PLEASE POST

SIMI VALLEY UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION AGENDA

Board Room
101 W. Cochran Street
Simi Valley, CA

January 18, 2023
5:00 P.M.
Meeting # 903

Personnel Commission Members

Kathleen Hobiger, Chairperson
Lori Rhoades, Vice Chairperson
Sandy Handin, Member

Staff Members

Ginan Henson, Director of Classified Personnel Services
Irma Flynn, Senior Administrative Assistant

CALL TO ORDER

FLAG SALUTE

APPROVAL OF AGENDA/CONSENT AGENDA

- Agenda
- Consent Agenda

APPROVAL OF MINUTES – Regular Meeting December 14, 2022 – *Action*

COMMENT, PRESENTATIONS AND HEARINGS

- Commission Comments
- Public Comments (Regarding items not on the agenda)

PERSONNEL ITEMS

- Personnel Director's Report – *Information; Discussion*

GENERAL ITEMS

- 2022-2023 Budget Status – *Information; Discussion*
- 2023-2024 Calendar of Regular Meetings – *Information; Discussion*
- 2023 CSPCA Conference – *Information; Discussion*

INFORMATION

- Calendar of Personnel Commission Meetings – *Information*
- Job Opportunities – *Information*

ITEMS FOR FUTURE CONSIDERATION

ADJOURNMENT

_____

Ginan Henson, Director of Classified Personnel Services

Dated : January 13, 2023

Pursuant to Government Code Section 54957.5, any document, that is public record, and relates to an open session agenda item of a regular meeting of the PC, is available for public review at the Educational Service Center, Classified Personnel Services, 101 W. Cochran Street, Simi Valley, CA 93065.

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SIMI VALLEY UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION – REGULAR MEETING
MINUTES

Board Room
101 W. Cochran St.
Simi Valley, CA 93065

December 14, 2022
5:00 P.M.
Meeting # 902

Personnel Commission Members	Arrived
Sandy Handin, Chairperson	5:00 P.M.
Kathleen Hobiger, Vice Chairperson	5:00 P.M.
Lori Rhoades, Member	5:00 P.M.

Staff Members	
Ginan Henson, Director, Classified Personnel Services	5:00 P.M
Sara (Sallie) Kleingarn, Senior Administrative Assistant	5:00 P.M.

The meeting was called to order at 5:00 P.M. by Sandy Handin, Chairperson. **Call to Order**

The flag salute was led by Ms. Handin. **Flag Salute**

Agenda

On a motion by Ms. Rhoades, seconded by Ms. Hobiger and carried, the Personnel Commission approved the Agenda, as presented. Motion #22.1214.1
Vote 3-0; Aye- Handin, Hobiger and Rhoades; No-None; Abstained-None; Absent-None.

Consent Agenda

On a motion by Ms. Rhoades, seconded by Ms. Hobiger and carried, the Personnel Commission approved the Consent Agenda, as amended. Motion #22.1214.2
Vote 3-0; Aye- Handin, Hobiger,and Rhoades; No-None; Abstained-None; Absent-None.

Minutes

On a motion by Ms. Rhoades, seconded by Ms. Hobiger and carried, the Personnel Commission approved the Minutes of the Regular Meeting of November 9, 2022, as presented. Motion #22.1214.3
Vote 3-0; Aye- Handin, Hobiger, and Rhoades; No-None; Abstained-None; Absent-None.

Passing of Eleanor Kokotos and Dennis Carter were announced. Commission Comments

No comments. Public Comments

Personnel Items

Ms. Henson reported Frontline/Escape integration for attendance reporting will be rolled out on January 11, 2023. Questions for Classified employees go to Anthony and for Certificated to Linda Reddy. Shira and Ginan will attend the whole CSPCA Conference and some of the Classified staff will be attending the last day extra sessions. Classified Personnel Department also signed up to participate at the CLU Career Expo in March. Certificated Personnel might be joining as well. Ms. Henson mentioned that qualifying interviews for the HR Specialist vacancy were held on 12/14/2022 and the plan is to fill the position in the beginning half of January. It has been a challenge to get outside help to do the qualifying interviews. The trend of recurring vacancies keeps happening due to staff moving up into other positions. Director's Report

