

Financial Recovery Plan - Initiative Progress Report FEBRUARY 2022

	INITIATIVE	TOPIC	Status as of February 2021		Status as of February 2022		
1.	CON 1	Garbage Contract	Completed May 2019	Revisit as Needed			<p align="center">KEY</p> <p align="center">GREEN – COMPLETED Revisit Yearly</p> <p align="center">YELLOW – IN PROGRESS On-Going</p> <p align="center">BLUE – TO BE AMENDED Revision</p> <p align="center">WHITE – ON HOLD To Be Determined</p>
2.	CON 2	Insurance Broker	Completed May 2019	Revisit as Needed			
3.	OPE 1	Supplies	Completed June 2019	Revisit Yearly			
4.	ACA 12	Supplementals	Completed June 2019	Revisit Yearly			
5.	ACA 13	Athletics	Completed June 2019	Revisit Yearly			
6.	REV 1	Real Estate Taxes	Incomplete June 2019	TBD To Be Amended			
			Completed* June 2020		Revised June 2021	SEE 2 nd AMENDMENT REV 1.1	
7.	REV 12	Transitional Loan	Completed June 2019	To Be Amended	In Progress – Repayment \$1.3M Begins 2021-22 \$2M Balance on hold Due to Pandemic (ESSERS)		
8.	OPE 9	Time Mgt. System	Completed July 2019	Completed July 2019			
9.	HR 1	Resume Assistance	Completed June 2019	Revisit as Needed			
10.	OPE 8	Direct Deposit	Completed July 2019	Completed July 2019			
11.	ACA 7 (Pt. 1)	Middle School Model New Directions	In Progress August 2019	To Be Amended	Revised June 2021	SEE 2 nd AMENDMENT ACA 7.2 ISS	
12.	ACA 10	District Program Plans All Aligned	Completed Sept. 2019	Revisit as Needed	NOTE: Renewals should align moving forward.		
13.	OPE 10	Auditor General Report	Completed Sept. 2019	Completed Sept. 2019			

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14.	CON 4	Solicitor RFP	Completed Sept. 2019	Revisit as Needed		
15.	ACA 2	Kindergarten Sections	Completed Oct. 2019	Revisit Yearly	NOTE: Added 1-2 each year As needed	
16.	OPE 11	Health Care Programs	Completed Oct. 2019	Revisit Yearly		
17.	OPSY 1	Buildings and Grounds Audit	Completed Nov. 2019	To Be Amended	Revised June 2021	SEE 2 nd AMENDMENT OPSY 1.1
18.	OPSY 2	Transportation Audit	Completed Nov. 2019	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT OPSY 2.1
19.	CON 6	Transportation Contract	Completed March 2020	Revisit as Needed	Contract Expire: June 2025	
20.	CBA 8	Early Retirement Incentive (Pre 2019)	Completed Dec. 2019	Completed Dec. 2019		
21.	OPE 3	Administrative Manuals	In Progress Dec. 2019	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT OPE 3.1
22.	OPE 12	Fund Balance Policy	Completed Dec. 2019	Completed Dec. 2019	Revised June 2021	SEE 2 ND AMENDMENT REV 1.1
23.	OPSY 3	Cafeteria Audit	On Hold	TBD	Pandemic Pause	
24.	OPSY 4	Special Education Audit	In Progress	To Be Amended	COMPLETED JANUARY 2022 See OPSY 4.1	
25.	CON 5	Food Mgt Contract	Completed Jan. 2020	Revisit as Needed		
26.	ACA 9	Forbes Road CTC	Completed Feb. 2020	Revisit Yearly		
27.	ACA 7 (Pt. 2)	Middle School Climate Climate Survey/Data Collection	In Progress Feb. 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT ACA 7.2 / 7.3
28.	CBA 2	Meet & Discuss	On Hold	TBD	In Progress: Addressed thru negotiations	

