BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

Regular Meeting - Board of School Directors
Tuesday, May 13, 2025, 7:00 P.M.

A G E N D A

I. Call to Order – Daniel S. Chubb, President

II. Pledge of Allegiance – Jennifer Goldhahn, Secretary

III. Roll Call – Jennifer Goldhahn, Secretary

IV. Reception of Visitors – Jennifer Goldhahn, Secretary

V. Hearing of Scheduled Delegations or Individuals

VI. Public Comment

VII. Approval of Minutes

A. April 7, 2025 – Work/Study Session (page 1)
B. April 8, 2025 – Regular Meeting (pages 2-5)
C. April 17, 2025 – Special Meeting (page 6)

VIII. Financial Reports

A. Bills Payable
*1. General Fund - (pages 7-12)
*2. Cafeteria Fund - (page 13)
*3. Capital Reserve Fund - (page 14)
*4. Scholarship Fund - (page 15)
B. General Fund - (pages 16-25)
C. Cafeteria Fund - (pages 26-27)
D. Capital Reserve Fund - (page 28)
E. Scholarship Fund - (page 29)

IX. Correspondence

A. Tamela Laughman (page 30)
B. Kristen Teague (page 31)

X. Reports and Related Action (pages 32-41)

A. Solicitor Report
B. Superintendent Report
C. Assistant Superintendent Report

XI. Old Business

*Roll call vote

XII. New Business

A. Personnel – The Administration recommends the following actions:

*1. Please approve the following resignations:

a. From Tamela Laughman, Elementary School Second Building Secretary, effective August 4, 2025. (see page 30)
b. From Kristen Teague, Elementary School Media Center Aide, effective May 6, 2025. (see page 31)

*2. The Administration is requesting the Board approve the employment of Dr. Ronald Wales Jr., in the capacity of the Director of Curriculum, replacing Joshua Korb, who resigned. Dr. Wales will be placed under the Act 93 Agreement, working a 261-day contract, the effective date is to be determined. Employment is pending all necessary clearances and employment background checks.

*3. The Administration is requesting the Board approve the employment of the following professional staff:

a. Emma Pequignot, 6417 Harmony Grove Road, Dover, PA, in the capacity of an Elementary/Middle School Health and Physical Education Teacher, replacing Zachary Stroup who transferred. Ms. Pequignot will be placed on Step 1 of the Bachelor's Salary Schedule, effective August 19, 2025. Employment is pending all necessary clearances and employment background checks.
b. Transfer Elizabeth Rhon from a High School Spanish/EL Teacher to an Elementary School Grade 3 Teacher, replacing Katie Nelson, who transferred. The transfer is effective for the 2025-2026 school year.
c. Amber Shaffer,10 Friar Road, York, PA, in the capacity of an Elementary School Grade 3 Teacher, replacing Morgan Seifert, who resigned. Mrs. Shaffer will be placed on Step 1 of the Bachelor's Salary Schedule, effective August 19. 2025. Employment is pending all necessary clearances and employment background checks.

*4. The Administration is requesting approval for the employment of the following Teacher Mentors for the 2025-2026 school year at a stipend of $400.00:

a. Kathleen Meckley for Amber Shaffer
b. Zachary Stroup for Emma Pequignot

*5. The Administration is seeking Board approval for the following to be employed as summer district custodians. The following will work on an as-needed basis at an hourly rate of $15.80 per hour.

a. Angela Bish
b. Sara Contreras
c. Pamala Gembe
d. Tammara Gould
e. Anna Graham
f. Aden Hafer
g. Shannon Ickes
h. Ashley Johnson
i. Linda Kotula

j. Lori Kuhn
k. Shelley Leader
l. Amanda Liller
m. Steven McClane

*6. The Administration is recommending the Board approve the following employees to enter a contract with the District, serving in the following positions for the Summer Camp 2025. A list of the employees and the contracted stipend amounts are listed below.

a. Lisa Arnold, Literacy Camp Aide	-	$1,125.00
b. Tori Berwager, K Camp Teacher	-	$1,200.00
c. Melissa Bollinger, K Camp Aide	-	$ 600.00
d. Amy Birky, Literacy Camp Aide	-	$1,125.00
e. Tara Cornwall, Literacy Camp Teacher	-	$2,250.00
f. Stephanie DeRiggs, Literacy and K Camp Nurse	-	$1,300.00
g. Stephanie DeRiggs, STEAM Camp Nurse	-	$1,200.00
h. Marilee Durbin, Literacy Camp Teacher	-	$2,250.00
i. Amanda Gerringer, STEAM Camp Aide	-	$ 900.00
j. Alexa Groft, STEAM Camp Teacher	-	$1,800.00
k. Julie Hermes, K Camp Teacher	-	$1,200.00
l. Christopher King, Literacy Camp Teacher	-	$2,250.00
m. Jane Lefever-Troxell, STEAM Camp Teacher	-	$1,800.00
n. Jill Lerew, K Camp Teacher	-	$1,200.00
o. Sadie Liggett, STEAM Camp Aide,	-	$ 900.00
p. Anette Lua, Literacy Camp Teacher	-	$2,250.00
q. Anette Lua, STEAM Camp Teacher	-	$1,800.00
r. Bonnie Mummert, Literacy Camp Teacher	-	$2,250.00
s. Desirae Musselman, Literacy Camp Teacher	-	$2,250.00
t. Katie Nelson, STEAM Camp Teacher	-	$1,800.00
u. Candace Oehmig, STEAM Camp Aide	-	$ 900.00
v. Kaela Piechowicz, Literacy Camp Teacher	-	$2,250.00
w. Kaela Piechowicz, STEAM Camp Teacher	-	$1,800.00
x. Brian Schade, STEAM Camp Teacher	-	$1,800.00
y. Mandy Singer, K Camp Teacher	-	$1,200.00
z. Amelia Shaffer, Literacy Camp Teacher	-	$2,250.00
aa. Brooke Shambach, K Camp Teacher	-	$1,200.00
bb. Brooke Shambach, STEAM Camp Teacher	-	$1,200.00
cc. Robin Sherman, K Camp Teacher	-	$1,200.00
dd. Jami Skinner, Literacy Camp Nurse	-	$ 300.00
ee. Sherri Umbaugh, STEAM Camp Teacher	-	$1,800.00
ff. Amanda Wolfe, STEAM Camp Teacher	-	$1,800.00
gg. Brittany Wood, Literacy Camp Teacher	-	$2,250.00

*7. The Administration is recommending the Board approve the following employees to enter into a contract with the district serving as K Camp Substitute Teachers for Summer Camp 2025, at a stipend of $150.00 per day.

a. Alexa Groft
b. Desirae Mussleman

B. <u>Signatory for Federal Funds</u>

Please approve Dr. Shannon Myers, Assistant Superintendent, as signatory for all federally funded programs for the 2025-2026 school year. Board approval is recommended.

C. Appointment of Depository

It is recommended that the ACNB of East Berlin, PA, be reappointed as the General Fund depository for the 2025-2026 fiscal year. Board approval is recommended.