General Items

The 2022-2023 Budget was reviewed and discussed.	2022-2023 Budget Status
On a motion by Ms. Rhoades, seconded by Ms. Handin and carried, the Personnel Commission elected Ms. Hobiger as Chairperson of the Personnel Commission for a one-year term, to commence at the first meeting held in January 2023. Vote 3-0; Aye- Handin, Hobiger,and Rhoades; No-None; Abstained-None; Absent-None.	Annual Election of Officers – Chairperson Motion #22.1214.4
On a motion by Ms. Hobiger, seconded by Ms. Handin and carried, the Personnel Commission elected Ms. Rhoades as Vice Chairperson of the Personnel Commission for a one-year term, to commence at the first meeting held in January 2023. Vote 3-0; Aye- Handin, Hobiger,and Rhoades; No-None; Abstained-None; Absent-None	Annual Election of Officers – Vice Chairperson Motion #22.1214.5
Reservation papers were given to the Personnel Commissioners. Handouts should be sent out closer to the date. They will be printed ahead of time if available.	CSPCA Conference
The Commission went into Closed Session at 5:26 p.m., in accordance with provisions in Government Code 54957, Public Employment Matters: Appointment; Employment, Performance Evaluation, Discipline, Dismissal, Release.	**Closed Session**
The Commission returned to Open Session at 6:29 p.m. During closed session, the Commission voted and passed unanimously.	**Return to Open Session** **Report of Action**
	Information
Future Commission meeting dates were announced: December 14, 2022..... January 18, 2023…. February 22, 2023 …... 5:00 p.m. Board Room	Meeting Dates
Job Opportunities were announced for: Accounting Assistant II; Director, Safety and Risk Management; Paraeducator II- Special Education; Purchasing Assistant; Student Store Assistant; Systems Engineer.	Job Opportunities
No items for future consideration.	**Future Consideration**
	Adjournment
On a motion by Ms. Rhoades, seconded by Ms. Hobiger and carried, the Personnel Commission adjourned the meeting at 6:31 p.m. Vote 3-0; Aye- Handin, Hobiger, and Rhoades; No-None; Abstained-None; Absent-None.	Motion #22.1214.6

