-hour basis.

c. Sick Leave used for the purpose of this section shall reduce leave available, if any, for Personal Necessity, per Section E.1. of this Article, on a day-for-day/hour-for-hour basis.

# 2. Unpaid Family Care Leave

- a. Employees may take Unpaid Family Care Leave(s) for up to twelve (12) weeks in a 12-month period to care for a family member with a serious health condition. Family members shall include spouse, child, legal ward, adult dependent child, parent, grandparent, grandchild, sibling domestic partner (as defined in Labor Code Section 233), current father-in-law, mother-in-law, or any person with whom the employee has //had an "in loco parentis" relationship.
- b. To qualify for the leave, an employee must have completed one (1) year of continuous service in the District.
- c. The condition of the family member must involve an illness, injury, impairment, or other physical or mental condition which requires either inpatient care or continuing treatment or supervision by a licensed physician or osteopath, or other health care provider designated by the Secretary of Labor, and warrants the participation of the employee in the care of the patient during the treatment period.
- d. The employee must submit, with the request for the leave, a statement from the treating health care provider or osteopath which includes the date the condition commenced or will commence, the probable duration of the condition, the need for the employee's care for the individual, and the estimated length of time the employee's care is needed. The District may require, at the District's expense, a second and, if necessary, a third medical opinion.
- e. The employee shall exhaust accrued vacation and compensatory time off before using Family Care Leave.
- f. By mutual consent between the employee and the District, the employee may use unused Sick Leave, earned per Section A.1. of this Article, in lieu of Unpaid Family Care Leave.

- g. Any paid leave(s) used for the purpose of this section shall run concurrent with, and reduce the total of twelve (12) weeks of Family Care Leave on a day-for-day basis.
- h. District-paid health insurance plan benefits shall not be continued for unpaid Family Care Leave unless the employee meets the eligibility requirements of Family Care Leave under Federal and/or State family leave laws (FMLA and/or CFRA). Employees who do not return from Family Care Leave for reasons other than their own disability shall be responsible for reimbursing the District for the health plan premium costs during the period(s) of the leave, unless the employee was in paid status during the entire leave. If the employee is in paid status during the entire Family Care Leave period then district-paid health insurance plan benefits shall be continued regardless of the employee's eligibility for state or federal leave. For those employees who are on an approved unpaid leave of absence who do not meet the eligibility requirements of Family Care leave under Federal and/or State family leave laws (FMLA and/or CFRA), continuation of health insurance benefits will be at the employee's expense.
- i. Except in emergencies, all requests for Family Care Leave must be submitted at least thirty (30) calendar days in advance. All requests are subject to verification of need. The specific starting and ending dates of the leave shall be coordinated with the needs of the District and are subject to approval by the Superintendent.
- j. An employee may request an extension of Unpaid Family Care Leave beyond twelve (12) weeks and/or for the care of a relative not living in the household of the employee. Such requests are subject to verification of need and require approval by the District Superintendent.
- k. Family Care Leave shall not constitute a break in service for longevity or seniority purposes, or for eligibility for health benefits, but an employee shall not earn credit for Sick Leave or Vacation during an unpaid Family Care Leave.

- I. Employees shall be restored to the same or an equivalent position upon return from Family Care Leave.
- m. For those employees who meet the Federal and/or State statute requirements, the provisions of Family Care Leave shall be in accordance with federal and State law, and any changes thereto. This Family Care Leave shall run concurrently with those leave provisions, not as an additional leave benefit.

# C. Catastrophic Sick Leave Bank

- 1. Permanent employees may donate up to ten (10) days of earned Personal Illness/Injury Leave accrued as set forth in A.1. of this Article to a Classified Employees' Catastrophic Sick Leave Bank. This limitation shall not apply to donations made at the time of separation from the District. Donation of such leave shall normally be at the beginning of each school year. Donations shall be made in increments of one (1) hour or more. Donations of leave to the Catastrophic Sick Leave Bank are irrevocable.
- 2. "Catastrophic illness" or "injury" means an illness or injury that is expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family which incapacity requires the employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee because he or she has exhausted all of his or her accrued sick leave and other paid time off.
- 3. Permanent employees who have exhausted all accrued paid leaves, vacation, and compensatory time off (CTO) who are suffering from a catastrophic illness or injury, or that of a member of their immediate family, may request leave from the Catastrophic Sick Leave Bank. Immediate family includes the relatives listed under Section B.1., Paid Family Illness Leave, of this Article.
- 4. The District shall require verification of the catastrophic illness or injury.
- 5. The District and Union representatives shall agree on the amount, if any, of leave that shall be transferred from the Catastrophic Sick Leave Bank to the employee on catastrophic leave. The amount of additional leave granted to

- a permanent employee as a result of leave donation(s) from the Catastrophic Sick Leave Bank shall not exceed twelve (12) months.
- Sick Leave donation in excess of the amount needed for the purpose and time frame for which it was requested shall be credited back to the Catastrophic Sick Leave Bank.

# D. Leave for Adopting A Child

- An employee may take up to ten (10) days of leave for the purpose of adopting a child.
- The employee may take paid Sick Leave, accrued per Section A.1. of this Article, if available, for the purpose of this section. If paid Sick Leave per Section A.1. of this Article is not available for all or part of this leave, the leave shall be unpaid.

# E. Personal Necessity Leave

- 1. Up to eight (8) days of Sick Leave per Section A.1. of this Article per year may be taken for matters of personal necessity.
  - a. Death of a member of the employee's immediate family as defined in Section G.2. of this Article, when additional leave is required beyond that provided in Section G.1. of this Article.
  - b. Serious loss or damage involving the employee's property, or the property of a member of his/her household.
  - c. Appearance in any court or before any administrative tribunal as a litigant, party, or by any order made by a body of competent jurisdiction.
  - d. To attend to school-related matters involving the employee's minor child, when the employee's presence is required (Parental Leave).
  - e. Paternity.
  - f. Reasons of personal compelling importance when such requests are not covered by other paid leave provisions contained in this Agreement.
  - g. The specific reason for the leave request shall be stated for each absence request listed above including the specific nature of "personal compelling" reasons.
  - h. An employee may use up to two (2) three (3) days of Personal Necessity Leave which shall not require an explanation.

- i. No more than three (3) consecutive days of this leave may be used at any one time for the purposes of "personal compelling" reasons, including Personal Necessity leave for which an explanation is not required. Leave for "personal compelling" reasons or Personal Necessity leave for which an explanation is not required shall not be combined with any other leave.
- 2. Requests for Personal Necessity Leave shall be submitted in writing to the employee's immediate supervisor on the appropriate forms provided by the District at least twenty-four (24) hours in advance and are subject to approval. No request for Personal Necessity leave shall be granted with less than 24 hours advance notice unless the request is either: (1) submitted under E.1. a, b, or d; or (2) the reason for requesting the leave is approved by the supervisor.
- Leave requested for Personal Necessity shall ordinarily be approved but may be denied for good and sufficient reasons which shall be stated by the immediate supervisor.

#### F. Bereavement Leave

- 1. Employees shall be granted paid leave, not to exceed five (5) days, or seven (7) days if travel is required beyond six hundred (600) miles round trip, on account of the death of any member of the employee's immediate family. The District may require proof of the need for bereavement (obituary from newspaper or funeral announcement) and/or the distance to be traveled.
- 2. For the purpose of this section, immediate family means the mother, father, grandmother, grandfather, or grandchild of the employee or of the spouse of the employee; spouse, or domestic partner (as defined in Labor Code Section 233), son, son-in-law, daughter, daughter-in-law, brother, sister, brother-in-law, sister-in-law of the employee; current father-in-law, mother-in-law, or any relative living in the immediate household of the employee.

# G. Jury Duty

1. Employees shall be entitled to as many days of paid leave as are necessary for appearances as a juror before any duly convened court of law. A copy of the jury summons shall be attached to the request for leave. If the employee receives any juror's fees while on leave under this provision, such fees less mileage fees shall be remitted to the District. If no juror's fees are paid, the employee must provide the District court documents to support their jury service.

- In addition, employees shall be entitled to paid leave for appearance in any court, under subpoena, as a witness. A copy of the subpoena shall be attached to the request for leave. If the employee receives any witness fees, such fees shall be remitted to the District.
- 3. Employees shall verify the need for appearance as a juror or witness by calling the evening before the appearance is scheduled. If an employee fails to do so and his/her presence is not needed, paid leave will not be granted.
- 4. Any employee who is granted jury duty leave shall only be required to work that portion of remaining hours which, when added to the number of jury duty hours served, equals his/her regularly assigned workday. Adjustments to an employee's regular work schedule to determine reasonable work time and travel time needed to attend jury service will be discussed and mutually agreed to by the employee and supervisor.
- 5. Employees who fail to remit juror or witness fees shall have the amount due the District deducted from their pay warrant.

## H. Excused Absence without Loss of Pay

When an employee has exhausted all other appropriate paid leaves, the immediate management supervisor may authorize, on not more than two occasions per year, the absence of an employee with pay for a maximum of two (2) hours for reasons of personal business that require the employee's attention during duty hours.

## I. Early Out Hours

Early out hours will be extended to all 8-hour employees who are <u>on duty</u> on the workday preceding the Thanksgiving, Christmas and New Year's holidays, as well as the Friday before Easter when those "Early Out" days fall on non-school days. "Early Out" means that 8-hour employees may reduce their normal workday and leave one hour early. This change in schedule need not be reflected on the employee's timecard.

# J. Unpaid Maternity Leave

An employee may request unpaid leave of absence for up to twelve (12) months to care for a newborn or newly adopted child, provided that the employee gives written notice to the District of the intent to take such leave not later than thirty (30) days prior to the commencement of the leave and that the employee provides the District with a physician's verification of the birth or adoption of a child at the time of the request for such leave.

# K. Child Rearing Leave

An employee may request an unpaid Child Rearing Leave of up to twelve (12) months to care for a child other than a newborn or newly adopted child. A written request to take such leave shall be submitted to the District one (1) month prior to the expected commencement of the leave.

# L. Leave for Retraining Or Study

Leaves of absence for study or retraining may be granted by the District to any employee, provided such employee has been deemed eligible for such leave under qualifying standards of service which the District may elect to prescribe.

- Under any circumstances, employees may be eligible for study leave only
  after completion of three (3) years continuous service within the District and
  no more than one (1) study leave may be granted during any five (5) year
  period and no more than one (1) retraining leave may be granted during any
  three (3) year period.
- 2. Leaves of absence granted under this provision shall be no more than one (1) year in duration; however, upon approval of the District, leave may be authorized in separate six (6) month periods or in other appropriate periods rather than for a continuous one (1) year period.
- 3. Any leave of absence authorized under this provision shall not be deemed a break in service for any purposes, except that such leave shall not be included as service in computing service for the granting of any subsequent leave under this provision nor shall any employee earn vacation pay, sick leave, or any benefits provided under this Agreement.
- 4. Leaves granted under this provision shall be either with or without pay, at the District's option.

# M. Other Unpaid Leave

- A leave of absence without pay may be granted to permanent employees for personal or medical reasons.
- 2. A probationary employee may be granted a leave of absence without pay if the purpose is for medical reasons.
- 3. For other than medical reasons, initial leaves of absence without pay shall not be granted for more than one (1) year.
- 4. Leaves of absence without pay under this section may be extended for an additional period of time but shall not exceed a total of two (2) years, except as otherwise provided for by law.

# N. Requests for Unpaid Leaves

All requests for leaves of absence without pay shall be submitted on the appropriate District form via the immediate management supervisor and Principal/Department Head to the Human Resources Department for Superintendent consideration according to the following timelines:

- 1. Full-year leaves and leaves for the fall semester only: By April 1 of the preceding school year.
- 2. Leaves for the spring semester only: By November 1 preceding.
- 3. Mid-semester leave requests and leaves of shorter duration: Thirty (30) days in advance, except as otherwise defined in this article.
- 4. Under extenuating circumstances, the Superintendent may consider waiving the timelines.
- 5. The employee shall exhaust accrued vacation and compensatory time off before using unpaid leave for any reason except pregnancy disability leave.

# O. Health and Welfare Benefit Continuation While on Uncompensated Leaves

- Except as provided under Section B.2.h. of this Article, employees on approved uncompensated leaves shall be entitled to maintain their health insurance benefits at their own expense by payment to the District of the total monthly premium amount for all eligible coverages by the due date established by the District.
- 2. Life insurance coverage will cease under group coverage. The employee can choose to convert group life insurance or opt for portability on the
- 3. AD&D life insurance at their own expense.

# P. Parental Bonding Leave

Effective January 1, 2017, to be entitled to up to 12 workweeks of parental bonding leave under this section, unit members must be eligible for child bonding leave under the California Family Rights Act (CFRA) to the extent that he or she must have been employed by the District for at least 12 months, but need not have worked 1,250 hours in the 12 months prior to commencing the leave. Paid leave used under this section shall run concurrently with unpaid CFRA child bonding leave.

- For purposes of this article, "parental bonding" leave means child bonding or child care leave taken within the first 12 months following the birth of a child of the unit member or the placement of a child in the unit member's household for adoption or foster care.
- 2. Pursuant to Education Code section 45196.1, when an eligible unit member who has exhausted all paid sick leave, including accumulated sick leave, continues to be absent for purposes of parental bonding under the California Family Rights Act (CFRA; Government Code section 12945.2) he or she may use up to 12 workweeks of Extended Sick Leave with Half Pay under section A.2. of this article concurrently with the unpaid CFRA leave entitlement and Unpaid Family Care Leave as per B.2. Such Extended Leave with Half Pay shall be paid as set forth in Section 2.a.
- 3. For purposes of this paid parental bonding leave only, all sick leave and accumulated sick leave shall be used and exhausted before Extended Sick Leave with Half Pay under section A.2. of this article may be utilized. The 12 workweeks shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of parental leave pursuant to CFRA (Governmental Code Section 12945.2).
- 4. A unit member shall not be provided more than one 12-week period of paid absence for parental bonding leave in any 12-month period. However, if a school year terminates before the 12-week period is exhausted; the employee may take the balance of the 12-week period in the subsequent school year.

- 5. If both parents work for the District, the maximum combined leave available to the parents for parental bonding is 12 workweeks.
- 6. Except for extenuating circumstances, any parental bonding leave must be requested in writing to the Assistant Superintendent of Human Resources, a minimum of 30 days prior to the date the leave is proposed to commence.
- 7. Except for extenuating circumstances, requests for parental bonding leave shall normally be taken in no less than one (1) week increments unless approved by the Superintendent or designee.

FOR THE DISTRICT:

FOR CSEA:

Jaime Martinez,

Chief Negotiator

Hanford Elementary School District

Ron Riso,

Chief Negotiations Chair CSEA Chapter #344

#### ARTICLE 22: HEALTH AND WELFARE BENEFITS

# A. Regular Employees Working Six (6) Hours or More

- 1. For each Bargaining Unit member employed in a position assigned thirty (30) hours or more per week, excluding extra-/overtime hours, the District shall provide the following health and welfare benefits to the employee and his/ her eligible dependents, effective as follows:
  - New employees: On the first day of the month following the first day of active duty.
  - b. Employees in the District whose eligibility results from an increase in hours:

If the assignment begins in the current school year, on the first day of the month following appointment to and acceptance of the position, regardless of the date the employee actually assumes the duties of his/her new position.

If the assignment begins the next school year, benefits will begin the 1st of the month following the first day of active duty in the new school year.

c. Provision of the above benefits is contingent upon timely submission of completed enrollment forms by the employee to the Human Resources Department. Participation shall not be available on a retroactive basis if enrollment forms are not submitted prior to the first of the month for which eligibility was determined.

#### 2. The health and welfare benefits shall include the following:

#### a. Medical Insurance:

Preferred Provider Medical Program. The benefits of the plan shall fully conform to specifications presented to and agreed upon by the Union during discussions leading to agreement on this provision.

The Bargaining Unit may select a different medical and/or prescription insurance plan for its members, effective October 1 of each year, unless a specific year is stipulated, from alternatives available with current plan provider and submitted by the District to CSEA by June 1 of each year, unless a specific year is stipulated, provided the Bargaining Unit has ratified

the change and notified the Human Resources Department by the deadline date provided in accordance with the Medical Plan Administrator guidelines. CSEA shall select three (3) plan designs from those available through the plan provider. In addition, the District and CSEA will mutually agree on the fourth plan design from those available through the plan provider. It is specifically agreed that, should CSEA fail to notify the District of a medical and/or prescription drug plan change by such deadline of each year, eligible Bargaining Unit members shall remain covered by their current medical and prescription drug plans as available through the current plan provider. Benefit changes will become effective the first day of any month following the applicable waiting period, as specified in the Plan Administrator guidelines.

#### b. Dental Insurance:

A District Self-Funded Incentive Dental Plan for employees and eligible dependents, featuring a scale of 70 - 100% payment of reasonable and customary fees for covered services. Effective October 1, 2001, the maximum annual benefit for each individual covered by this insurance shall be Two Thousand Dollars (\$2,000).

## c. Vision Insurance:

A Vision Plan for the employee and eligible dependents, paying for authorized service on the basis of a schedule for eye examination, glass lenses, and frames.

#### d. Life Insurance:

A \$50,000 Basic Life Insurance Plan (plus Accidental Death and Dismemberment Plan) paying on the death of an employee under age 65, from any cause authorized by the plan provider, the amount of \$50,000 to the beneficiary named by the employee. Employees over age 65 shall be eligible for a reduced benefit amount as set forth in the policy established by the insurance company. Employees who choose to discontinue or terminate life insurance during an approved unpaid leave of absence may be subject to evidence of insurability satisfactory to the Life Insurance Company upon return to active work.

3. Eligible spouses and dependents who have medical, dental, and/or vision insurance benefits through employment other than the District shall use benefit plans from their employment as primary coverage.

- Effective October 1, 2020 2021, the maximum annual District contribution toward the total premiums for the above benefits shall be Twelve Thousand Seven Hundred and Eighty-Seven Dollars and Sixty-Four Cents (\$12,787.64)
   Thirteen Thousand and Forty Six Dollars (\$13,046) per employee.
- 5. Monthly payroll deductions shall begin with the October (i.e. the first month of the plan year) pay warrant for which total health benefit plan costs exceed the maximum District contribution, and shall be for the difference between the monthly total costs and the monthly maximum District contribution as defined above.

# B. Regular Employees Working Three (3) But Less than Six (6) Hours

- 1. The District agrees to provide the following health and welfare benefits to each Bargaining Unit member employed in a position assigned at least fifteen (15) but less than thirty (30) hours per week, excluding extra-/overtime hours, and for a scheduled work year of nine (9) months of contracted working days or more per fiscal year. Each qualified employee will begin coverage as follows:
  - a. New employees: On the first day of the month following the first day of active duty.
  - Employees in the District whose eligibility results from an increase in hours:

If the assignment begins in the current school year, on the first day of the month following appointment to and acceptance of the position, regardless of the date the employee actually assumes the duties of his/her new position.

If the assignment begins the next school year, benefits will begin the 1st of the month following the first day of active duty in the new school year.

c. Provision of the above benefits is contingent upon timely submission of completed enrollment forms by the employee to the Human Resources Department. Participation shall not be available on a retroactive basis if enrollment forms are not submitted prior to the first of the month for which eligibility was determined.

#### 2. The health and welfare benefits shall consist of the following coverage:

# a. Dental Insurance:

A District Self-Funded Incentive Dental Plan for employees and eligible dependents, featuring a scale of 70 - 100% payment of reasonable and

customary fees for covered services. Effective October 1, 2001, the maximum annual benefit for each individual covered by this insurance shall be Two Thousand Dollars (\$2,000).

#### b. Vision Insurance:

A Vision Plan for the employee and eligible dependents, paying for authorized service on the basis of a schedule for eye examination, glass lenses, and frames.

#### c. Life Insurance:

A \$50,000 Basic Life Insurance Plan (plus Accidental Death and Dismemberment Plan) paying on the death of an employee under age 65, from any cause authorized by the plan provider, the amount of \$50,000 to the beneficiary named by the employee. The District contribution to the premium for life insurance benefits shall be 100% of the cost.

Employees over age 65 shall be eligible for a reduced benefit amount as set forth in the policy established by the insurance company. Employees who choose to discontinue or terminate life insurance during an approved unpaid leave of absence may be subject to evidence of insurability satisfactory to the Life Insurance Company upon return to active work.

- Eligible spouses and dependents who have dental and/or vision insurance benefits through employment other than the District shall use benefit plans from their employment as primary coverage.
- 4. Effective October 1, 2020 2021, the maximum annual District contribution toward the total premiums for the above benefits shall be One Thousand Three Hundred and Fourteen Dollars and Ninety-Six Cents (\$1,314.96). One Thousand Three Hundred and Sixty-Nine Dollars and Thirty-Two Cents (\$1,369.32). Monthly payroll deductions shall begin with the October (i.e., first month of the plan year) pay warrant for which total health benefit plan costs exceed the maximum District contribution, and shall be for the difference between the monthly total costs and the monthly maximum District contribution as defined above.

#### C. Retirees

Effective July 1, 2007, for retirees under age 65 meeting the following criteria, the
District will contribute one hundred percent (100%) of the maximum contribution
for active employees toward the premium for the current District plan for medical

and dental coverage only for the employee and dependents for a period of ten (10) years or until reaching age sixty-five (65), whichever comes first:

- Thirteen (13) years of service, the last five (5) years of service must be consecutive; and
- Participating in the District group medical insurance program as in Section
   A.2.a. above at the time immediately prior to retiring;
- c. Age fifty-five (55) or older but not older than 64; and
- d. Sign up for the appropriate plan immediately upon retirement without a break in coverage; and
- e. Timely payment by retiree of his/her share of the premium as required by the District as a condition to remain eligible for this benefit.
- 2. Retirees who participated in the District's medical insurance program in accordance with Section 1. above who don't meet the service requirement, or who are 65 or older, will be allowed to continue their medical and dental insurance benefits at no cost to the District. Eligible retirees must pay the full cost of premiums as outlined by the District at the time of election of continuation, and as updated on a periodic basis.
- 3. Upon attainment of age 65, all retirees and eligible dependents must enroll in Medicare Part B and in Medicare Part A, and pay the required Medicare premium(s), as a condition to continued participation in the District's medical group insurance.

Retirees who participated in the District's \$50,000 Basic Life Insurance Program retiring from the District at age 55 or older, but not older than 64; with at least 13 consecutive years of service may choose to continue to participate in the Basic Life Insurance Program until the attainment of age 65 at no cost to the District. Failure to make timely premium payments shall result in cancellation of insurance coverage.

FOR THE DISTRICT:

Jaime Martinez, Chief Negotiator

Hanford Elementary School District

FOR CSEA:

Chief Negotiations Chair

CSEA Chapter #344

Date

#### ARTICLE 23: PAY AND ALLOWANCES

- A. The 2019-2020 2020-2021 Classified Salary Schedule shall be increased by 3.5% remain in effect without change and become the 2020-2021 2021-2022 Classified Salary Schedule.
- B. All new employees shall be placed on the salary schedule in a uniform manner.
  - All new employees shall be rated in not higher than Step 2. Three (3) years
    of prior work experience in a similar job classification are required for Step 2
    placement. The District with mutual agreement will have flexibility to go
    beyond Step 2 for hard to fill job classifications.
  - 2. An employee who is promoted to a higher classification shall be entitled to the lowest step in the higher range which exceeds the employee's rate of pay by a minimum of five percent (5%). This minimum five percent (5%) increase shall be based on what the employee would have earned during the twelve months following the date of the promotion including step advancement, if any, had s/he not been promoted.
- C. Frequency: Employees shall be paid once per month payable on or before the last working day of the month. If the normal pay date falls on a holiday or weekend, the paycheck shall be issued on the preceding workday.

#### D. Step Advancement:

- 1. Employees' step advancement date shall be July 1 of each year.
- 2. New employees shall receive a step increase on July 1 if they were employed effective on or before December 31 of the preceding year.
- E. An employee regularly contracted to work in two (2) separate job classifications in one (1) fiscal year shall be paid for all hours in paid status at the range and step of the classification which is the higher of the two.
- F. **Longevity Pay:** The District shall pay longevity pay for each employee who qualifies as follows:
  - 1. Full-time employees shall receive annual longevity pay when they complete milestone years of service as indicated below:

- a. Fifteen (15) years: One Thousand One Hundred Twenty-Five Dollars (\$1,125)
- b. Twenty (20) years: Two Thousand Two Hundred Fifty Dollars (\$2,250)
- c. Thirty (30) years: Three Thousand Three Hundred Seventy-Five Dollars (\$3,375)
- 2. Part-time employees shall receive the appropriate pro rata share when they complete milestone years of service:
- 3. Employees shall receive longevity pay on July 1 if they reached one of the above milestones on or before December 31 of the current year.
- G. Bilingual Stipend: Any employee who is required to use a second language from time to time in his/her regular assignment and who has demonstrated competency in the second language as established by the District shall receive a stipend in accordance with the following schedule. Said payments shall be paid each month on a one-twelfth (1/12) basis for each twelve (12) month employee, on a one-eleventh (1/11) basis for each eleven (11) month employee, and on a one-tenth (1/10) basis for each ten (10) month employee as part of the employee's regular monthly paycheck. Eligibility for said stipend shall commence on the first of the month following the completion of demonstrated competency. Stipend payment is not to be considered a part of the employee's regular rate of pay.

#### BILINGUAL STIPEND SCHEDULE

8 hour employee\$400 per year
7 hour but less than 8 hour employee
6 hour but less than 7 hour employee
5 hour but less than 6 hour employee
4 hour but less than 5 hour employee \$200 per year
3 hour but less than 4 hour employee \$150 per year
2 hour but less than 3 hour employee \$100 per year
1 hour but less than 2 hour employee\$ 50 per year

H. **Out of Classification Work**: An employee who temporarily performs the essential functions of a higher classification shall be entitled to the lowest step in

- the higher range which exceeds the employee's rate of pay by a minimum of five percent (5%).
- I. Upon appropriate written authorization from the employee, the District shall deduct from the salary of any employee and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, or any other plans or programs jointly approved by the Union and the District.
- J. On-Call Bus Driver Stipend. For a limited number of classified employees who work within the District and who serve in classifications other than those positions requiring a School Bus Driver's License Certification, but who are willing to obtain the required training and licenses to operate a school bus and serve as an on-call Bus Driver as needed, the District will pay a stipend of One Thousand Dollars and No Cents (\$1,000) per year to each employee. The number of on-call Bus Drivers needed and eligibility for the stipend shall be evaluated and determined by the District at the commencement of each school year.
- K. LVN Licensure Incentive: Any Health Care Assistant (or Bilingual Health Care Assistant) who secures and maintains a valid California Licensed Vocational Nurse (L.V.N.) licensure shall be entitled to a five percent (5%) incentive increase in his or her hourly rate of pay for all hours worked. The five percent (5%) incentive increase will become effective the first of the month following documentation and receipt of a California L.V.N. license and will remain in effect as long as a valid L.V.N. license is maintained. The employee is responsible to provide annual verification to the District of a current L.V.N. licensure in order to receive the incentive.

FOR THE DISTRICT:

FOR CSEA:

Jaime Martinez,

Chief Negotiator

Hanford Elementary School District

Ron Riso,

Chief Negotiations Chair

CSEA Chapter #344

Date

# CERTIFICATION #1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code S Officer of the <b>Hanford Elementary School District</b> , herel under the Collective Bargaining Agreement between the agreement from <b>July 1, 2021 to June 30, 2022</b> .  The budget revisions necessary to meet the costs of the agreement.	by certify that the District can meet the costs incurred District and the Classified, during the term of the
	Budget Adjustment
Budget Adjustment Catergories	Increase (Decrease)
Revenues/Other Financing Sources	0
Expenditures/Other Financing Uses	1,173,234
Ending Balance Increase (Decrease)	(1,173,234)
(No budget revisions necessary)	6/24/21
District Superintendent	Date
(Signature)	Duit
Chief Business Officer (Signature)	6(24/24) Date

## DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

# Hanford Elementary School District

Name of Bargaining Unit: Classified			
New Agreement:	Reopener:	X	

The proposed agreement is an agreement that covers the period beginning July 1, 2020 and ending June 30, 2023 and will be acted upon the Governing Board at it meeting on July 14, 2021.

A.(1) Proposed Change in Compensation

	Fiscal Impact of Proposed Agreement Increase (Decrease) and Percentage Change								
Compensation		Cost Prior to Proposed Agreement		Current Year 2021-2022		Year 2 2022-2023		Year 3 2023-2024	
1 Base Salary	\$	10,876,956	\$	383,766	\$	383,766	\$	383,766	
				3.53%		3.53%		3.53%	
2 Other Compensation	\$	865,466	\$	471,485	\$	<u>-</u>	\$	-	
				54.48%		0.00%		0.00%	
3 Total Salary - (Sum of 1 & 2)	\$	11,742,422	\$	855,251	\$	383,766	\$	383,766	
				7.28%		3.27%		3.27%	
Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare	\$	3,661,312	\$	286,595	\$	128,600	\$	128,600	
				7.83%		3.51%		3.51%	
5 Health/Welfare Benefits	\$	1,838,783	\$	31,388	\$	41,850	\$	41,850	
				1.71%		2.28%		2.28%	
6 Total Benefits - (Total Lines 4 & 5)	\$	5,500,095	\$	317,982	\$	170,450	\$	170,450	
				5.78%		3.10%		3.10%	
7 Total Compensation (Sum of Lines 3 & 6)	\$	17,242,517	\$	1,173,234	\$	554,217	\$	554,217	
				6.80%		3.21%		3.21%	

### DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

**A.(2)** Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:

There will be a 3.50% increase to the first step of the Classified schedule beginning with the 2021-2022 school year. The subsequent steps will be increased in accordance with the current structure. The healthcare cap will increase to \$13,046.00/year effective October 1, 2021 for employees working six or more hours a day and increase to \$1,369.32 for employees working between three and less than six hours a day. There will also be a \$2,500 one-time off schedule payment to every returning Classified bargaining unit member on the September 2021 paycheck prorated based on the employee's FTE. Additionally, there is a reclassification that will result in approximately \$13,910 one-time salary cost and \$3,073 on-going salary.

В.	Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff
	development days, teacher prep time, etc.)
	None.
C.	What are the specific impacts on instructional and support programs to accommodate the settlement?
	Include the impact of non-negotiated changes such as staff reductions and program
	reductions/eliminations.
	None.

#### DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

D. What contingency language is included in the proposed agreement? Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.
There is no contingency language included in the proposed agreement.

# E. Source of Funding for Proposed Agreement

1. Current Year

The current year funding will be funded with the projected unrestricted General Fund surplus.

2. How will the ongoing cost of the proposed agreement be funded in <u>future</u> years?

Ongoing cost will be funded with projected growth in the Local Control Funding Formula.

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

Future years are funded with the underlying surplus the District is currently experiencing. The assumptions used in the multi-year projection are listed.

3A. For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections, growth, COLA, etc.