D. Election of School Board Treasurer

The Board must elect a School Board Treasurer for a one-year term; the treasurer's term will expire June 30, 2025. A newly elected treasurer begins on July 1, 2025.

******* Election of Treasurer *******

President:
1. Floor is Open for Nominations
2. Any Further Nominations
3. If Not, Motion to Close Nominations
4. Second to Close Nominations
5. Vote on Nomination

*E. L.I.U. Supply Bids

The Administration recommends approval of the athletic and health supplies bid items through the Lincoln Intermediate Unit Joint Purchasing Consortium for the 2025-2026 school year in the amount listed on page 42. Board approval is recommended.

*F. District Art Supplies

The Administration recommends approval of district art supplies for the 2025-2026 school year in the amount listed on page 43. These figures represent the cost of low bids submitted totaling $11,702.12. Board approval is recommended.

*G. Tentative Adoption of 2025-2026 Budget

Approval is requested for the following expenditures and revenues regarding the 2025-2026 budget:

*1. Expenditures in the amount of $38,681,827 and revenue in the amount of $37,521,649 to include the following:

Local Revenue	$21,452,695
State Revenue	$15,628,897
Federal Revenue	$ 440,057
Other Sources	$ 0

*2. Levy of the following taxes to realize the figure above for local revenue:

Real Estate	14.0194 mills
Act 679 Per Capita	$5.00
Act 511 Per Capita	$5.00
Act 511 Earned Income Tax	1.2%
Act 511 Real Estate Transfer	.5%
Act 511 Amusement	5.0%

A copy of the budget is attached on pages 44-109. Board approval is Recommended.

*H. Tax Exonerations

Please exonerate district tax collectors from the collection of taxes in the following amounts for the 2024-2025 school year:

Per Capita Amount

Debra Tate East Berlin Borough	$ 210.00
Roxey Sauble Huntington Township	$ 390.00
Susan Gragg Latimore Township	$ 240.00
Jennifer Miller Reading Township	$ 370.00
Jennifer Miller York Springs Borough	$ 60.00

Board approval is recommended.

*I. Delinquent Tax Collections

Approval is requested to turn the 2024-2025 delinquent taxes over to the appropriate tax collectors:

Per Capita – J. P. Harris
Real Estate – Adams County Tax Claim Bureau

Board approval is recommended.

*J. Homestead/Farmstead Resolution

The Administration is requesting approval to adopt a resolution implementing the Homestead and Farmstead exclusion for 2025-2026 in accordance with Act 1 of the Special Session of 2006. A copy of the resolution is attached on page 110. Board approval is recommended.

*K. 2025-2026 Personnel Wage Considerations

The Administration is requesting approval for the personnel wage considerations for the 2025-2026 school year which appears on pages 111-112. Board approval is recommended.

*L. Merakey Pennsylvania Agreement

The Administration is requesting approval to enter into an agreement with Merakey Pennsylvania for the 2025-2026 school year. The agreement would allow the District to utilize various services based on a fee schedule. A copy of the agreement and fee schedule is on pages 113-126. Board approval is recommended.

*M. River Rock Academy Agreement

The administration is requesting approval to enter into an agreement with River Rock Academy for the 2025-2026 school year. The agreement would allow the District to purchase services on an as-needed basis at an annual cost of $70,300.00 for two (2) elementary students and $59,570.00 for two (2) secondary students, for a total annual cost of $129,870.00. A copy of the agreement appears on pages 127-134. Board approval is recommended.

*N. Yellow Breeches Educational Center Agreement Approval

The Administration is requesting approval to enter into an agreement with Yellow Breeches Educational Center for the 2025-2026 school year. The agreement and addendum would allow the District to purchase three (3) secondary student slots for $34,144.00 per slot, and two (2) elementary student slot for $38,894.00 plus transportation cost per student of $7,729.00 for a total annual cost of $218,865.00. A copy of the agreement appears on pages 135-136. Board approval is recommended.

O. Bus & Van Driver Approval

Board approval is requested for Alexandra Hoffman and William Bowling Jr. to be employed by E & B Transportation as bus drivers for the 2024-2025 school year. Board approval is recommended.

*P. Adams County Technical Institute Operating Budget

The Adams County Technical Institute Operating Budget for the 2025-2026 school year in the amount of $2,085,452.00 is recommended for approval. A copy of the budget is attached to pages 137-159.

Q. Memorandum of Understanding

The Administration is recommending approval of the Memorandum of Understanding regarding the use of District facilities as an emergency evacuation site for Uriah Daycare. A copy of the memorandum is attached to pages 160-162.

R. Memorandum of Agreement

The Administration is recommending approval of the Memorandum of Agreement regarding dental services provided to the District by Family First Mobile Dentist for the 2025-2026 school year. A copy of the memorandum is attached to pages 163-176.

*S. Security Services Contract

The Administration is requesting approval of a security services contract with G-Force Investigations, LLC, effective for the 2025-2026 school year. A copy of the contract is attached on pages 177-185. Board approval is recommended.

*T. Managed Technology Services

The Administration is recommending approval to extend the Managed Technology Services contract with Appalachia Technology LLC for a five-year period, effective July 1, 2025. A copy of the contract is attached to pages 186-198. Board approval is recommended.

U. PSBA Policy Revision Agreement

The Policy Committee is requesting approval for PSBA to continue to condense board policies. Board approval is recommended. A copy of the agreement is attached on pages 199-205.

*V. Second Read: Revised Board Policies

The Policy Committee is requesting Board approval of the following set of revised board policies. The policies were posted for review at last month's meeting. Copies of these policies are attached to pages 206-227.

1. Policy No. 321 – Political Activities
2. Policy No. 322 – Gifts
3. Policy No. 323 – Tobacco and Vaping Products
4. Policy No. 324 – Personnel Files
5. Policy No. 325 – Dress and Grooming
6. Policy No. 328 – Compensation Plans/Salary Schedules
7. Policy No. 330 – Overtime
8. Policy No. 331 – Job Related Expenses
9. Policy No. 332 – Working Periods
10. Policy No. 333 – Professional Development
11. Policy No. 334 – Sick Leave

Board approval is recommended.

*W. First Read: Revised and New Board Policies

The Policy Committee is requesting the Board to adopt, as a first read, the following set of revised and new board policies. Copies of these policies are attached to pages 228-253.

1. Policy No. 335 – Family and Medical Leaves
2. Policy No. 336 – Personal Necessity Leave
3. Policy No. 337 – Vacation
4. Policy No. 338 – Sabbatical Leave
5. Policy No. 338.1 – Compensated Professional Leaves
6. Policy No. 339 – Uncompensated Leave
7. Policy No. 340 – Responsibility for Student Welfare
8. Policy No. 341 – Benefits for Part-Time Employees
9. Policy No. 342 – Jury Duty
10. Policy No. 343 – Paid Holidays
11. Policy No. 346 – Workers' Compensation
12. Policy No. 351 – Drug and Substance Abuse
13. Policy No. 827 – Conflict of Interest

Board approval is recommended.