Sandy Handin, Chairperson

Kathleen Hobiger, Vice Chairperson

Lori Rhoades, Member

Simi Valley Unified School District Personnel Commission

Current Classified Recruitments as of 1-12-2023

Classification Title	Number of Vacancies	Vacancy Locations	Open Date	Closing Date	Type of Exam	T&E Completed By	Test Date	Structured Interview Date	Eligibility List Established By	Comments
Adult Education Instructional Assistant, Machine Shop	1	SICE	Continuous	One week prior to test date	Multiple Choice Test, Structured Interview	N/A	TBD	TBD	TBD	
Adult Education Instructional Assistant, Welding	1	SICE	Continuous	One week prior to test date	Multiple Choice Test, Structured Interview	N/A	TBD	TBD	TBD	
Bus Driver	1	Student Safety & Transit	Continuous	One week prior to test date	Structured Interview	N/A	N/A	TBD	TBD	
Cafeteria Assistant	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test	N/A	Bi-Weekly (approx)	N/A	Ongoing	Processing Provisional Substitutes
Certified Educational Sign Language Interpreter	1	Mountain View	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	TBD	
Community Liaison	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	TBD	Processing Provisional Substitutes
Custodian	2	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	Ongoing	Processing Provisional Substitutes
Elementary Campus Supervisor	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test	N/A	Bi-Weekly (approx)	N/A	Ongoing	Processing Provisional Substitutes
Groundskeeper	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	TBD	
Instructional Support Specialist, IBI	2	Various	Continuous	One week prior to test date	Structured Interview	N/A	TBD	TBD	Ongoing	
Lead Custodian	1	Vista Elementary	12/21/2022	One week prior to the test date	Multiple Choice, Structured Interview	N/A	Week of 1/23/23	Week of 1/30/23	Week of 2/6/23	
Machine Program Shop Assistant	1	SICE	Continuous	One week prior to test date	Structured Interview	N/A	N/A	TBD	TBD	
Paraeducator	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	Ongoing	
Paraeducator Spanish	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	TBD	Processing Provisional Substitutes
Paraeducator - Visually Impaired	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	TBD	
Paraeducator I, Special Education	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test	N/A	Monthly (approx)	N/A	Ongoing	Processing Provisional Substitutes
Paraeducator II, Special Education	1	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	Monthly (approx)	TBD	Ongoing	Processing Substitutes
Paraeducator, Deaf or Hard of Hearing	1	Student Support Services	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview	N/A	TBD	TBD	Ongoing	Processing Substitutes
Passenger Vehicle Driver	1	Student Safety & Transit	Continuous	One week prior to the structured interview	Structured Interview	N/A	N/A	TBD	TBD	
School Services Assistant I	2	Various	Continuous	One week prior to test date	Multiple Choice Test; Structured Interview; Online Computer Applications Test	N/A	TBD	TBD	Ongoing	
School Services Assistant III	1	SICE	12/21/2022	One week prior to test date	Multiple Choice Test; Structured Interview; Online Computer Applications Test	N/A	Week of 1/23/23	Week of 1/30/23	Week of 2/6/23	
Secondary Campus Supervisor	Multiple	Various	Continuous	One week prior to test date	Multiple Choice Test	N/A	Bi-Weekly (approx)	N/A	Ongoing	Processing Provisional Substitutes
Systems Engineer	1	Information Technology	12/7/2022	1/25/2023	T&E, Structured Interview	Qualifying (pass/fail)	N/A	Early February 2023	Early February 2023	
Welding Program Shop Assistant	1	SICE	Continuous	One week prior to test date	Structured Interview	N/A	TBD	TBD	TBD	