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

# G. Certification

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and G.C. 3547.5.						
District Superintend (Signature)	ent	D	6/34/21 ate			
Contact Person:	David Endo	Telephone No.:_	559-585-3628			

#### IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

In Accordance with AB3141 (Statutes of 1994, Chapter 650) (G.C. 42142)

### Hanford Elementary School District

	(Col. 1)		(Col. 2)			(Col. 3) Other Revisions		(Col. 4)	
		Latest Board proved Budget		Adjustments as a Result of Settlement (from page 1)		(provide explanation)	Notes (Col. 3)	Total Impact on Budget (Col. 1+2+3)	
REVENUES				, ,		•			,
LCFF Sources (8010-8099)	\$	66,270,770	\$	-	\$	-		\$	66,270,770
Remaining Revenues (8100-8799)	\$	15,687,647	\$	-	\$	-		\$	15,687,647
TOTAL REVENUES	\$	81,958,417	\$	-	\$	-		\$	81,958,417
EXPENDITURES									
1000 Certificated Salaries	\$	34,549,758	\$	-	\$	1,818,482	1	\$	36,368,240
2000 Classified Salaries	\$	13,492,603	\$	855,251	\$	-		\$	14,347,854
3000 Employees' Benefits	\$	22,749,893	\$	317,982	\$	444,281	2	\$	23,512,156
4000 Books and Supplies	\$	4,858,540	\$	-	\$	-		\$	4,858,540
5000 Services and Operating Exps	\$	5,880,148	\$	-	\$	-		\$	5,880,148
6000 Capital Outlay	\$	2,293,437	\$	-	\$	-		\$	2,293,437
7000 Other	\$	1,520,258	\$	-	\$	-		\$	1,520,258
TOTAL EXPENDITURES	\$	85,344,637	\$	1,173,234	\$	2,262,763		\$	88,780,634
OPERATING SURPLUS (DEFICIT)	\$	(3,386,220)	\$	(1,173,234)	\$	(2,262,763)		\$	(6,822,217)
OTHER SOURCES AND TRANSFERS IN	\$	1,238,825	\$	-	\$	-		\$	1,238,825
OTHER USES AND TRANSFERS OUT	\$	(285,000)	\$	-	\$	-		\$	(285,000)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$	(2,432,396)	\$	(1,173,234)	\$	(2,262,763)		\$	(5,868,392)
BEGINNING BALANCE	\$	28,879,215		-	\$			\$	28,879,215
CURRENT-YEAR ENDING BALANCE	\$	26,446,819	\$	(1,173,234)	\$	(2,262,763)		\$	23,010,823
COMPONENTS OF ENDING BALANCE:	e.	6.004.601	d.		•			e.	6.004.601
Nonspendable / Restricted Reserved for Economic Uncertainties	\$	6,984,691 8,265,000		<u>-</u>	\$ \$	-		\$	6,984,691 8,265,000
Board Designated Amounts	\$	6,203,000	\$	<u>-</u>	\$	<u>-</u>		\$	6,263,000
Unappropriated Amounts	\$	11,197,128		(1,173,234)		(2,262,763)		\$	7,761,132
	÷	11,17,,120	*	(1,173,231)	Ψ.	(=,=0=,700)		}	7,701,132

A. Date of governing board approval of budget revisions in Col. 1 \$6/23/2021\$

Contact Person: David Endo	Date: 06/23/2021

<sup>1</sup> Certificated Settlement

<sup>2</sup> Certificated Settlement

# **Multiyear Projection**

# **Hanford Elementary School District**

					I		
		21-22	22-23	%	23-24	%	Explanations
REVENUES							
Revenue Limit Source (8010-8099)	\$	66,270,770	\$ 67,906,344	2.5%	\$ 70,011,415	3.1%	1
Remaining Revenues (8100-8799)	\$	15,687,647	\$ 29,668,647	89.1%	\$ 13,668,647	-53.9%	2
TOTAL REVENUES	\$	81,958,417	\$ 97,574,991	19.1%	\$ 83,680,062	-14.2%	
EXPENDITURES	_						
1000 Certificated Salaries	\$	36,368,240	\$ 36,498,755	0.4%	\$ 37,100,755	1.6%	3
2000 Classified Salaries	\$	14,347,854	\$ 14,513,854	1.2%	\$ 14,679,854	1.1%	4
3000 Employees' Benefits	\$	23,512,156	\$ 24,883,596	5.8%	\$ 25,232,786	1.4%	5
4000 Books and Supplies	\$	4,858,540	\$ 4,858,540	0.0%	\$ 4,858,540	0.0%	
5000 Services and Operating Exps	\$	5,880,148	\$ 5,880,148	0.0%	\$ 5,880,148	0.0%	
6000 Capital Outlay	\$	2,293,437	\$ 654,437	-71.5%	\$ 654,437	0.0%	6
7000 Other	\$	1,520,258	\$ 1,576,258	3.7%	\$ 1,633,258	3.6%	7
TOTAL EXPENDITURES	\$	88,780,634	\$ 88,865,588	0.1%	\$ 90,039,778	1.3%	
OPERATING SURPLUS (DEFICIT)	\$	(6,822,217)	\$ 8,709,403	-227.7%	\$ (6,359,716)	-173.0%	
OTHER SOURCES AND TRANSFERS IN	\$	1,238,825	\$ -	-100.0%	\$ -	0.0%	8
OTHER USES AND TRANSFERS OUT	\$	(285,000)	\$ (285,000)	0.0%	\$ (285,000)	0.0%	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$	(5,868,392)	\$ 8,424,403	-243.6%	\$ (6,644,716)	-178.9%	
BEGINNING BALANCE	\$	28,879,215	\$ 23,010,823	-20.3%	\$ 31,435,226	36.6%	
CURRENT-YEAR ENDING BALANCE	\$	23,010,823	\$ 31,435,226	36.6%	\$ 24,790,509	-21.1%	

#### Explanations:

- 1 2.48% COLA in 22-23 and 3.11% COLA in 23-24 / ADA and unduplicated students count to remain static at prepandemic levels
- 2 \$16,000k ESSER III in 22-23 and (\$16,000k) in 23-24 / (\$2,019k) In person grant in 22-23
- 3 \$602k Certificated step and column annually
- 4 \$166k Classified step annually
- 5 STRS rate project at 19.10% in 22-23 and 19.10% in 23-24 / PERS rate projected at 26.10% in 22-23 and 27.10% in 23-24
- 6 (\$1,239k) solar project reduction in 22-23 on-going / (\$400k) HVAC installations in 22-23
- 7 \$26k in LCFF transfers in 22-23 and \$27k in 23-24 / \$30k SELPA excess costs in 22-23 on-going
- 8 (\$1,239k) solar project reduction in 22-23 on-going

#### KINGS COUNTY OFFICE OF EDUCATION

# DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT GENERAL INSTRUCTIONS

- Please submit this form to the county superintendent of schools and make available to the public for review at least five (5) working days prior to the date the governing board will take action on the proposed agreement.
- Separate documents must be completed for each bargaining unit. If more than one agreement is discussed at the same time, summarize the financial impact of all agreements on page 4 and the supplement.
- ◆ Include the *Cost Prior to proposed Agreement* and *Current Year*, as well as, *Year 2* and *Year 3* information, as applicable, for the period covered in the proposed agreement. For example, for a 2-year agreement, complete *Cost Prior to Proposed Agreement, Current Year*, and *Year 2*.
- ♦ Any time a contract is reopened with a financial impact, disclosure of the proposed agreement must be made.
- The manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the district.

# SPECIFIC INSTRUCTIONS FOR COMPLETION OF SCHEDULE A: Proposed Change in Compensation

### B. Description of Rows

- **1. Base Salary** Report only the cost of base salaries excluding statutory and health/welfare benefits.
- 2. Other Compensation Report other salary components including stipends and bonuses.
- **Total Salary** Add the amounts of base salary and other compensation.
- **4. Statutory Benefits** Report only the cost of statutory benefits excluding salaries and health/welfare benefits.
- **5.** *Health/Welfare Benefits* Report only the cost of health/welfare benefits excluding the cost of salaries and statutory benefits.
- **6.** *Total Benefits* Total of statutory benefits and health/welfare benefits.
- 7. *Total Compensation* Total both of salaries and benefits.
- C. Description of Columns
- 1. *Cost Prior to Proposed Agreement* Enter the total cost of salaries for the bargaining unit prior to the proposed agreement.

- 2. *Fiscal Impact of Agreement* This will reflect the cost and percentage increase of the agreement.
  - <u>\$:</u> Enter the amount of the increase or decrease for the proposed change in the salary schedule.
  - <u>%:</u> Divide the amount by the *Cost Prior to the Proposed Agreement*, line 1.

# SPECIFIC INSTRUCTIONS FOR COMPLETION OF IMPACT OF PROPOSED AGREEMENT ON CURRENT OPERATING BUDGET:

Education Code 42142 requires the district superintendent, within 45 days of adopting a collective bargaining agreement, to forward, to the county superintendent, any budget revisions necessary to fulfill the terms of the agreement. This report provides the information necessary to fulfill that requirement.

If the board-approved revisions are different from the proposed revisions reported in Column 2, provide an updated report upon approval of the district governing board.

Column 1-This should reflect the latest Board Approved Budget.

Column 2-Schedule A, Proposed Change in Compensation, should be the source of the changes in column 2. Lines 3, total salary, and line 6, total benefits, will be reflected in the column.

Column 3-Any other changes to the budget, such as additional revenue sources, expenditure changes can be reflected in the this column.

Column 4-This is the sum of the first three columns. This should be the source of completing the next section on the impact on reserves.

# HANFORD ELEMENTARY SCHOOL DISTRICT 2021-2022 CLASSIFIED SALARY SCHEDULE

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5
1	1 Conton	*per Month	2,433	2,555	2,682	2,817	2,957
,		per Hour	14.04	14.74	15.48	16.25	17.06
2		per Month	2,555	2,682	2,817	2,957	3,105
_		per Hour	14.74	15.48	16.25	17.06	17.91
3	Clerk Trainee	per Month	2,682	2,817	2,957	3,105	3,260
		per Hour	15.48	16.25	17.06	17.91	18.81
4		per Month	2,817	2,957	3,105	3,260	3,423
		per Hour	16.25	17.06	17.91	18.81	19.75
5	Clerk Typist I	per Month	2,957	3,105	3,260	3,423	3,595
	Food Service Worker I	per Hour	17.06	17.91	18.81	19.75	20.74
	Instructional Aide						
6	Bilingual Aide	per Month	3,105	3,260	3,423	3,595	3,774
	Bilingual Clerk Typist I	per Hour	17.91	18.81	19.75	20.74	21.78
	Food Service Worker II						
	Alternative Education Program Aide						
	READY Program Tutor						
7	Account Clerk I	per Month	3,260	3,423	3,595	3,774	3,963
	Custodian I	per Hour	18.81	19.75	20.74	21.78	22.86
	Educational Tutor, K-6						
	Groundskeeper I						
	Signing Aide						
	Special Circumstances Aide						
	Special Education Aide						
	Substitute Telephone Clerk						
8	Account Clerk II	per Month	3,423	3,595	3,774	3,963	4,161
	Clerk Typist II	per Hour	19.75	20.74	21.78	22.86	24.01
	Cook/Baker						
	Food Service Utility Worker						
	Library/Media Technician						
9	Bilingual Clerk Typist II	per Month	3,595	3,774	3,963	4,161	4,369
	Bilingual Translator/Clerk	per Hour	20.74	21.78	22.86	24.01	25.21
	Custodian II						
	Delivery Worker						
	Groundskeeper II						
	Lead Food Service Worker						
	Maintenance Worker I						
10	Bus Driver	per Month	3,774	3,963	4,161	4,369	4,588
	Bus Driver/Service Worker	per Hour	21.78	22.86	24.01	25.21	26.47
	Health Care Assistant						
	Help Desk Technician						
	Secretary						
	READY Site Lead	<u> </u>	6.55		4.55-		4 2 4 =
11	Bilingual Health Care Assistant	per Month	3,963	4,161	4,369	4,588	4,817
	Dispatcher	per Hour	22.86	24.01	25.21	26.47	27.79
	Irrigation Specialist						
	Licensed Vocational Nurse						
12	Lead Custodian		4.404	4.000	4.500	4.647	F.050
12	Account Technician I	per Month	4,161	4,369	4,588	4,817	5,058
	Licensed Vocational Nurse (Bilingual)	mas Usi	04.04	05.04	00.47	07.70	20.40
	Warehouse/Reprographics & Mail	per Hour	24.01	25.21	26.47	27.79	29.18
<u> </u>	Technician						

Range	Position		Step 1	Step 2	Step 3	Step 4	Step 5
13	Bus Driver/Mechanic	per Month	4,369	4,588	4,817	5,058	5,311
	Head Custodian	per Hour	25.21	26.47	27.79	29.18	30.64
	Maintenance Worker II						
	Mechanic						
	Parent Liaison Specialist						
	Painter/Maintenance Worker II						
	Teacher Resource Center Specialist						
14	Administrative Secretary I	per Month	4,588	4,817	5,058	5,311	5,576
		per Hour	26.47	27.79	29.18	30.64	32.17
15	Account Technician II - Accounts	per Month	4,817	5,058	5,311	5,576	5,855
	Payable		07.70	00.40	00.04	00.47	00.70
	Administrative Secretary II	per Hour	27.79	29.18	30.64	32.17	33.78
	Child Welfare and Attendance Specialist						
	Computer Maintenance Technician						
16	Database Specialist I  Account Technician III	per Month	5,058	5,311	5,576	5,855	6,148
16	Community Day School Specialist	per Month	29.18	30.64	32.17	33.78	35.47
	DSF Work Control Technician	per Hour	29.10	30.04	32.17	33.70	33. <del>4</del> 7
	Educational Interpreter						
	Student Specialist						
	Bilingual Community Day School Specialist	per Month	5,311	5,576	5,855	6,148	6,455
17	Bilingual Student Specialist	per Hour	30.64	32.17	33.78	35.47	37.24
''	Heating, Ventilation & Air	per rioui	30.04	32.17	33.70	33.47	37.24
	Conditioning Specialist						
	Locksmith						
18	Account Technician IV	per Month	5,576	5,855	6,148	6,455	6,778
	Database Specialist II	per Hour	32.17	33.78	35.47	37.24	39.11
	Lead Mechanic (Automotive)			5511.5			
	Network Engineer						
	Systems Engineer						
19		per Month	5,855	6,148	6,455	6,778	7,117
		per Hour	33.78	35.47	37.24	39.11	41.06
20		per Month	6,148	6,455	6,778	7,117	7,473
		per Hour	35.47	37.24	39.11	41.06	43.11

<sup>\*</sup>Monthly rate is based on an 8-hour per day, 12-month employee

Each range is based on meeting minimum requirements. Persons not meeting minimum requirements will stay on current range.

- Translator Employees who are assigned translation duties (verbal or written) outside their regularly assigned shift shall be paid at the current rate of pay for their regular position. Any time worked by an employee as a Translator shall not count toward benefit accrual within his/her regularly assigned position, including but not limited to health and welfare benefits, increased hours, or vacation and leave credit.
- Yard Duty Employees who assume yard supervision duties in addition to their regular position shall be paid for such extra duties at their current rate of pay for their regular position.
- Longevity Full-time Employees shall receive annual longevity pay when they complete milestone years of service as indicated below:

15 Years - \$1,125

20 Years - \$2,250

30 Years - \$3,375

Employees shall receive longevity pay on July 1 if they reached one of the above milestones on or before December 31 of the current year.

Part-time employees shall receive the appropriate pro rata share when they complete milestone years of service.

#### ADDITIONAL COMPENSATION FOR CLASSIFIED EMPLOYEES

**Bilingual Stipend:** Employees who are required to use a second language from time to time in his/her regular assignment and who has demonstrated competency in the second language as established by the District shall receive a stipend in accordance with the following schedule. Payments will be made each month based upon work year as outlined in Article 23 Pay and Allowances of the CSEA/HESD Collective Bargaining Agreement.

#### **BILINGUAL STIPEND SCHEDULE**

8 hour employee	\$400 per year
7 hour but less than 8 hour employee	\$350 per year
6 hour but less than 7 hour employee	\$300 per year
5 hour but less than 6 hour employee	\$250 per year
4 hour but less than 5 hour employee	\$200 per year
3 hour but less than 4 hour employee	\$150 per year
2 hour but less than 3 hour employee	\$100 per year
1 hour but less than 2 hour employee	\$ 50 per year

**Out of Classification Work:** An employee who temporarily performs the essential functions of a higher classification shall be entitled to the lowest step in the higher range which exceeds the employee's rate of pay by a minimum of five percent (5%) (Article 23 Section H of the CSEA/HESD CBA Agreement)

#### Professional Growth increments will be awarded as follows:

	No. of Semester		No. of Semester
Increments	Units	Increments	Units
1 <sup>st</sup>	6	12 <sup>th</sup>	72
2 <sup>nd</sup>	12	13 <sup>th</sup>	78
3 <sup>rd</sup>	18	14 <sup>th</sup>	84
4 <sup>th</sup>	24	15 <sup>th</sup>	90
5 <sup>th</sup>	30	16 <sup>th</sup>	96
6 <sup>th</sup>	36	17 <sup>th</sup>	102
7 <sup>th</sup>	42	18 <sup>th</sup>	108
8 <sup>th</sup>	48	19 <sup>th</sup>	114
9 <sup>th</sup>	54	20 <sup>th</sup>	120
10 <sup>th</sup>	60	21 <sup>st</sup>	126
11 <sup>th</sup>	66		

Employees will be paid, in addition to their regular rate of pay, ten dollars and zero cents (\$10.00) per month per increment. (See Article 11 Professional Growth).

### ADDITIONAL COMPENSATION FOR CLASSIFIED EMPLOYEES (cont.)

**Split Shift Differential Compensation:** All employees whose regularly assigned shift contains one or more periods of unpaid time which exceeds ninety (90) minutes shall be paid a shift differential premium of seven (7%) above the regular rate of pay for all hours worked. (See Article 12, Section K of the CSEA/HESD Collective Bargaining Agreement). Agreement).

**Night Differential:** Any employee who works a regularly District-assigned shift between the hours of 5:00 p.m. and 6:00 a.m. shall receive a seven (7%) differential for each hour worked within that time frame. (See Article 12, Section L of the CSEA/HESD Collective Bargaining Agreement).

#### Work Week:

An employee with a regular work week other than Monday through Friday shall receive a fifteen percent (15%) shift differential for work days other than Monday through Friday. (See Article 12, Section T.3 of the CSEA/HESD Collective Bargaining Agreement).

On-Call Bus Driver Stipend: For a limited number of classified employees who work within the District and who serve in classifications other than Bus Driver or Bus Driver/Service Worker, but who are willing to obtain the required training and licenses to operate a school bus and serve as an on-call bus driver as needed, the District will pay a stipend of One Thousand Dollars and No Cents (\$1,000) per year to each employee. The number of On-Call Bus Drivers needed and eligibility for the stipend shall be evaluated and determined by the District at the commencement of each school year. (See Article 23, Section J of the CSEA/HESD Collective Bargaining Agreement).

#### **HVAC Specialist Stipends:**

The District will pay the following stipends annually to employees in the HVAC Specialist position, provided the Disrict has determined a continuing need:

- QAC-A Certificate \$1,500 annually
- •NATE-HVAC Certificate \$1,200 annually

Verification of the QAC-A and NATE-HVAC Certificates must be provided to the Office of Human Resources by May 15th of each year

Adopted: 06/28/21 Effective: 07/01/21

# 2021-2022 CLASSIFIED SUBSTITUTE/TEMPORARY WAGE SCHEDULE\*

Effective July 1, 2021

Range	Position	Hourly Rate**
1S		\$13.12
2S		\$13.78
3S	Clerk Trainee	\$14.47
4S		\$15.19
5S	Clerk Typist I Food Service Worker I Instructional Aide	\$15.95
6S	Bilingual Aide I Bilingual Clerk Typist I Food Service Worker II Alternative Education Program Aide READY Program Tutor	\$16.75
7S	Account Clerk I Custodian I Educational Tutor, K-6 Groundskeeper I Signing Aide Special Circumstances Aide Special Education Aide Substitute Telephone Clerk	\$17.59
8S	Account Clerk II Clerk Typist II Cook/Baker Food Service Utility Worker Media Services Aide	\$18.47
9S	Bilingual Clerk Typist II Custodian II Delivery Worker Groundskeeper II Maintenance Worker I	\$19.39
10S	Bus Driver Bus Driver/Service Worker Health Care Assistant Help Desk Technician READY Site Lead Secretary	\$20.36

		47
Range	Position	Hourly Rate**
11S	Bilingual Health Care Assistant	\$21.38
113	Dispatcher	Ψ21.30
	Irrigation Specialist	
	Licensed Vocational Nurse	
	Lead Custodian	
12S	Account Technician I	\$22.45
123	Licensed Vocational Nurse (Bilingual)	<b>ΨΖΖ.4</b> 3
	Warehouse/Reprographics and Mail Technician	
13S	Bus Driver/Mechanic	\$23.57
133	Head Custodian	Ψ23.37
	Maintenance Worker II	
	Mechanic	
	Parent Liaison Specialist	
	Painter/Maintenance Worker II	
14S	Teacher Resource Center Specialist  Administrative Secretary I	¢24.75
143	Administrative Secretary I	\$24.75
15S	Account Technician II - Accounts Payable	\$25.98
	Administrative Secretary II	·
	Child Welfare and Attendance Specialist	
	Computer Maintenance Technician	
	Database Specialist I	
16S	Account Technician III	\$27.28
	Community Day School Specialist	
	DSF Work Control Technician	
	Educational Interpreter	
	Student Specialist	
17S	Bilingual Student Specialist	\$28.65
	Heating, Ventilation & Air Conditioning Specialist	
	Locksmith	
18S	Account Technician IV	\$30.08
	Database Specialist II	
	Lead Mechanic (Automotive)	
	Network Engineer	
	Systems Engineer	
19S		\$31.58
20S		\$33.16

<sup>\*</sup>Substitutes and temporary employees hired into the following positions will be paid from the current Classified Salary Schedule if they hold the required certifications and have appropriate experience for each pay step: Bus Driver, Lcensed Vocational Nurse, Bilingual Licensed Educational Interpreter, Computer Mainenance Technician, Database Specialist I/II, Network Engineer, Systems Engineer, Student Specialist and Bilingual Student Specialist.

Adopted: 06/28/21

<sup>\*\*93.5%</sup> of CSEA Schedule, Step 1

# AGENDA REQUEST FORM

TO:	Board	Board of Trustees					
FROM:	Joy C	Joy C. Gabler					
DATE:	07/07/	/21					
FOR:		<ul><li>☑ Board Meeting</li><li>☑ Superintendent's Cabinet</li></ul>					
FOR:		☐ Information ☐ Action					
Date you wish t	o have	your item considered: 07/14/21					
ITEM:		Consider for approval an increase to the starting hourly rate for Yard Supervisors, Babysitters and Walk-on Athletic Coaches and a one-time off schedule payment to returning Yard Supervisors.					
PURPOSE:		To provide an increase in the starting hourly rate to \$15.00 an hour effective July 1, 2021 which puts the first step of the salary schedule above the California minimum wage for 2021.					
		Additionally, specific to Yard Supervisors only, a one-time off schedule payment to every returning Yard Supervisor on the September 2021 paycheck. The amount of the one-time payment will follow the attached established schedule.					
FISCAL IMPA	CT:	The fiscal impact is \$138,892					

Attached is the Certification and Disclosure for reference along with

the one-time off schedule payment schedule.

**RECOMMENDATIONS:** Approve

# CERTIFICATION #1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the <b>Hanford Elementary School District</b> , hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the <b>Classified Unrepresented</b> , during the term of the agreement from <b>July 1, 2021 to June 30, 2022</b> .  The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:				
	Budget Adjustment			
<b>Budget Adjustment Catergories</b>	Increase (Decrease)			
Revenues/Other Financing Sources	0			
Expenditures/Other Financing Uses	138,892			
Ending Balance Increase (Decrease)	(138,892)			
(No budget revisions necessary)				
District Superintendent (Signature)	Date			
Chief Business Officer (Signature)	G(23/21) Date			

In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

## Hanford Elementary School District

Name of Bargaining Unit: <u>Unrepresented Classified</u>	
New Agreement: X Reo	pener:

The proposed agreement is an agreement that covers the period beginning July 1, 2021 and ending June 30, 2022 and will be acted upon the Governing Board at it meeting on July 14, 2021.

A.(1) Proposed Change in Compensation

A.(1	) Proposed Change in Compensation				- 11					
		Fiscal Impact of Proposed Agreement Increase (Decrease) and Percentage Change								
	Compensation	]	ost Prior to Proposed Agreement	(80) (0.00) (0.00)	ent Year 21-2022		Year 2 2022-2023		Year 3 2023-2024	
	1 Base Salary	\$	736,436	\$	39,031	\$	39,031	\$	39,031	
					5.30%		5.30%		5.30%	
	2 Other Compensation	\$	18,720	\$	65,000	\$	£	\$	-	
					347.22%		0.00%		0.00%	
	3 Total Salary - (Sum of 1 & 2)	\$	755,156	\$	104,031	\$	39,031	\$	39,031	
					13.78%		5.17%		5.17%	
	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare	\$	253,053	\$	34,861	\$	13,079	\$	13,079	
					13.78%		5.17%		5.17%	
	5 Health/Welfare Benefits	\$	_	\$	<b>a</b> 1	\$		\$	-	
					0.00%		0.00%		0.00%	
	6 Total Benefits - (Total Lines 4 & 5)	\$	253,053	\$	34,861	\$	13,079	\$	13,079	
	Sample de referencia de la constantina		200		13.78%		5.17%		5.17%	
	7 Total Compensation (Sum of Lines 3 & 6)	\$	1,008,209	\$	138,892	\$	52,110	\$	52,110	
			g <b>*</b> ≈02 00 <b>×</b> 022920		13.78%	20	5.17%		5.17%	

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

A.(2)	Provide a brief narrative of the proposed change in compensation, including percentage
	change(s), effective date(s), and comments and explanations as necessary:
	There will be an increase to the first step of the Classified Unrepresented salary schedule
	beginning with the 2021-2022 school year to \$15/hr. The subsequent steps will be increased in
	accordance with the current structure. There will also be a \$2,500 one-time off schedule payment
	to every returning Classified Unrepresented member on the September 2021 paycheck prorated
	based on the employee's FTE.

В.	Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff
	development days, teacher prep time, etc.)
	None.
<b>C</b> .	What are the specific impacts on instructional and support programs to accommodate the settlement?
	Include the impact of non-negotiated changes such as staff reductions and program
	reductions/eliminations.
	None.
	·

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

D. What contingency language is included in the proposed agreement? Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.
There is no contingency language included in the proposed agreement.

## E. Source of Funding for Proposed Agreement

1. Current Year

The current year funding will be funded with the projected unrestricted General Fund surplus.

How will the ongoing cost of the proposed agreement be funded in <u>future</u> years?
 Ongoing cost will be funded with projected growth in the Local Control Funding Formula.

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

Future years are funded with the underlying surplus the District is currently experiencing. The assumptions used in the multi-year projection are listed.

3A. For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections, growth, COLA, etc.

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

# G. Certification

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and G.C. 3547.5.					
District Superintend (Signature)	<u>Clev</u> ent		2/3/3J ate		
Contact Person:	David Endo	Telephone No.:_	559-585-3628		

## IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

In Accordance with AB3141 (Statutes of 1994, Chapter 650) (G.C. 42142)

### Hanford Elementary School District

	(Col. 1)  Latest Board Approved Budget		(Col. 2)  Adjustments as a Result of Settlement (from page 1)		(Col. 3) Other Revisions (provide explanation)		Notes (Col. 3)	(Col. 4)  Total Impact on Budget (Col. 1+2+3)	
REVENUES	1.50	none Dauger		( Fig. 2)					
LCFF Sources (8010-8099)	\$	66,270,770	\$	¥.	\$	=		\$	66,270,770
Remaining Revenues (8100-8799)	\$	15,687,647	\$	¥	\$	-		\$	15,687,647
TOTAL REVENUES	\$	81,958,417	\$		\$			\$	81,958,417
EXPENDITURES	- 1								
1000 Certificated Salaries	\$	34,549,758	\$	4	\$	1,818,482	1	\$	36,368,240
2000 Classified Salaries	\$	13,492,603	\$	104,031	\$	855,251	2	\$	14,451,886
3000 Employees' Benefits	\$	22,749,893	\$	34,861	\$	762,263	3	\$	23,547,017
4000 Books and Supplies	\$	4,858,540	\$		\$		9	\$	4,858,540
5000 Services and Operating Exps	\$	5,880,148	\$		\$			\$	5,880,148
6000 Capital Outlay	\$	2,293,437	\$	ra.	\$	= .		\$	2,293,437
7000 Other	\$	1,520,258	\$		\$			\$	1,520,258
TOTAL EXPENDITURES	\$	85,344,637	\$	138,892	\$	3,435,996		\$	88,919,526
OPERATING SURPLUS (DEFICIT)	\$	(3,386,220)	\$	(138,892)	\$	(3,435,996)		\$	(6,961,109)
OTHER SOURCES AND TRANSFERS IN	\$	1,238,825	\$		\$	er .		\$	1,238,825
OTHER USES AND TRANSFERS OUT	\$	(285,000)	\$		\$	<u> </u>		\$	(285,000)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$	(2,432,396)	\$	(138,892)	\$	(3,435,996)		\$	(6,007,284)
BEGINNING BALANCE	\$	28,879,215	\$	-	\$	-		\$	28,879,215
CURRENT-YEAR ENDING BALANCE	\$	26,446,819	\$	(138,892)	\$	(3,435,996)		\$	22,871,931
COMPONENTS OF ENDING BALANCE:		4 004 601			ø			d.	6 004 601
Nonspendable / Restricted	\$	6,984,691	\$		\$			\$ \$	6,984,691 8,265,000
Reserved for Economic Uncertainties	\$	8,265,000	\$ \$	j.e.	\$			\$	6,203,000
Board Designated Amounts Unappropriated Amounts	\$	11,197,128	\$	(138,892)		(3,435,996)		\$	7,622,240

A. Date of governing board approval of budget revisions in Col. 1 \$6/23/2021\$

Contact Person: David Endo	Date: 06/23/2021		

- 1 Certificated Settlement
- 2 Classified Settlement
- 3 Certificated and Classified Settlements

6/22/2021 20212022 Unrep.xlsx DCE

# **Multiyear Projection**

# **Hanford Elementary School District**

	21-22	22-23	%	23-24	%	Explanations
REVENUES						
Revenue Limit Source (8010-8099)	\$ 66,270,770	\$ 67,906,344	2.5%	\$ 70,011,415	3.1%	1
Remaining Revenues (8100-8799)	\$ 15,687,647	\$ 29,668,647	89.1%	\$ 13,668,647	-53.9%	2
TOTAL REVENUES	\$ 81,958,417	\$ 97,574,991	19.1%	\$ 83,680,062	-14.2%	
EXPENDITURES						
1000 Certificated Salaries	\$ 36,368,240	\$ 36,905,240	1.5%	\$ 37,507,240	1.6%	3
2000 Classified Salaries	\$ 14,451,886	\$ 14,617,886	1.1%	\$ 14,783,886	1.1%	4
3000 Employees' Benefits	\$ 23,547,017	\$ 25,017,299	6.2%	\$ 25,367,530	1.4%	5
4000 Books and Supplies	\$ 4,858,540	\$ 4,858,540	0.0%	\$ 4,858,540	0.0%	
5000 Services and Operating Exps	\$ 5,880,148	\$ 5,880,148	0.0%	\$ 5,880,148	0.0%	
6000 Capital Outlay	\$ 2,293,437	\$ 654,437	-71.5%	\$ 654,437	0.0%	6
7000 Other	\$ 1,520,258	\$ 1,576,258	3.7%	\$ 1,633,258	3.6%	7
TOTAL EXPENDITURES	\$ 88,919,526	\$ 89,509,807	0.7%	\$ 90,685,038	1.3%	
OPERATING SURPLUS (DEFICIT)	\$ (6,961,109)	\$ 8,065,184	-215.9%	\$ (7,004,976)	-186.9%	
OTHER SOURCES AND TRANSFERS IN	\$ 1,238,825	\$ -	-100.0%	\$ :=	0.0%	8
OTHER USES AND TRANSFERS OUT	\$ (285,000)	\$ (285,000)	0.0%	\$ (285,000)	0.0%	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,007,284)	\$ 7,780,184	-229.5%	\$ (7,289,976)	-193.7%	
BEGINNING BALANCE	\$ 28,879,215	\$ 22,871,931	-20.8%	30,652,114	34.0%	
CURRENT-YEAR ENDING BALANCE	\$ 22,871,931	\$ 30,652,114	34.0%	\$ 23,362,138	-23.8%	

Exp	lana	tions:
LAND		tions.