*X. Retired Board Policy

The Policy Committee is requesting the Board to retire Policy No. 348 – Unlawful Harassment. The policy is attached to page 254. Board approval is recommended.

Y. High School Activity Account

The High School Administration is recommending approval for a Metal Shop Account to be established within the High School Student Activity Fund. Board approval is recommended.

XIII. Discussion Items

1. Athletics Calendar

2. Budget Presentation

XIV. Other Business

XV. Adjournment

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

A work/study session of the Bermudian Springs School Board was called to order at 7:00 p.m. on Monday, April 7, 2025, in the Middle School Learning Commons A room and via remote connection. The meeting was called to order by President Daniel S. Chubb.

Members Present:	Dianna L. Canapp, Daniel S. Chubb, Brian A. Davis, Jennifer Goldhahn, Ruth E. Griffie, Mary R. Kemper, Chad M. Mowery, Matthew P. Nelson, and Neil R. Tate
Members Absent:	None
District Staff:	Dr. Brad Sterner, Dr. Shannon Myers, and Justin Peart
Others:	None
Visitors:	None

There were no official actions taken by the Board at this meeting.

The meeting was adjourned at approximately 7:51 p.m.

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Secretary

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

The regular meeting of the Bermudian Springs School Board was called to order at 7:00 p.m. on Tuesday, April 8, 2025, in the Middle School Commons A Room and via remote connection. President Daniel S. Chubb presided.

The Pledge of Allegiance was recited.

ROLL CALL - Members Present: Dianna L. Canapp, Daniel S. Chubb, Brian A. Davis, Jennifer Goldhahn, Ruth E. Griffie, Mary R. Kemper, Chad M. Mowery and Neil R. Tate

Members Absent: Matthew P. Nelson

District Staff: Dr. Brad Sterner, Dr. Shannon Myers, Justin Peart, and Jon DeFoe

Others: Leigh Dalton, Solicitor

Visitors: None

HEARING OF SCHEDULED DELICATES OR INDIVIDUALS - None

PUBLIC COMMENT – None

CONSENT AGENDA -

Upon the motion of Jennifer Goldhahn, seconded by Chad Mowery, the following items were approved on the Consent Agenda:

Approval of Minutes

March 10, 2025 - Work/Study Session
March 11, 2025 - Regular Meeting

Financial Reports

General Fund
Cafeteria Fund
Capital Reserve Fund
Scholarship Funds
Activity Funds

Personnel

The Board approved the following resignations:

1. From Victorea Deyarmin, Middle School Evening Custodian, effective April 16, 2025.
2. From Tammy Guevara, High School Food Service Employee, effective April 1, 2025.
3. From Joshua Pepoli, Software Applications Specialist, effective May 23, 2025.
4. From Morgan Seifert, Elementary School Grade 2 Teacher, effective at the end of the 2024-2025 school year.

The Board approved the transfer of Zachary Stroup from a Middle School Grades 3-8 Physical Education Teacher to a Middle School Grades 5-8 Physical Education Teacher, replacing Thomas Flaherty, who retired. The transfer is effective for the 2025-2026 school year.

The Board approved the following volunteer coaches for the 2024-2025 school year:

1. Alyssa Black, Volunteer Youth Weedwackers Coach
2. Victoria Murren, Volunteer Softball Coach

First Read: Revised Board Policies

The Board approved to adopt, as a first read, the following set of revised board policies. Copies of the policies are attached to these minutes.

1. Policy No. 321 – Political Activities
2. Policy No. 322 – Gifts
3. Policy No. 323 – Tobacco and Vaping Products
4. Policy No. 324 – Personnel Files
5. Policy No. 325 – Dress and Grooming
6. Policy No. 328 – Compensation Plans/Salary Schedules
7. Policy No. 330 – Overtime
8. Policy No. 331 – Job Related Expenses
9. Policy No. 332 – Working Periods
10. Policy No. 333 – Professional Development
11. Policy No. 334 – Sick Leave

Retired Board Policies

The Board approved to retire the following set of board policies. Copies of the retired policies are attached to these minutes.

1. Policy No. 326 – Staff Communication
2. Policy No. 327 – Management Team

Roll call vote: All members present voted Yea. Motion carried.

FINANCIAL REPORTS -

General Fund bills in the amount of $2,473,569.32 (copy attached) were approved for payment following a motion by Jennifer Goldhahn, seconded by Mary Kemper. Roll call vote: All members present voted Yea. Motion carried.

Cafeteria Fund bills in the amount of $152,399.29 (copy attached) were approved for payment following a motion by Jennifer Goldhahn, seconded by Mary Kemper. Roll call vote: All members present voted Yea. Motion carried.

Capital Reserve Fund bills in the amount of $12,100.00 (copy attached) were approved for payment following a motion by Jennifer Goldhahn, seconded by Mary Kemper. Roll call vote: All members present voted Yea. Motion carried.

REPORTS AND RELATED ACTION – No action was taken by the Board.

OLD BUSINESS - None

NEW BUSINESS -

Personnel

The Board, on a Brian Davis, Dianna Canapp motion, approved the following personnel items:

1. The Board approved for Lori King to be employed as a Teacher Mentor for Katie Nelson for the 2025-2026 school year at a stipend of $400.00.

2. The Board approved for Tori Berwager to enter into a contract with the district for Summer Camp 2025, serving as the Credit Recovery Director, at a stipend of $2,000.00.

3. The Board approved the following extracurricular contracts for the 2025-2026 school year:

a.	Joseph Lohuis, Varsity Head Girls Basketball Coach	- $4,150.00
b.	Krystal Robertson, Jr. High Head Cheerleading Coach, Fall	- $1,000.00
c.	Krystal Robertson, Jr. High Head Cheerleading Coach, Winter	- $1,000.00
d.	William Wagner, Varsity Head Girls Volleyball Coach	- $3,400.00

Roll call vote: All members present voted Yea. Motion carried.

2025 Graduation Class

The Board, on a Ruth Griffie, Mary Kemper motion, approved the list of senior graduates of Bermudian Springs High School, Class of 2025. The list is attached to these minutes. Approval is conditional with the provision that each senior must complete all requirements for graduation. Roll call vote: All members present voted Yea.

2025 Graduation Ceremony

The Board, on a Ruth Griffie, Mary Kemper motion, approved the graduation ceremony for the class of 2025 to be held on Thursday, May 29, 2025, at 7:00 p.m. on Alumni Field in the Bermudian Springs High School Stadium. In case of inclement weather, graduation will be held on either Friday, May 30, 2025, or Saturday, May 31, 2025. Roll call vote: All members present voted Yea. Motion carried.

TherAbilities 2025-2026 Agreement

The Board, on Mary Kemper, Chad Mowery motion, approved to enter into an agreement with TherAbilities to provide school-based behavioral support and occupational therapy services on an as-needed basis for the 2025-2026 school year. A copy of the agreement is attached to these minutes. Roll call vote: All members present voted Yea. Motion carried.