Upcoming Recruitments

Classification		Location
Mechanic Supervisor		Student Safety & Transit

SVUSD Classified Personnel Services

PERSONNEL COMMISION REPORT

2022-2023 P.C. BUDGET

530 Accounts

(shortcut) fund-obj.-resrc-gl-func- loc-mgmt-psuedo	Description	2022-2023 Approved Budget	Revised Budget	County Approved Budget*	Current Budget Status as of 12/30/2022		
					Encumbered	Expensed	County Approved Budget Balance
530-0RET	**RETIREE BENS**						
(166928) 010-3702-0000-0-0000-7490-165-530-0RET-0	OPEB CLAS, UNDISTRIB,UNRES	4,800.00	4,800.00		1,200.00	1,200.00	-2,400.00
(176766) 010-3902-0000-0-0000-7490-165-530-0RET-0	OTH BENS Cls, Undistrib, Un	2,400.00	2,400.00	2,400.00			2,400.00
Total for Optional 0RET		**7,200.00**	**7,200.00**	**2,400.00**	**1,200.00**	**1,200.00**	**0.00**
530-0257	**PERSONNEL COMISSIONERS SALARIES**						
(084564) 010-2302-0000-0-0000-7490-165-530-0257-0	Cls Supv HR	2,700.00	3,400.00	2,700.00		700.00	2,000.00
(111818) 010-3202-0000-0-0000-7490-165-530-0257-0		685.00	685.00				0.00
(087481) 010-3302-0000-0-0000-7490-165-530-0257-0	OASDI/Clas	167.00	190.00	207.00		22.57	184.43
(089153) 010-3402-0000-0-0000-7490-165-530-0257-0	H&W Clas	24,481.00	24,481.00	23,396.00	12,380.22	12,101.22	-1,085.44
(090825) 010-3502-0000-0-0000-7490-165-530-0257-0	SUI Clas	14.00	17.00	14.00		3.50	10.50
(092497) 010-3602-0000-0-0000-7490-165-530-0257-0	WrkComp Clas	74.00	94.00	75.00		19.27	55.73
Total for Optional 0257		**28,121.00**	**28,867.00**	**26,392.00**	**12,380.22**	**12,846.56**	**1,165.22**
530-0270	**PERSONNEL COMISSION STAFF OT**						
(084798) 010-2403-0000-0-0000-7490-165-530-0270-0	Off Sal OT	2,049.00	2,049.00	2,049.00		143.66	1,905.34
(111819) 010-3202-0000-0-0000-7490-165-530-0270-0	PERS/CLAS, UNDISTRIB/ UNR	520.00	520.00	519.00		4.76	514.24
(087482) 010-3302-0000-0-0000-7490-165-530-0270-0	OASDI/Clas	127.00	127.00	157.00		10.99	146.01
(090826) 010-3502-0000-0-0000-7490-165-530-0270-0	SUI Class	10.00	10.00	10.00		0.73	9.27
(092498) 010-3602-0000-0-0000-7490-165-530-0270-0	WrkComp Clas	56.00	56.00	56.00		3.96	52.04
Total for Optional 0270		**2,762.00**	**2,762.00**	**2,791.00**	**0.00**	**164.10**	**2,626.90**
530-0271	**OFFICE SUPPLIES**						
(095154) 010-4300-0000-0-0000-7490-165-530-0271-0	MATLS/SUPPS (includes equip <$500)	1,200.00	1,200.00	1,200.00			1,200.00
Total for Optional 0271		**1,200.00**	**1,200.00**	**1,200.00**	**0.00**	**0.00**	**1,200.00**
530-0276	**CONTRACTED PERSONNEL SERVICES**						
(096913) 010-5800-0000-0-0000-7490-165-530-0276-0	PROF SRV	5,250.00	5,250.00	5,250.00	2,500.00	2,500.00	250.00
(146152) 010-5897-0000-0-0000-7490-165-530-0276-0	ROYALTY/LICENSE	18,699.00	18,699.00	18,699.00		18,286.91	412.09
Total for Optional 0276		**23,949.00**	**23,949.00**	**23,949.00**	**2,500.00**	**20,786.91**	**662.09**
530-0278	**STAFF MILEAGE**						
(096542) 010-5200-0000-0-0000-7490-165-530-0278-0	TRAVEL/CONF	240.00	240.00	240.00		35.63	204.37
Total for Optional 0278		**240.00**	**240.00**	**240.00**	**0.00**	**35.63**	**204.37**
530-0279	**ADVERTISING**						
(096914) 010-5800-0000-0-0000-7490-165-530-0279-0	PROF SRV	3,000.00	3,000.00	3,000.00		1,498.68	1,501.32
Total for Optional 0279		**3,000.00**	**3,000.00**	**3,000.00**	**0.00**	**1,498.68**	**1,501.32**
530-0284	**DUES & MEMBERSHIP**						
(096696) 010-5300-0000-0-0000-7490-165-530-0284-0	DUES/MEMB	3,500.00	3,500.00	3,500.00		1,240.00	2,260.00
Total for Optional 0284		**3,500.00**	**3,500.00**	**3,500.00**	**0.00**	**1,240.00**	**2,260.00**