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29.	OPE 2	Close Middle School Pool	On Hold	TBD		
30.	OPE 7	Close Middle School	On Hold	TBD		
31.	OPSY 5	Security Audit	On Hold	TBD	In Progress: YESS / New Direction Data Collection	
32.	OPSY 6	Technology Audit	Completed March 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT OPSY 6.1
33.	CBA 1	Outsource Options	On Hold	TBD	In Progress: Address as Needed	
34.	CON 3	Security Contract	In Progress April 2020	In Progress	In Progress: YESS / New Direction Data Collection	
35.	CON 7	Technology Contracts	Completed April 2020	Revisit as Needed		
36.	OPSY 7	Insurance Audit	Completed May 2020	Revisit as Needed		
37.	CBA 3	Teachers Contract	In Progress Jan. 2021	In Progress Jan. 2021	In Progress: See CBA 3.1, 3.2 ACA 3.1, 5.1, 7.1 Impact on Student Achievement - Priority	
38.	CBA 4	Support Contract	Completed May 2020	Revisit as Needed	In Progress: January 2022	
39.	CBA 5	Custodians Contract	Completed May 2020	Revisit as Needed	Expire: 6/30/23	
40.	CBA 6	Food Service Contract	In Progress Jan. 2021	In Progress Jan. 2021	Completed June 2021	
41.	CBA 7	Administrators Contract	Completed May 2020	Revisit as Needed	Expire: 6/30/23 (Inc. BM/Supt) HR 6/30/22	
42.	CON 8	Vendors Contracts	Completed May 2020	Revisit as Needed		
43.	ACA 1	Teacher Furloughs	Completed June 2020	Revisit as Needed		
44.	ACA 4	Paraprofessional Furloughs	Completed June 2020	Revisit as Needed		

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45.	ACA 11	Administration Furloughs	Completed June 2020	Revisit as Needed		
46.	PL 1	Custodians Furloughs	Completed June 2020	Revisit as Needed		
47.	SEC 1	Secretaries Furloughs	Completed June 2020	Revisit as Needed		
48.	FS 1	Cafeteria Furloughs	Completed June 2020	Revisit as Needed		
49.	ACA 8	Staff Absenteeism	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT ACA 8.1
50.	OPE 4	Consortium Options	Completed June 2020	Revisit as Needed		
51.	OPE 5	Shared Services	On Hold	TBD	Pandemic Pause	
52.	REV 2	Delinquent Taxes	Completed June 2020	Revisit Yearly		
53.	REV 3	Earned Income Tax	Completed June 2020	Revisit Yearly		
54.	REV 4	ACCESS Reimbursement	Completed June 2020	Revisit Yearly		
55.	REV 5	Bussing Reimbursement	Completed June 2020	Revisit Yearly		
56.	REV 6	Cafeteria Revenue	Completed June 2020	Revisit Yearly		
57.	REV 7	Event Rates	Completed June 2020	Revisit as Needed		
58.	REV 8	Chiefs Academy	Completed June 2020	Revisit as Needed		
59.	REV 9	Special Education Programs (Outplacements)	On Hold	TBD	Pandemic Pause	
60.	REV 10	Grant Writing	In Progress June 2020	In Progress	On-going pandemic grants	
61.	REV 11	Public Relations	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT REV 11.1

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62.	REV 13	Subsidy Increase	Completed June 2020	Revisit Yearly	June 2021 – Subsidy Increased	
63.	REV 14	Charter School Tuition	Completed June 2020	Revisit Yearly		
64.	REV 15	Legislation Topics	Completed June 2020	Revisit Yearly		
65.	REV 16	KOZ Zones	On Hold	TBD	Completed - None	
66.	REV 17	Education Foundation	On Hold	TBD	On-Going Activities	
67.	REV 18	Non-Profit Ideas	On Hold	TBD	Pandemic Pause	
68.	REV 19	Leasing Opportunities	Completed June 2020	Revisit Yearly		
69.	ACA 3	Academic Coaches	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT ACA 3.2, 3.3, 5.3, 7.4,
70.	ACA 5	Achievement Ideas	In Progress June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT ACA 5.2, 3.3, 5.3, 7.4
Quo	ACA 6	Testing Options	Completed June 2020	Revisit Yearly		
72.	FIN 1	Debt Service	Completed June 2020	Revisit Yearly	See FIN 1.1	
73.	OPE 6	Board Training	Completed June 2020	Revisit Yearly		
74.	Amendment	Tax Increase/Balance Budget	Completed * June 2020	To Be Amended	Revised June 2021	SEE 2 ND AMENDMENT REV 1.1
75.	Revision		In Progress Jan. 2021	In Progress	Completed June 2021	