Second Read: Revised Board Policies

The Board, on a Ruth Griffie, Dianna Canapp motion, approved the following set of revised board policies. The policies were posted for review at last month's meeting. Copies of the policies are attached to these minutes.

1. Policy No. 301 – Creating a Position
2. Policy No. 302 – Employment of Superintendent/Assistant Superintendent
3. Policy No. 308 – Employment Contract/Board Resolution
4. Policy No. 309 – Assignment and Transfer
5. Policy No. 311 – Reduction of Staff
6. Policy No. 312 – Performance Assessment of Superintendent/Assistant Superintendent
7. Policy No. 313 – Evaluation of Employees
8. Policy No. 314 – Physical Examination
9. Policy No. 314.1 – HIV Infection
10. Policy No. 317 – Conduct/Disciplinary Procedures
11. Policy No. 319 – Outside Activities

Roll call vote: All members present voted Yea. Motion carried.

Second Read: New Board Policies

The Board, on a Brian Davis, Mary Kemper motion, approved the following set of new board policies. The policies were posted for review at last month's meeting. Copies of the policies are attached to these minutes.

1. Policy No. 304 – Employment of District Staff
2. Policy No. 306 – Nontenured Employees

Roll call vote: All members present voted Yea. Motion carried.

OTHER BUSINESS – None

ADJOURNMENT – The meeting was adjourned by the President at 7:20 p.m.

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Secretary

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

The special meeting of the Bermudian Springs School Board was called to order at 5:30 p.m. on Tuesday, April 17, 2025, in Middle School Commons A Room. President Daniel S. Chubb presided.

The Pledge of Allegiance was recited.

ROLL CALL - Members Present: Dianna L. Canapp, Daniel S. Chubb, Brian A. Davis, Jennifer Goldhahn, Ruth E. Griffie, Mary R. Kemper, Chad M. Mowery, Matthew P. Nelson, and Neil R. Tate

Members Absent: None

Administration: Dr. Brad Sterner, Dr. Shannon Myers, and Justin W. Peart

Visitors: None

Others: None

HEARING OF SCHEDULED DELICATES OR INDIVIDUALS – None

PUBLIC COMMENT – None

FINANCIAL REPORTS – None

REPORTS AND RELATED ACTION – No action was taken by the Board.

OLD BUSINESS – None

NEW BUSINESS -

The Board, on a Neil Tate, Dianna Canapp motion, approved the employment of Ty Peele in the capacity of a Software Applications Specialist, replacing Joshua Pepoli, who resigned. Mr. Peele will be placed under the Act 93 Agreement, working a 260-day contract, effective date is to be determined. Roll call vote: All members present voted yea. Motion carried.

The Board, on a Jennifer Goldhahn, Mary Kemper motion, approved the Teacher's Contract beginning July 1, 2025, through June 30, 2030. Roll call vote: Matthew Nelson abstained. Dianna Canapp, Daniel Chubb, Brian Davis, Jennifer Goldhahn, Ruth Griffie, Mary Kemper, Chad Mowery, and Neil Tate voted Yea. Motion carried.

OTHER BUSINESS - None

ADJOURNMENT - The Board meeting was adjourned at 5:40 p.m. by the President.