SVUSD Classified Personnel Services

PERSONNEL COMMISION REPORT

2022-2023 P.C. BUDGET

530 Accounts

(shortcut) fund-obj.-resrc-gl-func- loc-mgmt-psuedo	Description	2022-2023 Approved Budget	Revised Budget	County Approved Budget*	Current Budget Status as of 12/30/2022 Encumbered	Expensed	County Approved Budget Balance
530-0286	**EQUIPMENT > $500**						
(105916) 010-4300-0000-0-0000-7490-165-530-0286-0	MATLS/SUPP	3,066.00	3,066.00	3,066.00			3,066.00
Total for Optional 0286		**3,066.00**	**3,066.00**	**3,066.00**	**0.00**	**0.00**	**3,066.00**
530-0669	**TRAVEL & CONFERENCE**						
(096544) 010-5200-0000-0-0000-7490-165-530-0669-0	TRAVEL/CONF	10,000.00	10,000.00	10,000.00	2,232.88	4,020.92	3,746.20
(188580) 010-5800-0000-0-0000-7490-165-530-0669-0	PROF SRV,UNDISTRIB,UNREST	2,000.00	2,000.00	2,000.00		275.00	1,725.00
Total for Optional 0669		**12,000.00**	**12,000.00**	**12,000.00**	**2,232.88**	**4,295.92**	**5,471.20**
530-0BV5	**POSTAGE**						
(100280) 010-5710-0000-0-0000-7490-165-530-0BV5-0	DIR COST TFRS, UNDISTRIB,	500.00	500.00	500.00			500.00
Total for Optional 0BV5		**500.00**	**500.00**	**500.00**	**0.00**	**0.00**	**500.00**
530-0DER	**CONSULTANTS**						
(096916) 010-5800-0000-0-0000-7490-165-530-0DER-0	PROF SRV, UNDISTRIB, UNRE	6,484.00	6,484.00	6,484.00			6,484.00
Total for Optional 0DER and Expense accounts		**6,484.00**	**6,484.00**	**6,484.00**	**0.00**	**0.00**	**6,484.00**
530-0E92	**DIRECTOR'S SALARY**						
(084552) 010-2301-0000-0-0000-7490-165-530-0E92-0	CLS SUPV/ADM MO, UNDISTRI	118,085.00	140,334.00	122,720.00	71,298.60	69,035.16	-17,613.76
(190845) 010-2305-0000-0-0000-7490-165-530-0E92-0	CLS SUPB SUB, UNDISTRIB, UN						0.00
(111823) 010-3202-0000-0-0000-7490-165-530-0E92-0	PERS/CLAS, UNDISTRIB, UNR	29,958.00	35,603.00	31,134.00	18,088.44	17,514.23	-4,468.67
(087486) 010-3302-0000-0-0000-7490-165-530-0E92-0	OASDI/CLS, UNDISTRIB, UNR	9,018.00	10,697.00	9,388.00	5,431.38	5,265.91	-1,309.29
(089158) 010-3402-0000-0-0000-7490-165-530-0E92-0	H&W CLASS, UNDISTRIB, UNR	28,909.00	29,179.00	27,820.00	14,815.98	14,362.98	-1,358.96
(090830) 010-3502-0000-0-0000-7490-165-530-0E92-0	SUI CLASS, UNDISTRIB, UNR	589.00	699.00	614.00	355.02	344.17	-85.19
(092502) 010-3602-0000-0-0000-7490-165-530-0E92-0	WRK COMP CLS, UNDISTRIB,	3,247.00	3,859.00	3,375.00	1,960.74	1,898.48	-484.22
(133554) 010-3752-0000-0-0000-7490-165-530-0E92-0	OPEB CLAS, UNDISTRIB, UNR	100.00	100.00	120.00	60.00	40.00	20.00
Total for Optional 0E92		**189,906.00**	**220,471.00**	**195,171.00**	**112,010.16**	**108,460.93**	**-25,300.09**
530-0MWW	**EMPLOYEE RECOGNITION**						
(095157) 010-4300-0000-0-0000-7490-165-530-0MWW-0	MATLS/SUPPS	250.00	250.00	250.00			250.00
Total for Optional 0MWW		**250.00**	**250.00**	**250.00**	**0.00**	**0.00**	**250.00**
530-0N55	**PRINTING & XEROX USAGE**						
(105602) 010-5710-0000-0-0000-7490-165-530-0N55-0	PRINT SHOP	750.00	750.00	750.00		34.00	716.00
Total for Optional 0N55		**750.00**	**750.00**	**750.00**	**0.00**	**34.00**	**716.00**
530-0RFN	**ATTORNEY FEES**						
(096917) 010-5899-0000-0-0000-7490-165-530-0RFN-0	ATTY FEES	50,000.00	50,000.00	50,000.00			50,000.00
Total for Optional 0RFN		**50,000.00**	**50,000.00**	**50,000.00**	**0.00**	**0.00**	**50,000.00**
530-0W95	**INTERVIEW PANEL EXPENSES**						
(105457) 010-4300-0000-0-0000-7490-165-530-0W95-0	MATLS/SUPPS	750.00	1,050.00	750.00	133.58	538.51	77.91
(096918) 010-5800-0000-0-0000-7490-165-530-0W95-0	PROF SRV - CONTRACTED SERV.	2,500.00	2,200.00	2,500.00		233.19	2,266.81
Total for Optional 0W95		**3,250.00**	**3,250.00**	**3,250.00**	**133.58**	**771.70**	**2,344.72**