- 1 2.48% COLA in 22-23 and 3.11% COLA in 23-24 / ADA and unduplicated students count to remain static at prepandemic levels
- 2 \$16,000k ESSER III in 22-23 and (\$16,000k) in 23-24 / (\$2,019k) In person grant in 22-23
- 3 \$602k Certificated step and column annually
- 4 \$166k Classified step annually
- 5 STRS rate project at 19.10% in 22-23 and 19.10% in 23-24 / PERS rate projected at 26.10% in 22-23 and 27.10% in 23-24
- 6 (\$1,239k) solar project reduction in 22-23 on-going / (\$400k) HVAC installations in 22-23
- 7 \$26k in LCFF transfers in 22-23 and \$27k in 23-24 / \$30k SELPA excess costs in 22-23 on-going 8 (\$1,239k) solar project reduction in 22-23 on-going

#### KINGS COUNTY OFFICE OF EDUCATION

# DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT GENERAL INSTRUCTIONS

- ♦ Please submit this form to the county superintendent of schools and make available to the public for review at least five (5) working days prior to the date the governing board will take action on the proposed agreement.
- ♦ Separate documents must be completed for each bargaining unit. If more than one agreement is discussed at the same time, summarize the financial impact of all agreements on page 4 and the supplement.
- ♦ Include the Cost Prior to proposed Agreement and Current Year, as well as, Year 2 and Year 3 information, as applicable, for the period covered in the proposed agreement. For example, for a 2-year agreement, complete Cost Prior to Proposed Agreement, Current Year, and Year 2.
- ♦ Any time a contract is reopened with a financial impact, disclosure of the proposed agreement must be made.
- ♦ The manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the district.

# SPECIFIC INSTRUCTIONS FOR COMPLETION OF SCHEDULE A: Proposed Change in Compensation

- B. Description of Rows
- 1. Base Salary Report only the cost of base salaries excluding statutory and health/welfare benefits.
- 2. Other Compensation Report other salary components including stipends and bonuses.
- 3. *Total Salary* Add the amounts of base salary and other compensation.
- **4. Statutory Benefits** Report only the cost of statutory benefits excluding salaries and health/welfare benefits.
- 5. *Health/Welfare Benefits* Report only the cost of health/welfare benefits excluding the cost of salaries and statutory benefits.
- 6. Total Benefits Total of statutory benefits and health/welfare benefits.
- 7. Total Compensation Total both of salaries and benefits.
- C. Description of Columns

- 1. *Cost Prior to Proposed Agreement* Enter the total cost of salaries for the bargaining unit prior to the proposed agreement.
- 2. Fiscal Impact of Agreement This will reflect the cost and percentage increase of the agreement.
  - <u>\$:</u> Enter the amount of the increase or decrease for the proposed change in the salary schedule.
  - <u>%:</u> Divide the amount by the Cost Prior to the Proposed Agreement, line 1.

# SPECIFIC INSTRUCTIONS FOR COMPLETION OF IMPACT OF PROPOSED AGREEMENT ON CURRENT OPERATING BUDGET:

Education Code 42142 requires the district superintendent, within 45 days of adopting a collective bargaining agreement, to forward, to the county superintendent, any budget revisions necessary to fulfill the terms of the agreement. This report provides the information necessary to fulfill that requirement.

If the board-approved revisions are different from the proposed revisions reported in Column 2, provide an updated report upon approval of the district governing board.

Column 1-This should reflect the latest Board Approved Budget.

Column 2-Schedule A, Proposed Change in Compensation, should be the source of the changes in column 2. Lines 3, total salary, and line 6, total benefits, will be reflected in the column.

Column 3-Any other changes to the budget, such as additional revenue sources, expenditure changes can be reflected in the this column.

Column 4-This is the sum of the first three columns. This should be the source of completing the next section on the impact on reserves.

# **Yard Supervisors**

One time off-schedule payment for returning Yard Supervisors September 2021 paycheck

Hours	FTE	Payment
3.75	0.4688	1171.88
3.5	0.4375	1093.75
3.25	0.4063	1015.63
3	0.3750	937.50
2.75	0.3438	859.38
2.5	0.3125	781.25
2.25	0.2813	703.13
2	0.2500	625.00
1.75	0.2188	546.88
1.5	0.1875	468.75
1.25	0.1563	390.63
1	0.1250	312.50

## **AGENDA REQUEST FORM**

TO:	Board of Trustees						
FROM:	Joy C.	Joy C. Gabler					
DATE:	07/07/	21					
FOR:		Board Meeting Superintendent's Cabinet					
FOR:		Information Action					

Date you wish to have your item considered: 07/14/21

**ITEM:** Consider for approval a three and half percent (3.50%) salary

increase effective July 1, 2021 for all Management, Professional Specialists, and Confidential Employees, an increase to the healthcare cap to \$15,337.32/year effective October 1, 2021 and fund the group's disability insurance. Along with approving a \$3,500 one-time off schedule payment to every returning Manager,

Professional Specialist and Confidential Employee on the

September 2021 paycheck prorated based on full-time equivalent.

**PURPOSE:** To provide salary, health benefits and one-time payments consistent

with negotiated settlements with the District's certificated and

classified bargaining groups.

**FISCAL IMPACT:** The fiscal impact is \$813,488

Attached is the Certification and Disclosure for reference.

**RECOMMENDATIONS:** Approve

# CERTIFICATION #1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the district Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Set Officer of the <b>Hanford Elementary School District</b> , hereby under the Collective Bargaining Agreement between the District the term of the agreement from <b>July 1, 2021 to June 30, 202</b> .  The budget revisions necessary to meet the costs of the agreement.	y certify that the District can meet the costs incurred rict and the Management/Confidential Unit, during 22.
The budget to visions hecossary to meet the costs of the agre-	smont in each year of its term are as forteres.
	Budget Adjustment
Budget Adjustment Catergories	Increase (Decrease)
Revenues/Other Financing Sources	0
Expenditures/Other Financing Uses	\$813,488
Ending Balance Increase (Decrease)	(\$813,488)
(No budget revisions necessary)	
District Superintendent (Signature)	Date Date
Chief Business Officer (Signature)	<u>6/23/2/</u> Date

In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

## Hanford Elementary School District

Name of Bargaining Unit:	Management/Confidential	
New Agreement:	X	Reopener:

The proposed agreement is an agreement that covers the period beginning July 1, 2021 and ending June 30, 2022 and will be acted upon the Governing Board at it meeting on July 14, 2021.

A.(1) Proposed Change in Compensation

A.(1)	Proposed Change in Compensation								
							act of Proposed Ag		
l L					Increase (	Deci	rease) and Percenta	ige (	Change
	Compensation		ost Prior to Proposed Agreement	10.200.00000000000000000000000000000000	ent Year 1-2022		Year 2 2022-2023		Year 3 2023-2024
1	Base Salary	\$	10,000,999	\$	350,035	\$	350,035	\$	350,035
					3.50%		3.50%		3.50%
2	Other Compensation	\$	156,707	\$	271,250	\$	=	\$	
					173.09%		0.00%		0.00%
3	Total Salary - (Sum of 1 & 2)	\$	10,157,706	\$	621,285	\$	350,035	\$	350,035
					6.12%		3.45%		3.45%
4	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare	\$	2,528,528	\$	173,408	\$	104,424	\$	104,424
					6.86%		4.13%		4.13%
5	Health/Welfare Benefits	\$	1,439,689	\$	18,796	\$	25,061	\$	25,061
					0.00%		0.00%		0.00%
6	Total Benefits - (Total Lines 4 & 5)	\$	3,968,217	\$	192,203	\$	129,485	\$	129,485
		8			4.84%		3.26%		3.26%
7	Total Compensation (Sum of Lines 3 & 6)	\$	14,125,923	\$	813,488	\$	479,520	\$	479,520
	*				5.76%		3.39%		3.39%

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

A.(2	Provide a brief narrative of the proposed change in compensation, including percentage
	change(s), effective date(s), and comments and explanations as necessary:
	There will be a 3.50% increase to the first step of the Management/Confidential salary schedule beginning with the 2021-2022 school year. The subsequent steps will be increased in accordance with the current structure. The healthcare cap will increase to \$15,337.32/year effective October 1, 2021 and the District will fund the group's disability insurance. There will also be a \$3,500 one-time off schedule payment to every returning Management/Confidential unit member on the September 2021 paycheck prorated based on FTE.
В.	Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff
	development days, teacher prep time, etc.)
	None.
3	What are the specific impacts on instructional and support programs to accommodate the settlement?  Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.  None.

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

What contingency language is included in the proposed agreement? Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.
 There is no contingency language.

## E. Source of Funding for Proposed Agreement

1. Current Year

The agreement will be funded will be funded with reserve balances with respect to the one-time payment and projected unrestricted General Fund surplus for the on schedule increases.

- 2. How will the ongoing cost of the proposed agreement be funded in <u>future</u> years?

  Ongoing cost will be funded with projected growth in the Local Control Funding Formula.
- 3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

<u>Future years are funded with the underlying unrestricted surplus the District is currently experiencing.</u> The assumptions used in the multi-year projection are listed.

3A. For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections, growth, COLA, etc.

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5

# G. Certification

The information provided in this document summarizes the financial implications of the propose agreement and is submitted to the Governing Board for public disclosure of the major provision the agreement in accordance with the requirements of AB 1200 and G.C. 3547.5.						
District Superintendo (Signature)	ent ent	Date				
Contact Person:	David Endo	Telephone No.:559-585-3628				

### IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

In Accordance with AB3141 (Statutes of 1994, Chapter 650) (G.C. 42142)

#### Hanford Elementary School District

	100	(Col. 1)  Latest Board Approved Budget		(Col. 2)  Adjustments as a Result of Settlement (from page 1)		(Col. 3) her Revisions (provide explanation)	Notes	(Col. 4)  Total Impact on Budget (Col. 1+2+3)	
REVENUES	Apj	proved budget	Settie	ment (from page 1)	- 6	хріанаціон)	(Coi. 3)		11213)
* CDD C (0010 0000)								d.	(( )70 770
LCFF Sources (8010-8099)	\$	66,270,770	\$	= = = = = = = = = = = = = = = = = = = =	\$			\$	66,270,770
Remaining Revenues (8100-8799)	\$	15,687,647	\$	(章)	\$	-		\$	15,687,647
TOTAL REVENUES	\$	81,958,417	\$		\$			\$	81,958,417
EXPENDITURES		and the state of t	STATUS CONTRACTO	11 A 11					
1000 Certificated Salaries	\$	34,549,758	\$	408,409	\$	1,818,482	1	\$	36,776,649
2000 Classified Salaries	\$	13,492,603	\$	212,876	\$	959,283	2	\$	14,664,761
3000 Employees' Benefits	\$	22,749,893	\$	192,203	\$	797,124	3	\$	23,739,220
4000 Books and Supplies	\$	4,858,540	\$	( <del>*</del>	\$	•		\$	4,858,540
5000 Services and Operating Exps	\$	5,880,148	\$	-	\$	-		\$	5,880,148
6000 Capital Outlay	\$	2,293,437	\$	-	\$			\$	2,293,437
7000 Other	\$	1,520,258	\$		\$	Ð		\$	1,520,258
TOTAL EXPENDITURES	\$	85,344,637	\$	813,488	\$	3,574,888		\$	89,733,014
OPERATING SURPLUS (DEFICIT)	\$	(3,386,220)	\$	(813,488)	\$	(3,574,888)		\$	(7,774,597)
OTHER SOURCES AND TRANSFERS IN	\$	1,238,825	\$		\$	-21		\$	1,238,825
OTHER USES AND TRANSFERS OUT	\$	(285,000)	\$	-	\$	<b>4</b>		\$	(285,000)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$	(2,432,396)	\$	(813,488)	\$	(3,574,888)		\$	(6,820,772)
BEGINNING BALANCE	\$	28,879,215	\$		\$			\$	28,879,215
CURRENT-YEAR ENDING BALANCE	\$	26,446,819	\$	(813,488)	\$	(3,574,888)		\$	22,058,442
COMPONENTS OF ENDING BALANCE:	100	200	2		ı.				
Nonspendable / Restricted	\$	6,984,691	\$		\$	*		\$	6,984,691
Reserved for Economic Uncertainties	\$	8,265,000	\$	( <b></b> )	\$			\$	8,265,000
Board Designated Amounts	\$	11 107 100	\$	(010.400)	\$	(2 574 000)		\$	6 000 750
Unappropriated Amounts	\$	11,197,128	\$	(813,488)	<b>3</b>	(3,574,888)		Þ	6,808,752

A. Date of governing board approval of budget revisions in Col. 1 6/23/2021

Contact Person: David Endo	Date: 06/23/2021		

- 1 Certificated Settlement
- 2 Classified and Classified Unrepresented Settlement
- 3 Certificated, Classified and Classified Unrepresented Settlements

# **Multiyear Projection**

## **Hanford Elementary School District**

		i					
	21-22		22-23	%	23-24	%	Explanations
REVENUES							
Revenue Limit Source (8010-8099)	\$ 66,270,770	\$	67,906,344	2.5%	\$ 70,011,415	3.1%	1
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TOTAL REVENUES	\$ 81,958,417	\$	97,574,991	19.1%	\$ 83,680,062	-14.2%	
EXPENDITURES							
1000 Certificated Salaries	\$ 36,776,649	\$	37,107,399	0.9%	\$ 37,709,399	1.6%	3
2000 Classified Salaries	\$ 14,664,761	\$	14,830,761	1.1%	\$ 14,996,761	1.1%	4
3000 Employees' Benefits	\$ 23,739,220	\$	25,176,727	6.1%	\$ 25,529,087	1.4%	5
4000 Books and Supplies	\$ 4,858,540	\$	4,858,540	0.0%	\$ 4,858,540	0.0%	
5000 Services and Operating Exps	\$ 5,880,148	\$	5,880,148	0.0%	\$ 5,880,148	0.0%	
6000 Capital Outlay	\$ 2,293,437	\$	654,437	-71.5%	\$ 654,437	0.0%	6
7000 Other	\$ 1,520,258	\$	1,576,258	3.7%	\$ 1,633,258	3.6%	7
TOTAL EXPENDITURES	\$ 89,733,014	\$	90,084,271	0,4%	\$ 91,261,630	1.3%	
OPERATING SURPLUS (DEFICIT)	\$ (7,774,597)	\$	7,490,720	-196.3%	\$ (7,581,568)	-201.2%	
OTHER SOURCES AND TRANSFERS IN	\$ 1,238,825	\$	-	-100.0%	\$ _	0.0%	8
OTHER USES AND TRANSFERS OUT	\$ (285,000)	\$	(285,000)	0.0%	\$ (285,000)	0.0%	
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (6,820,772)	\$	7,205,720	-205.6%	\$ (7,866,568)	-209.2%	
BEGINNING BALANCE	\$ 28,879,215	\$	22,058,442	-23.6%	\$ 29,264,163	32.7%	
CURRENT-YEAR ENDING BALANCE	\$ 22,058,442	\$	29,264,163	32.7%	\$ 21,397,594	-26.9%	

#### Explanations:

- 1 2.48% COLA in 22-23 and 3.11% COLA in 23-24 / ADA and unduplicated students count to remain static at prepandemic levels
- 2 \$16,000k ESSER III in 22-23 and (\$16,000k) in 23-24 / (\$2,019k) In person grant in 22-23
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#### KINGS COUNTY OFFICE OF EDUCATION

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# SPECIFIC INSTRUCTIONS FOR COMPLETION OF SCHEDULE A: Proposed Change in Compensation

- B. Description of Rows
- 1. Base Salary Report only the cost of base salaries excluding statutory and health/welfare benefits.
- 2. Other Compensation Report other salary components including stipends and bonuses.
- 3. *Total Salary* Add the amounts of base salary and other compensation.
- **4. Statutory Benefits** Report only the cost of statutory benefits excluding salaries and health/welfare benefits.
- **5.** *Health/Welfare Benefits* Report only the cost of health/welfare benefits excluding the cost of salaries and statutory benefits.
- **6.** *Total Benefits* Total of statutory benefits and health/welfare benefits.
- 7. *Total Compensation* Total both of salaries and benefits.
- C. Description of Columns

- 1. Cost Prior to Proposed Agreement Enter the total cost of salaries for the bargaining unit prior to the proposed agreement.
- 2. Fiscal Impact of Agreement This will reflect the cost and percentage increase of the agreement.
  - <u>\$:</u> Enter the amount of the increase or decrease for the proposed change in the salary schedule.
  - <u>%:</u> Divide the amount by the *Cost Prior to the Proposed Agreement*, line 1.

# SPECIFIC INSTRUCTIONS FOR COMPLETION OF IMPACT OF PROPOSED AGREEMENT ON CURRENT OPERATING BUDGET:

Education Code 42142 requires the district superintendent, within 45 days of adopting a collective bargaining agreement, to forward, to the county superintendent, any budget revisions necessary to fulfill the terms of the agreement. This report provides the information necessary to fulfill that requirement.

If the board-approved revisions are different from the proposed revisions reported in Column 2, provide an updated report upon approval of the district governing board.

Column 1-This should reflect the latest Board Approved Budget.

Column 2-Schedule A, Proposed Change in Compensation, should be the source of the changes in column 2. Lines 3, total salary, and line 6, total benefits, will be reflected in the column.

Column 3-Any other changes to the budget, such as additional revenue sources, expenditure changes can be reflected in the this column.

Column 4-This is the sum of the first three columns. This should be the source of completing the next section on the impact on reserves.

# **AGENDA REQUEST FORM**

10:	Board	of Trustees
FROM:	Joy C.	Gabler
DATE:	07/07/	21
FOR:		Board Meeting Superintendent's Cabinet
FOR:		Information Action

Date you wish to have your item considered: 07/14/21

**ITEM:** Consider approval a 5% increase to Board Member compensation

PURPOSE: A 5% increase to Board Member compensation effective

July 1, 2021 which would adjust the monthly payments to \$275.63

from the current \$262.50.

FISCAL IMPACT: \$787.80

**RECOMMENDATIONS:** Approve

## **AGENDA REQUEST FORM**

TO:	Board	of Trustees
FROM:	Joy C.	Gabler
DATE:	07/07/	21
FOR:		Board Meeting Superintendent's Cabinet
FOR:		Information Action

Date you wish to have your item considered: 07/14/21

ITEM: Consider for approval an amendment to the Superintendent's

employment agreement.

**PURPOSE:** To provide a salary increase, health benefits increase and one-time

payment consistent with the negotiated settlements with the District's certificated and classified bargaining groups. In addition, coverage of the group disability insurance consistent with the

District's management team.

**FISCAL IMPACT:** The fiscal impact is \$12,893 including the one-time payment.

The fiscal impact is included in the Certification and Disclosure attached to the Management, Professional Specialists, and

Confidential Employees agenda item.

**RECOMMENDATIONS:** Approve

# Human Resources Department AGENDA REQUEST FORM

TO: Joy C. Gabler

FROM: Jaime Martinez

DATE: July 6, 2021

RE: (X ) Board Meeting ( ) Superintendent's Cabinet ( ) Information

Action

(X)

DATE YOU WISH TO HAVE YOUR ITEM CONSIDERED: July 14, 2021

**ITEM:** Consider approval of personnel transactions and related matters.

#### **PURPOSE:**

## a. <u>Employment</u>

- John Barragan, Custodian II 8.0 hrs., King/Monroe Split, effective 07/01/21
- Salvador Carrasco, Custodian II 8.0 hrs., District Office, effective 07/01/21
- Luke Gramza, Teacher, Washington, effective 08/03/21
- Olga Hernandez, Bilingual Clerk Typist II 8.0 hrs., Kennedy, effective 07/27/21
- Anadalila Mendoza Martinez, READY Program Tutor 4.5 hrs., King, effective 08/05/21
- Tommy Smart, Teacher Intern, Kennedy Probationary, effective 08/03/21

### b. Transfer

- Brianne Brieno, from READY Site Lead 5.0 hrs., Lincoln to READY Site Lead
   5.0 hrs., King, effective 08/05/21
- Jose Gurrola, from Custodian II 8.0 hrs., Jefferson to Custodian II 8.0 hrs., Food Services, effective 06/07/21
- Yvonne Hernandez, from READY Site Lead 5.0 hrs., Roosevelt to READY Site Lead – 5.0 hrs., Jefferson, effective 08/05/21
- Lauree Mallard, from READY Site Lead 5.0 hrs., King to READY Site Lead 5.0 hrs., Lincoln, effective 08/05/21
- Ashley Welch, from READY Site Lead 5.0 hrs., Jefferson to READY Site Lead – 5.0 hrs., Roosevelt, effective 08/05/21

## c. More Hours/Days

- Branden Barajas, Educational Tutor from 3.5 hrs., 150 days per year
   Washington to Educational Tutor 4.5 hrs., 180 days per year Washington –
   REVISED
- Antonia Maldonado Arciga, Educational Tutor from 3.5 hrs., 150 days per year Washington to Educational Tutor – 4.5 hrs., 180 days per year -REVISED
- Juana Meza, Educational Tutor from 3.5 hrs., 150 days per year Monroe to Educational Tutor – 4.5 hrs., 180 days per year Monroe - REVISED

## d. Resignations

- Valerie Brakeman, Yard, Supervisor 3.5 hours, Simas, effective 06/04/21
- Michael Thompson, Substitute, General Schools, effective 06/23/21
- Gudadalupe Lopez, Yard Supervisor 1.0 hr., Jefferson, effective 06/04/21
- Carlie Hammond, Ready Program Tutor 4.5 hrs., Washington, effective 06/04/21
- Gerry Mulligan, Substitute Director of Operations & Facilities, effective 06/30/21

# e. Job Description

 Community Day School Specialist – Revised Job Description, range for Bilingual Community Day School Specialist

#### f. Reclassification

 Frances Moreno, from Community Day School Specialist – 8.0 hrs., (Range 16) to Bilingual Community Day School Specialist – 8.0 hrs., (Range 17) Community Day, effective retroactive 7/1/18

### g. Promotion

- Kelly Bekedam, from Teacher, Wilson, to Learning Director, King, effective 07/27/21
- Diana Lugo, From READY Program Tutor 4.5 hrs., Jefferson to Educational Tutor – 4.5 hrs., Roosevelt, effective 08/10/21
- Teresita Ramirez, from Yard Supervisor 3.5 hrs., Richmond to Bilingual Clerk Typist II – 5.0 hrs., Wilson, effective 07/27/21
- Gaosang Xiong, from Teacher, Kennedy, to Learning Director, Monroe, effective 07/27/21

**RECOMMENDATION:** Approve.

# HANFORD ELEMENTARY SCHOOL DISTRICT Job Description

## COMMUNITY DAY SCHOOL SPECIALIST (Range 16) BILINGUAL COMMUNITY DAY SCHOOL SPECIALIST (Range 17)

#### **DEFINITION**

The Community Day School Specialist (CDSS) or Bilingual Community Day School Specialist (B-CDSS) in consultation and cooperation with school district and community professionals assesses and defines problems that interfere with a student's ability to succeed and develops appropriate strategies and support services to assist the student. The CDSS or B-CDSS Community Day School Specialist also has the responsibility of the day-to-day business operations of the Community Day School.

#### **DISTINGUISHING CHARACTERISTICS:**

The <u>CDSS</u> or <u>B-CDSS</u> Community Day School Specialist works with elementary/junior high school students enrolled in alternative education and is a personal advocate and intermediary in seeking prevention and solutions to problems that get in the way of learning and personal growth. The <u>CDSS</u> or <u>B-CDSS</u> Community Day School Specialist is also responsible for the business functions of the Community Day School office; this includes performing secretarial and administrative duties requiring independent judgment and an understanding of CDS functions and procedures. The CDSS or <u>B-CDSS</u> performs work requiring working knowledge in the policies, procedures, and regulations related to alternative education programs.

#### SUPERVISION RECEIVED AND EXERCISED:

Works under the general direction of the Principal of the Community Day School, and the functional direction of the Community Day School Class Teachers. Does not supervise other staff. The CDSS or B-CDSS Specialist may provide training and functional work direction to personnel as assigned.

#### **ESSENTIAL FUNCTIONS**

- Monitors student attendance on a continual basis through-out the day, noting late arrivals and early departures. Prepares the student enrollment and attendance report.
- Develops and promotes incentive plans to improve actual attendance of all students.
- Provides advice to students experiencing emotional or health related crisis situations and communicates with parents/guardians <u>regarding</u> crisis intervention services and other appropriate agencies to bring about solutions. <u>Provides students and their</u>

families needed behavior, health, medical, social and financial resources and information.

- <u>Provides appropriate response to student situations, ensuring intervention responses are prompt and support both staff and student needs.</u>
- Assists in identifying students with special needs such as but not limited to: English learners, Foster Youth, Low Income Students, Special Education students.
- Assists in the review and follow-up on student situations and ensures all incident reports are completed and file documents are maintained.
- Monitors the implementation of the Behavior Intervention Plans and accommodations as listed under Section 504 student plans.
- Participates in Student Study Team and other meetings as needed and directed to determine and evaluate effective student interventions, transitions, and behavior strategies.
- Contacts parents/guardians to resolve attendance, behavior or health problems;
   makes home visits and schedules student/parent/teacher conferences as needed.
- Consults and collaborates with school personnel to promote a school environment responsive to the special problems and needs of students, including but not limited to peer pressure, social/ethnic/cultural differences.

#### **ESSENTIAL FUNCTIONS (CONT.)**

- Completes the enrollment, transfer, discharge and readmission process for students and the preparation of related records and files. <u>Attends in-take and exit meetings as</u> <u>needed to support CDS Staff and Principal, including providing oral and written</u> <u>translation services (if qualified) for parents and staff when needed.</u>
- Prepares the student enrollment and attendance report.
- <u>Establishes and Mmaintains</u> student records including grades, test scores, citations and discipline, medical reports and records and other documents. <u>Provides protocols</u> for staff within the School to maintain service logs.
- Serves as the initial point of contact for visitors to CDS, manages in-coming phone calls and mail.
- Requisitions, receives, and distributes/stores school office material and supplies; prepares annual bid <u>purchase</u> orders for <u>office and</u> instructional materials and supplies; and-maintains ongoing inventory for both office and classroom needs.

#### **ESSENTIAL FUNCTIONS (CONT.)**

- Maintains absence and leave site records; and prepares time-cards for <u>all</u> employees and substitutes.
- Coordinates arrangements for school and community activities; acts as liaison between school and other schools, District Office, or outside agencies and the parents.
- Serves as the custodian of school office records. <u>Develops and maintains school and student records, databases, files and materials. Monitors database information for the preparation of standard reports, lists and records in accordance with the District and Child and Welfare and Attendance accountability timelines.</u>
- Safeguards student medications and monitors dispensation; makes appropriate contacts and notifications in response to student illness or injury; and provides emergency CPR and first aid to students as needed.
- Responds to staff work injury events by ensuring completion of initial report of injury documents and forwarding reports to Human Resources.
- Assists in the development and maintenance of the CDS budget as directed.
- Operates office equipment, including a personal computer to enter, retrieve, forward, or duplicate data reports, lists, charts, schedules, bulletins, memoranda, letters, and other documents.
- Promotes and maintains a positive and effective school climate by ensuring that all interactions with staff, students, parents and the public at large are prompt, efficient, helpful and friendly.
- Maintains appropriate appearance, demeanor and communications at all times to promote a positive image of the school.
- Performs other related duties as required.

#### **QUALIFICATION REQUIREMENTS**

#### **Knowledge of:**

 Modern Current Oeffice methods, practices, procedures and equipment including personal computers with word processing current software and database programs management to manage databases, including but not limited to: Student Information Systems, Access, Excel, Power Point and other software systems as developed;

- Correct usage of English <u>and, if Bilingual, Spanish,</u> including grammar, spelling and punctuation;
- Social and health services and community resources and service delivery systems;
- Social-economic, cultural and ethnic profile and differences of students at the school;
- Education Code, Board and Administrative policies and regulations related to areas of responsibility.
- Strategies for improving <u>student</u> attendance; <u>behaviors</u>, <u>and home school relations</u>.
- Strategies for improving home-school relations;

#### Ability to:

- Listen to students with patience and develop rapport to encourage free communication and acceptance of positive intervention;
- Communicate effectively, orally and in writing in both English and if Bilingual, in Spanish, with students, parents, school/District officials and with social and health services agents;
- Develop constructive solutions to problems, including applicable resources and strategies; make recommendations to improve operational efficiency of CDS programs and activities;
- <u>Learn interpret, explain and apply knowledge of State, District, school policies, rules, regulations related to alternative education and programs;</u>
- Keep accurate records and prepare clear and concise correspondence and narrative reports using personal computer; <u>collect</u>, <u>analyze</u> and <u>summarize</u> information, <u>data</u> <u>and provide sound recommendations</u>;
- Operate a personal computer at a speed of 45 words per minute;
- Maintain confidentiality of student/family information.

#### **EDUCATION AND EXPERIENCE:**

Any combination of education and experience that could likely provide the required knowledge, skills and abilities is qualifying. A typical way to obtain the knowledge, skills and abilities would be:

<u>Education</u>: Equivalent to Associate Degree in child development or related field. <u>College course work in office administration, office or business science</u>.

<u>Experience</u>: Two years of related experience <u>such as working directly with at-risk students</u>. Evidence of working successfully with students and families. <u>Two years of responsible school office experience or district office experience working in school based student information systems, district record keeping programs and working with databases and software.</u>

Other Requirements: Possession of a valid California Class C Driver's License and a personal automobile; maintenance of minimum automobile liability insurance as require by State law. Possession of valid Cardiopulmonary Resuscitation (CPR) and First Aid Certificates.

Fluent in English and if bilingual also in Spanish (speak/read/write)— based upon District testing assessment of Spanish language skills. Based upon results of District testing the employee will be placed on the Bilingual Community Day School Specialist pay range.

#### **WORKING CONDITIONS**

<u>Environment</u>: <u>Office/</u>classroom/school environment subject to moderate noise, <u>frequent interruptions</u>.

<u>Physical Abilities</u>: Hearing and speaking to exchange oral information; vision to read and to observe students; sitting or standing for prolonged periods of time; driving a vehicle to conduct home visits; dexterity of hands and fingers to operate a computer and other office equipment; bending at the waist, reaching horizontally and overhead to place and retrieve files, <u>binders</u>, and store records and supplies; and lifting and carrying objects weighing up to 25 lbs.

<u>Hazards</u>: Contact with dissatisfied or abusive individuals and sick or bleeding students.

Adopted:	05/02/01	
Revised: _		

#### HANFORD ELEMENTARY SCHOOL DISTRICT

#### 2021-2022 NON-REPRESENTED PART-TIME EMPLOYEE WAGE SCHEDULE

JOB TITLE	HOURLY	RATE		
Accompanist (up to 80 hours/year)	\$15.00			
Athletic Coach (Non Certificated Walk On Coach)	\$15.00	0		
Babysitter	\$15.00			
Choral Leader (up to 140 hours/year)	\$15.00	0		
Translators: Oral Interpreters	\$15.00	0		
Written Translators	\$20.00			
Yard Supervisors:	K-6 & <u>K-8 Jefferson</u>	<u>7-8</u>		
Entry	\$15.00	\$15.60		
Step 2 <sup>1</sup>	\$15.60	\$16.22		
Step 3 <sup>1</sup>	\$16.22	\$16.87		
Step 4 <sup>1</sup>	\$16.87	\$17.55		
Step 5 <sup>1</sup>	\$17.55	\$18.25		
Super Max. <sup>2</sup>	\$18.25	\$18.98		

<sup>&</sup>lt;sup>1</sup>Annual advancement to Steps 2 through 5 requires satisfactory attendance and job performance and approval by the Superintendent or designee.