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Secretary

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023852	04/10/2025	BRIGHTSPEED	24/25 MONTHLY LOCAL TELEPHONE SERVICE		3,393.73
0000023853	04/10/2025	DIRECT ENERGY BUSINESS	24/25 MONTHLY ELECTRIC GENERATION		22,424.11
0000023854	04/10/2025	LINCOLN INTERMEDIATE UNIT	24-25 MONTHLY SCHEDULE A		34,846.95
0000023855	04/10/2025	MET-ED	24/25 MONTHLY ELECTRIC SERVICE		6,620.85
0000023856	04/10/2025	STOCK AND LEADER, ATTORNEYS AT LAW	PURCH PROFESS/TECH SERVICES		3,740.05
0000023857	04/11/2025	ACIA	FILTERS HS		947.64
0000023858	04/11/2025	AGIREPAIR INC	SERVICE		517.00
0000023859	04/11/2025	AHOLD DELHAIZE USA	CLASSROOM SUPPLIES		205.36
0000023860	04/11/2025	BERMUDIAN SPRINGS	FIELD TRIP		42.00
0000023861	04/11/2025	CALM.COM INC	DIGITAL SUBSCRIPTION		7,157.50
0000023862	04/11/2025	CAPITAL AREA INTERMEDIATE UNIT	OTHER PROFESSIONAL SERVICES		1,518.00
0000023863	04/11/2025	CAPITAL ELECTRIC	SUPPLIES		939.00
0000023864	04/11/2025	CASHMAN'S ACE HARDWARE	SUPPLIES		9.97
0000023865	04/11/2025	CHRISTINA YOST	CONTRACTED CARRIERS DISTRICT		217.75
0000023866	04/11/2025	COMMONWEALTH CHARTER ACADEMY	CYBER CHARTER		86,482.57
0000023867	04/11/2025	DR RAY W CHRISTNER LLC	SERVICE		1,000.00
0000023868	04/11/2025	DRS PRINTING SERVICES INC	SUPPLIES		295.00
0000023869	04/11/2025	E & B TRANSPORTATION CO.	TRANSPORTATION		9,161.90
0000023870	04/11/2025	EB MULCH & SOILS	SUPPLIES		80.00
0000023871	04/11/2025	ERIN KIRKPATRICK	CONTRACTED CARRIERS DISTRICT		388.60
0000023872	04/11/2025	FAIRFIELD AREA SCHOOL DISTRICT	SERVICE		2,405.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023873	04/11/2025	FLINN SCIENTIFIC INC.	S Miller		583.41
0000023874	04/11/2025	GETTYSBURG MONTESSORI CHARTER SCHOOL	RECON		24,394.69
0000023875	04/11/2025	HERFF JONES LLC	Graduation		2,708.50
0000023876	04/11/2025	HILLYARD/MID-ATLANTIC	MAINTENANCE SUPPLIES/DIST		251.28
0000023877	04/11/2025	J.W. PEPPER & SON INC.	Walck-Band		385.99
0000023878	04/11/2025	JONES SCHOOL SUPPLY	Guidance		83.59
0000023879	04/11/2025	JOSTENS	VARSITY LETTER SERVICE BARS		508.50
0000023880	04/11/2025	KIM FRIEDMAN	GENERAL SUPPLIES DISTRICTWIDE		51.37
0000023881	04/11/2025	LABORATORY ANALYTICAL &	REPAIRS & MAINTENANCE SVCS		600.00
0000023882	04/11/2025	LIFT INC	SERVICE		546.96
0000023883	04/11/2025	LINCOLN INTERMEDIATE UNIT	TRAINING		100.00
0000023884	04/11/2025	MARCO TECHNOLOGIES LLC	SUPPLIES	Office	219.88
0000023885	04/11/2025	MASON'S PROPANE SERVICE LLC	PROPANE		1,702.58
0000023886	04/11/2025	MELISSA TRUMP	SERVICE		668.40
0000023887	04/11/2025	MENCHEY MUSIC SERVICE	CLASSROOM SUPPLIES		153.36
0000023888	04/11/2025	METCO SUPPLY INC.	CLASSROOM SUPPLIES		3,121.77
0000023889	04/11/2025	MFAC LLC	TRACK & FIELD EQUIPMENT		370.78
0000023890	04/11/2025	PA CYBER CHARTER SCHOOL	CYBER CHARTER		18,274.36
0000023891	04/11/2025	PA FFA ASSOC	Wivell - FFA & Sweeten FFA		350.00
0000023892	04/11/2025	PA LEADERSHIP CHARTER SCHOOL	CYBER CHARTER		4,646.61
0000023893	04/11/2025	PROCARE THERAPY	SERVICE		2,100.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023894	04/11/2025	REACH CYBER CHARTER SCHOOL	CYBER CHARTER		9,137.18
0000023895	04/11/2025	RENTA FIESTA INC	Equipment Rental		828.00
0000023896	04/11/2025	SAPPHIRE K12 INC	BOOKS AND PERIODICALS DISTRICT		875.00
0000023897	04/11/2025	SARAH SMITH	GENERAL SUPPLIES		268.21
0000023898	04/11/2025	TELESYSTEM	PHONE SYSTEM		404.92
0000023899	04/11/2025	TURF EQUIPMENT & SUPPLY CO INC	SUPPLIES		335.89
0000023900	04/11/2025	UPS	SERVICE		77.79
0000023901	04/11/2025	VEX ROBOTICS INC	George - Robotics		568.62
0000023902	04/11/2025	VIDA CHARTER SCHOOL	6969.91	CYBER CHARTER	12,622.13
0000023903	04/11/2025	WAGEWORKS INC.	PURCH PROFESS/TECH SERVICES		153.25
0000023904	04/11/2025	WEIS MARKETS INC	Firestone - Culinary II		218.33
0000023905	04/11/2025	WELLSPAN MEDICAL GROUP	SERVICE		90.00
0000023906	04/11/2025	WILMINGTON TRUST FEE COLLECTIONS	OTHER OBJECTS DISTRICT		780.00
0000023907	04/11/2025	YELLOW BREECHES EDUCATIONAL CENTER INC	SERVICE		20,627.60
0000023908	04/16/2025	AMAZON CAPITAL SERVICES	PERKINS	SUPPLIES	3,460.88
0000023909	04/21/2025	R.A. SMITH & SONS	VAN REPAIR		1,147.50
0000023910	04/22/2025	MEMBERS 1ST FCU	CREDIT CARD CHARGES		8,433.06
0000023911	04/29/2025	MARCO	CONTRACT		6,416.91
0000023912	04/29/2025	GUERNSEY	FURNITURE QUOTE		0.00
0000023913	05/01/2025	ABARTA COCA-COLA BEVERAGES LLC	DRINKS		585.88
0000023914	05/01/2025	ACIA	FILTERS HS		289.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023915	05/01/2025	AGIREPAIR INC	SERVICE		89.00
0000023916	05/01/2025	APPALACHIA TECHNOLOGIES LLC	OTHER PROFESSIONAL SERVICES		23,100.00
0000023917	05/01/2025	BERMUDIAN SPRINGS S.D. CAFETERIA FUND	Wood	SERVICE	478.80
0000023918	05/01/2025	CAPITAL BLUE CROSS	MEDICAL INSURANCE	SELF PAY MEDICAL INSURANCE	385,741.49
0000023919	05/01/2025	CAPITAL ELECTRIC	SUPPLIES		116.94
0000023920	05/01/2025	CAPITAL ONE	SUPPLIES	SUPPLIES PERKINS	187.69
0000023921	05/01/2025	CASHMAN'S ACE HARDWARE	SUPPLIES		60.33
0000023922	05/01/2025	COMMONWEALTH OF PENNSYLVANIA	ANNUAL FEE		750.00
0000023923	05/01/2025	DOVER AREA SCHOOL DISTRICT	TRANSPORTATION		1,283.13
0000023924	05/01/2025	DR RAY W CHRISTNER LLC	SERVICE		437.50
0000023925	05/01/2025	E & B TRANSPORTATION CO.	23/24 PUBLIC TRANSPORTATION CONTRACT	TRANSPORTATION	123,371.01
0000023926	05/01/2025	EB MULCH & SOILS	SUPPLIES		80.00
0000023927	05/01/2025	EPLUS TECHNOLOGY INC	SUPPLIES		7,780.34
0000023928	05/01/2025	EXEMPLARS INC	Exemplars Renewal 24-25		2,117.50
0000023929	05/01/2025	G-FORCE SECURITY SOLUTIONS LLC	SERVICE		7,194.16
0000023930	05/01/2025	GUERNSEY INC	WIPES		701.10
0000023931	05/01/2025	GUITAR CENTER	CLASSROOM SUPPLIES		224.95
0000023932	05/01/2025	HERFF JONES LLC	Graduation		77.61
0000023933	05/01/2025	HOWIES ATHLETIC TAPE	ATHLETIC TRAINER TAPE		198.53
0000023934	05/01/2025	HUNTER & LOMISON INC	CTRL BD, BATTERIES/HS TRANS SWITCH		1,109.37
0000023935	05/01/2025	J.W. PEPPER & SON INC.	Band - Walck	Walck-Band	464.99