SVUSD Classified Personnel Services

PERSONNEL COMMISION REPORT

2022-2023 P.C. BUDGET

530 Accounts

(shortcut) fund-obj.-resrc-gl-func- loc-mgmt-psuedo	Description	2022-2023 Approved Budget	Revised Budget	County Approved Budget*	Current Budget Status as of 12/30/2022 Encumbered	Expensed	County Approved Budget Balance
530 - 0242	**CONFIDENTIAL PC STAFF SALARIES**						
(084651) 010-2401-0000-0-0000-7490-165-530-0242-0	Off Sal Mo	138,259.00	159,692.00	143,831.00	80,657.94	79,034.43	-15,861.37
(111821) 010-3202-0000-0-0000-7490-165-530-0242-0	PERS/Clas	35,076.00	40,482.00	36,490.00	20,463.00	20,051.10	-4,024.10
(087484) 010-3302-0000-0-0000-7490-165-530-0242-0	OASDI/Clas	10,395.00	11,793.00	11,003.00	5,910.04	5,878.79	-785.83
(089156) 010-3402-0000-0-0000-7490-165-530-0242-0	H&W Clas	38,498.00	39,191.00	55,640.00	19,892.46	19,298.46	16,449.08
(090828) 010-3502-0000-0-0000-7490-165-530-0242-0	SUI Clas	679.00	771.00	719.00	386.24	384.23	-51.47
(092500) 010-3602-0000-0-0000-7490-165-530-0242-0	Wrk Comp Clas	3,802.00	4,392.00	3,955.00	2,218.10	2,173.48	-436.58
(133552) 010-3752-0000-0-0000-7490-165-530-0242-0	OPEB Clas (Oth Post Empl Benefits)	200.00	200.00	240.00	120.00	80.00	40.00
Total for Optional 0242 and Expense accounts		**226,909.00**	**256,521.00**	**251,878.00**	**129,647.78**	**126,900.49**	**-4,670.27**
530-0353	**NON-CONFIDENTIAL PC STAFF SALARIES**						
(084652) 010-2401-0000-0-0000-7490-165-530-0353-0	OFF SAL MO, UNDISTRIB, UN	60,386.00	63,900.00	61,981.00	12,292.14	13,954.32	35,734.54
(111822) 010-3202-0000-0-0000-7490-165-530-0353-0	PERS/CLAS, UNDISTRIB, UNR	15,320.00	16,099.00	15,725.00	3,118.56	3,428.28	9,178.16
(087485) 010-3302-0000-0-0000-7490-165-530-0353-0	OASDI/CLS, UNDISTRIB, UNR	4,619.00	4,888.00	4,742.00	940.26	1,067.49	2,734.25
(089157) 010-3402-0000-0-0000-7490-165-530-0353-0	H&W CLASS, UNDISTRIB, UNR	15,758.00	8,820.00	17,224.00	3,052.02	3,752.26	10,419.72
(090829) 010-3502-0000-0-0000-7490-165-530-0353-0	SUI CLASS, UNDISTRIB, UNR	302.00	317.00	310.00	61.44	67.60	180.96
(092501) 010-3602-0000-0-0000-7490-165-530-0353-0	WRK COMP CLS, UNDISTRIB,	1,661.00	1,757.00	1,704.00	338.04	383.75	982.21
(133553) 010 3702 0000-0-0000-7490-165-530-0353-0	OPEB CLAS, UNDISTRIB, UNRES	150.00	50.00	180.00	30.00	20.00	130.00
Total for Optional 0353 and Expense accounts		**98,196.00**	**95,831.00**	**101,866.00**	**19,832.46**	**22,673.70**	**59,359.84**
TOTAL		**661,283.00**	**719,841.00**	**688,687.00**	**279,937.08**	**300,908.62**	**107,841.30**