<sup>&</sup>lt;sup>2</sup>Advancement to the Super Maximum Step requires a minimum of 10 years of regular service in any capacity at the Hanford Elementary School District, satisfactory attendance and job performance, and approval by the Superintendent or designee.

Substitutes	Lowest Rate for appropriate position
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Adopted: 06/28/21 Effective: 07/01/21

#### **MANAGEMENT**

		**Compensated						
Range	Position	Days Per Year		Step 1	Step 2	Step 3	Step 4	Step 5
0-A	Chief Business Official	261	annual	150,415	156,432	162,689	169,197	175,965
	(225 work + 14 hol + 22 vac)		daily	576.30	599.36	623.33	648.26	674.19
1-A	Assistant Superintendent	261	annual	132,945	138,263	143,794	149,545	155,527
	(225 work + 14 hol + 22 vac)		daily	509.37	529.74	550.93	572.97	595.89
3-A	Director	261	annual	126,539	131,601	136,865	142,340	148,033
	Chief Technology Officer		daily	484.82	504.22	524.39	545.36	567.18
	(225 work + 14 hol + 22 vac)							
3-C	Director	237	annual	114,904	119,500	124,280	129,251	134,421
	Principal		daily	484.82	504.22	524.39	545.36	567.18
	(204 work + 13 hol + 20 vac)							
6-A	Fiscal Services Specialist	261	annual	117,504	122,204	127,093	132,176	137,463
	Curriculum & Professional		daily	450.21	468.22	486.95	506.42	526.68
	Development Specialist							
	(225 work + 14 hol + 22 vac)							
6-C	Vice Principal	237	annual	106,699	110,967	115,406	120,022	124,823
	Learning Director		daily	450.21	468.22	486.95	506.42	526.68
	Curriculum & Professional							
	Development Specialist							
	Program Specialist							
	(204 work + 13 hol + 20 vac)							
10-B	Administrative Intern	237	annual	96,664	100,531	104,552	108,734	113,084
	(204 work + 13 hol + 20 vac)		daily	407.87	424.18	441.15	458.79	477.15
15-A	Program Manager	261	annual	94,089	97,853	101,767	105,837	110,071
	(225 work + 14 hol + 22 vac)		daily	360.49	374.91	389.91	405.51	421.73
15-B	Program Manager	236	annual	85,077	88,480	92,019	95,700	99,528
	(203 work + 13 hol + 20 vac)		daily	360.49	374.91	389.91	405.51	421.73
22-A	Supervisor	261	annual	79,154	82,320	85,613	89,037	92,599
	(225 work + 14 hol + 22 vac)		daily	303.27	315.40	328.02	341.14	354.78
22-C	Supervisor	232	annual	70,359	73,173	76,100	79,144	82,310
	(200 work + 13 hol + 19 vac)		daily	303.27	315.40	328.02	341.14	354.78
23-A	Analyst	261	annual	77,223	80,312	83,525	86,866	90,340
	(225 work + 14 hol + 22 vac)		daily	295.87	307.71	320.02	332.82	346.13
26-C	School Operations Officer	237	annual	65,115	67,720	70,429	73,246	76,176
	204 work + 13 hol + 20 vac)		daily	274.75	285.74	297.17	309.06	321.42

#### PROFESSIONAL SPECIALIST

7-C	Psychologist	226	annual	99,265	103,236	107,365	111,660	116,126
	(194 work + 13 hol + 19 vac)		daily	439.23	456.80	475.07	494.07	513.83
10-C	School Social Worker	226	annual	92,178	95,865	99,700	103,687	107,835
	(194 work + 13 hol + 19 vac)		daily	407.87	424.18	441.15	458.79	477.15
11-C	Counselor	226	annual	89,930	93,527	97,268	101,159	105,205
	(194 work + 13 hol + 19 vac)		daily	397.92	413.84	430.39	447.60	465.51

#### CONFIDENTIAL CLASSIFIED\*

28-A	Administrative Assistant	261	annual	68,254	70,984	73,824	76,777	79,848
			daily	261.51	271.97	282.85	294.16	305.93
29-A	Personnel Specialist	261	annual	66,589	69,253	72,023	74,904	77,900
			daily	255.13	265.34	275.95	286.99	298.47
32-A	Administrative Secretary	261	annual	61,835	64,308	66,881	69,556	72,338
			daily	236.92	246.39	256.25	266.50	277.16
34-A	Personnel Assistant	261	annual	58,855	61,210	63,658	66,204	68,852
			daily	225.50	234.52	243.90	253.66	263.80

<sup>\* =</sup> The number of work days depends on vacation accrual rate.

Adopted: 06/28/2021 Effective: 07/01/2021

<sup>\*\*</sup>Longevity - 15 years = \$2,000 Longevity includes all consecutive years of HESD service - 20 years = \$2,000 Additional

<sup>\*\*</sup>If your hire date falls between July 1 and December 31, the applicable longevity stipend will begin that school year.

If your hire date falls between January 1 and June 30, the applicable longevity stipend will begin the following school year.

#### HANFORD ELEMENTARY SCHOOL DISTRICT

#### **AGENDA REQUEST FORM**

TO:	Joy C.	Gabler
FROM:	David	Endo
DATE:	07/01/2	2021
FOR:		Board Meeting Superintendent's Cabinet
FOR:		Information Action

Date you wish to have your item considered: 07/14/2021

#### ITEM:

Consider adoption of Resolution #2-22: Budget revisions – Collective bargaining agreements.

#### **PURPOSE:**

Education Code 42142 requires any budget revisions necessary to fulfill the terms of the agreement be forwarded to the county superintendent within 45 days of adoption. Attached are the budget revisions with resultant salaries from all employee groups in the District.

#### **FISCAL IMPACT:**

The total impact from the increases in salary Districtwide is \$4.347 million (\$4.205 million in the General Fund and \$142k in the Cafeteria Fund).

#### **RECOMMENDATIONS:**

Adopt Resolution #2-22.

	21/22 Adopted	21/22 Working	Change	Explanation
DECEMBER OF A LANCE				
BEGINNING BALANCE	#20.070.215	Ф20 070 215	Φ0	
Net Beginning Balance	\$28,879,215	\$28,879,215	\$0	
REVENUES				
LCFF Sources	\$66,270,770	\$66,270,770	\$0	
Federal Revenues	\$4,758,476	\$4,834,258	* -	\$65k Title I carryover /\$10k Title II carryover
Other State Revenues	\$8,365,698	\$8,365,698	\$0	· · · · · · · · · · · · · · · · · · ·
Other Local Revenues	\$2,563,473	\$2,563,473	\$0	
Total, Revenues	\$81,958,417	\$82,034,199	\$75,782	
EXPENDITURES	, , ,		,	
Certificated Salaries	\$34,549,758	\$36,768,417	\$2,218,659	\$1,818k Certificated settlement / \$408k Management settlement
Classified Salaries	\$13,492,603	\$14,529,461	\$1,036,858	\$855k Classified settlement (\$103k of which charged to Cafeteria Fund) / \$104k
Classified Salaries	\$13,492,003	\$14,329,401	\$1,030,838	Unrepresented settlement / \$213k Management settlement
Employee Benefits	\$22,749,893	\$23,643,866	\$893,973	\$414k Certificated settlement / \$318k Classified Settlement (\$39k of which charged to
Employee Beliefits	, ,	, i	· ·	Cafeteria Fund) / \$25k Unrepresented settlement / \$192k Management settlement
Books and Supplies	\$4,858,540	\$4,852,983	(\$5,557)	
Services, Oth Oper Exp	\$5,880,148	\$5,880,148	\$0	
Capital Outlay	\$2,293,437	\$2,293,437	\$0	
Other Outgo(excl. 7300's)	\$1,660,258	\$1,660,258	\$0	
Direct/Indirect Support	(\$140,000)	(\$140,000)	\$0	
Total Expenditures	\$85,344,637	\$89,488,570	\$4,143,933	
OTHER FINANCING SOURCES/USES				
Transfers				
Transfers In	\$1,238,825	\$1,238,825	\$0	
Transfers Out	\$285,000	\$285,000	\$0	
Other Sources/Uses		\$0		
Sources	\$0	\$0	\$0	
Contributions	\$0	\$0	\$0	
Total, Other Financing Sources/Uses	\$953,825	\$953,825	\$0	
NET INCREASE (DECREASE) IN FUND BALANCE	(\$2,432,396)	(\$6,500,547)	(\$4,068,151)	
ENDING FUND BALANCE	\$26,446,819	\$22,378,668	(\$4,068,151)	
ENDING FORD DALANCE	Ψ20,440,017	Ψ22,570,000	(ψτ,000,131)	

# BEFORE THE GOVERNING BOARD OF THE HANFORD ELEMENTARY SCHOOL DISTRICT COUNTY OF KINGS, STATE OF CALIFORNIA

Adopting Budget Revisions	RESOLUTIO	ON #: 2-22
<b>NOW, THEREFORE</b> , the Board of Trustees of the attached budget revision be made as indicated.	District resolves that th	e transfers for the
The Board of Trustees adopted this resolution on	07/14/2021	by the following vote:
AYES: NOES: ABSTENTIONS: ABSENT:		
	Clerk of the	Governing Board

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ResolutionNo. 2-22

FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Income			
0100-3010-0-0000-0000-829000-000-0000	\$3,328,159.00	\$65,269.00	\$3,393,428.00
0100-0000-0-0000-0000-898000-000-0000	(\$16,180,415.00)	(\$26,319.00)	(\$16,206,734.00)
0100-7426-0-0000-0000-899000-000-0000	\$103,262.00	\$18,331.00	\$121,593.00
0100-0000-0-0000-0000-898030-000-0000	(\$3,515,901.00)	(\$249,531.00)	(\$3,765,432.00)
0100-3310-0-5760-0000-898000-000-0000	\$100,762.00	\$25,409.00	\$126,171.00
0100-3327-0-5760-0000-898000-000-0000	\$0.00	\$910.00	\$910.00
0100-4035-0-0000-0000-829000-000-0000	\$503,118.00	\$10,513.00	\$513,631.00
0100-6010-0-0000-0000-898000-021-0000	\$72,364.00	\$16,282.00	\$88,646.00
0100-6010-0-0000-0000-898000-022-0000	\$75,806.00	\$14,511.00	\$90,317.00
0100-6010-0-0000-0000-898000-023-0000	\$75,813.00	\$16,408.00	\$92,221.00
0100-6010-0-0000-0000-898000-024-0000	\$78,929.00	\$14,553.00	\$93,482.00
0100-6010-0-0000-0000-898000-025-0000	\$79,234.00	\$14,578.00	\$93,812.00
0100-6010-0-0000-0000-898000-026-0000	\$67,702.00	\$16,120.00	\$83,822.00
0100-6010-0-0000-0000-898000-027-0000	\$74,145.00	\$16,357.00	\$90,502.00
0100-6010-0-0000-0000-898000-028-0000	\$75,760.00	\$14,534.00	\$90,294.00
0100-6010-0-0000-0000-898000-029-0000	\$73,936.00	\$16,284.00	\$90,220.00
0100-6500-0-5760-0000-898030-000-0000	\$3,515,901.00	\$249,531.00	\$3,765,432.00
0100-0332-0-0000-0000-898000-062-0000	(\$673,689.00)	(\$139,627.00)	(\$813,316.00)
0100-7425-0-0000-0000-899000-000-0000	(\$103,262.00)	(\$18,331.00)	(\$121,593.00)
***Income Total	(\$12,248,376.00)	\$75,782.00	(\$12,172,594.00)
	(* ) - )- : : : )	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	(\$12,172,65 1100)
Expenses			
0100-0000-0-0000-2700-130000-030-0000	\$131,877.00	\$4,546.00	\$136,423.00
0100-8150-0-0000-8100-320200-011-0000	\$147,964.00	\$10,361.00	\$158,325.00
0100-8150-0-0000-8100-320200-012-0000	\$25,076.00	\$2,017.00	\$27,093.00
0100-8150-0-0000-8100-330200-010-0000	\$10,116.00	\$622.00	\$10,738.00
0100-8150-0-0000-8100-330200-011-0000	\$49,408.00	\$3,459.00	\$52,867.00
0100-8150-0-0000-8100-330200-012-0000	\$8,373.00	\$674.00	\$9,047.00
0100-8150-0-0000-8100-340200-010-0000	\$15,079.00	\$194.00	\$15,273.00
0100-8150-0-0000-8100-340200-011-0000	\$117,383.00	\$1,738.00	\$119,121.00
0100-8150-0-0000-8100-340200-012-0000	\$25,576.00	\$386.00	\$25,962.00
0100-8150-0-0000-8100-350200-010-0000	\$1,627.00	\$100.00	\$1,727.00
0100-8150-0-0000-8100-350200-011-0000	\$7,944.00	\$556.00	\$8,500.00
0100-8150-0-0000-8100-350200-012-0000	\$1,346.00	\$109.00	\$1,455.00
0100-8150-0-0000-8100-360200-010-0000	\$2,274.00	\$140.00	\$2,414.00
0100-8150-0-0000-8100-360200-011-0000	\$11,109.00	\$777.00	\$11,886.00
0100-8150-0-0000-8100-360200-012-0000	\$1,883.00	\$151.00	\$2,034.00
0100-0332-0-1110-1000-360200-026-0000	\$1,090.00	\$145.00	\$1,235.00
0100-0332-0-1110-1000-360200-027-0000	\$1,276.00	\$171.00	\$1,447.00
0100-0332-0-1110-1000-360200-028-0000	\$1,152.00	\$154.00	\$1,306.00
0100-0332-0-1110-1000-360200-029-0000	\$1,090.00	\$145.00	\$1,235.00
0100-0332-0-1110-1000-360200-030-0000	\$1,532.00	\$184.00	\$1,716.00
0100-0332-0-1110-1000-360200-031-0000	\$1,193.00	\$156.00	\$1,710.00
0100-0332-0-1110-1000-300200-031-0000	\$73,528.00	\$2,573.00	\$76,101.00
0100 0002 0 1110 1000 220000 020 0000	ψ13,3220.00	Ψ2,5 13.00	φ/0,101.00

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ResolutionNo. 2-22

FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Evnonces			
Expenses 0100-0332-0-1110-4000-220060-020-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-1110-4000-320200-020-0000	\$16,845.00	\$1,392.00	\$18,237.00
0100-0332-0-1110-4000-320200-020-0000	\$5,625.00	\$465.00	\$6,090.00
0100-0332-0-1110-4000-330200-020-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0332-0-1110-4000-350200-020-0000	\$904.00	\$75.00	\$979.00
0100-0332-0-1110-4000-360200-020-0000	\$1,265.00	\$104.00	\$1,369.00
0100-0332-0-1134-1000-110000-020-0000	\$233,830.00	\$8,185.00	\$242,015.00
0100-0332-0-1134-1000-110000-020-0000	\$39,564.00	\$1,385.00	\$40,949.00
0100-0332-0-1134-1000-310100-020-0000	\$3,391.00	\$1,383.00	\$3,509.00
0100-0332-0-1134-1000-330100-020-0000	\$45,237.00	\$582.00	\$45,819.00
0100-0332-0-1134-1000-350100-020-0000	\$2,876.00	\$101.00	\$2,977.00
0100-0332-0-1134-1000-350100-020-0000	\$4,022.00	\$141.00	\$4,163.00
0100-0332-0-1135-4000-130000-020-0000	\$66,938.00	\$2,273.00	\$69,211.00
0100-0332-0-1135-4000-130000-037-0000	\$11,326.00	\$385.00	
0100-0332-0-1135-4000-310100-037-0000	\$971.00	\$33.00	\$11,711.00
0100-0332-0-1135-4000-330100-037-0000	\$7,540.00	\$97.00	\$1,004.00
0100-0332-0-1135-4000-340100-037-0000	\$823.00	\$28.00	\$7,637.00 \$851.00
0100-0332-0-1135-4000-330100-037-0000	\$1,151.00	\$39.00	
0100-0332-0-1135-4000-300100-037-0000	\$400,627.00	\$13,982.00	\$1,190.00
0100-0332-0-1136-1000-110000-020-0000			\$414,609.00
0100-0332-0-1136-1000-310100-020-0000	\$67,786.00	\$2,366.00 \$203.00	\$70,152.00
	\$5,809.00		\$6,012.00
0100-0332-0-1156-1000-340100-020-0000	\$71,665.00	\$970.00	\$72,635.00
0100-0332-0-1156-1000-350100-020-0000	\$4,928.00	\$172.00	\$5,100.00
0100-0332-0-1156-1000-360100-020-0000	\$6,891.00	\$240.00	\$7,131.00
0100-0332-0-1160-1000-110000-020-0000	\$376,690.00	\$13,101.00	\$389,791.00
0100-0332-0-1160-1000-310100-020-0000	\$63,736.00	\$2,217.00	\$65,953.00
0100-0332-0-1160-1000-330100-020-0000	\$5,462.00	\$190.00	\$5,652.00
0100-0332-0-1160-1000-340100-020-0000	\$75,395.00	\$970.00	\$76,365.00
0100-0332-0-1160-1000-350100-020-0000	\$4,633.00	\$161.00	\$4,794.00
0100-0332-0-1160-1000-360100-020-0000	\$6,479.00	\$225.00	\$6,704.00
0100-0332-0-3550-1000-110000-038-0000	\$309,657.00	\$10,472.00	\$320,129.00
0100-0332-0-3550-1000-110040-038-0000	\$0.00	\$10,500.00	\$10,500.00
0100-0332-0-3550-1000-210000-038-0000	\$69,359.00	\$2,420.00	\$71,779.00
0100-0332-0-3550-1000-210020-038-0000	\$0.00	\$3,438.00	\$3,438.00
0100-0332-0-3550-1000-310100-038-0000	\$52,634.00	\$3,548.00	\$56,182.00
0100-0332-0-3550-1000-320200-038-0000	\$15,940.00	\$1,342.00	\$17,282.00
0100-0332-0-3550-1000-330100-038-0000	\$4,511.00	\$304.00	\$4,815.00
0100-0332-0-3550-1000-330200-038-0000	\$5,323.00	\$448.00	\$5,771.00
0100-0332-0-3550-1000-340100-038-0000	\$45,237.00	\$582.00	\$45,819.00
0100-0332-0-3550-1000-340200-038-0000	\$3,945.00	\$123.00	\$4,068.00
0100-0332-0-3550-1000-350100-038-0000	\$3,826.00	\$258.00	\$4,084.00
0100-0332-0-3550-1000-350200-038-0000	\$856.00	\$72.00	\$928.00
0100-0332-0-3550-1000-360100-038-0000	\$5,350.00	\$361.00	\$5,711.00
0100-0332-0-3550-1000-360200-038-0000	\$1,197.00	\$100.00	\$1,297.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-3550-2700-130000-038-0000	\$66,938.00	\$2,273.00	\$69,211.00
0100-0332-0-3550-2700-310100-038-0000	\$11,326.00	\$385.00	\$11,711.00
0100-0332-0-3550-2700-330100-038-0000	\$971.00	\$33.00	\$1,004.00
0100-0332-0-3550-2700-340100-038-0000	\$7,540.00	\$97.00	\$7,637.00
0100-0332-0-3550-2700-350100-038-0000	\$823.00	\$28.00	\$851.00
0100-0332-0-3550-2700-360100-038-0000	\$1,151.00	\$39.00	\$1,190.00
0100-0332-0-3550-3130-240000-038-0000	\$64,182.00	\$5,391.00	\$69,573.00
0100-0332-0-3550-3130-240030-038-0000	\$0.00	\$16,410.00	\$16,410.00
0100-0332-0-3550-3130-320200-038-0000	\$14,704.00	\$4,995.00	\$19,699.00
0100-0332-0-3550-3130-320200-038-0000	\$4,910.00	\$1,668.00	\$6,578.00
0100-0332-0-3550-3130-340200-038-0000	\$12,788.00	\$1,008.00	\$12,981.00
0100-0332-0-3550-3130-340200-038-0000	\$789.00	\$269.00	
0100-0332-0-3550-3130-350200-038-0000	\$1,104.00	\$375.00	\$1,058.00
0100-0332-0-3330-3130-300200-038-0000	\$919,778.00		\$1,479.00
		(\$919,778.00)	\$0.00
0100-1400-0-1110-1000-110000-028-0000	\$1,516,558.00	\$52,825.00	\$1,569,383.00
0100-1400-0-1110-1000-110000-029-0000	\$1,356,793.00	\$47,191.00	\$1,403,984.00
0100-1400-0-1110-1000-110000-030-0000	\$2,285,033.00	\$79,652.00	\$2,364,685.00
0100-1400-0-1110-1000-110000-031-0000	\$2,254,373.00	\$78,621.00	\$2,332,994.00
0100-1400-0-1110-1000-110040-028-0000	\$0.00	\$70,000.00	\$70,000.00
0100-1400-0-1110-1000-110040-029-0000	\$0.00	\$63,000.00	\$63,000.00
0100-1400-0-1110-1000-110040-030-0000	\$0.00	\$91,000.00	\$91,000.00
0100-1400-0-1110-1000-110040-031-0000	\$0.00	\$94,500.00	\$94,500.00
0100-1400-0-1110-1000-310100-028-0000	\$256,602.00	\$20,782.00	\$277,384.00
0100-1400-0-1110-1000-310100-029-0000	\$229,569.00	\$18,645.00	\$248,214.00
0100-1400-0-1110-1000-310100-030-0000	\$386,628.00	\$28,874.00	\$415,502.00
0100-1400-0-1110-1000-310100-031-0000	\$381,440.00	\$29,292.00	\$410,732.00
0100-1400-0-1110-1000-330100-028-0000	\$21,990.00	\$1,781.00	\$23,771.00
0100-1400-0-1110-1000-330100-029-0000	\$19,674.00	\$1,597.00	\$21,271.00
0100-1400-0-1110-1000-330100-030-0000	\$33,133.00	\$2,474.00	\$35,607.00
0100-1400-0-1110-1000-330100-031-0000	\$32,688.00	\$2,511.00	\$35,199.00
0100-1400-0-1110-1000-340100-028-0000	\$267,692.00	\$3,492.00	\$271,184.00
0100-1400-0-1110-1000-340100-029-0000	\$222,455.00	\$2,910.00	\$225,365.00
0100-1400-0-1110-1000-340100-030-0000	\$350,706.00	\$4,656.00	\$355,362.00
0100-1400-0-1110-1000-340100-031-0000	\$350,706.00	\$4,656.00	\$355,362.00
0100-1400-0-1110-1000-350100-028-0000	\$18,654.00	\$1,510.00	\$20,164.00
0100-1400-0-1110-1000-350100-029-0000	\$16,689.00	\$1,355.00	\$18,044.00
0100-1400-0-1110-1000-350100-030-0000	\$28,106.00	\$2,099.00	\$30,205.00
0100-1400-0-1110-1000-350100-031-0000	\$27,729.00	\$2,129.00	\$29,858.00
0100-1400-0-1110-1000-360100-028-0000	\$26,085.00	\$2,112.00	\$28,197.00
0100-1400-0-1110-1000-360100-029-0000	\$23,337.00	\$1,895.00	\$25,232.00
0100-1400-0-1110-1000-360100-030-0000	\$39,303.00	\$2,935.00	\$42,238.00
0100-1400-0-1110-1000-360100-031-0000	\$38,775.00	\$2,978.00	\$41,753.00
0100-3010-0-0000-2140-190000-005-0000	\$956,100.00	\$32,095.00	\$988,195.00
0100-3010-0-0000-2140-190020-005-0000	\$0.00	\$7,000.00	\$7,000.00
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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-3010-0-0000-2140-310100-005-0000	\$161,772.00	\$6,615.00	\$168,387.00
0100-3010-0-0000-2140-330100-005-0000	\$13,863.00	\$567.00	\$14,430.00
0100-3010-0-0000-2140-340100-005-0000	\$135,711.00	\$1,746.00	\$137,457.00
0100-3010-0-0000-2140-350100-005-0000	\$11,760.00	\$481.00	\$12,241.00
0100-3010-0-0000-2140-360100-005-0000	\$16,445.00	\$672.00	\$17,117.00
0100-3010-0-0000-2150-130000-005-0000	\$217,544.00	\$7,509.00	\$225,053.00
0100-3010-0-0000-2150-240000-005-0000	\$67,896.00	\$2,368.00	\$70,264.00
0100-3010-0-0000-2150-240030-005-0000	\$0.00	\$2,500.00	\$2,500.00
0100-3010-0-0000-2150-310100-005-0000	\$36,808.00	\$1,271.00	\$38,079.00
0100-3010-0-0000-2150-320200-005-0000	\$15,555.00	\$1,115.00	\$16,670.00
0100-3010-0-0000-2150-330100-005-0000	\$3,154.00	\$109.00	\$3,263.00
0100-3010-0-0000-2150-330200-005-0000	\$5,194.00	\$372.00	\$5,566.00
0100-3010-0-0000-2150-340100-005-0000	\$22,619.00	\$291.00	\$22,910.00
0100-3010-0-0000-2150-340200-005-0000	\$12,788.00	\$193.00	\$12,981.00
0100-3010-0-0000-2150-350100-005-0000	\$2,676.00	\$92.00	\$2,768.00
0100-3010-0-0000-2150-350200-005-0000	\$835.00	\$60.00	\$895.00
0100-3010-0-0000-2150-360100-005-0000	\$3,742.00	\$129.00	\$3,871.00
0100-3010-0-0000-2150-360200-005-0000	\$1,168.00	\$84.00	\$1,252.00
0100-3150-0-0000-2495-330200-026-0000	\$12.00	(\$1.00)	\$11.00
0100-3150-0-0000-2495-330200-028-0000	\$28.00	\$1.00	\$29.00
0100-3150-0-1110-1000-210000-024-0000	\$13,475.00	\$464.00	\$13,939.00
0100-3150-0-1110-1000-210000-026-0000	\$43,260.00	\$1,509.00	\$44,769.00
0100-3150-0-1110-1000-210000-028-0000	\$26,711.00	\$922.00	\$27,633.00
0100-3150-0-1110-1000-210000-031-0000	\$21,630.00	\$754.00	\$22,384.00
0100-3150-0-1110-1000-320200-024-0000	\$3,085.00	\$108.00	\$3,193.00
0100-3150-0-1110-1000-320200-026-0000	\$9,911.00	\$345.00	\$10,256.00
0100-3150-0-1110-1000-320200-028-0000	\$6,119.00	\$212.00	\$6,331.00
0100-3150-0-1110-1000-320200-031-0000	\$4,955.00	\$173.00	\$5,128.00
0100-3150-0-1110-1000-330200-024-0000	\$1,031.00	\$35.00	\$1,066.00
0100-3150-0-1110-1000-330200-026-0000	\$3,309.00	\$116.00	\$3,425.00
0100-3150-0-1110-1000-330200-028-0000	\$2,043.00	\$71.00	\$2,114.00
0100-0000-0-0000-2700-130000-031-0000	\$131,877.00	\$4,546.00	\$136,423.00
0100-0000-0-0000-2700-130020-021-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-022-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-023-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-024-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-025-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-026-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-027-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-028-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-029-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-030-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-130020-031-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2700-240000-021-0000	\$123,265.00	\$4,125.00	\$127,390.00
		,	ψ1 <b>2</b> 1,3570.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Evnonges			
Expenses 0100-0000-0-0000-2700-240000-022-0000	\$136,045.00	\$4,753.00	\$140,798.00
0100-0000-0-0000-2700-240000-023-0000	\$117,445.00	\$4,105.00	\$121,550.00
0100-0000-0-0000-2700-240000-024-0000	\$145,264.00	\$5,053.00	\$150,317.00
0100-0000-0-0000-2700-240000-025-0000	\$121,056.00	\$4,091.00	\$125,147.00
0100-0000-0-0000-2700-240000-026-0000	\$117,716.00	\$4,091.00	\$121,807.00
0100-0000-0-0000-2700-240000-027-0000	\$121,445.00	\$4,105.00	\$125,550.00
0100-0000-0-0000-2700-240000-028-0000	\$122,870.00	\$4,139.00	\$127,009.00
0100-0000-0-0000-2700-240000-029-0000	\$121,555.00	\$4,105.00	\$125,660.00
0100-0000-0-0000-2700-240000-030-0000	\$145,441.00	\$4,963.00	\$150,404.00
0100-0000-0-0000-2700-240000-031-0000	\$154,129.00	\$5,117.00	\$159,246.00
0100-0000-0-0000-2700-240030-021-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-2700-240030-022-0000	\$0.00	\$7,563.00	\$7,563.00
0100-0000-0-0000-2700-240030-023-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-2700-240030-024-0000	\$0.00	\$7,563.00	\$7,563.00
0100-0000-0-0000-2700-240030-025-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-2700-240030-026-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-2700-240030-027-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-2700-240030-028-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-2700-240030-029-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-2700-240030-030-0000	\$0.00	\$7,563.00	\$7,563.00
0100-0000-0-0000-2700-240030-031-0000	\$0.00	\$7,563.00	\$7,563.00
0100-0000-0-0000-2700-310100-021-0000	\$22,314.00	\$1,361.00	\$23,675.00
0100-0000-0-0000-2700-310100-022-0000	\$21,975.00	\$1,362.00	\$23,337.00
0100-0000-0-0000-2700-310100-023-0000	\$21,975.00	\$1,362.00	\$23,337.00
0100-0000-0-0000-2700-310100-024-0000	\$22,652.00	\$1,361.00	\$24,013.00
0100-0000-0-0000-2700-310100-025-0000	\$22,314.00	\$1,361.00	\$23,675.00
0100-0000-0-0000-2700-310100-026-0000	\$22,314.00	\$1,361.00	\$23,675.00
0100-0000-0-0000-2700-310100-027-0000	\$21,975.00	\$1,362.00	\$23,337.00
0100-0000-0-0000-2700-310100-028-0000	\$21,975.00	\$1,362.00	\$23,337.00
0100-0000-0-0000-2700-310100-029-0000	\$22,652.00	\$1,361.00	\$24,013.00
0100-0000-0-0000-2700-310100-030-0000	\$22,314.00	\$1,361.00	\$23,675.00
0100-0000-0-0000-2700-310100-031-0000	\$22,314.00	\$1,361.00	\$23,675.00
0100-0000-0-0000-2700-320200-021-0000	\$28,908.00	\$2,320.00	\$31,228.00
0100-0000-0-0000-2700-320200-022-0000	\$31,836.00	\$2,822.00	\$34,658.00
0100-0000-0-0000-2700-320200-023-0000	\$27,575.00	\$2,315.00	\$29,890.00
0100-0000-0-0000-2700-320200-024-0000	\$33,949.00	\$2,890.00	\$36,839.00
0100-0000-0-0000-2700-320200-025-0000	\$28,402.00	\$2,312.00	\$30,714.00
0100-0000-0-0000-2700-320200-026-0000	\$27,637.00	\$2,312.00	\$29,949.00
0100-0000-0-0000-2700-320200-027-0000	\$28,492.00	\$2,315.00	\$30,807.00
0100-0000-0-0000-2700-320200-028-0000	\$28,818.00	\$2,323.00	\$31,141.00
0100-0000-0-0000-2700-320200-029-0000	\$28,517.00	\$2,315.00	\$30,832.00
0100-0000-0-0000-2700-320200-030-0000	\$33,989.00	\$2,870.00	\$36,859.00
0100-0000-0-0000-2700-320200-031-0000	\$35,980.00	\$2,904.00	\$38,884.00
0100-0000-0-0000-2700-330100-021-0000	\$1,912.00	\$117.00	\$2,029.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Evnoves			
Expenses 0100-0000-0-0000-2700-330100-022-0000	\$1,883.00	\$117.00	\$2,000.00
0100-0000-0-0000-2700-330100-022-0000	\$1,883.00	\$117.00	\$2,000.00
0100-0000-0-0000-2700-330100-024-0000	\$1,941.00	\$117.00	\$2,058.00
0100-0000-0-0000-2700-330100-024-0000	\$1,912.00	\$117.00 \$117.00	\$2,029.00
0100-0000-0-0000-2700-330100-025-0000	\$1,912.00	\$117.00	\$2,029.00
0100-0000-0-0000-2700-330100-023-0000	\$1,883.00	\$117.00 \$117.00	\$2,000.00
0100-0000-0-0000-2700-330100-027-0000	\$1,883.00	\$117.00 \$117.00	\$2,000.00
0100-0000-0-0000-2700-330100-028-0000	\$1,941.00	\$117.00 \$117.00	
0100-0000-0-0000-2700-330100-029-0000	\$1,941.00	\$117.00	\$2,058.00
		\$117.00 \$117.00	\$2,029.00
0100-0000-0-0000-2700-330100-031-0000	\$1,912.00		\$2,029.00
0100-0000-0-0000-2700-330200-021-0000	\$9,653.00	\$775.00	\$10,428.00
0100-0000-0-0000-2700-330200-022-0000	\$10,631.00	\$942.00	\$11,573.00
0100-0000-0-0000-2700-330200-023-0000	\$9,208.00	\$773.00	\$9,981.00
0100-0000-0-0000-2700-330200-024-0000	\$11,336.00	\$965.00	\$12,301.00
0100-0000-0-0000-2700-330200-025-0000	\$9,484.00	\$772.00	\$10,256.00
0100-0000-0-0000-2700-330200-026-0000	\$9,228.00	\$772.00	\$10,000.00
0100-0000-0-0000-2700-330200-027-0000	\$9,514.00	\$773.00	\$10,287.00
0100-0000-0-0000-2700-330200-028-0000	\$9,623.00	\$775.00	\$10,398.00
0100-0000-0-0000-2700-330200-029-0000	\$9,522.00	\$773.00	\$10,295.00
0100-0000-0-0000-2700-330200-030-0000	\$11,349.00	\$959.00	\$12,308.00
0100-0000-0-0000-2700-330200-031-0000	\$12,014.00	\$970.00	\$12,984.00
0100-0000-0-0000-2700-340100-021-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-022-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-023-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-024-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-025-0000	\$11,250.00	\$293.00	\$11,543.00
0100-0000-0-0000-2700-340100-026-0000	\$11,250.00	\$293.00	\$11,543.00
0100-0000-0-0000-2700-340100-027-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-028-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-029-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-030-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340100-031-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2700-340200-021-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-2700-340200-022-0000	\$29,182.00	\$428.00	\$29,610.00
0100-0000-0-0000-2700-340200-023-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-2700-340200-024-0000	\$29,182.00	\$428.00	\$29,610.00
0100-0000-0-0000-2700-340200-025-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-2700-340200-026-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-2700-340200-027-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-2700-340200-028-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-2700-340200-029-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-2700-340200-030-0000	\$29,182.00	\$428.00	\$29,610.00
0100-0000-0-0000-2700-340200-031-0000	\$29,182.00	\$428.00	\$29,610.00
0100-0000-0-0000-2700-350100-021-0000	\$1,622.00	\$99.00	\$1,721.00
	. ,		- 7