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023936	05/01/2025	JUST RIGHT READER	Ahrens / Rdg. Spec.		3,564.00
0000023937	05/01/2025	KELLER ENGINEERS INC	PERMIT		69.50
0000023938	05/01/2025	LABORATORY ANALYTICAL &	REPAIRS & MAINTENANCE SVCS		374.00
0000023939	05/01/2025	LINCOLN INTERMEDIATE UNIT	SERVICE		1,067.56
0000023940	05/01/2025	LOWE'S	SUPPLIES		164.33
0000023941	05/01/2025	M&M HEATING & COOLING LLC	QUOTE	SERVICE	7,612.50
0000023942	05/01/2025	MASON'S PROPANE SERVICE LLC	PROPANE		16,425.68
0000023943	05/01/2025	MERAKEY PENNSYLVANIA	SERVICE		28,349.50
0000023944	05/01/2025	NOABC-TRACK	JEFF TOPPER JH TRACK INVITATIONAL		300.00
0000023945	05/01/2025	PA TURNPIKE TOLL BY PLATE	TRAVEL DISTRICT		10.00
0000023946	05/01/2025	PA VIRTUAL CHARTER SCHOOL	CYBER CHARTER		1,161.65
0000023947	05/01/2025	PAUL'S GARAGE	FUEL		1,311.12
0000023948	05/01/2025	PENN POWER GROUP	ES GEN REPAIR		5,767.33
0000023949	05/01/2025	PERMANENT SIGN & DISPLAY/PERM AWARD	FOOTBALL CHAMPIONSHIP BANNERS		761.00
0000023950	05/01/2025	PROCARE THERAPY	SERVICE		3,990.00
0000023951	05/01/2025	RIVER ROCK ACADEMY LLC	TUITION - PRIVATE SCHOOLS	SERVICE	24,420.00
0000023952	05/01/2025	RONCO TECHNOLOGY SOLUTIONS LLC	SERVICE		77.50
0000023953	05/01/2025	RYAN MURPHY	GENERAL SUPPLIES ELEMENTARY		71.40
0000023954	05/01/2025	SALISBURY TOWNSHIP SCHOOL DIST	SERVICE		3,530.40
0000023955	05/01/2025	SCHOOL HEALTH CORPORATION	Miscellaneous Health Room Supplies		30.94
0000023956	05/01/2025	SPIRIT MONKEY LLC	Student PBIS		700.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023957	05/01/2025	TIM FOSTER	Concert Accompanist		150.00
0000023958	05/01/2025	T-MOBILE	SERVICE		600.00
0000023959	05/01/2025	TRENTON GROUP INC.	SUPPLIES		62.50
0000023960	05/01/2025	UNIFIRST CORP	SERVICE		883.40
0000023961	05/01/2025	UPS	SERVICE		31.22
0000023962	05/01/2025	USABLE LIFE	24/25 EMPLOYEE LIFE INSURANCE	24/25 OTHER EMPLOYEE BENEFITS ELEM	1,296.72
0000023963	05/01/2025	VERIZON WIRELESS	24/25 MONTHLY CELLULAR SERVICE	24/25 MONTHLY CELLULAR PHONE SERVICE	833.43
0000023964	05/01/2025	VISUAL SOUND INC	QUOTE		4,060.56
0000023965	05/01/2025	WALTERS SERVICES INC.	OTHER PROF SERVICES HIGH		441.00
0000023966	05/01/2025	WEIS MARKETS INC	Culinary II - Firestone		290.98
0000023967	05/01/2025	WELLSPAN HEALTH	SERVICE		4,000.00
0000023968	05/01/2025	WELLSPAN PHILHAVEN	SERVICE		735.00
0000023969	05/01/2025	WM CORPORATE SERVICES INC	GARBAGE/RECYCLE		1,553.40
0000023970	05/01/2025	WOLF'S BUS LINES	TRANSPORTATION		1,611.50
0000023971	05/01/2025	WOLFS FUEL OIL & GAS	SUPPLIES		583.50
0000023972	05/07/2025	ABARTA COCA-COLA BEVERAGES LLC	DRINKS		528.07
0000023973	05/07/2025	ADAMS COUNTY AUTO SUPPLY INC.	SUPPLIES		390.00
0000023974	05/07/2025	ADAMS COUNTY COUNCIL OF GOVERNMENTS	PURCH PROFESS/TECH SERVICES		100.00
0000023975	05/07/2025	AGIREPAIR INC	SERVICE		129.00
0000023976	05/07/2025	AHOLD DELHAIZE USA	CLASSROOM SUPPLIES		183.82
0000023977	05/07/2025	BERMUDIAN SPRINGS S.D. CAFETERIA FUND	OFFICE SUPPLIES		135.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023978	05/07/2025	CAPITAL AREA INTERMEDIATE UNIT	OTHER PROFESSIONAL SERVICES		3,339.00
0000023979	05/07/2025	CATANIA MEDALLIC SPECIALTY INC	GIRLS WRESTLING AWARDS MEDALS		144.95
0000023980	05/07/2025	CHRISTINA YOST	CONTRACTED CARRIERS DISTRICT		217.75
0000023981	05/07/2025	DANIELLE FULMER	CONTRACTED CARRIERS DISTRICT		356.44
0000023982	05/07/2025	DR MICHAEL TOMCZYK	SERVICE		110.00
0000023983	05/07/2025	E & B TRANSPORTATION CO.	TRANSPORTATION		19,502.30
0000023984	05/07/2025	EB MULCH & SOILS	SUPPLIES		56.00
0000023985	05/07/2025	GAIL ELWOOD	CONTRACTED CARRIERS DISTRICT		530.64
0000023986	05/07/2025	GANNETT PENNSYLVANIA LOCALIQ	ADVERTISING DISTRICTWIDE		39.60
0000023987	05/07/2025	GETTYSBURG TIMES	ADVERTISING DISTRICTWIDE		60.25
0000023988	05/07/2025	G-FORCE SECURITY SOLUTIONS LLC	SERVICE		7,194.16
0000023989	05/07/2025	JON DEFOE	TRAVEL DISTRICT		27.90
0000023990	05/07/2025	LATICE ANDERSON	CONTRACTED CARRIERS DISTRICT		313.56
0000023991	05/07/2025	LINCOLN INTERMEDIATE UNIT	24-25 MONTHLY SCHEDULE A		34,846.95
0000023992	05/07/2025	MARCO TECHNOLOGIES LLC	SERVICE		60.40
0000023993	05/07/2025	MELISSA TRUMP	SERVICE		787.95
0000023994	05/07/2025	MENCHEY MUSIC SERVICE	K Smith - Chior		79.00
0000023995	05/07/2025	MFAC LLC	POLE VAULT CROSSBAR		360.00
0000023996	05/07/2025	MICHAEL BROOKS	TRAVEL HIGH		57.60
0000023997	05/07/2025	PA LEADERSHIP CHARTER SCHOOL	CYBER CHARTER		4,646.60
0000023998	05/07/2025	PITNEY BOWES BANK INC	GENERAL SUPPLIES DISTRICT		1,000.00

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000023999	05/07/2025	PROCARE THERAPY	SERVICE		4,095.00
0000024000	05/07/2025	RONCO TECHNOLOGY SOLUTIONS LLC	SERVICE		775.00
0000024001	05/07/2025	SCHOOL EXPRESS INC.	CONTRACTED CARRIERS DISTRICT		71,375.41
0000024002	05/07/2025	STAPLES	SUPPLIES		40.75
0000024003	05/07/2025	SUCCESSORIES INC	QUOTE		2,839.62
0000024004	05/07/2025	TELESYSTEM	PHONE SYSTEM		413.88
0000024005	05/07/2025	TORI SIMON	TRAVEL		64.70
0000024006	05/07/2025	WILLIAM V MACGILL & CO	Miscellaneous Health Room Supplies		550.00
* 00HC050725	05/07/2025	HARLAND CLARKE	DEPOSIT SLIPS		114.49
* 0RET041425	04/14/2025	PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM	RETIREMENT CONTRIBUTIONS		208.02
* 0RET043025	04/30/2025	PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM	RETIREMENT CONTRIBUTIONS		7.50
* 0STS041825	04/18/2025	SUBSTITUTE TEACHER SERVICE INC	SUB TCHR		26,560.32
* 0STS050225	05/02/2025	SUBSTITUTE TEACHER SERVICE INC	SUB TCHR		16,675.83
* AC04102025	04/10/2025	COUNTY OF ADAMS	A.C.TAX CLAIM BUREAU - MARCH 2025 COMMISSION		1,336.37
* KH04162025	04/16/2025	KAREN HEFLIN - RECORDER OF DEEDS	K.HEFLIN - MARCH TRANSFER TAX COMMISSION		255.36
* YA04212025	04/21/2025	YORK ADAMS TAX BUREAU	YATB - 1.75% COLLECTION FEES		5,188.07