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	JUNE 30, 2021	SECOND AMENDMENT APPROVED			
1.	OPSY 1.1	PASBO B&G Recommendations	In Progress Jan. 2022	In Progress	Will move forward with new Plant Director (ESSER Funds)
2.	OPSY 2.1	PASBO Transportation Recommendations	In Progress Jan. 2022	In Progress	Reviewing in light of pandemic Use of PAT Passes
3.	OPSY 6.1	PASBO Technology Recommendations	In Progress Jan. 2022	In Progress	Will review during budget planning process (ESSER Funds)
4.	FIN 1.1	Debt Service Plan	Completed June 2021	Revisit Yearly	Market Watch On-going Credit Rating Update Due
5.	OPE 13	Procurement/Inventory	Address in Jan. 2022	In Progress	Will move forward with new Plant Director
6.	OPE 14	Tax Assessments Appeal Process	Address in Jan. 2022	In Progress	PASBO to complete in February 2022
7.	OPE 15	Sunshine Act/Public Mtgs.	Completed Sept. 2021	Completed	Completed
8.	OPE 6.1	Board Training	Address in Spring 2022	Revisit Yearly	Will revisit in Spring
9.	REV 11.1	PR – Charter Enrollment	In Progress June 2021	On-going	PR committee to submit plan in Spring
10.	OPE 3.1	Accounting Manual	Address in Jan. 2022	In Progress	Will address through the Spring with Auditors
11.	CBA 3.1	Negotiations	In Progress Jan. 2021	In Progress	PHEA Nearing closure Impact on Student Achievement
12.	REV 1.1	Taxes/ESSERS/ Fund Balance	In Progress Jan. 2022	In Progress	Address during budget planning process
13.	CBA 3.2, ACA 3.1, 5.1, 7.1	Negotiations – Student Achievement/Walk-thru, Formative assessment, Tech Skills/PD/ Collaboration Time	In Progress Jan. 2021	In Progress	Nearing closure Connect to PD Model Evidence of Success

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14.	CBA 4.1, ACA 1.1, 4.1	Negotiations – Student Achievement/Walk-thru, Formative assessment, Tech skills/ PD/Collaboration Time	In Progress Jan. 2021	In Progress	Nearing closure Connect to PD Model Evidence of Success
15.	ACA 14	Technology 1:1 Devices	In Progress Jan. 2022	In Progress	Will review during budget planning process (synchronous)
16.	ACA 15	Learning Loss Plan	In Progress Jan. 2021	In Progress	On-going ESSER Funds Connect to PD Model Evidence of Success
17.	ACA 16	Curriculum	In Progress Jan. 2021	In Progress	On-going (Resources)
18.	ACA 3.2, 5.2	Professional Growth	In Progress Jan. 2022	In Progress	On-going through negotiations Connect to PD Model Evidence of Success
19.	OPSY 4.1	Special Education Programming	In Progress Oct. 2021	In Progress	Debriefing meeting in January
20.	ACA 7.2	Middle School Concept Climate/PD/PR	In Progress Jan. 2021	In Progress	On-going (Surveys/Data) Evidence of Success
21.	ACA 7.3	YESS Security Model Extend To HS and ES	In Progress Sept. 2021	In Progress	On-going (Data Collection) Evidence of Success
22.	ACA 3.3, 5.3, 7.4	Disciplinary Practices Restorative Justice	In Progress Sept. 2021	In Progress	On-going (Data Collection) Evidence of Success
23.	ACA 8.1	Absenteeism – Staff	To Review in Spring	To Review in Spring	Pandemic Pause
24.	ACA 17	Diversity & Equity	In Progress Jan. 2021	In Progress	On-going Connect to PD Model