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0000-0-0000-2700-350100-022-0000	\$1,597.00	\$99.00	\$1,696.00
0100-0000-0-0000-2700-350100-023-0000	\$1,597.00	\$99.00	\$1,696.00
0100-0000-0-0000-2700-350100-024-0000	\$1,647.00	\$99.00	\$1,746.00
0100-0000-0-0000-2700-350100-025-0000	\$1,622.00	\$99.00	\$1,721.00
0100-0000-0-0000-2700-350100-026-0000	\$1,622.00	\$99.00	\$1,721.00
0100-0000-0-0000-2700-350100-027-0000	\$1,597.00	\$99.00	\$1,696.00
0100-0000-0-0000-2700-350100-028-0000	\$1,597.00	\$99.00	\$1,696.00
0100-0000-0-0000-2700-350100-029-0000	\$1,647.00	\$99.00	\$1,746.00
0100-0000-0-0000-2700-350100-030-0000	\$1,622.00	\$99.00	\$1,721.00
0100-0000-0-0000-2700-350100-031-0000	\$1,622.00	\$99.00	\$1,721.00
0100-0000-0-0000-2700-350200-021-0000	\$1,552.00	\$125.00	\$1,677.00
0100-0000-0-0000-2700-350200-022-0000	\$1,709.00	\$152.00	\$1,861.00
0100-0000-0-0000-2700-350200-023-0000	\$1,480.00	\$125.00	\$1,605.00
0100-0000-0-0000-2700-350200-024-0000	\$1,823.00	\$155.00	\$1,978.00
0100-0000-0-0000-2700-350200-025-0000	\$1,525.00	\$124.00	\$1,649.00
0100-0000-0-0000-2700-350200-026-0000	\$1,484.00	\$124.00	\$1,608.00
0100-0000-0-0000-2700-350200-027-0000	\$1,530.00	\$127.00	\$1,657.00
0100-0000-0-0000-2700-350200-028-0000	\$1,547.00	\$125.00	\$1,672.00
0100-0000-0-0000-2700-350200-029-0000	\$1,531.00	\$124.00	\$1,655.00
0100-0000-0-0000-2700-350200-030-0000	\$1,825.00	\$154.00	\$1,979.00
0100-0000-0-0000-2700-350200-031-0000	\$1,932.00	\$156.00	\$2,088.00
0100-0000-0-0000-2700-360100-021-0000	\$2,268.00	\$139.00	\$2,407.00
0100-0000-0-0000-2700-360100-022-0000	\$2,234.00	\$138.00	\$2,372.00
0100-0000-0-0000-2700-360100-023-0000	\$2,234.00	\$138.00	\$2,372.00
0100-0000-0-0000-2700-360100-024-0000	\$2,303.00	\$138.00	\$2,441.00
0100-0000-0-0000-2700-360100-025-0000	\$2,268.00	\$139.00	\$2,407.00
0100-3150-0-1110-1000-330200-031-0000	\$1,655.00	\$57.00	\$1,712.00
0100-3150-0-1110-1000-350200-024-0000	\$166.00	\$5.00	\$171.00
0100-3150-0-1110-1000-350200-026-0000	\$532.00	\$19.00	\$551.00
0100-3150-0-1110-1000-350200-028-0000	\$329.00	\$11.00	\$340.00
0100-3150-0-1110-1000-350200-031-0000	\$266.00	\$9.00	\$275.00
0100-3150-0-1110-1000-360200-024-0000	\$232.00	\$8.00	\$240.00
0100-3150-0-1110-1000-360200-026-0000	\$744.00	\$26.00	\$770.00
0100-3150-0-1110-1000-360200-028-0000	\$459.00	\$16.00	\$475.00
0100-3150-0-1110-1000-360200-031-0000	\$372.00	\$13.00	\$385.00
0100-3150-0-1110-1000-430000-024-0000	\$75,092.00	(\$620.00)	\$74,472.00
0100-3150-0-1110-1000-430000-026-0000	\$34,145.00	(\$2,014.00)	\$32,131.00
0100-3150-0-1110-1000-430000-028-0000	\$31,300.00	(\$1,233.00)	\$30,067.00
0100-3150-0-1110-1000-430000-030-0000	\$44,541.00	(\$110.00)	\$44,431.00
0100-3150-0-1110-1000-430000-031-0000	\$47,318.00	(\$896.00)	\$46,422.00
0100-3182-0-3550-1000-430000-038-0000	\$42,465.00	(\$684.00)	\$40,422.00
0100-3182-0-3550-3110-120000-038-0000	\$43,445.00	\$1,520.00	\$44,965.00
0100-3182-0-3530-3110-120000-038-0000	\$7,351.00	\$257.00	\$7,608.00
0100-3182-0-3550-3110-310100-038-0000	\$630.00	\$22.00	\$652.00
0.00 0.00 0 0.00 0.00	ψ030.00	Ψ22.00	φ052.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-3182-0-3550-3110-340100-038-0000	\$7,540.00	(\$1,160.00)	\$6,380.00
0100-3182-0-3550-3110-350100-038-0000	\$534.00	\$19.00	\$553.00
0100-3182-0-3550-3110-360100-038-0000	\$747.00	\$26.00	\$773.00
0100-3212-0-1110-1000-110000-021-0000	\$111,864.00	\$3,776.00	\$115,640.00
0100-3212-0-1110-1000-110000-024-0000	\$130,695.00	\$4,574.00	\$135,269.00
0100-3212-0-1110-1000-110000-025-0000	\$211,598.00	\$7,365.00	\$218,963.00
0100-3212-0-1110-1000-110000-026-0000	\$87,547.00	\$3,023.00	\$90,570.00
0100-3212-0-1110-1000-110000-027-0000	\$299,881.00	\$10,455.00	\$310,336.00
0100-3212-0-1110-1000-110000-028-0000	\$320,361.00	\$11,172.00	\$331,533.00
0100-3212-0-1110-1000-110000-029-0000	\$136,588.00	\$4,781.00	\$141,369.00
0100-3212-0-1110-1000-110000-030-0000	\$107,864.00	\$3,776.00	\$111,640.00
0100-3212-0-1110-1000-110000-031-0000	\$107,864.00	\$3,776.00	\$111,640.00
0100-3212-0-1110-1000-310100-021-0000	\$18,927.00	\$639.00	\$19,566.00
0100-3212-0-1110-1000-310100-024-0000	\$22,114.00	\$774.00	\$22,888.00
0100-3212-0-1110-1000-310100-025-0000	\$35,802.00	\$1,247.00	\$37,049.00
0100-3212-0-1110-1000-310100-026-0000	\$14,813.00	\$511.00	\$15,324.00
0100-3212-0-1110-1000-310100-027-0000	\$50,740.00	\$1,769.00	\$52,509.00
0100-3212-0-1110-1000-310100-028-0000	\$54,205.00	\$1,890.00	\$56,095.00
0100-3212-0-1110-1000-310100-029-0000	\$23,111.00	\$809.00	\$23,920.00
0100-3212-0-1110-1000-310100-030-0000	\$18,251.00	\$638.00	\$18,889.00
0100-3212-0-1110-1000-310100-031-0000	\$18,251.00	\$638.00	\$18,889.00
0100-3212-0-1110-1000-330100-021-0000	\$1,622.00	\$55.00	\$1,677.00
0100-3212-0-1110-1000-330100-024-0000	\$1,895.00	\$66.00	\$1,961.00
0100-3212-0-1110-1000-330100-025-0000	\$3,068.00	\$107.00	\$3,175.00
0100-3212-0-1110-1000-330100-026-0000	\$1,269.00	\$44.00	\$1,313.00
0100-3212-0-1110-1000-330100-027-0000	\$4,348.00	\$152.00	\$4,500.00
0100-3212-0-1110-1000-330100-028-0000	\$4,645.00	\$162.00	\$4,807.00
0100-3212-0-1110-1000-330100-029-0000	\$1,981.00	\$69.00	\$2,050.00
0100-3212-0-1110-1000-330100-030-0000	\$1,564.00	\$55.00	\$1,619.00
0100-3212-0-1110-1000-330100-031-0000	\$1,564.00	\$55.00	\$1,619.00
0100-3212-0-1110-1000-340100-021-0000	\$25,132.00	\$388.00	\$25,520.00
0100-3212-0-1110-1000-340100-024-0000	\$25,132.00	\$388.00	\$25,520.00
0100-3212-0-1110-1000-340100-025-0000	\$42,724.00	\$582.00	\$43,306.00
0100-3212-0-1110-1000-340100-026-0000	\$15,079.00	\$194.00	\$15,273.00
0100-3212-0-1110-1000-340100-027-0000	\$57,803.00	\$776.00	\$58,579.00
0100-3212-0-1110-1000-340100-028-0000	\$55,290.00	\$776.00	\$56,066.00
0100-3212-0-1110-1000-340100-029-0000	\$30,158.00	\$388.00	\$30,546.00
0100-3212-0-1110-1000-340100-030-0000	\$25,132.00	\$388.00	\$25,520.00
0100-3212-0-1110-1000-340100-031-0000	\$25,132.00	\$388.00	\$25,520.00
0100-3212-0-1110-1000-350100-021-0000	\$1,376.00	\$46.00	\$1,422.00
0100-3212-0-1110-1000-350100-021-0000	\$1,608.00	\$56.00	\$1,664.00
0100-3212-0-1110-1000-350100-025-0000	\$2,603.00	\$90.00	\$2,693.00
0100-3212-0-1110-1000-350100-025-0000	\$1,077.00	\$37.00	\$1,114.00
0100-3212-0-1110-1000-350100-020-0000	\$3,689.00	\$128.00	\$3,817.00
3100 3212 0 1110 1000 330100 027 0000	Ψ2,007.00	ψ120.00	ψ3,017.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Evnoncos			
Expenses 0100-0000-0-0000-2700-360100-026-0000	\$2,268.00	\$139.00	\$2,407.00
0100-0000-0-0000-2700-360100-027-0000	\$2,234.00	\$138.00	\$2,372.00
0100-0000-0-0000-2700-360100-028-0000	\$2,234.00	\$138.00	\$2,372.00
0100-0000-0-0000-2700-360100-029-0000	\$2,303.00	\$138.00	\$2,441.00
0100-0000-0-0000-2700-360100-030-0000	\$2,268.00	\$139.00	\$2,407.00
0100-0000-0-0000-2700-360100-031-0000	\$2,268.00	\$139.00	\$2,407.00
0100-0000-0-0000-2700-360200-021-0000	\$2,170.00	\$175.00	\$2,345.00
0100-0000-0-0000-2700-360200-022-0000	\$2,390.00	\$212.00	\$2,602.00
0100-0000-0-0000-2700-360200-023-0000	\$2,070.00	\$174.00	\$2,244.00
0100-0000-0-0000-2700-360200-024-0000	\$2,549.00	\$217.00	\$2,766.00
0100-0000-0-0000-2700-360200-025-0000	\$2,132.00	\$174.00	\$2,306.00
0100-0000-0-0000-2700-360200-026-0000	\$2,075.00	\$173.00	\$2,248.00
0100-0000-0-0000-2700-360200-027-0000	\$2,139.00	\$174.00	\$2,313.00
0100-0000-0-0000-2700-360200-028-0000	\$2,164.00	\$174.00	\$2,338.00
0100-0000-0-0000-2700-360200-029-0000	\$2,141.00	\$174.00	\$2,315.00
0100-0000-0-0000-2700-360200-029-0000	\$2,552.00	\$215.00	\$2,767.00
0100-0000-0-0000-2700-360200-031-0000	\$2,701.00	\$218.00	\$2,919.00
0100-0000-0-0000-3120-120000-062-0000	\$134,080.00	\$4,693.00	\$138,773.00
0100-0000-0-0000-3120-120000-002-0000	\$0.00	\$22,750.00	\$22,750.00
0100-0000-0-0000-3120-120020-002-0000	\$22,686.00	\$4,644.00	\$22,730.00
0100-0000-0-0000-3120-330100-062-0000	\$1,944.00	\$398.00	\$2,342.00
0100-0000-0-0000-3120-340100-062-0000	\$16,769.00	\$232.00	\$17,001.00
0100-0000-0-0000-3120-350100-062-0000	\$1,649.00	\$338.00	
0100-0000-0-0000-3120-350100-062-0000	\$2,306.00	\$338.00 \$472.00	\$1,987.00
0100-0000-0-0000-3120-360100-062-0000	\$2,300.00	\$10,268.00	\$2,778.00
0100-0000-0-0000-3600-220000-014-0000	\$265,614.00	\$8,604.00	\$308,002.00
0100-0000-0-0000-3600-220061-014-0000	\$203,014.00	\$23,031.00	\$274,218.00 \$23,031.00
0100-0000-0-0000-3600-220000-014-0000	\$144,709.00	\$9,599.00	
0100-0000-0-0000-3600-320200-014-0000	\$48,320.00	\$3,206.00	\$154,308.00
0100-0000-0-0000-3600-340200-014-0000		\$1,750.00	\$51,526.00
0100-0000-0-0000-3600-350200-014-0000	\$111,170.00	· · · · · · · · · · · · · · · · · · ·	\$112,920.00
0100-0000-0-0000-3600-360200-014-0000	\$7,769.00 \$10,864.00	\$516.00 \$721.00	\$8,285.00
		\$721.00	\$11,585.00
0100-0000-0-0000-7110-230000-002-0000	\$15,750.00	\$551.00	\$16,301.00
0100-0000-0-0000-7110-320200-001-0000	(\$3,608.00)	(\$127.00)	(\$3,735.00)
0100-0000-0-0000-7110-320200-002-0000	\$3,608.00	\$127.00	\$3,735.00
0100-0000-0-0000-7110-330200-002-0000	\$1,205.00	\$42.00	\$1,247.00
0100-0000-0-0000-7110-340200-002-0000	\$71,566.00	\$1,069.00	\$72,635.00
0100-0000-0-0000-7110-350200-002-0000	\$194.00	\$7.00	\$201.00
0100-0000-0-0000-7110-360200-002-0000	\$271.00	\$9.00	\$280.00
0100-0000-0-0000-7150-130000-002-0000	\$199,046.00	\$6,967.00	\$206,013.00
0100-0000-0-0000-7150-130020-002-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-7150-240000-002-0000	\$77,848.00	\$2,700.00	\$80,548.00
0100-0000-0-0000-7150-240030-002-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-7150-310100-002-0000	\$34,257.00	\$1,771.00	\$36,028.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0000-0-0000-7150-320200-002-0000	\$18,064.00	\$1,418.00	\$19,482.00
0100-0000-0-0000-7150-330100-002-0000	\$2,936.00	\$152.00	\$3,088.00
0100-0000-0-0000-7150-330200-002-0000	\$6,032.00	\$474.00	\$6,506.00
0100-0000-0-0000-7150-340100-002-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-7150-340200-002-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-7150-350100-002-0000	\$2,490.00	\$129.00	\$2,619.00
0100-0000-0-0000-7150-350200-002-0000	\$970.00	\$76.00	\$1,046.00
0100-0000-0-0000-7150-360100-002-0000	\$3,482.00	\$180.00	\$3,662.00
0100-0000-0-0000-7150-360200-002-0000	\$1,356.00	\$107.00	\$1,463.00
0100-0000-0-0000-7210-731000-000-0000	(\$398,048.00)	\$1,395.00	(\$396,653.00)
0100-0000-0-0000-7300-230000-004-0000	\$302,832.00	\$10,599.00	\$313,431.00
0100-0000-0-0000-7300-230000-004-0000	\$0.00	\$7,000.00	\$7,000.00
0100-0000-0-0000-7300-230030-004-0000	\$379,224.00	\$13,231.00	\$392,455.00
0100-0000-0-0000-7300-240000-004-0000	\$0.00	\$14,250.00	\$14,250.00
0100-0000-0-0000-7300-240030-004-0000	\$156,557.00	\$10,328.00	
0100-0000-0-0000-7300-320200-004-0000	\$52,277.00	\$3,448.00	\$166,885.00
		<i>'</i>	\$55,725.00
0100-0000-0-0000-7300-340200-004-0000	\$101,638.00	\$1,450.00	\$103,088.00
0100-0000-0-0000-7300-350200-004-0000	\$8,405.00	\$555.00	\$8,960.00
0100-0000-0-0000-7300-360200-004-0000	\$11,754.00	\$775.00	\$12,529.00
0100-0000-0-0000-7400-130000-003-0000	\$152,270.00	\$5,259.00	\$157,529.00
0100-0000-0-0000-7400-130020-003-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-7400-240000-003-0000	\$572,957.00	\$19,251.00	\$592,208.00
0100-0000-0-0000-7400-240030-003-0000	\$0.00	\$23,500.00	\$23,500.00
0100-0000-0-0000-7400-310100-003-0000	\$25,764.00	\$1,482.00	\$27,246.00
0100-0000-0-0000-7400-320200-003-0000	\$131,402.00	\$9,794.00	\$141,196.00
0100-0000-0-0000-7400-330100-003-0000	\$2,208.00	\$127.00	\$2,335.00
0100-0000-0-0000-7400-330200-003-0000	\$43,877.00	\$3,271.00	\$47,148.00
0100-0000-0-0000-7400-340100-003-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-7400-340200-003-0000	\$99,433.00	\$1,456.00	\$100,889.00
0100-0000-0-0000-7400-350100-003-0000	\$1,873.00	\$108.00	\$1,981.00
0100-0000-0-0000-7400-350200-003-0000	\$7,055.00	\$526.00	\$7,581.00
0100-0000-0-0000-7400-360100-003-0000	\$2,619.00	\$151.00	\$2,770.00
0100-0000-0-0000-7400-360200-003-0000	\$9,865.00	\$736.00	\$10,601.00
0100-0000-0-0000-7550-240000-015-0000	\$61,523.00	\$2,046.00	\$63,569.00
0100-0000-0-0000-7550-240030-015-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0000-0-0000-7550-320200-015-0000	\$14,142.00	\$1,041.00	\$15,183.00
0100-0000-0-0000-7550-330200-015-0000	\$4,722.00	\$348.00	\$5,070.00
0100-0000-0-0000-7550-340200-015-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0000-0-0000-7550-350200-015-0000	\$759.00	\$56.00	\$815.00
0100-0000-0-0000-7550-360200-015-0000	\$1,062.00	\$78.00	\$1,140.00
0100-0000-0-0000-7700-230000-061-0000	\$145,029.00	\$5,006.00	\$150,035.00
0100-0000-0-0000-7700-230030-061-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-7700-240000-061-0000	\$78,598.00	\$2,741.00	\$81,339.00
0100-0000-0-0000-7700-240030-061-0000	\$0.00	\$2,500.00	\$2,500.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0000-0-0000-7700-320200-061-0000	\$51,730.00	\$3,150.00	\$54,880.00
0100-0000-0-0000-7700-330200-061-0000	\$17,274.00	\$1,051.00	\$18,325.00
0100-0000-0-0000-7700-340200-061-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-7700-350200-061-0000	\$2,777.00	\$169.00	\$2,946.00
0100-0000-0-0000-7700-360200-061-0000	\$3,884.00	\$236.00	\$4,120.00
0100-0000-0-0000-8200-220000-012-0000	\$344,380.00	\$11,883.00	\$356,263.00
0100-0000-0-0000-8200-220000-016-0000	\$143,606.00	\$4,898.00	\$148,504.00
0100-0000-0-0000-8200-220000-017-0000	\$196,947.00	\$6,779.00	\$203,726.00
0100-0000-0-0000-8200-220000-021-0000	\$108,555.00	\$3,715.00	\$112,270.00
0100-0000-0-0000-8200-220000-022-0000	\$137,262.00	\$4,599.00	\$141,861.00
0100-0000-0-0000-8200-220000-023-0000	\$110,805.00	\$3,715.00	\$114,520.00
0100-0000-0-0000-8200-220000-024-0000	\$129,941.00	\$4,435.00	\$134,376.00
0100-0000-0-0000-8200-220000-025-0000	\$108,365.00	\$3,716.00	\$112,081.00
0100-0000-0-0000-8200-220000-026-0000	\$107,039.00	\$3,551.00	\$110,590.00
0100-0000-0-0000-8200-220000-027-0000	\$111,930.00	\$3,715.00	\$115,645.00
0100-0000-0-0000-8200-220000-028-0000	\$110,805.00	\$3,715.00	\$114,520.00
0100-0000-0-0000-8200-220000-029-0000	\$110,805.00	\$3,715.00	\$114,520.00
0100-0000-0-0000-8200-220000-030-0000	\$173,737.00	\$5,682.00	\$179,419.00
0100-0000-0-0000-8200-220000-031-0000	\$166,781.00	\$5,682.00	\$172,463.00
0100-0000-0-0000-8200-220060-012-0000	\$0.00	\$16,000.00	\$16,000.00
0100-0000-0-0000-8200-220060-016-0000	\$0.00	\$6,000.00	\$6,000.00
0100-0000-0-0000-8200-220060-017-0000	\$0.00	\$8,500.00	\$8,500.00
0100-0000-0-0000-8200-220060-021-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0000-0-0000-8200-220060-022-0000	\$0.00	\$6,250.00	\$6,250.00
0100-7425-0-0000-3130-340100-063-1003	\$0.00	\$25,520.00	\$25,520.00
0100-7425-0-0000-3130-350100-063-0000	\$2,563.00	(\$2,563.00)	\$0.00
0100-7425-0-0000-3130-350100-063-1003	\$0.00	\$2,653.00	\$2,653.00
0100-7425-0-0000-3130-350200-072-0000	\$169.00	(\$169.00)	\$0.00
0100-7425-0-0000-3130-350200-072-1001	\$0.00	\$169.00	\$169.00
0100-7425-0-0000-3130-360100-063-0000	\$3,584.00	(\$3,584.00)	\$0.00
0100-7425-0-0000-3130-360100-063-1003	\$0.00	\$3,710.00	\$3,710.00
0100-7425-0-0000-3130-360200-072-0000	\$236.00	(\$236.00)	\$0.00
0100-7425-0-0000-3130-360200-072-1001	\$0.00	\$236.00	\$236.00
0100-7425-0-0000-3140-120040-072-0000	\$5,760.00	(\$5,760.00)	\$0.00
0100-7425-0-0000-3140-120040-072-1001	\$0.00	\$5,760.00	\$5,760.00
0100-7425-0-0000-3140-220020-072-0000	\$11,280.00	(\$11,280.00)	\$0.00
0100-7425-0-0000-3140-220020-072-1001	\$0.00	\$11,280.00	\$11,280.00
0100-7425-0-0000-3140-310100-072-0000	\$975.00	(\$975.00)	\$0.00
0100-7425-0-0000-3140-310100-072-1001	\$0.00	\$975.00	\$975.00
0100-7425-0-0000-5140-510100-072-1001	\$2,584.00	(\$2,584.00)	\$0.00
0100-7425-0-0000-5140-320200-072-0000	\$2,384.00	\$2,584.00	\$2,584.00
0100-7425-0-0000-5140-320200-072-1001	\$84.00	(\$84.00)	\$2,384.00
0100-7425-0-0000-5140-530100-072-0000	\$0.00	\$84.00	\$84.00
0100-7425-0-0000-5140-530100-072-1001	\$863.00	(\$863.00)	\$0.00
0100-7-725-0-0000-51-0-550200-072-0000	\$603.00	(\$603.00)	φυ.υυ