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GF - GENERAL FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

10 - GENERAL FUND	**1,189,688.48**
Grand Total All Funds	**1,189,688.48**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**(13,641.49)**
Grand Total Other Disbursement Non-negotiables	**50,345.96**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**1,152,984.01**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**1,189,688.48**

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: GP - PSDLAF - GF **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
* 00DD043025	04/30/2025	DELTA DENTAL OF PA	24/25 MONTHLY EMPLOYEE DENTAL INSURANCE		11,814.69
* 00MT043025	04/30/2025	M&T BANK	BOND PAYMENT		700,812.50
* 0M0T043025	04/30/2025	M&T BANK	BOND PAYMENT		1,898,075.00

10 - GENERAL FUND	**2,610,702.19**
Grand Total All Funds	**2,610,702.19**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**0.00**
Grand Total Other Disbursement Non-negotiables	**2,610,702.19**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**0.00**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**2,610,702.19**

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: CF - CAFETERIA FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000003256	05/05/2025	AHOLD DELHAIZE USA	SUPPLIES		40.47
0000003257	05/05/2025	B.S.S.D. GENERAL FUND	CAFE GROSS PAYROLL - APRIL 2025	CAFE RETIREMENT - APRIL 2025	54,833.52
0000003258	05/05/2025	FEESER'S FOOD DISTRIBUTORS	FOOD HIGH SCHOOL	APRIL INVOICES	37,893.49
0000003259	05/05/2025	GOLD STAR FOODS - PENN	SUPPLIES		19,196.43
0000003260	05/05/2025	HERSHEY CREAMERY CO	APRIL INVOICES		854.40
0000003261	05/05/2025	KINT	APRIL INVOICES		2,580.00
0000003262	05/05/2025	MORABITO BAKING	APRIL INVOICES		1,946.83
0000003263	05/05/2025	SERENA A KIRCHNER INC	FOOD HIGH SCHOOL		695.70
0000003264	05/05/2025	SINGER EQUIPMENT CO INC	APRIL INVOICES		4,944.36
0000003265	05/05/2025	SWISS PREMIUM DAIRY	APRIL INVOICES		7,114.66
* HC04162025	04/16/2025	HARLAND CLARKE	DEPOSIT SLIPS		145.94

50 - ENTERPRISE FUND	**130,245.80**
Grand Total All Funds	**130,245.80**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**0.00**
Grand Total Other Disbursement Non-negotiables	**145.94**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**130,099.86**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**130,245.80**

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: CR - CAPITAL RESERVE FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000001268	05/07/2025	LAWN AND GOLF SUPPLY CO INC	QUOTE		21,430.81

22 - CAPITAL RESERVE FUND	**21,430.81**
Grand Total All Funds	**21,430.81**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**0.00**
Grand Total Other Disbursement Non-negotiables	**0.00**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**21,430.81**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**21,430.81**

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

FUND ACCOUNTING PAYMENT SUMMARY

Bank Account: SC - SCHOLARSHIP FUND **Payment Dates:** 04/09/2025 - 05/13/2025

Payment Categories: Regular Checks, Non-negotiable Disbursements, Direct Deposits, Manual Checks, Procurement Cards, Credit Cards
Sort: Payment Number

Payment #	Paymnt Dt	Vendor Name	Description Of Purchase	Description Of Purchase	Amount
0000001099	04/09/2025	ADAMS COUNTY COMMUNITY FOUNDATION	WILLIAM SMITH SCHOLARSHIP		34,035.32

72 - INVESTMENT TRUST	**34,035.32**
Grand Total All Funds	**34,035.32**
Grand Total Credit Cards	**0.00**
Grand Total Direct Deposits	**0.00**
Grand Total Manual Checks	**0.00**
Grand Total Other Disbursement Non-negotiables	**0.00**
Grand Total Procurement Card Other Disbursement Non-negotiables	**0.00**
Grand Total Regular Checks	**34,035.32**
Grand Total Virtual Payments	**0.00**
Grand Total All Payments	**34,035.32**

* - Non-Negotiable Disbursement + - Procurement Card Non-Negotiable # - Payable within Payment P - Prenote D - Direct Deposit C - Credit Card ^ - Virtual Payment

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

Financial Summary of General Fund

BALANCE REVIEW - GENERAL FUND:

Previous Undesignated Balance - April 8, 2025	$10,538,775.52
Previous Designated Balance - April 8, 2025	$0.00
Revenue - April 9, 2025 - May 13, 2025	$1,931,848.70
Transfer from General Fund to Cafeteria Fund	$22,000.00
Expenditures - April 9, 2025 - May 13, 2025	$3,800,390.67
Expenditures - Payroll	$1,237,027.81
CURRENT BALANCE - May 13, 2025	$7,411,205.74

DISTRIBUTION OF CASH ASSETS:

ACNB Checking	$364,992.73
ACNB Money Market	$42,153.33
Payroll Checking (Interest Rec.)	$144.84
PSDLAF Investments	$3,413,099.56
PSDMAX Series	$3,590,815.28
PSDLAF Overnight Account	$0.00
	$7,411,205.74

COMPARISON OF REVENUE VS. EXPENDITURES 2024-2025

	7/1/24-4/8/25	CURRENT	ACCUM TOTAL
Revenue	$31,741,212.07	$1,931,848.70	$33,673,060.77
Expenditures	$28,650,796.06	$5,037,418.48	$33,688,214.54
		($3,105,569.78)	($15,153.77)

CURRENT INVESTMENT STATUS:

	AMOUNT	PERCENT	TERM	DUE
ACNB Classic Money Market	$42,153.33	0.15%	***	
PSDLAF (MAX Account)	$3,590,815.28	4.168%	***	4/30/2025
PSDLAF (CD)	$3,413,099.56	4.200%	***	4/30/2025
	$7,046,068.17		*** 30 Day Yield	

INTEREST EARNED:

	Current:	To Date:
ACNB Money Market	$5.20	$52.55
ACNB General Fund Checking	$42.66	$2,260.96
ACNB Payroll Checking	$13.52	$133.26
PSDLAF CD/Pool Investments	$11,741.70	$126,879.84
PSDLAF MAX Series	$22,166.71	$250,863.75
	$33,969.79	$380,190.36