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-7425-0-0000-3140-330200-072-1001	\$0.00	\$863.00	\$863.00
0100-7425-0-0000-3140-350100-072-0000	\$71.00	(\$71.00)	\$0.00
0100-7425-0-0000-3140-350100-072-1001	\$0.00	\$71.00	\$71.00
0100-7425-0-0000-3140-350200-072-0000	\$139.00	(\$139.00)	\$0.00
0100-7425-0-0000-3140-350200-072-1001	\$0.00	\$139.00	\$139.00
0100-7425-0-0000-3140-360100-072-0000	\$99.00	(\$99.00)	\$0.00
0100-7425-0-0000-3140-360100-072-1001	\$0.00	\$99.00	\$99.00
0100-7425-0-0000-3140-360200-072-0000	\$194.00	(\$194.00)	\$0.00
0100-7425-0-0000-3140-360200-072-1001	\$0.00	\$194.00	\$194.00
0100-7425-0-0000-3700-220020-008-1003	\$0.00	\$14,429.00	\$14,429.00
0100-7425-0-0000-3700-220020-008-4050	\$14,429.00	(\$14,429.00)	\$0.00
0100-7425-0-0000-3700-320200-008-4050	\$3,306.00	(\$3,306.00)	\$0.00
0100-7425-0-0000-3700-320200-072-1003	\$0.00	\$3,306.00	\$3,306.00
0100-7425-0-0000-3700-320200-072-1003	\$1,104.00	(\$1,104.00)	\$0.00
0100-7425-0-0000-3700-330200-008-4030	\$0.00	\$1,104.00	\$1,104.00
0100-7425-0-0000-3700-350200-072-1003	\$177.00	(\$177.00)	\$1,104.00
0100-7425-0-0000-3700-350200-008-4030	\$0.00	\$177.00	\$177.00
0100-7425-0-0000-3700-350200-072-1003	\$248.00	(\$248.00)	\$0.00
0100-7425-0-0000-3700-360200-008-4030	\$0.00	\$248.00	
0100-7425-0-0000-3700-300200-072-1003			\$248.00
	\$816,289.00	(\$816,289.00)	\$0.00
0100-7425-0-1110-1000-110040-005-1002	\$0.00	\$816,289.00	\$816,289.00
0100-7425-0-1110-1000-110040-072-0000	\$312,900.00	(\$312,900.00)	\$0.00
0100-7425-0-1110-1000-110040-072-1001	\$0.00	\$312,900.00	\$312,900.00
0100-7425-0-1110-1000-310100-005-0000	\$138,116.00	(\$138,116.00)	\$0.00
0100-7425-0-1110-1000-310100-005-1002	\$0.00	\$138,116.00	\$138,116.00
0100-7425-0-1110-1000-310100-072-0000	\$52,943.00	(\$52,943.00)	\$0.00
0100-7425-0-1110-1000-310100-072-1001	\$0.00	\$52,943.00	\$52,943.00
0100-7425-0-1110-1000-330100-005-0000	\$11,836.00	(\$11,836.00)	\$0.00
0100-7425-0-1110-1000-330100-005-1002	\$0.00	\$11,836.00	\$11,836.00
0100-7425-0-1110-1000-330100-072-0000	\$4,537.00	(\$4,537.00)	\$0.00
0100-7425-0-1110-1000-330100-072-1001	\$0.00	\$4,537.00	\$4,537.00
0100-7425-0-1110-1000-350100-005-0000	\$10,040.00	(\$10,040.00)	\$0.00
0100-7425-0-1110-1000-350100-005-1002	\$0.00	\$10,040.00	\$10,040.00
0100-7425-0-1110-1000-350100-072-0000	\$3,849.00	(\$3,849.00)	\$0.00
0100-7425-0-1110-1000-350100-072-1001	\$0.00	\$3,849.00	\$3,849.00
0100-7425-0-1110-1000-360100-005-0000	\$14,040.00	(\$14,040.00)	\$0.00
0100-7425-0-1110-1000-360100-005-1002	\$0.00	\$14,040.00	\$14,040.00
0100-7425-0-1110-1000-360100-072-0000	\$5,382.00	(\$5,382.00)	\$0.00
0100-7425-0-1110-1000-360100-072-1001	\$0.00	\$5,382.00	\$5,382.00
0100-7425-0-1110-1000-430000-005-0000	\$150,000.00	(\$150,000.00)	\$0.00
0100-7425-0-1110-1000-430000-005-1002	\$0.00	\$150,000.00	\$150,000.00
0100-7425-0-1110-1000-520000-005-0000	\$50,000.00	(\$50,000.00)	\$0.00
0100-7425-0-1110-4000-220000-020-0000	\$184,196.00	(\$184,196.00)	\$0.00
0100-7425-0-1110-4000-220000-020-1001	\$0.00	\$190,383.00	\$190,383.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-7425-0-1110-4000-320200-020-0000	\$42,199.00	(\$42,199.00)	\$0.00
0100-7425-0-1110-4000-320200-020-1001	\$0.00	\$43,617.00	\$43,617.00
0100-7425-0-1110-4000-330200-020-0000	\$14,091.00	(\$14,091.00)	\$0.00
0100-7425-0-1110-4000-330200-020-1001	\$0.00	\$14,564.00	\$14,564.00
0100-7425-0-1110-4000-340200-020-0000	\$14,465.00	(\$14,465.00)	\$0.00
0100-7425-0-1110-4000-340200-020-1001	\$0.00	\$14,916.00	\$14,916.00
0100-7425-0-1110-4000-350200-020-1001	\$2,266.00	(\$2,266.00)	\$0.00
0100-7425-0-1110-4000-350200-020-0000	\$2,200.00	\$2,342.00	
0100-7425-0-1110-4000-350200-020-1001	\$3,168.00	(\$3,168.00)	\$2,342.00
0100-7425-0-1110-4000-360200-020-0000	\$5,108.00	\$3,275.00	\$0.00
0100-7425-0-1110-4000-300200-020-1001	\$0.00		\$3,275.00
		\$50,000.00	\$50,000.00
0100-7426-0-1110-1000-210000-020-0000	\$374,287.00	(\$374,287.00)	\$0.00
0100-7426-0-1110-1000-210000-020-1003	\$0.00	\$387,342.00	\$387,342.00
0100-7426-0-1110-1000-320200-020-0000	\$85,749.00	(\$85,749.00)	\$0.00
0100-7426-0-1110-1000-320200-020-1003	\$0.00	\$88,740.00	\$88,740.00
0100-7426-0-1110-1000-330200-020-0000	\$28,633.00	(\$28,633.00)	\$0.00
0100-7426-0-1110-1000-330200-020-1003	\$0.00	\$29,632.00	\$29,632.00
0100-7426-0-1110-1000-340200-020-0000	\$28,930.00	(\$28,930.00)	\$0.00
0100-7426-0-1110-1000-340200-020-1003	\$0.00	\$29,832.00	\$29,832.00
0100-7426-0-1110-1000-350200-020-0000	\$4,604.00	(\$4,604.00)	\$0.00
0100-7426-0-1110-1000-350200-020-1003	\$0.00	\$4,764.00	\$4,764.00
0100-7426-0-1110-1000-360200-020-0000	\$6,438.00	(\$6,438.00)	\$0.00
0100-7426-0-1110-1000-360200-020-1003	\$0.00	\$6,662.00	\$6,662.00
0100-8150-0-0000-8100-220000-011-0000	\$568,214.00	\$19,353.00	\$587,567.00
0100-8150-0-0000-8100-220000-012-0000	\$109,456.00	\$3,803.00	\$113,259.00
0100-8150-0-0000-8100-220060-011-0000	\$0.00	\$21,000.00	\$21,000.00
0100-8150-0-0000-8100-220060-012-0000	\$0.00	\$5,000.00	\$5,000.00
0100-8150-0-0000-8100-230000-010-0000	\$132,237.00	\$4,629.00	\$136,866.00
0100-8150-0-0000-8100-230030-010-0000	\$0.00	\$3,500.00	\$3,500.00
0100-8150-0-0000-8100-240000-011-0000	\$70,416.00	\$2,368.00	\$72,784.00
0100-8150-0-0000-8100-240030-011-0000	\$0.00	\$2,500.00	\$2,500.00
0100-8150-0-0000-8100-320200-010-0000	\$30,296.00	\$1,862.00	\$32,158.00
0100-0000-0-0000-2100-130000-053-0000	\$154,270.00	\$5,259.00	\$159,529.00
0100-0000-0-0000-2100-130000-062-0000	\$154,270.00	\$5,259.00	\$159,529.00
0100-0000-0-0000-2100-130020-053-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2100-130020-062-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0000-0-0000-2100-240000-062-0000	\$124,854.00	\$4,367.00	\$129,221.00
0100-0000-0-0000-2100-240030-062-0000	\$0.00	\$4,750.00	\$4,750.00
0100-0000-0-0000-2100-310100-053-0000	\$26,200.00	\$1,482.00	\$27,682.00
0100-0000-0-0000-2100-310100-062-0000	\$26,102.00	\$1,483.00	\$27,585.00
0100-0000-0-0000-2100-320200-062-0000	\$28,948.00	\$2,088.00	\$31,036.00
0100-0000-0-0000-2100-330100-053-0000	\$2,245.00	\$127.00	\$2,372.00
0100-0000-0-0000-2100-330100-062-0000	\$2,237.00	\$127.00	\$2,364.00
0100-0000-0-0000-2100-330200-062-0000	\$9,666.00	\$698.00	\$10,364.00
0100 0000 0 0000 2100 330200-002-0000	Ψ2,000.00	ψ070.00	φ10,30 <del>4</del> .00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0000-0-0000-2100-340100-053-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2100-340100-062-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0000-0-0000-2100-340200-062-0000	\$21,473.00	\$291.00	\$21,764.00
0100-0000-0-0000-2100-350100-053-0000	\$1,905.00	\$107.00	\$2,012.00
0100-0000-0-0000-2100-350100-062-0000	\$1,898.00	\$107.00	\$2,005.00
0100-0000-0-0000-2100-350200-062-0000	\$1,554.00	\$112.00	\$1,666.00
0100-0000-0-0000-2100-360100-053-0000	\$2,663.00	\$151.00	\$2,814.00
0100-0000-0-0000-2100-360100-062-0000	\$2,653.00	\$151.00	\$2,804.00
0100-0000-0-0000-2100-360200-062-0000	\$2,173.00	\$157.00	\$2,330.00
0100-0000-0-0000-2140-190040-005-0000	\$0.00	\$24,500.00	\$24,500.00
0100-0000-0-0000-2140-1700-005-0000	\$0.00	\$4,145.00	\$4,145.00
0100-0000-0-0000-2140-310100-005-0000	\$0.00	\$355.00	\$355.00
0100-0000-0-0000-2140-350100-005-0000	\$0.00	\$301.00	\$301.00
0100-0000-0-0000-2140-350100-005-0000	\$0.00	\$421.00	\$421.00
0100-0000-0-0000-2140-300100-003-0000	\$131,877.00	\$4,546.00	
	•	\$4,546.00	\$136,423.00
0100-0000-0-0000-2700-130000-022-0000	\$129,877.00		\$134,423.00
0100-0000-0-0000-2700-130000-023-0000	\$129,877.00	\$4,546.00	\$134,423.00
0100-0000-0-0000-2700-130000-024-0000	\$133,877.00	\$4,546.00	\$138,423.00
0100-0000-0-0000-2700-130000-025-0000	\$131,877.00	\$4,546.00	\$136,423.00
0100-0000-0-0000-2700-130000-026-0000	\$131,877.00	\$4,546.00	\$136,423.00
0100-0000-0-0000-2700-130000-027-0000	\$129,877.00	\$4,546.00	\$134,423.00
0100-0000-0-0000-2700-130000-028-0000	\$129,877.00	\$4,546.00	\$134,423.00
0100-0000-0-0000-2700-130000-029-0000	\$133,877.00	\$4,546.00	\$138,423.00
0100-3212-0-1110-1000-350100-028-0000	\$3,940.00	\$138.00	\$4,078.00
0100-3212-0-1110-1000-350100-029-0000	\$1,680.00	\$59.00	\$1,739.00
0100-3212-0-1110-1000-350100-030-0000	\$1,327.00	\$46.00	\$1,373.00
0100-3212-0-1110-1000-350100-031-0000	\$1,327.00	\$46.00	\$1,373.00
0100-3212-0-1110-1000-360100-021-0000	\$1,924.00	\$65.00	\$1,989.00
0100-3212-0-1110-1000-360100-024-0000	\$2,248.00	\$79.00	\$2,327.00
0100-3212-0-1110-1000-360100-025-0000	\$3,639.00	\$127.00	\$3,766.00
0100-3212-0-1110-1000-360100-026-0000	\$1,506.00	\$52.00	\$1,558.00
0100-3212-0-1110-1000-360100-027-0000	\$5,158.00	\$180.00	\$5,338.00
0100-3212-0-1110-1000-360100-028-0000	\$5,510.00	\$192.00	\$5,702.00
0100-3212-0-1110-1000-360100-029-0000	\$2,349.00	\$83.00	\$2,432.00
0100-3212-0-1110-1000-360100-030-0000	\$1,855.00	\$65.00	\$1,920.00
0100-3212-0-1110-1000-360100-031-0000	\$1,855.00	\$65.00	\$1,920.00
0100-3212-0-5760-1120-110000-039-0000	\$71,441.00	\$2,389.00	\$73,830.00
0100-3212-0-5760-1120-310100-039-0000	\$12,088.00	\$404.00	\$12,492.00
0100-3212-0-5760-1120-330100-039-0000	\$1,036.00	\$35.00	\$1,071.00
0100-3212-0-5760-1120-340100-039-0000	\$12,566.00	\$194.00	\$12,760.00
0100-3212-0-5760-1120-350100-039-0000	\$879.00	\$29.00	\$908.00
0100-3212-0-5760-1120-360100-039-0000	\$1,229.00	\$41.00	\$1,270.00
0100-3310-0-5760-1110-210000-039-0000	\$230,266.00	\$7,787.00	\$238,053.00
0100-3310-0-5760-1110-210020-039-0000	\$0.00	\$10,938.00	\$10,938.00
	<b>40.00</b>	+ - v <sub>2</sub> , + 0.00	ψ10,200.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-3310-0-5760-1110-320200-039-0000	\$53,785.00	\$4,290.00	\$58,075.00
0100-3310-0-5760-1110-330200-039-0000	\$17,960.00	\$1,432.00	\$19,392.00
0100-3310-0-5760-1110-340200-039-0000	\$13,150.00	\$410.00	\$13,560.00
0100-3310-0-5760-1110-350200-039-0000	\$2,888.00	\$230.00	\$3,118.00
0100-3310-0-5760-1110-360200-039-0000	\$4,038.00	\$322.00	\$4,360.00
0100-3327-0-5760-3120-120000-039-0000	\$52,173.00	\$1,826.00	\$53,999.00
0100-3327-0-5760-3120-120000-039-0000	\$8,828.00	\$309.00	\$9,137.00
0100-3327-0-5760-3120-310100-039-0000	\$757.00	\$26.00	\$783.00
0100-3327-0-5760-3120-330100-039-0000	\$3,488.00	\$90.00	
0100-3327-0-5760-3120-340100-039-0000	\$642.00	\$22.00	\$3,578.00
			\$664.00
0100-3327-0-5760-3120-360100-039-0000	\$897.00	\$32.00	\$929.00
0100-3327-0-5760-7210-731000-039-0000	\$1,395.00	(\$1,395.00)	\$0.00
0100-4035-0-0000-2140-190000-005-0000	\$145,029.00	\$5,006.00	\$150,035.00
0100-4035-0-0000-2140-190020-005-0000	\$0.00	\$3,500.00	\$3,500.00
0100-4035-0-0000-2140-310100-005-0000	\$26,647.00	\$1,439.00	\$28,086.00
0100-4035-0-0000-2140-330100-005-0000	\$2,284.00	\$123.00	\$2,407.00
0100-4035-0-0000-2140-340100-005-0000	\$15,079.00	\$194.00	\$15,273.00
0100-4035-0-0000-2140-350100-005-0000	\$1,937.00	\$105.00	\$2,042.00
0100-4035-0-0000-2140-360100-005-0000	\$2,709.00	\$146.00	\$2,855.00
0100-6010-0-1110-4000-220000-021-0000	\$141,682.00	\$4,793.00	\$146,475.00
0100-6010-0-1110-4000-220000-022-0000	\$144,260.00	\$4,873.00	\$149,133.00
0100-6010-0-1110-4000-220000-023-0000	\$144,265.00	\$4,887.00	\$149,152.00
0100-6010-0-1110-4000-220000-024-0000	\$146,599.00	\$4,910.00	\$151,509.00
0100-6010-0-1110-4000-220000-025-0000	\$146,828.00	\$4,928.00	\$151,756.00
0100-6010-0-1110-4000-220000-026-0000	\$138,190.00	\$4,671.00	\$142,861.00
0100-6010-0-1110-4000-220000-027-0000	\$143,016.00	\$4,849.00	\$147,865.00
0100-6010-0-1110-4000-220000-028-0000	\$144,226.00	\$4,883.00	\$149,109.00
0100-6010-0-1110-4000-220000-029-0000	\$142,859.00	\$4,794.00	\$147,653.00
0100-6010-0-1110-4000-220060-021-0000	\$0.00	\$7,188.00	\$7,188.00
0100-6010-0-1110-4000-220060-022-0000	\$0.00	\$5,781.00	\$5,781.00
0100-0000-0-0000-8200-220060-023-0000	\$0.00	\$5,000.00	\$5,000.00
0100-0000-0-0000-8200-220060-024-0000	\$0.00	\$6,250.00	\$6,250.00
0100-0000-0-0000-8200-220060-025-0000	\$0.00	\$5,000.00	\$5,000.00
0100-0000-0-0000-8200-220060-026-0000	\$0.00	\$5,000.00	\$5,000.00
0100-0000-0-0000-8200-220060-027-0000	\$0.00	\$5,000.00	\$5,000.00
0100-0000-0-0000-8200-220060-028-0000	\$0.00	\$5,000.00	\$5,000.00
0100-0000-0-0000-8200-220060-029-0000	\$0.00	\$5,000.00	\$5,000.00
0100-0000-0-0000-8200-220060-030-0000	\$0.00	\$6,250.00	\$6,250.00
0100-0000-0-0000-8200-220060-031-0000	\$0.00	\$6,250.00	\$6,250.00
0100-0000-0-0000-8200-240000-010-0000	\$32,310.00	\$1,131.00	\$33,441.00
0100-0000-0-0000-8200-24000-010-0000	\$0.00	\$1,750.00	
0100-0000-0-0000-8200-240030-010-0000	\$0.00 \$7,402.00	\$660.00	\$1,750.00
			\$8,062.00
0100-0000-0-0000-8200-320200-012-0000	\$81,340.00	\$6,388.00	\$87,728.00
0100-0000-0-0000-8200-320200-016-0000	\$38,215.00	\$2,497.00	\$40,712.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0000-0-0000-8200-320200-017-0000	\$47,444.00	\$3,501.00	\$50,945.00
0100-0000-0-0000-8200-320200-021-0000	\$25,065.00	\$1,424.00	\$26,489.00
0100-0000-0-0000-8200-320200-022-0000	\$31,951.00	\$2,486.00	\$34,437.00
0100-0000-0-0000-8200-320200-022-0000	\$25,580.00	\$1,997.00	\$27,577.00
0100-0000-0-0000-8200-320200-023-0000	\$30,259.00	\$2,448.00	\$32,707.00
0100-0000-0-0000-8200-320200-024-0000	\$25,370.00	\$1,997.00	\$27,367.00
0100-0000-0-0000-8200-320200-025-0000	\$23,370.00	\$1,959.00	
0100-0000-0-0000-8200-320200-020-0000	\$25,919.00	\$1,997.00	\$26,676.00 \$27,916.00
		· · · · · · · · · · · · · · · · · · ·	*
0100-0000-0-0000-8200-320200-028-0000	\$25,580.00	\$1,997.00	\$27,577.00
0100-0000-0-0000-8200-320200-029-0000	\$25,608.00	\$1,997.00	\$27,605.00
0100-0000-0-0000-8200-320200-030-0000	\$40,193.00	\$2,733.00	\$42,926.00
0100-0000-0-0000-8200-320200-031-0000	\$38,599.00	\$2,734.00	\$41,333.00
0100-0000-0-0000-8200-330200-010-0000	\$2,472.00	\$220.00	\$2,692.00
0100-0000-0-0000-8200-330200-012-0000	\$27,161.00	\$2,133.00	\$29,294.00
0100-0000-0-0000-8200-330200-016-0000	\$12,761.00	\$833.00	\$13,594.00
0100-0000-0-0000-8200-330200-017-0000	\$15,842.00	\$1,169.00	\$17,011.00
0100-0000-0-0000-8200-330200-021-0000	\$8,369.00	\$476.00	\$8,845.00
0100-0000-0-0000-8200-330200-022-0000	\$10,669.00	\$830.00	\$11,499.00
0100-0000-0-0000-8200-330200-023-0000	\$8,542.00	\$666.00	\$9,208.00
0100-0000-0-0000-8200-330200-024-0000	\$10,104.00	\$817.00	\$10,921.00
0100-0000-0-0000-8200-330200-025-0000	\$8,471.00	\$667.00	\$9,138.00
0100-0000-0-0000-8200-330200-026-0000	\$8,254.00	\$654.00	\$8,908.00
0100-0000-0-0000-8200-330200-027-0000	\$8,655.00	\$667.00	\$9,322.00
0100-0000-0-0000-8200-330200-028-0000	\$8,542.00	\$666.00	\$9,208.00
0100-0000-0-0000-8200-330200-029-0000	\$8,551.00	\$667.00	\$9,218.00
0100-0000-0-0000-8200-330200-030-0000	\$13,421.00	\$913.00	\$14,334.00
0100-0000-0-0000-8200-330200-031-0000	\$12,889.00	\$913.00	\$13,802.00
0100-0000-0-0000-8200-340200-010-0000	\$7,540.00	\$97.00	\$7,637.00
0100-0000-0-0000-8200-340200-012-0000	\$79,019.00	\$1,159.00	\$80,178.00
0100-0000-0-0000-8200-340200-016-0000	\$27,867.00	\$387.00	\$28,254.00
0100-0000-0-0000-8200-340200-017-0000	\$40,655.00	\$580.00	\$41,235.00
0100-0000-0-0000-8200-340200-021-0000	\$25,576.00	\$386.00	\$25,962.00
0100-0000-0-0000-8200-340200-022-0000	\$31,970.00	\$483.00	\$32,453.00
0100-0000-0-0000-8200-340200-023-0000	\$25,576.00	\$386.00	\$25,962.00
0100-0000-0-0000-8200-340200-024-0000	\$31,970.00	\$483.00	\$32,453.00
0100-0000-0-0000-8200-340200-025-0000	\$25,576.00	\$386.00	\$25,962.00
0100-0000-0-0000-8200-340200-026-0000	\$25,576.00	\$386.00	\$25,962.00
0100-0000-0-0000-8200-340200-027-0000	\$25,576.00	\$386.00	\$25,962.00
0100-0000-0-0000-8200-340200-028-0000	\$25,576.00	\$386.00	\$25,962.00
0100-0000-0-0000-8200-340200-029-0000	\$25,576.00	\$386.00	\$25,962.00
0100-0000-0-0000-8200-340200-029-0000	\$38,364.00	\$579.00	\$38,943.00
0100-0000-0-0000-8200-340200-030-0000	\$38,364.00	\$579.00 \$579.00	
0100-0000-0-0000-8200-340200-031-0000	\$38,304.00 \$397.00	\$36.00	\$38,943.00
0100-0000-0-0000-8200-330200-010-0000	\$397.00 \$4,367.00	\$343.00	\$433.00
0100-0000-0-0000-0200-330200-012-0000	\$ <del>4</del> ,307.00	\$3 <b>+3.</b> UU	\$4,710.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0000-0-0000-8200-350200-016-0000	\$2,052.00	\$134.00	\$2,186.00
0100-0000-0-0000-8200-350200-017-0000	\$2,547.00	\$188.00	\$2,735.00
0100-0000-0-0000-8200-350200-021-0000	\$1,346.00	\$76.00	\$1,422.00
0100-0000-0-0000-8200-350200-022-0000	\$1,715.00	\$134.00	\$1,849.00
0100-0000-0-0000-8200-350200-023-0000	\$1,373.00	\$108.00	\$1,481.00
0100-0000-0-0000-8200-350200-024-0000	\$1,625.00	\$131.00	\$1,756.00
0100-0000-0-0000-8200-350200-025-0000	\$1,362.00	\$107.00	\$1,469.00
0100-0000-0-0000-8200-350200-026-0000	\$1,327.00	\$105.00	\$1,432.00
0100-0000-0-0000-8200-350200-027-0000	\$1,392.00	\$107.00	\$1,499.00
0100-0000-0-0000-8200-350200-028-0000	\$1,373.00	\$108.00	\$1,481.00
0100-0000-0-0000-8200-350200-029-0000	\$1,375.00	\$107.00	\$1,482.00
0100-0000-0-0000-8200-350200-030-0000	\$2,158.00	\$147.00	\$2,305.00
0100-0000-0-0000-8200-350200-031-0000	\$2,072.00	\$147.00	\$2,219.00
0100-0000-0-0000-8200-360200-010-0000	\$556.00	\$49.00	\$605.00
0100-0000-0-0000-8200-360200-012-0000	\$6,107.00	\$479.00	\$6,586.00
0100-0000-0-0000-8200-360200-016-0000	\$2,869.00	\$188.00	\$3,057.00
0100-0000-0-0000-8200-360200-017-0000	\$3,562.00	\$263.00	\$3,825.00
0100-0000-0-0000-8200-360200-017-0000	\$1,882.00	\$107.00	\$1,989.00
0100-0000-0-0000-8200-360200-021-0000	\$2,399.00	\$186.00	\$2,585.00
0100-0000-0-0000-8200-360200-022-0000	\$1,920.00	\$150.00	\$2,070.00
0100-0000-0-0000-8200-360200-023-0000	\$2,272.00	\$184.00	\$2,456.00
0100-0000-0-0000-8200-360200-024-0000	\$1,905.00	\$150.00	\$2,450.00
0100-0000-0-0000-8200-360200-025-0000	\$1,856.00	\$130.00 \$147.00	
0100-0000-0-0000-8200-360200-020-0000	\$1,946.00	\$150.00	\$2,003.00 \$2,096.00
0100-0000-0-0000-8200-360200-027-0000	\$1,920.00	\$150.00 \$150.00	
0100-0000-0-0000-8200-360200-028-0000	\$1,923.00	\$149.00	\$2,070.00
0100-0000-0-0000-8200-360200-029-0000	\$3,018.00	\$205.00	\$2,072.00
0100-0000-0-0000-8200-360200-030-0000	\$2,898.00	\$205.00	\$3,223.00
0100-0000-0-0000-8200-300200-031-0000	(\$2,939,316.00)	\$919,778.00	\$3,103.00
			(\$2,019,538.00)
0100-0000-0-1110-1000-110000-021-0000	\$1,569,637.00	\$53,727.00	\$1,623,364.00
0100-0000-0-1110-1000-110000-022-0000 0100-0000-0-1110-1000-110000-023-0000	\$2,015,884.00	\$70,229.00	\$2,086,113.00
0100-0000-0-1110-1000-110000-023-0000	\$1,099,770.00	\$38,318.00	\$1,138,088.00
	\$2,166,743.00	\$75,554.00	\$2,242,297.00
0100-0000-0-1110-1000-110000-025-0000	\$1,217,683.00	\$42,414.00	\$1,260,097.00
0100-0000-0-1110-1000-110000-026-0000	\$1,582,909.00	\$55,230.00	\$1,638,139.00
0100-0000-0-1110-1000-110000-027-0000	\$1,638,620.00	\$57,108.00	\$1,695,728.00
0100-0000-0-1110-1000-110040-021-0000	\$0.00	\$70,000.00	\$70,000.00
0100-0000-0-1110-1000-110040-022-0000	\$0.00	\$70,000.00	\$70,000.00
0100-0000-0-1110-1000-110040-023-0000	\$0.00	\$52,500.00	\$52,500.00
0100-0000-0-1110-1000-110040-024-0000	\$0.00	\$91,000.00	\$91,000.00
0100-0000-0-1110-1000-110040-025-0000	\$0.00	\$56,000.00	\$56,000.00
0100-0000-0-1110-1000-110040-026-0000	\$0.00	\$66,500.00	\$66,500.00
0100-0000-0-1110-1000-110040-027-0000	\$0.00	\$77,000.00	\$77,000.00
0100-0000-0-1110-1000-310100-021-0000	\$265,583.00	\$20,934.00	\$286,517.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Evnoncos			
Expenses 0100-0000-0-1110-1000-310100-022-0000	\$341,088.00	\$23,726.00	\$364,814.00
0100-0000-0-1110-1000-310100-023-0000	\$186,081.00	\$15,366.00	\$201,447.00
0100-0000-0-1110-1000-310100-024-0000	\$366,613.00	\$28,181.00	\$394,794.00
0100-0000-0-1110-1000-310100-025-0000	\$206,032.00	\$16,652.00	\$222,684.00
0100-0000-0-1110-1000-310100-025-0000	\$267,828.00	\$20,597.00	\$288,425.00
0100-0000-0-1110-1000-310100-027-0000	\$277,255.00	\$22,691.00	\$299,946.00
0100-0000-0-1110-1000-310100-021-0000	\$22,760.00	\$1,794.00	\$24,554.00
0100-0000-0-1110-1000-330100-021-0000	\$29,230.00	\$2,034.00	\$31,264.00
0100-0000-0-1110-1000-330100-023-0000	\$15,947.00	\$1,317.00	\$17,264.00
0100-0000-0-1110-1000-330100-023-0000	\$31,418.00	\$2,415.00	\$33,833.00
0100-0000-0-1110-1000-330100-025-0000	\$17,656.00	\$1,427.00	
0100-0000-0-1110-1000-330100-025-0000	\$22,952.00	\$1,765.00	\$19,083.00
0100-0000-0-1110-1000-330100-026-0000	\$22,932.00	\$1,765.00	\$24,717.00
0100-0000-0-1110-1000-330100-027-0000		\$3,492.00	\$25,705.00
	\$263,962.00	· · · · · · · · · · · · · · · · · · ·	\$267,454.00
0100-0000-0-1110-1000-340100-022-0000	\$378,272.00	\$5,044.00	\$383,316.00
0100-0000-0-1110-1000-340100-023-0000	\$204,863.00	\$2,716.00	\$207,579.00
0100-0000-0-1110-1000-340100-024-0000	\$351,923.00	\$4,656.00	\$356,579.00
0100-0000-0-1110-1000-340100-025-0000	\$226,185.00	\$2,910.00	\$229,095.00
0100-0000-0-1110-1000-340100-026-0000	\$276,528.00	\$3,686.00	\$280,214.00
0100-0000-0-1110-1000-340100-027-0000	\$276,528.00	\$3,686.00	\$280,214.00
0100-0000-0-1110-1000-350100-021-0000	\$19,307.00	\$1,521.00	\$20,828.00
0100-0000-0-1110-1000-350100-022-0000	\$24,795.00	\$1,725.00	\$26,520.00
0100-0000-0-1110-1000-350100-023-0000	\$13,527.00	\$1,117.00	\$14,644.00
0100-0000-0-1110-1000-350100-024-0000	\$26,651.00	\$2,049.00	\$28,700.00
0100-0000-0-1110-1000-350100-025-0000	\$14,978.00	\$1,210.00	\$16,188.00
0100-0332-0-0000-3110-130000-021-0000	\$71,513.00	\$2,503.00	\$74,016.00
0100-0332-0-0000-3110-130000-022-0000	\$81,776.00	\$2,816.00	\$84,592.00
0100-0332-0-0000-3110-130000-023-0000	\$72,847.00	\$2,503.00	\$75,350.00
0100-0332-0-0000-3110-130000-024-0000	\$81,776.00	\$2,816.00	\$84,592.00
0100-0332-0-0000-3110-130000-025-0000	\$77,348.00	\$2,708.00	\$80,056.00
0100-0332-0-0000-3110-130000-026-0000	\$80,442.00	\$2,816.00	\$83,258.00
0100-0332-0-0000-3110-130000-027-0000	\$80,442.00	\$2,816.00	\$83,258.00
0100-0332-0-0000-3110-130000-028-0000	\$74,373.00	\$2,604.00	\$76,977.00
0100-0332-0-0000-3110-130000-029-0000	\$81,776.00	\$2,816.00	\$84,592.00
0100-0332-0-0000-3110-130000-030-0000	\$81,776.00	\$2,816.00	\$84,592.00
0100-0332-0-0000-3110-130000-031-0000	\$81,776.00	\$2,816.00	\$84,592.00
0100-0332-0-0000-3110-310100-020-0000	\$85,995.00	\$5,970.00	\$91,965.00
0100-0332-0-0000-3110-310100-021-0000	\$12,100.00	\$423.00	\$12,523.00
0100-0332-0-0000-3110-310100-022-0000	\$13,837.00	\$476.00	\$14,313.00
0100-0332-0-0000-3110-310100-023-0000	\$12,326.00	\$423.00	\$12,749.00
0100-0332-0-0000-3110-310100-024-0000	\$13,837.00	\$476.00	\$14,313.00
0100-0332-0-0000-3110-310100-025-0000	\$13,087.00	\$458.00	\$13,545.00
0100-0332-0-0000-3110-310100-026-0000	\$13,611.00	\$476.00	\$14,087.00
0100-0332-0-0000-3110-310100-027-0000	\$13,611.00	\$476.00	\$14,087.00
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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-3110-310100-028-0000	\$12,584.00	\$440.00	\$13,024.00
0100-0332-0-0000-3110-310100-029-0000	\$13,837.00	\$476.00	\$14,313.00
0100-0332-0-0000-3110-310100-030-0000	\$13,837.00	\$476.00	\$14,313.00
0100-0332-0-0000-3110-310100-031-0000	\$13,837.00	\$476.00	\$14,313.00
0100-0332-0-0000-3110-330100-020-0000	\$7,370.00	\$511.00	\$7,881.00
0100-0332-0-0000-3110-330100-021-0000	\$1,037.00	\$36.00	\$1,073.00
0100-0332-0-0000-3110-330100-022-0000	\$1,186.00	\$41.00	\$1,227.00
0100-0332-0-0000-3110-330100-023-0000	\$1,056.00	\$37.00	\$1,093.00
0100-0332-0-0000-3110-330100-024-0000	\$1,186.00	\$41.00	\$1,227.00
0100-0332-0-0000-3110-330100-025-0000	\$1,122.00	\$39.00	\$1,161.00
0100-0332-0-0000-3110-330100-026-0000	\$1,166.00	\$41.00	\$1,207.00
0100-0332-0-0000-3110-330100-027-0000	\$1,166.00	\$41.00	\$1,207.00
0100-0332-0-0000-3110-330100-028-0000	\$1,078.00	\$38.00	\$1,116.00
0100-0332-0-0000-3110-330100-029-0000	\$1,186.00	\$41.00	\$1,227.00
0100-0332-0-0000-3110-330100-030-0000	\$1,186.00	\$41.00	\$1,227.00
0100-0332-0-0000-3110-330100-031-0000	\$1,186.00	\$41.00	\$1,227.00
0100-0332-0-0000-3110-340100-020-0000	\$75,395.00	\$970.00	\$76,365.00
0100-0332-0-0000-3110-340100-021-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-022-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-023-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-024-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-025-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-026-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-027-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-028-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-029-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-030-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-340100-031-0000	\$10,058.00	\$129.00	\$10,187.00
0100-0332-0-0000-3110-350100-020-0000	\$6,251.00	\$434.00	\$6,685.00
0100-0332-0-0000-3110-350100-021-0000	\$880.00	\$30.00	\$910.00
0100-0332-0-0000-3110-350100-022-0000	\$1,006.00	\$34.00	\$1,040.00
0100-0332-0-0000-3110-350100-023-0000	\$896.00	\$31.00	\$927.00
0100-0332-0-0000-3110-350100-024-0000	\$1,006.00	\$34.00	\$1,040.00
0100-0332-0-0000-3110-350100-025-0000	\$951.00	\$34.00	\$985.00
0100-0332-0-0000-3110-350100-026-0000	\$989.00	\$35.00	\$1,024.00
0100-0332-0-0000-3110-350100-027-0000	\$989.00	\$35.00	\$1,024.00
0100-0332-0-0000-3110-350100-028-0000	\$915.00	\$32.00	\$947.00
0100-0332-0-0000-3110-350100-029-0000	\$1,006.00	\$34.00	\$1,040.00
0100-0332-0-0000-3110-350100-030-0000	\$1,006.00	\$34.00	\$1,040.00
0100-0332-0-0000-3110-350100-031-0000	\$1,006.00	\$34.00	\$1,040.00
0100-0332-0-0000-3110-360100-020-0000	\$8,742.00	\$607.00	\$9,349.00
0100-0332-0-0000-3110-360100-021-0000	\$1,230.00	\$43.00	\$1,273.00
0100-0332-0-0000-3110-360100-022-0000	\$1,407.00	\$48.00	\$1,455.00
0100-0332-0-0000-3110-360100-023-0000	\$1,253.00	\$43.00	\$1,296.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-3110-360100-024-0000	\$1,407.00	\$48.00	\$1,455.00
0100-6010-0-1110-4000-220060-023-0000	\$0.00	\$7,188.00	\$7,188.00
0100-6010-0-1110-4000-220060-024-0000	\$0.00	\$5,775.00	\$5,775.00
0100-6010-0-1110-4000-220060-025-0000	\$0.00	\$5,775.00	\$5,775.00
0100-6010-0-1110-4000-220060-026-0000	\$0.00	\$7,188.00	\$7,188.00
0100-6010-0-1110-4000-220060-027-0000	\$0.00	\$7,188.00	\$7,188.00
0100-6010-0-1110-4000-220060-028-0000	\$0.00	\$5,788.00	\$5,788.00
0100-6010-0-1110-4000-220060-029-0000	\$0.00	\$7,188.00	\$7,188.00
0100-6010-0-1110-4000-320200-021-0000	\$33,690.00	\$2,744.00	\$36,434.00
0100-6010-0-1110-4000-320200-022-0000	\$34,280.00	\$2,441.00	\$36,721.00
0100-6010-0-1110-4000-320200-023-0000	\$34,281.00	\$2,767.00	\$37,048.00
0100-6010-0-1110-4000-320200-024-0000	\$34,816.00	\$2,448.00	\$37,264.00
0100-6010-0-1110-4000-320200-025-0000	\$34,868.00	\$2,453.00	\$37,321.00
0100-6010-0-1110-4000-320200-026-0000	\$32,890.00	\$2,716.00	\$35,606.00
0100-6010-0-1110-4000-320200-027-0000	\$33,995.00	\$2,758.00	\$36,753.00
0100-6010-0-1110-4000-320200-027-0000	\$34,272.00	\$2,445.00	\$36,717.00
0100-6010-0-1110-4000-320200-029-0000	\$33,959.00	\$2,745.00	\$36,704.00
0100-6010-0-1110-4000-320200-023-0000	\$11,249.00	\$917.00	\$12,166.00
0100-6010-0-1110-4000-330200-021-0000	\$11,447.00	\$815.00	\$12,262.00
0100-6010-0-1110-4000-330200-022-0000	\$11,447.00	\$924.00	\$12,371.00
0100-6010-0-1110-4000-330200-023-0000	\$11,626.00	\$817.00	\$12,443.00
0100-6010-0-1110-4000-330200-024-0000	\$11,643.00	\$819.00	
0100-6010-0-1110-4000-330200-025-0000	\$10,982.00	\$908.00	\$12,462.00
0100-6010-0-1110-4000-330200-020-0000	\$10,982.00	\$908.00	\$11,890.00
0100-6010-0-1110-4000-330200-027-0000	\$11,332.00 \$11,444.00	\$920.00	\$12,272.00
0100-6010-0-1110-4000-330200-028-0000	\$11,340.00	\$916.00	\$12,260.00 \$12,256.00
0100-6010-0-1110-4000-330200-029-0000	\$9,205.00	\$287.00	\$12,256.00
0100-6010-0-1110-4000-340200-021-0000	\$9,205.00	\$287.00	\$9,492.00
0100-6010-0-1110-4000-340200-022-0000	\$9,205.00	\$287.00	\$9,492.00
0100-6010-0-1110-4000-340200-023-0000			\$9,492.00
0100-6010-0-1110-4000-340200-024-0000	\$9,205.00	\$287.00	\$9,492.00
	\$9,205.00	\$287.00	\$9,492.00
0100-6010-0-1110-4000-340200-026-0000	\$9,205.00	\$287.00	\$9,492.00
0100-6010-0-1110-4000-340200-027-0000	\$9,205.00	\$287.00	\$9,492.00
0100-6010-0-1110-4000-340200-028-0000	\$9,205.00	\$287.00	\$9,492.00
0100-6010-0-1110-4000-340200-029-0000	\$9,205.00	\$287.00	\$9,492.00
0100-6010-0-1110-4000-350200-021-0000	\$1,809.00	\$147.00	\$1,956.00
0100-6010-0-1110-4000-350200-022-0000	\$1,840.00	\$131.00	\$1,971.00
0100-6010-0-1110-4000-350200-023-0000	\$1,841.00	\$148.00	\$1,989.00
0100-6010-0-1110-4000-350200-024-0000	\$1,869.00	\$132.00	\$2,001.00
0100-6010-0-1110-4000-350200-025-0000	\$1,872.00	\$132.00	\$2,004.00
0100-6010-0-1110-4000-350200-026-0000	\$1,766.00	\$146.00	\$1,912.00
0100-6010-0-1110-4000-350200-027-0000	\$1,825.00	\$148.00	\$1,973.00
0100-6010-0-1110-4000-350200-028-0000	\$1,840.00	\$131.00	\$1,971.00
0100-6010-0-1110-4000-350200-029-0000	\$1,823.00	\$148.00	\$1,971.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
F			
Expenses 0100-6010-0-1110-4000-360200-021-0000	\$2,529.00	\$206.00	\$2,735.00
0100-6010-0-1110-4000-360200-022-0000	\$2,574.00	\$183.00	
0100-6010-0-1110-4000-360200-022-0000	\$2,574.00	\$207.00	\$2,757.00
0100-6010-0-1110-4000-360200-023-0000	\$2,574.00	\$207.00 \$184.00	\$2,781.00
0100-6010-0-1110-4000-360200-024-0000	\$2,618.00	\$184.00 \$184.00	\$2,798.00
	· · · · · · · · · · · · · · · · · · ·		\$2,802.00
0100-6010-0-1110-4000-360200-026-0000	\$2,469.00	\$204.00	\$2,673.00
0100-6010-0-1110-4000-360200-027-0000	\$2,552.00	\$207.00	\$2,759.00
0100-6010-0-1110-4000-360200-028-0000	\$2,573.00	\$184.00	\$2,757.00
0100-6010-0-1110-4000-360200-029-0000	\$2,550.00	\$206.00	\$2,756.00
0100-6500-0-5760-1110-110000-039-0000	\$688,211.00	\$23,222.00	\$711,433.00
0100-6500-0-5760-1110-110040-039-0000	\$1,500.00	\$21,000.00	\$22,500.00
0100-6500-0-5760-1110-290000-039-0000	\$3,384.00	\$178.00	\$3,562.00
0100-6500-0-5760-1110-290030-039-0000	\$0.00	\$313.00	\$313.00
0100-6500-0-5760-1110-310100-039-0000	\$117,232.00	\$7,482.00	\$124,714.00
0100-6500-0-5760-1110-320200-039-0000	\$1,703.00	\$113.00	\$1,816.00
0100-6500-0-5760-1110-330100-039-0000	\$10,046.00	\$642.00	\$10,688.00
0100-6500-0-5760-1110-330200-039-0000	\$569.00	\$37.00	\$606.00
0100-6500-0-5760-1110-340100-039-0000	\$115,606.00	\$1,552.00	\$117,158.00
0100-6500-0-5760-1110-350100-039-0000	\$8,522.00	\$544.00	\$9,066.00
0100-0000-0-1110-1000-350100-027-0000	\$20,155.00	\$1,650.00	\$21,805.00
0100-0000-0-1110-1000-360100-021-0000	\$26,998.00	\$2,128.00	\$29,126.00
0100-0000-0-1110-1000-360100-022-0000	\$34,673.00	\$2,412.00	\$37,085.00
0100-0000-0-1110-1000-360100-023-0000	\$18,916.00	\$1,562.00	\$20,478.00
0100-0000-0-1110-1000-360100-024-0000	\$37,268.00	\$2,865.00	\$40,133.00
0100-0000-0-1110-1000-360100-025-0000	\$20,944.00	\$1,693.00	\$22,637.00
0100-0000-0-1110-1000-360100-026-0000	\$27,226.00	\$2,094.00	\$29,320.00
0100-0000-0-1110-1000-360100-027-0000	\$28,184.00	\$2,307.00	\$30,491.00
0100-0332-0-0000-2140-130000-055-0000	\$145,029.00	\$5,006.00	\$150,035.00
0100-0332-0-0000-2140-240000-051-0000	\$67,896.00	\$2,368.00	\$70,264.00
0100-0332-0-0000-2140-240030-051-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2140-310100-055-0000	\$24,539.00	\$847.00	\$25,386.00
0100-0332-0-0000-2140-320200-051-0000	\$15,585.00	\$1,115.00	\$16,700.00
0100-0332-0-0000-2140-330100-055-0000	\$2,103.00	\$73.00	\$2,176.00
0100-0332-0-0000-2140-330200-051-0000	\$5,204.00	\$372.00	\$5,576.00
0100-0332-0-0000-2140-340100-055-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0332-0-0000-2140-340200-051-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2140-350100-055-0000	\$1,784.00	\$61.00	\$1,845.00
0100-0332-0-0000-2140-350200-051-0000	\$837.00	\$60.00	\$897.00
0100-0332-0-0000-2140-350200-031-0000	\$2,494.00	\$87.00	\$2,581.00
0100-0332-0-0000-2140-360100-033-0000	\$1,170.00	\$84.00	\$1,254.00
0100-0332-0-0000-2140-300200-031-0000	\$72,515.00	\$2,503.00	\$1,234.00 \$75,018.00
0100-0332-0-0000-2130-130000-003-0000	\$0.00	\$3,500.00	
			\$3,500.00
0100-0332-0-0000-2150-240000-053-0000	\$67,896.00	\$2,368.00	\$70,264.00
0100-0332-0-0000-2150-240030-053-0000	\$0.00	\$2,500.00	\$2,500.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-2150-310100-005-0000	\$12,269.00	\$1,016.00	\$13,285.00
0100-0332-0-0000-2150-320200-053-0000	\$15,555.00	\$1,115.00	\$16,670.00
0100-0332-0-0000-2150-330100-005-0000	\$1,051.00	\$88.00	\$1,139.00
0100-0332-0-0000-2150-330200-053-0000	\$5,194.00	\$372.00	\$5,566.00
0100-0332-0-0000-2150-340100-005-0000	\$7,540.00	\$97.00	\$7,637.00
0100-0332-0-0000-2150-340200-053-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2150-350100-005-0000	\$892.00	\$74.00	\$966.00
0100-0332-0-0000-2150-350200-053-0000	\$835.00	\$60.00	\$895.00
0100-0332-0-0000-2150-360100-005-0000	\$1,247.00	\$104.00	\$1,351.00
0100-0332-0-0000-2150-360200-053-0000	\$1,168.00	\$84.00	\$1,252.00
0100-0332-0-0000-2420-220000-021-0000	\$41,785.00	\$1,444.00	\$43,229.00
0100-0332-0-0000-2420-220000-022-0000	\$41,385.00	\$1,444.00	\$42,829.00
0100-0332-0-0000-2420-220000-023-0000	\$41,385.00	\$1,444.00	\$42,829.00
0100-0332-0-0000-2420-220000-024-0000	\$42,128.00	\$1,469.00	\$43,597.00
0100-0332-0-0000-2420-220000-025-0000	\$41,977.00	\$1,456.00	\$43,433.00
0100-0332-0-0000-2420-220000-026-0000	\$39,415.00	\$1,374.00	\$40,789.00
0100-0332-0-0000-2420-220000-027-0000	\$41,757.00	\$1,456.00	\$43,213.00
0100-0332-0-0000-2420-220000-028-0000	\$44,626.00	\$1,476.00	\$46,102.00
0100-0332-0-0000-2420-220000-029-0000	\$44,782.00	\$1,488.00	\$46,270.00
0100-0332-0-0000-2420-220000-030-0000	\$41,385.00	\$1,444.00	\$42,829.00
0100-0332-0-0000-2420-220000-031-0000	\$41,757.00	\$1,456.00	\$43,213.00
0100-0332-0-0000-2420-220000-056-0000	\$58,651.00	\$2,045.00	\$60,696.00
0100-0332-0-0000-2420-220060-021-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-022-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-023-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-024-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-025-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-026-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-027-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-028-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-029-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-030-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-2420-220060-031-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3110-360100-025-0000	\$1,330.00	\$47.00	\$1,377.00
0100-0332-0-0000-3110-360100-026-0000	\$1,384.00	\$48.00	\$1,432.00
0100-0332-0-0000-3110-360100-027-0000	\$1,384.00	\$48.00	\$1,432.00
0100-0332-0-0000-3110-360100-028-0000	\$1,279.00	\$45.00	\$1,324.00
0100-0332-0-0000-3110-360100-029-0000	\$1,407.00	\$48.00	\$1,455.00
0100-0332-0-0000-3110-360100-030-0000	\$1,407.00	\$48.00	\$1,455.00
0100-0332-0-0000-3110-360100-031-0000	\$1,407.00	\$48.00	\$1,455.00
0100-0332-0-0000-3130-120000-063-0000	\$104,190.00	\$3,646.00	\$107,836.00
0100-0332-0-0000-3130-120020-063-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-3130-130000-063-0000	\$145,029.00	\$5,006.00	\$150,035.00
0100-0332-0-0000-3130-130020-063-0000	\$0.00	\$3,500.00	\$3,500.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-3130-240000-063-0000	\$59,417.00	\$2,058.00	\$61,475.00
0100-0332-0-0000-3130-240030-022-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-023-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-024-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-025-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-026-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-027-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-028-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-029-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-053-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-240030-063-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3130-290000-022-0000	\$65,354.00	\$2,279.00	\$67,633.00
0100-0332-0-0000-3130-290000-023-0000	\$63,562.00	\$2,171.00	\$65,733.00
0100-0332-0-0000-3130-290000-024-0000	\$64,631.00	\$2,181.00	\$66,812.00
0100-0332-0-0000-3130-290000-025-0000	\$65,642.00	\$2,289.00	\$67,931.00
0100-0332-0-0000-3130-290000-026-0000	\$58,234.00	\$2,031.00	\$60,265.00
0100-0332-0-0000-3130-290000-027-0000	\$58,976.00	\$2,049.00	\$61,025.00
0100-0332-0-0000-3130-290000-028-0000	\$63,342.00	\$2,171.00	\$65,513.00
0100-0332-0-0000-3130-290000-029-0000	\$65,425.00	\$2,199.00	\$67,624.00
0100-0332-0-0000-3130-290000-053-0000	\$52,075.00	\$1,771.00	\$53,846.00
0100-0332-0-0000-3130-270000-053-0000	\$42,168.00	\$2,648.00	\$44,816.00
0100-0332-0-0000-3130-320200-022-0000	\$14,973.00	\$1,095.00	\$16,068.00
0100-0332-0-0000-3130-320200-022-0000	\$14,562.00	\$1,070.00	\$15,632.00
0100-0332-0-0000-3130-320200-023-0000	\$14,807.00	\$1,072.00	\$15,879.00
0100-0332-0-0000-3130-320200-024-0000	\$15,039.00	\$1,097.00	\$15,879.00
0100-0332-0-0000-3130-320200-025-0000	\$13,341.00	\$1,038.00	\$10,130.00
0100-0332-0-0000-3130-320200-020-0000	\$13,511.00	\$1,043.00	\$14,554.00
0100-0332-0-0000-3130-320200-027-0000	\$14,512.00	\$1,070.00	\$14,534.00
0100-0332-0-0000-3130-320200-028-0000	\$14,989.00	\$1,076.00	*
0100-0332-0-0000-3130-320200-029-0000	\$12,389.00	\$978.00	\$16,065.00 \$12,267.00
0100-0332-0-0000-3130-320200-033-0000	\$13,612.00	\$1,045.00	\$13,367.00 \$14,657.00
0100-0332-0-0000-3130-320200-003-0000	\$3,614.00	\$227.00	\$14,657.00
0100-0332-0-0000-3130-330100-003-0000	\$5,000.00	\$365.00	\$3,841.00
0100-0332-0-0000-3130-330200-022-0000	\$4,862.00	\$358.00	\$5,365.00
0100-0332-0-0000-3130-330200-023-0000	\$4,944.00	\$358.00	\$5,220.00
			\$5,302.00
0100-0332-0-0000-3130-330200-025-0000	\$5,022.00	\$366.00	\$5,388.00
0100-0332-0-0000-3130-330200-026-0000	\$4,455.00	\$346.00	\$4,801.00
0100-0332-0-0000-3130-330200-027-0000	\$4,512.00	\$348.00	\$4,860.00
0100-0332-0-0000-3130-330200-028-0000	\$4,846.00	\$357.00	\$5,203.00
0100-0332-0-0000-3130-330200-029-0000	\$5,005.00 \$4,127.00	\$359.00	\$5,364.00
0100-0332-0-0000-3130-330200-053-0000	\$4,137.00	\$326.00	\$4,463.00
0100-0332-0-0000-3130-330200-063-0000	\$4,545.00	\$349.00	\$4,894.00
0100-0332-0-0000-3130-340100-063-0000	\$30,158.00	\$388.00	\$30,546.00
0100-0332-0-0000-3130-340200-022-0000	\$12,788.00	\$193.00	\$12,981.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-3130-340200-023-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-024-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-025-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-026-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-027-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-028-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-029-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-053-0000	\$12,788.00	\$193.00	\$12,981.00
0100-6500-0-5760-1110-350200-039-0000	\$91.00	\$6.00	\$97.00
0100-0332-0-0000-2420-340200-021-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-340200-063-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3130-350100-063-0000	\$3,065.00	\$193.00	\$3,258.00
0100-0332-0-0000-3130-350200-022-0000	\$804.00	\$59.00	\$863.00
0100-0332-0-0000-3130-350200-023-0000	\$782.00	\$57.00	\$839.00
0100-0332-0-0000-3130-350200-024-0000	\$795.00	\$58.00	\$853.00
0100-0332-0-0000-3130-350200-025-0000	\$807.00	\$59.00	\$866.00
0100-0332-0-0000-3130-350200-026-0000	\$716.00	\$56.00	\$772.00
0100-0332-0-0000-3130-350200-027-0000	\$725.00	\$56.00	\$781.00
0100-0332-0-0000-3130-350200-028-0000	\$779.00	\$58.00	\$837.00
0100-0332-0-0000-3130-350200-029-0000	\$805.00	\$58.00	\$863.00
0100-0332-0-0000-3130-350200-053-0000	\$665.00	\$53.00	\$718.00
0100-0332-0-0000-3130-350200-063-0000	\$731.00	\$56.00	\$787.00
0100-0332-0-0000-3130-360100-063-0000	\$4,287.00	\$269.00	\$4,556.00
0100-0332-0-0000-3130-360200-022-0000	\$1,124.00	\$82.00	\$1,206.00
0100-0332-0-0000-3130-360200-023-0000	\$1,093.00	\$81.00	\$1,174.00
0100-0332-0-0000-3130-360200-024-0000	\$1,112.00	\$80.00	\$1,192.00
0100-0332-0-0000-3130-360200-025-0000	\$1,129.00	\$82.00	\$1,211.00
0100-0332-0-0000-3130-360200-026-0000	\$1,002.00	\$78.00	\$1,080.00
0100-0332-0-0000-3130-360200-027-0000	\$1,014.00	\$79.00	\$1,093.00
0100-0332-0-0000-3130-360200-028-0000	\$1,089.00	\$81.00	\$1,170.00
0100-0332-0-0000-3130-360200-029-0000	\$1,125.00	\$81.00	\$1,206.00
0100-0332-0-0000-3130-360200-053-0000	\$930.00	\$74.00	\$1,004.00
0100-0332-0-0000-3130-360200-063-0000	\$1,022.00	\$78.00	\$1,100.00
0100-0332-0-0000-3140-120000-062-0000	\$529,764.00	\$18,455.00	\$548,219.00
0100-0332-0-0000-3140-120050-062-0000	\$0.00	\$17,500.00	\$17,500.00
0100-0332-0-0000-3140-220000-021-0000	\$44,471.00	\$1,552.00	\$46,023.00
0100-0332-0-0000-3140-220000-022-0000	\$46,695.00	\$1,629.00	\$48,324.00
0100-0332-0-0000-3140-220000-023-0000 0100-0332-0-0000-3140-220000-024-0000	\$47,346.00	\$1,645.00	\$48,991.00
	\$46,695.00	\$1,629.00	\$48,324.00
0100-0332-0-0000-3140-220000-025-0000 0100-0332-0-0000-3140-220000-026-0000	\$46,695.00 \$46,695.00	\$1,629.00 \$1,629.00	\$48,324.00
0100-0332-0-0000-3140-220000-026-0000	\$46,693.00 \$44,471.00	\$1,552.00	\$48,324.00
0100-0332-0-0000-3140-220000-027-0000	\$47,663.00	\$1,532.00	\$46,023.00 \$49,267.00
0100-0332-0-0000-3140-220000-028-0000	\$46,695.00	\$1,629.00	\$49,267.00 \$48,324.00
V1VV-V332-V-VVVVV-31 <del>4</del> V-22VVVV-V27-VVVV	\$40,093.00	\$1,029.00	\$48,324.00

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Expenses			
0100-0332-0-0000-3140-220000-030-0000	\$44,471.00	\$1,552.00	\$46,023.00
0100-0332-0-0000-3140-220000-031-0000	\$44,471.00	\$1,552.00	\$46,023.00
0100-0332-0-0000-3140-220060-021-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220060-022-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220060-023-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220060-024-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220060-025-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220060-026-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220060-027-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220060-028-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220000-028-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-5140-220000-025-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220000-030-0000	\$0.00	\$2,500.00	\$2,500.00
0100-0332-0-0000-3140-220000-031-0000	\$90,313.00	\$6,083.00	*
0100-0332-0-0000-3140-310100-002-0000	\$10,188.00	\$929.00	\$96,396.00
0100-0332-0-0000-3140-320200-021-0000		\$929.00 \$946.00	\$11,117.00
	\$10,698.00		\$11,644.00
0100-0332-0-0000-3140-320200-023-0000	\$10,847.00	\$949.00	\$11,796.00
0100-0332-0-0000-3140-320200-024-0000	\$10,698.00	\$946.00	\$11,644.00
0100-0332-0-0000-3140-320200-025-0000	\$10,698.00	\$946.00	\$11,644.00
0100-0332-0-0000-3140-320200-026-0000	\$10,698.00	\$946.00	\$11,644.00
0100-0332-0-0000-3140-320200-027-0000	\$10,188.00	\$929.00	\$11,117.00
0100-0332-0-0000-3140-320200-028-0000	\$10,920.00	\$940.00	\$11,860.00
0100-0332-0-0000-3140-320200-029-0000	\$10,698.00	\$946.00	\$11,644.00
0100-0332-0-0000-3140-320200-030-0000	\$10,286.00	\$928.00	\$11,214.00
0100-0332-0-0000-3140-320200-031-0000	\$10,188.00	\$929.00	\$11,117.00
0100-0332-0-0000-3140-330100-062-0000	\$7,740.00	\$521.00	\$8,261.00
0100-0332-0-0000-3140-330200-021-0000	\$3,402.00	\$310.00	\$3,712.00
0100-0332-0-0000-3140-330200-022-0000	\$3,572.00	\$316.00	\$3,888.00
0100-0332-0-0000-3140-330200-023-0000	\$3,622.00	\$317.00	\$3,939.00
0100-0332-0-0000-3140-330200-024-0000	\$3,572.00	\$316.00	\$3,888.00
0100-0332-0-0000-3140-330200-025-0000	\$3,572.00	\$316.00	\$3,888.00
0100-0332-0-0000-3140-330200-026-0000	\$3,572.00	\$316.00	\$3,888.00
0100-0332-0-0000-3140-330200-027-0000	\$3,402.00	\$310.00	\$3,712.00
0100-0332-0-0000-3140-330200-028-0000	\$3,646.00	\$314.00	\$3,960.00
0100-0332-0-0000-3140-330200-029-0000	\$3,572.00	\$316.00	\$3,888.00
0100-0332-0-0000-3140-330200-030-0000	\$3,435.00	\$310.00	\$3,745.00
0100-0332-0-0000-3140-330200-031-0000	\$3,402.00	\$310.00	\$3,712.00
0100-0332-0-0000-3140-340100-062-0000	\$75,395.00	\$970.00	\$76,365.00
0100-0332-0-0000-3140-340200-021-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-022-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-023-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-024-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-025-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-026-0000	\$12,788.00	\$193.00	\$12,981.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expanses			
Expenses 0100-0332-0-0000-3140-340200-027-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-028-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-029-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-030-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-340200-031-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-3140-350100-062-0000	\$6,565.00	\$443.00	\$7,008.00
0100-0332-0-0000-3140-350200-021-0000	\$547.00	\$50.00	\$597.00
0100-0332-0-0000-3140-350200-022-0000	\$574.00	\$51.00	\$625.00
0100-0332-0-0000-3140-350200-023-0000	\$582.00	\$51.00	\$633.00
0100-0332-0-0000-3140-350200-024-0000	\$574.00	\$51.00	\$625.00
0100-0332-0-0000-3140-350200-025-0000	\$574.00	\$51.00	\$625.00
0100-0332-0-0000-3140-350200-026-0000	\$574.00	\$51.00	\$625.00
0100-0332-0-0000-3140-350200-027-0000	\$547.00	\$50.00	\$597.00
0100-0332-0-0000-3140-350200-028-0000	\$586.00	\$51.00	\$637.00
0100-0332-0-0000-3140-350200-029-0000	\$574.00	\$51.00	\$625.00
0100-0332-0-0000-3140-350200-030-0000	\$552.00	\$50.00	\$602.00
0100-0332-0-0000-3140-350200-031-0000	\$547.00	\$50.00	\$597.00
0100-0332-0-0000-3140-360100-062-0000	\$9,181.00	\$618.00	\$9,799.00
0100-0332-0-0000-3140-360200-021-0000	\$765.00	\$70.00	\$835.00
0100-0332-0-0000-3140-360200-022-0000	\$803.00	\$71.00	\$874.00
0100-0332-0-0000-3140-360200-023-0000	\$814.00	\$72.00	\$886.00
0100-0332-0-0000-3140-360200-024-0000	\$803.00	\$71.00	\$874.00
0100-0332-0-0000-3140-360200-025-0000	\$803.00	\$71.00	\$874.00
0100-0332-0-0000-3140-360200-026-0000	\$803.00	\$71.00	\$874.00
0100-0332-0-0000-3140-360200-027-0000	\$765.00	\$70.00	\$835.00
0100-0332-0-0000-3140-360200-028-0000	\$820.00	\$70.00	\$890.00
0100-0332-0-0000-3140-360200-029-0000	\$803.00	\$71.00	\$874.00
0100-0332-0-0000-3140-360200-030-0000	\$772.00	\$70.00	\$842.00
0100-0332-0-0000-3140-360200-031-0000	\$765.00	\$70.00	\$835.00
0100-0332-0-1110-1000-110000-023-0000	\$196,807.00	\$6,805.00	\$203,612.00
0100-0332-0-1110-1000-110000-024-0000	\$170,500.00	\$5,884.00	\$176,384.00
0100-0332-0-1110-1000-110000-029-0000	\$93,393.00	\$3,269.00	\$96,662.00
0100-0332-0-1110-1000-110040-020-0000	\$0.00	\$21,000.00	\$21,000.00
0100-0332-0-1110-1000-210000-030-0000	\$16,073.00	\$467.00	\$16,540.00
0100-0332-0-1110-1000-210020-030-0000	\$0.00	\$1,250.00	\$1,250.00
0100-0332-0-1110-1000-290000-021-0000	\$59,831.00	\$3,149.00	\$62,980.00
0100-0332-0-1110-1000-290000-022-0000	\$84,538.00	\$4,449.00	\$88,987.00
0100-0332-0-1110-1000-290000-023-0000	\$58,071.00	\$3,057.00	\$61,128.00
0100-0332-0-1110-1000-290000-024-0000	\$87,581.00	\$4,609.00	\$92,190.00
0100-0332-0-1110-1000-290000-025-0000	\$59,831.00	\$3,149.00	\$62,980.00
0100-0332-0-1110-1000-290000-026-0000	\$59,831.00	\$3,149.00	\$62,980.00
0100-0332-0-1110-1000-290000-027-0000	\$70,389.00	\$3,705.00	\$74,094.00
0100-0332-0-1110-1000-290000-028-0000	\$63,351.00	\$3,334.00	\$66,685.00
0100-0332-0-1110-1000-290000-029-0000	\$59,831.00	\$3,149.00	\$62,980.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-1110-1000-290000-030-0000	\$69,412.00	\$3,527.00	\$72,939.00
0100-0332-0-1110-1000-290000-031-0000	\$65,744.00	\$3,460.00	\$69,204.00
0100-0332-0-1110-1000-290030-021-0000	\$0.00	\$5,313.00	\$5,313.00
0100-0332-0-1110-1000-290030-022-0000	\$0.00	\$7,506.00	\$7,506.00
0100-0332-0-1110-1000-290030-023-0000	\$0.00	\$5,156.00	\$5,156.00
0100-0332-0-1110-1000-290030-024-0000	\$0.00	\$7,813.00	\$7,813.00
0100-6500-0-5760-1110-360100-039-0000	\$11,917.00	\$761.00	\$12,678.00
0100-6500-0-5760-1110-360200-039-0000	\$128.00	\$8.00	\$136.00
0100-6500-0-5760-1120-110000-039-0000	\$1,159,649.00	\$39,369.00	\$1,199,018.00
0100-6500-0-5760-1120-110040-039-0000	\$2,985.00	\$42,000.00	\$44,985.00
0100-6500-0-5760-1120-210000-039-0000	\$294,387.00	\$10,147.00	\$304,534.00
0100-6500-0-5760-1120-210020-039-0000	\$0.00	\$18,750.00	\$18,750.00
0100-6500-0-5760-1120-310100-039-0000	\$197,374.00	\$13,768.00	\$211,142.00
0100-6500-0-5760-1120-320200-039-0000	\$68,853.00	\$6,620.00	\$75,473.00
0100-6500-0-5760-1120-330100-039-0000	\$16,914.00	\$1,180.00	\$18,094.00
0100-6500-0-5760-1120-330200-039-0000	\$22,991.00	\$2,211.00	\$25,202.00
0100-6500-0-5760-1120-340100-039-0000	\$177,218.00	\$2,328.00	\$179,546.00
0100-6500-0-5760-1120-340200-039-0000	\$17,095.00	\$533.00	\$17,628.00
0100-6500-0-5760-1120-350100-039-0000	\$14,348.00	\$1,001.00	\$15,349.00
0100-6500-0-5760-1120-350200-039-0000	\$3,697.00	\$355.00	\$4,052.00
0100-6500-0-5760-1120-360100-039-0000	\$20,064.00	\$1,400.00	\$21,464.00
0100-6500-0-5760-1120-360200-039-0000	\$5,169.00	\$497.00	\$5,666.00
0100-6500-0-5760-1130-210000-039-0000	\$294,343.00	\$10,172.00	\$304,515.00
0100-6500-0-5760-1130-210020-039-0000	\$0.00	\$18,126.00	\$18,126.00
0100-6500-0-5760-1130-320200-039-0000	\$68,396.00	\$6,483.00	\$74,879.00
0100-6500-0-5760-1130-330200-039-0000	\$22,839.00	\$2,164.00	\$25,003.00
0100-6500-0-5760-1130-340200-039-0000	\$36,096.00	\$714.00	\$36,810.00
0100-6500-0-5760-1130-350200-039-0000	\$3,672.00	\$348.00	\$4,020.00
0100-6500-0-5760-1130-360200-039-0000	\$5,135.00	\$487.00	\$5,622.00
0100-6500-0-5760-3120-120000-039-0000	\$339,408.00	\$11,879.00	\$351,287.00
0100-6500-0-5760-3120-310100-039-0000	\$57,428.00	\$2,010.00	\$59,438.00
0100-6500-0-5760-3120-330100-039-0000	\$4,921.00	\$173.00	\$5,094.00
0100-6500-0-5760-3120-340100-039-0000	\$42,195.00	\$608.00	\$42,803.00
0100-6500-0-5760-3120-350100-039-0000	\$4,175.00	\$146.00	\$4,321.00
0100-6500-0-5760-3120-360100-039-0000	\$5,838.00	\$204.00	\$6,042.00
0100-6512-0-5760-3120-120000-039-0000	\$66,759.00	\$2,337.00	\$69,096.00
0100-6512-0-5760-3120-310100-039-0000	\$11,296.00	\$395.00	\$11,691.00
0100-6512-0-5760-3120-330100-039-0000	\$968.00	\$34.00	\$1,002.00
0100-6512-0-5760-3120-340100-001-0000	(\$166.61)	(\$2,917.00)	(\$3,083.61)
0100-6512-0-5760-3120-340100-039-0000	\$6,333.00	\$82.00	\$6,415.00
0100-6512-0-5760-3120-350100-039-0000	\$821.00	\$29.00	\$850.00
0100-6512-0-5760-3120-360100-039-0000	\$1,148.00	\$40.00	\$1,188.00
0100-6546-0-5760-3120-120000-039-0000	\$136,885.00	\$4,791.00	\$141,676.00
0100-6546-0-5760-3120-310100-039-0000	\$23,161.00	\$811.00	\$23,972.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-6546-0-5760-3120-330100-039-0000	\$1,985.00	\$69.00	\$2,054.00
0100-6546-0-5760-3120-340100-001-0000	\$166.61	\$2,917.00	\$3,083.61
0100-6546-0-5760-3120-340100-039-0000	\$17,860.00	\$251.00	\$18,111.00
0100-6546-0-5760-3120-350100-039-0000	\$1,684.00	\$59.00	\$1,743.00
0100-6546-0-5760-3120-360100-039-0000	\$2,354.00	\$83.00	\$2,437.00
0100-7425-0-0000-2700-130040-072-0000	\$27,400.00	(\$27,400.00)	\$0.00
0100-7425-0-0000-2700-130040-072-0001	\$0.00	\$27,400.00	\$27,400.00
0100-7425-0-0000-2700-240020-072-0000	\$8,416.00	(\$8,416.00)	\$0.00
0100-7425-0-0000-2700-240020-072-1001	\$0.00	\$8,416.00	\$8,416.00
0100-7425-0-0000-2700-310100-072-0000	\$4,636.00	(\$4,636.00)	\$0.00
0100-7425-0-0000-2700-310100-072-1001	\$0.00	\$4,636.00	\$4,636.00
0100-7425-0-0000-2700-320200-072-0000	\$1,928.00	(\$1,928.00)	\$0.00
0100-7425-0-0000-2700-320200-072-1001	\$0.00	\$1,928.00	\$1,928.00
0100-7425-0-0000-2700-330100-072-0000	\$397.00	(\$397.00)	\$0.00
0100-7425-0-0000-2700-330100-072-1001	\$0.00	\$397.00	\$397.00
0100-7425-0-0000-2700-330200-072-0000	\$644.00	(\$644.00)	\$0.00
0100-7425-0-0000-2700-330200-072-1001	\$0.00	\$644.00	\$644.00
0100-7425-0-0000-2700-350100-072-0000	\$337.00	(\$337.00)	\$0.00
0100-7425-0-0000-2700-350100-072-1001	\$0.00	\$337.00	\$337.00
0100-7425-0-0000-2700-350200-072-0000	\$104.00	(\$104.00)	\$0.00
0100-7425-0-0000-2700-350200-072-1001	\$0.00	\$104.00	\$104.00
0100-7425-0-0000-2700-360100-072-0000	\$471.00	(\$471.00)	\$0.00
0100-0332-0-1110-1000-290030-025-0000	\$0.00	\$5,313.00	\$5,313.00
0100-0332-0-1110-1000-290030-026-0000	\$0.00	\$5,313.00	\$5,313.00
0100-0332-0-1110-1000-290030-027-0000	\$0.00	\$6,250.00	\$6,250.00
0100-0332-0-1110-1000-290030-028-0000	\$0.00	\$5,625.00	\$5,625.00
0100-0332-0-1110-1000-290030-029-0000	\$0.00	\$5,313.00	\$5,313.00
0100-0332-0-1110-1000-290030-030-0000	\$0.00	\$5,469.00	\$5,469.00
0100-0332-0-1110-1000-290030-031-0000	\$0.00	\$5,625.00	\$5,625.00
0100-0332-0-1110-1000-310100-020-0000	\$0.00	\$3,553.00	\$3,553.00
0100-0332-0-1110-1000-310100-023-0000	\$33,469.00	\$1,151.00	\$34,620.00
0100-0332-0-1110-1000-310100-024-0000	\$28,920.00	\$996.00	\$29,916.00
0100-0332-0-1110-1000-310100-029-0000	\$15,873.00	\$553.00	\$16,426.00
0100-0332-0-1110-1000-320200-021-0000	\$14,516.00	\$1,939.00	\$16,455.00
0100-0332-0-1110-1000-320200-022-0000	\$20,321.00	\$2,739.00	\$23,060.00
0100-0332-0-1110-1000-320200-023-0000	\$14,103.00	\$1,881.00	\$15,984.00
0100-0332-0-1110-1000-320200-024-0000	\$21,059.00	\$2,846.00	\$23,905.00
0100-0332-0-1110-1000-320200-025-0000	\$14,516.00	\$1,939.00	\$16,455.00
0100-0332-0-1110-1000-320200-026-0000	\$14,516.00	\$1,939.00	\$16,455.00
0100-0332-0-1110-1000-320200-027-0000	\$16,997.00	\$2,280.00	\$19,277.00
0100-0332-0-1110-1000-320200-027-0000	\$15,343.00	\$2,052.00	\$17,395.00
0100-0332-0-1110-1000-320200-028-0000	\$14,516.00	\$1,939.00	\$16,455.00
0100-0332-0-1110-1000-320200-029-0000	\$20,404.00	\$2,454.00	\$22,858.00
0100-0332-0-1110-1000-320200-030-0000	\$15,891.00	\$2,082.00	\$17,973.00
5100 5552 0 1110 1000 520200 051 0000	Ψ12,021.00	Ψ2,002.00	ψ11,213.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
F			
Expenses 0100-0332-0-1110-1000-330100-020-0000	\$0.00	\$305.00	\$305.00
0100-0332-0-1110-1000-330100-023-0000	\$2,868.00	\$99.00	\$2,967.00
0100-0332-0-1110-1000-330100-024-0000	\$2,478.00	\$86.00	\$2,564.00
0100-0332-0-1110-1000-330100-029-0000	\$1,360.00	\$48.00	\$1,408.00
0100-0332-0-1110-1000-330200-021-0000	\$4,847.00	\$647.00	\$5,494.00
0100-0332-0-1110-1000-330200-022-0000	\$6,785.00	\$915.00	\$7,700.00
0100-0332-0-1110-1000-330200-023-0000	\$4,709.00	\$628.00	\$5,337.00
0100-0332-0-1110-1000-330200-024-0000	\$7,032.00	\$950.00	\$7,982.00
0100-0332-0-1110-1000-330200-025-0000	\$4,847.00	\$647.00	\$5,494.00
0100-0332-0-1110-1000-330200-026-0000	\$4,847.00	\$647.00	\$5,494.00
0100-0332-0-1110-1000-330200-027-0000	\$5,675.00	\$762.00	\$6,437.00
0100-0332-0-1110-1000-330200-028-0000	\$5,123.00	\$686.00	\$5,809.00
0100-0332-0-1110-1000-330200-029-0000	\$4,847.00	\$647.00	\$5,494.00
0100-0332-0-1110-1000-330200-030-0000	\$6,813.00	\$820.00	\$7,633.00
0100-0332-0-1110-1000-330200-031-0000	\$5,306.00	\$695.00	\$6,001.00
0100-0332-0-1110-1000-340100-023-0000	\$26,428.00	\$388.00	\$26,816.00
0100-0332-0-1110-1000-340100-024-0000	\$30,158.00	\$388.00	\$30,546.00
0100-0332-0-1110-1000-340100-029-0000	\$15,079.00	\$194.00	\$15,273.00
0100-0332-0-1110-1000-340200-030-0000	\$1,315.00	\$41.00	\$1,356.00
0100-0332-0-1110-1000-350100-020-0000	\$0.00	\$258.00	\$258.00
0100-0332-0-1110-1000-350100-023-0000	\$2,433.00	\$84.00	\$2,517.00
0100-0332-0-1110-1000-350100-024-0000	\$2,102.00	\$73.00	\$2,175.00
0100-0332-0-1110-1000-350100-029-0000	\$1,154.00	\$40.00	\$1,194.00
0100-0332-0-1110-1000-350200-021-0000	\$779.00	\$104.00	\$883.00
0100-0332-0-1110-1000-350200-022-0000	\$1,091.00	\$147.00	\$1,238.00
0100-0332-0-1110-1000-350200-023-0000	\$757.00	\$101.00	\$858.00
0100-0332-0-1110-1000-350200-024-0000	\$1,131.00	\$152.00	\$1,283.00
0100-0332-0-1110-1000-350200-025-0000	\$779.00	\$104.00	\$883.00
0100-0332-0-1110-1000-350200-026-0000	\$779.00	\$104.00	\$883.00
0100-0332-0-1110-1000-350200-027-0000	\$913.00	\$122.00	\$1,035.00
0100-0332-0-1110-1000-350200-028-0000	\$824.00	\$110.00	\$934.00
0100-0332-0-1110-1000-350200-029-0000	\$779.00	\$104.00	\$883.00
0100-0332-0-1110-1000-350200-030-0000	\$1,095.00	\$132.00	\$1,227.00
0100-0332-0-1110-1000-350200-031-0000	\$853.00	\$112.00	\$965.00
0100-0332-0-1110-1000-360100-020-0000	\$0.00	\$361.00	\$361.00
0100-0332-0-1110-1000-360100-023-0000	\$3,402.00	\$117.00	\$3,519.00
0100-0332-0-1110-1000-360100-024-0000	\$2,940.00	\$101.00	\$3,041.00
0100-0332-0-1110-1000-360100-029-0000	\$1,614.00	\$56.00	\$1,670.00
0100-0332-0-1110-1000-360200-021-0000	\$1,090.00	\$145.00	\$1,235.00
0100-0332-0-1110-1000-360200-022-0000	\$1,526.00	\$205.00	\$1,731.00
0100-0332-0-1110-1000-360200-023-0000	\$1,059.00	\$141.00	\$1,200.00
0100-0332-0-1110-1000-360200-024-0000	\$1,581.00	\$214.00	\$1,795.00
0100-0332-0-1110-1000-360200-025-0000	\$1,090.00	\$145.00	\$1,235.00
0100-0000-0-1110-1000-350100-026-0000	\$19,470.00	\$1,497.00	\$20,967.00
	V,	,	<i>4_0,207.00</i>

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-2420-240000-061-0000	\$498,233.00	\$17,323.00	\$515,556.00
0100-0332-0-0000-2420-240030-061-0000	\$0.00	\$17,500.00	\$17,500.00
0100-0332-0-0000-2420-320200-021-0000	\$9,779.00	\$904.00	\$10,683.00
0100-0332-0-0000-2420-320200-022-0000	\$9,688.00	\$903.00	\$10,591.00
0100-0332-0-0000-2420-320200-023-0000	\$9,688.00	\$903.00	\$10,591.00
0100-0332-0-0000-2420-320200-024-0000	\$9,858.00	\$909.00	\$10,767.00
0100-0332-0-0000-2420-320200-025-0000	\$9,823.00	\$906.00	\$10,729.00
0100-0332-0-0000-2420-320200-026-0000	\$9,236.00	\$888.00	\$10,124.00
0100-0332-0-0000-2420-320200-027-0000	\$9,773.00	\$906.00	\$10,679.00
0100-0332-0-0000-2420-320200-028-0000	\$10,430.00	\$911.00	\$11,341.00
0100-0332-0-0000-2420-320200-029-0000	\$10,466.00	\$913.00	\$11,379.00
0100-0332-0-0000-2420-320200-030-0000	\$9,688.00	\$903.00	\$10,591.00
0100-0332-0-0000-2420-320200-031-0000	\$9,773.00	\$906.00	\$10,679.00
0100-0332-0-0000-2420-320200-056-0000	\$13,529.00	\$448.00	\$13,977.00
0100-0332-0-0000-2420-320200-061-0000	\$114,781.00	\$7,978.00	\$122,759.00
0100-0332-0-0000-2420-330200-021-0000	\$3,265.00	\$302.00	\$3,567.00
0100-0332-0-0000-2420-330200-022-0000	\$3,235.00	\$302.00	\$3,537.00
0100-0332-0-0000-2420-330200-022-0000	\$3,235.00	\$302.00	\$3,537.00
0100-0332-0-0000-2420-330200-023-0000	\$3,292.00	\$303.00	\$3,595.00
0100-0332-0-0000-2420-330200-025-0000	\$3,280.00	\$303.00	\$3,583.00
0100-0332-0-0000-2420-330200-025-0000	\$3,084.00	\$296.00	\$3,380.00
0100-0332-0-0000-2420-330200-020-0000	\$3,263.00	\$303.00	\$3,566.00
0100-0332-0-0000-2420-330200-027-0000	\$3,483.00	\$304.00	\$3,787.00
0100-0332-0-0000-2420-330200-028-0000	\$3,495.00	\$305.00	\$3,800.00
0100-0332-0-0000-2420-330200-027-0000	\$3,235.00	\$302.00	
0100-0332-0-0000-2420-330200-031-0000	\$3,263.00	\$303.00	\$3,537.00
0100-0332-0-0000-2420-330200-031-0000	\$4,517.00	\$157.00	\$3,566.00
0100-0332-0-0000-2420-330200-030-0000	\$38,327.00	\$2,664.00	\$4,674.00
0100-0332-0-0000-2420-330200-001-0000	\$38,327.00	\$2,004.00	\$40,991.00
0100-7425-0-0000-2700-360100-072-1001	\$145.00	(\$145.00)	\$471.00
0100-7425-0-0000-2700-360200-072-0000	\$0.00	\$145.00	\$0.00
0100-7425-0-0000-2700-300200-072-1001	\$651,671.00	(\$651,671.00)	\$145.00
0100-7425-0-0000-3110-120000-020-0000		· · · · · · · · · · · · · · · · · · ·	\$0.00
	\$0.00	\$674,480.00	\$674,480.00
0100-7425-0-0000-3110-310100-020-0000	\$110,263.00	(\$110,263.00)	\$0.00
0100-7425-0-0000-3110-310100-020-1003	\$0.00	\$114,122.00	\$114,122.00
0100-7425-0-0000-3110-330100-020-0000	\$9,449.00	(\$9,449.00)	\$0.00
0100-7425-0-0000-3110-330100-020-1003	\$0.00	\$9,780.00	\$9,780.00
0100-7425-0-0000-3110-340100-020-0000	\$113,093.00	(\$113,093.00)	\$0.00
0100-7425-0-0000-3110-340100-020-1003	\$0.00	\$95,700.00	\$95,700.00
0100-7425-0-0000-3110-350100-020-0000	\$8,016.00	(\$8,016.00)	\$0.00
0100-7425-0-0000-3110-350100-020-1003	\$0.00	\$8,296.00	\$8,296.00
0100-7425-0-0000-3110-360100-020-0000	\$11,209.00	(\$11,209.00)	\$0.00
0100-7425-0-0000-3110-360100-020-1003	\$0.00	\$11,601.00	\$11,601.00
0100-7425-0-0000-3120-120000-062-0000	\$191,819.00	(\$191,819.00)	\$0.00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-7425-0-0000-3120-120000-062-1003	\$0.00	\$198,533.00	\$198,533.00
0100-7425-0-0000-3120-310100-062-0000	\$32,456.00	(\$32,456.00)	\$0.00
0100-7425-0-0000-3120-310100-062-1003	\$0.00	\$33,592.00	\$33,592.00
0100-7425-0-0000-3120-330100-062-0000	\$2,781.00	(\$2,781.00)	\$0.00
0100-7425-0-0000-3120-330100-062-1003	\$0.00	\$2,879.00	\$2,879.00
0100-7425-0-0000-3120-340100-062-0000	\$30,158.00	(\$30,158.00)	\$0.00
0100-7425-0-0000-3120-340100-062-1003	\$0.00	\$25,520.00	\$25,520.00
0100-7425-0-0000-3120-350100-062-0000	\$2,359.00	(\$2,359.00)	\$0.00
0100-7425-0-0000-3120-350100-062-1003	\$0.00	\$2,442.00	\$2,442.00
0100-7425-0-0000-3120-360100-062-0000	\$3,299.00	(\$3,299.00)	\$0.00
0100-7425-0-0000-3120-360100-062-1003	\$0.00	\$3,415.00	\$3,415.00
0100-7425-0-0000-3120-300100-002-1003	\$208,379.00	(\$208,379.00)	\$0.00
0100-7425-0-0000-3130-120000-003-0000	\$0.00	\$215,673.00	\$215,673.00
0100-7425-0-0000-3130-120000-003-1003	\$13,708.00	(\$13,708.00)	\$0.00
0100-7425-0-0000-3130-290020-072-0000	\$0.00	\$13,708.00	\$13,708.00
0100-7425-0-0000-3130-290020-072-1001	\$35,258.00	(\$35,258.00)	· ·
0100-7425-0-0000-3130-310100-063-0000	\$33,238.00	· · · · · · · · · · · · · · · · · · ·	\$0.00
		\$36,492.00	\$36,492.00
0100-7425-0-0000-3130-320200-072-0000	\$3,141.00	(\$3,141.00)	\$0.00
0100-7425-0-0000-3130-320200-072-1001	\$0.00	\$3,141.00	\$3,141.00
0100-7425-0-0000-3130-330100-063-0000	\$3,021.00	(\$3,021.00)	\$0.00
0100-7425-0-0000-3130-330100-063-1003	\$0.00	\$3,127.00	\$3,127.00
0100-7425-0-0000-3130-330200-072-0000	\$1,049.00	(\$1,049.00)	\$0.00
0100-7425-0-0000-3130-330200-072-1001	\$0.00	\$1,049.00	\$1,049.00
0100-7425-0-0000-3130-340100-063-0000	\$30,158.00	(\$30,158.00)	\$0.00
0100-0332-0-0000-2420-340200-022-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-023-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-024-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-025-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-026-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-027-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-028-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-029-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-030-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-031-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-056-0000	\$12,788.00	\$193.00	\$12,981.00
0100-0332-0-0000-2420-340200-061-0000	\$89,516.00	\$1,351.00	\$90,867.00
0100-0332-0-0000-2420-350200-021-0000	\$525.00	\$49.00	\$574.00
0100-0332-0-0000-2420-350200-022-0000	\$520.00	\$49.00	\$569.00
0100-0332-0-0000-2420-350200-023-0000	\$520.00	\$49.00	\$569.00
0100-0332-0-0000-2420-350200-024-0000	\$529.00	\$49.00	\$578.00
0100-0332-0-0000-2420-350200-025-0000	\$527.00	\$49.00	\$576.00
0100-0332-0-0000-2420-350200-026-0000	\$496.00	\$48.00	\$544.00
0100-0332-0-0000-2420-350200-027-0000	\$525.00	\$48.00	\$573.00
0100-0332-0-0000-2420-350200-028-0000	\$560.00	\$49.00	\$609.00
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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-2420-350200-029-0000	\$562.00	\$49.00	\$611.00
0100-0332-0-0000-2420-350200-030-0000	\$520.00	\$49.00	\$569.00
0100-0332-0-0000-2420-350200-031-0000	\$525.00	\$48.00	\$573.00
0100-0332-0-0000-2420-350200-056-0000	\$726.00	\$25.00	\$751.00
0100-0332-0-0000-2420-350200-061-0000	\$6,162.00	\$429.00	\$6,591.00
0100-0332-0-0000-2420-360200-021-0000	\$734.00	\$68.00	\$802.00
0100-0332-0-0000-2420-360200-022-0000	\$727.00	\$68.00	\$795.00
0100-0332-0-0000-2420-360200-023-0000	\$727.00	\$68.00	\$795.00
0100-0332-0-0000-2420-360200-024-0000	\$740.00	\$68.00	\$808.00
0100-0332-0-0000-2420-360200-025-0000	\$737.00	\$69.00	\$806.00
0100-0332-0-0000-2420-360200-025-0000	\$693.00	\$67.00	\$760.00
0100-0332-0-0000-2420-360200-027-0000	\$734.00	\$68.00	\$802.00
0100-0332-0-0000-2420-360200-027-0000	\$783.00	\$68.00	
0100-0332-0-0000-2420-360200-028-0000	\$786.00	\$68.00	\$851.00
0100-0332-0-0000-2420-360200-029-0000	\$780.00 \$727.00	\$68.00	\$854.00
			\$795.00
0100-0332-0-0000-2420-360200-031-0000	\$734.00	\$68.00	\$802.00
0100-0332-0-0000-2420-360200-056-0000	\$1,016.00	\$35.00	\$1,051.00
0100-0332-0-0000-2420-360200-061-0000	\$8,617.00	\$599.00	\$9,216.00
0100-0332-0-0000-2700-130000-021-0000	\$35,703.00	\$1,249.00	\$36,952.00
0100-0332-0-0000-2700-130000-022-0000	\$40,827.00	\$1,405.00	\$42,232.00
0100-0332-0-0000-2700-130000-023-0000	\$36,369.00	\$1,249.00	\$37,618.00
0100-0332-0-0000-2700-130000-024-0000	\$40,827.00	\$1,405.00	\$42,232.00
0100-0332-0-0000-2700-130000-025-0000	\$38,616.00	\$1,352.00	\$39,968.00
0100-0332-0-0000-2700-130000-026-0000	\$40,161.00	\$1,405.00	\$41,566.00
0100-0332-0-0000-2700-130000-027-0000	\$40,161.00	\$1,405.00	\$41,566.00
0100-0332-0-0000-2700-130000-028-0000	\$37,131.00	\$1,300.00	\$38,431.00
0100-0332-0-0000-2700-130000-029-0000	\$40,827.00	\$1,405.00	\$42,232.00
0100-0332-0-0000-2700-130000-030-0000	\$148,043.00	\$5,158.00	\$153,201.00
0100-0332-0-0000-2700-130000-031-0000	\$161,430.00	\$5,627.00	\$167,057.00
0100-0332-0-0000-2700-130020-021-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-022-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-023-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-024-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-025-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-026-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-027-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-028-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-029-0000	\$0.00	\$3,500.00	\$3,500.00
0100-0332-0-0000-2700-130020-030-0000	\$0.00	\$7,000.00	\$7,000.00
0100-0332-0-0000-2700-130020-031-0000	\$0.00	\$7,000.00	\$7,000.00
0100-0332-0-0000-2700-240000-062-0000	\$26,528.00	\$925.00	\$27,453.00
0100-0332-0-0000-2700-240030-062-0000	\$0.00	\$1,250.00	\$1,250.00
0100-0332-0-0000-2700-310100-021-0000	\$6,041.00	\$804.00	\$6,845.00
0100-0332-0-0000-2700-310100-022-0000	\$6,908.00	\$830.00	\$7,738.00
	,,	402 0100	<i>\$1,120.</i> 00

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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses 0100-0332-0-0000-2700-310100-023-0000	\$6,154.00	\$803.00	\$6.057.00
0100-0332-0-0000-2700-310100-023-0000	\$6,908.00	\$830.00	\$6,957.00 \$7,738.00
0100-0332-0-0000-2700-310100-024-0000	\$6,534.00	\$821.00	\$7,738.00
0100-0332-0-0000-2700-310100-023-0000			\$7,355.00
0100-0332-0-0000-2700-310100-020-0000	\$6,795.00 \$6,795.00	\$830.00	\$7,625.00
0100-0332-0-0000-2700-310100-027-0000	\$6,283.00	\$830.00 \$812.00	\$7,625.00
	· · · · · · · · · · · · · · · · · · ·		\$7,095.00
0100-0332-0-0000-2700-310100-029-0000	\$6,908.00	\$830.00	\$7,738.00
0100-0332-0-0000-2700-310100-030-0000	\$25,049.00	\$2,057.00	\$27,106.00
0100-0332-0-0000-2700-310100-031-0000	\$27,314.00	\$2,136.00	\$29,450.00
0100-0332-0-0000-2700-320200-062-0000	\$6,513.00	\$498.00	\$7,011.00
0100-0332-0-0000-2700-330100-021-0000	\$518.00	\$69.00	\$587.00
0100-0332-0-0000-2700-330100-022-0000	\$592.00	\$71.00	\$663.00
0100-0332-0-0000-2700-330100-023-0000	\$527.00	\$69.00	\$596.00
0100-0332-0-0000-2700-330100-024-0000	\$592.00	\$71.00	\$663.00
0100-0332-0-0000-2700-330100-025-0000	\$560.00	\$70.00	\$630.00
0100-0332-0-0000-2700-330100-026-0000	\$582.00	\$71.00	\$653.00
0100-0332-0-0000-2700-330100-027-0000	\$582.00	\$71.00	\$653.00
0100-0332-0-0000-2700-330100-028-0000	\$538.00	\$70.00	\$608.00
0100-0332-0-0000-2700-330100-029-0000	\$592.00	\$71.00	\$663.00
0100-0332-0-0000-2700-330100-030-0000	\$2,147.00	\$176.00	\$2,323.00
0100-0332-0-0000-2700-330100-031-0000	\$2,341.00	\$183.00	\$2,524.00
0100-0332-0-0000-2700-330200-062-0000	\$2,175.00	\$166.00	\$2,341.00
0100-0332-0-0000-2700-340100-021-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-022-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-023-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-024-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-025-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-026-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-027-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-028-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-029-0000	\$5,021.00	\$65.00	\$5,086.00
0100-0332-0-0000-2700-340100-030-0000	\$20,100.00	\$259.00	\$20,359.00
0100-0332-0-0000-2700-340100-031-0000	\$16,271.00	\$358.00	\$16,629.00
0100-0332-0-0000-2700-340200-062-0000	\$6,394.00	\$97.00	\$6,491.00
0100-0332-0-0000-2700-350100-021-0000	\$439.00	\$59.00	\$498.00
0100-0332-0-0000-2700-350100-022-0000	\$502.00	\$61.00	\$563.00
0100-0332-0-0000-2700-350100-023-0000	\$447.00	\$59.00	\$506.00
0100-0332-0-0000-2700-350100-024-0000	\$502.00	\$61.00	\$563.00
0100-0332-0-0000-2700-350100-025-0000	\$475.00	\$60.00	\$535.00
0100-0332-0-0000-2700-350100-026-0000	\$494.00	\$60.00	\$554.00
0100-0332-0-0000-2700-350100-027-0000	\$494.00	\$60.00	\$554.00
0100-0332-0-0000-2700-350100-028-0000	\$457.00	\$59.00	\$516.00
0100-0332-0-0000-2700-350100-029-0000	\$502.00	\$61.00	\$563.00
0100-0332-0-0000-2700-350100-030-0000	\$1,821.00	\$149.00	\$1,970.00
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FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
0100-0332-0-0000-2700-350100-031-0000	\$1,986.00	\$155.00	\$2,141.00
0100-0332-0-0000-2700-350200-062-0000	\$350.00	\$26.00	\$376.00
0100-0332-0-0000-2700-360100-021-0000	\$614.00	\$82.00	\$696.00
0100-0332-0-0000-2700-360100-022-0000	\$702.00	\$85.00	\$787.00
0100-0332-0-0000-2700-360100-023-0000	\$626.00	\$81.00	\$707.00
0100-0332-0-0000-2700-360100-024-0000	\$702.00	\$85.00	\$787.00
0100-0332-0-0000-2700-360100-025-0000	\$664.00	\$84.00	\$748.00
0100-0332-0-0000-2700-360100-026-0000	\$691.00	\$84.00	\$775.00
0100-0332-0-0000-2700-360100-027-0000	\$691.00	\$84.00	\$775.00
0100-0332-0-0000-2700-360100-028-0000	\$639.00	\$82.00	\$721.00
0100-0332-0-0000-2700-360100-029-0000	\$702.00	\$85.00	\$787.00
0100-0332-0-0000-2700-360100-030-0000	\$2,546.00	\$209.00	\$2,755.00
0100-0332-0-0000-2700-360100-031-0000	\$2,777.00	\$217.00	\$2,994.00
0100-0332-0-0000-2700-360200-062-0000	\$489.00	\$37.00	\$526.00
0100-0332-0-0000-3110-120000-020-0000	\$508,242.00	\$17,789.00	\$526,031.00
0100-0332-0-0000-3110-120020-020-0000	\$0.00	\$17,500.00	\$17,500.00
***Expense Total	\$63,346,789.00	\$4,143,933.00	\$67,490,722.00
Balance Sheet Accounts			
0100-3210-0-0000-0000-974000-000-0000	\$92,855.62	(\$92,855.62)	\$0.00
0100-3212-0-0000-0000-974000-000-0000	\$4,416,542.12	(\$4,416,542.12)	\$0.00
0100-7420-0-0000-0000-974000-000-0000	\$34,179.75	(\$34,179.75)	\$0.00
0100-7425-0-0000-0000-974000-000-0000	\$267,027.00	(\$255,999.71)	\$11,027.29
***Balance Sheet Account Total	\$4,810,604.49	(\$4,799,577.20)	\$11,027.29
Fund Totals			
Total: Income	(\$12,248,376.00)	\$75,782.00	(\$12,172,594.00)
Total: Expenses	\$63,346,789.00	\$4,143,933.00	\$67,490,722.00
Total: Balance Sheet Accounts	\$4,810,604.49	(\$4,799,577.20)	\$11,027.29

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ResolutionNo. 2-22

Fund: 1300 Cafeteria Fund

FDREY-GOFNOBSIL2	Revised	Adjustments	Proposed
Expenses			
1300-5310-0-0000-3700-220000-008-0000	\$183,107.00	\$6,318.00	\$189,425.00
1300-5310-0-0000-3700-220060-008-0000	\$0.00	\$45,601.00	\$45,601.00
1300-5310-0-0000-3700-220080-008-0000	\$588,376.00	\$19,799.00	\$608,175.00
1300-5310-0-0000-3700-230000-008-0000	\$106,350.00	\$3,722.00	\$110,072.00
1300-5310-0-0000-3700-230030-008-0000	\$0.00	\$3,500.00	\$3,500.00
1300-5310-0-0000-3700-240000-008-0000	\$272,336.00	\$8,940.00	\$281,276.00
1300-5310-0-0000-3700-240030-008-0000	\$0.00	\$15,468.00	\$15,468.00
1300-5310-0-0000-3700-320200-008-0000	\$270,202.00	\$23,677.00	\$293,879.00
1300-5310-0-0000-3700-330200-008-0000	\$90,225.00	\$7,906.00	\$98,131.00
1300-5310-0-0000-3700-340200-008-0000	\$201,433.00	\$3,671.00	\$205,104.00
1300-5310-0-0000-3700-350200-008-0000	\$14,507.00	\$1,271.00	\$15,778.00
1300-5310-0-0000-3700-360200-008-0000	\$20,286.00	\$1,777.00	\$22,063.00
***Expense Total	\$1,746,822.00	\$141,650.00	\$1,888,472.00
Balance Sheet Accounts			
1300-5310-0-0000-0000-974000-000-0000	\$1,019,086.17	(\$141,650.00)	\$877,436.17
***Balance Sheet Account Total	\$1,019,086.17	(\$141,650.00)	\$877,436.17
Fund Totals			
Total: Income	\$0.00	\$0.00	\$0.00
Total: Expenses	\$1,746,822.00	\$141,650.00	\$1,888,472.00
Total: Balance Sheet Accounts	\$1,019,086.17	(\$141,650.00)	\$877,436.17