PAYROLL ACCOUNT:	7/1/24-4/8/25	CURRENT	ACCUM TOTAL
	$11,369,207.97	$1,237,027.81	$12,606,235.78

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
0209 - COMMONWEALTH OF PA			10-2360-300-360-00-000-000-000-0000		R79		0.00	(4,815.70)
RV3469400001	04/09/2025							
Desc: COMM PA WIRE - 24/25 PCCD GRANT								
RV	RV3469400001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**EXP**		**0.00**	**(4,815.70)**
1048 - ADAMS COUNTY MAGISTRATE DISTRICT COURT 51-3-03			10-6990-000-000-00-000-000-000-0000	69003	D55		0.00	(16.17)
RV3469900001	04/10/2025							
Desc: ADAMS COUNTY MAGISTRATE - FINES								
RV	RV3469900001							
0904 - DEBRA TATE TAX COLLECTOR			10-6111-000-000-00-000-000-115-0000	61039	D55		0.00	(206.39)
RV3469900002	04/10/2025							
Desc: EAST BERLIN BORO TAXES								
RV	RV3469900002							
0904 - DEBRA TATE TAX COLLECTOR			10-6120-000-000-00-000-000-115-0000	61051	D55		0.00	(38.50)
RV3469900003	04/10/2025							
Desc: EAST BERLIN BORO TAXES								
RV	RV3469900003							
0904 - DEBRA TATE TAX COLLECTOR			10-6141-000-000-00-000-000-115-0000	61057	D55		0.00	(38.50)
RV3469900004	04/10/2025							
Desc: EAST BERLIN BORO TAXES								
RV	RV3469900004							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1243-580-000-00-000-000-000-0000		D55		0.00	(338.00)
RV3469900005	04/10/2025							
Desc: MODEL UN CLUB FIELD TRIP REIMBURSEMENT/S.BOYER								
RV	RV3469900005							
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1243-580-000-00-000-000-000-0000		D55		0.00	(317.00)
RV3469900006	04/10/2025							
Desc: MODEL UN CLUB FIELD TRIP REIMBURSEMENT/A.EVERETT								
RV	RV3469900006							
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1243-580-000-00-000-000-000-0000		D55		0.00	(338.00)
RV3469900007	04/10/2025							
Desc: MODEL UN CLUB FIELD TRIP REIMBURSEMENT/A.NELSON								
RV	RV3469900007							
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1243-580-000-00-000-000-000-0000		D55		0.00	(338.00)
RV3469900008	04/10/2025							
Desc: MODEL UN CLUB FIELD TRIP REIMBURSEMENT/A.FLOYD								
RV	RV3469900008							
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1243-580-000-00-000-000-000-0000		D55		0.00	(338.00)
RV3469900009	04/10/2025							
Desc: MODEL UN CLUB FIELD TRIP REIMBURSEMENT/Q.TUROCY								
RV	RV3469900009							
1212 - BERMUDIAN SPORTS CLUB			10-3200-330-000-30-800-000-000-0000		D55		0.00	(4,000.00)
RV3469900010	04/10/2025							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
Desc: BERMUDIAN SPORTS CLUB - HUDL CONTRIBUTION								
RV	RV3469900010							
3585 - HUNTINGTON TOWNSHIP			10-6111-000-000-00-000-000-116-0000	61040	D55		0.00	(9,559.75)
RV3469900011	04/10/2025							
Desc: HUNTINGTON TOWNSHIP TAXES								
RV	RV3469900011							
3585 - HUNTINGTON TOWNSHIP			10-6120-000-000-00-000-000-116-0000	61052	D55		0.00	(126.50)
RV3469900012	04/10/2025							
Desc: HUNTINGTON TOWNSHIP TAXES								
RV	RV3469900012							
3585 - HUNTINGTON TOWNSHIP			10-6141-000-000-00-000-000-116-0000	61058	D55		0.00	(126.50)
RV3469900013	04/10/2025							
Desc: HUNTINGTON TOWNSHIP TAXES								
RV	RV3469900013							
3585 - HUNTINGTON TOWNSHIP			10-6112-000-000-00-000-000-116-0000	61046	D55		0.00	(2,374.44)
RV3469900014	04/10/2025							
Desc: HUNTINGTON TOWNSHIP TAXES								
RV	RV3469900014							
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-6910-000-000-00-000-000-000-0000	69001	D55		0.00	(8,400.00)
RV3469900015	04/10/2025							
Desc: KEYSTONE SOCCER - USE OF FACILITY RENTAL								
RV	RV3469900015							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
1040 - ADAMS COUNTY TAX CLAIM BUREAU			10-6400-000-000-00-000-000-000-0000	64001	D55		0.00	(26,726.95)
RV3469900016	04/10/2025							
Desc: ADAMS COUNTY TAX CLAIM BUREAU - MARCH 2025								
RV	RV3469900016							
Number of Transactions: 16								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(47,613.70)**
			Fund 10 - GENERAL FUND		**EXP**		**0.00**	**(5,669.00)**
1503 - CLOVER WIRELESS			10-6990-000-000-00-000-000-000-0000	69003	R80		0.00	(650.00)
RV3470300001	04/10/2025							
Desc: CLOVER WIRELESS - CELL PHONE DISPOSAL								
RV	RV3470300001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(650.00)**
BERM - BERMUDIAN SPRINGS SCHOOL DIST.			10-0462-271-000-00-000-000-000-0000		D04162025		0.00	(18,210.17)
RV3472400001	04/16/2025							
Desc: HEALTH INS PAYMENTS - APRIL/RET/PT								
RV	RV3472400001							
BERM - BERMUDIAN SPRINGS SCHOOL DIST.			10-0462-272-000-00-000-000-000-0000		D04162025		0.00	(4,680.00)
RV3472400002	04/16/2025							
Desc: DENTAL INS PAYMENTS - APRIL/RET/PT								
RV	RV3472400002							
BERM - BERMUDIAN SPRINGS SCHOOL DIST.			10-0462-275-000-00-000-000-000-0000		D04162025		0.00	(193.76)
RV3472400003	04/16/2025							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
Desc: VISION INS PAYMENTS - APRIL/RET/PT								
RV	RV3472400003							
Number of Transactions: 3								
			Fund 10 - GENERAL FUND		**GEN**		**0.00**	**(23,083.93)**
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-6910-000-000-00-000-000-000-0000	69001	D57		0.00	(200.00)
RV3472500001	04/16/2025							
Desc: DILLSBURG AREA SOCCER CLUB - USE OF FACILITY RENTAL								
RV	RV3472500001							
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-3200-580-000-00-000-000-000-0000	32010	D57		0.00	(249.75)
RV3472500002	04/16/2025							
Desc: EASTERN YORK SD - PA STATE ATHLETIC DIRECTORS CONFERENCE REIMBURSEMENT								
RV	RV3472500002							
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1243-580-000-00-000-000-000-0000		D57		0.00	(521.00)
RV3472500003	04/16/2025							
Desc: MODEL UN CLUB FIELD TRIP REIMBURSEMENT/BSHS CLUB ACCOUNT								
RV	RV3472500003							
2010 - KAREN HEFLIN - RECORDER OF DEEDS			10-6153-000-000-00-000-000-000-0000	61033	D57		0.00	(12,768.10)
RV3472500004	04/16/2025							
Desc: K.HEFLIN - MARCH TRANSFER TAX								
RV	RV3472500004							
Number of Transactions: 4								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(12,968.10)**
			Fund 10 - GENERAL FUND		**EXP**		**0.00**	**(770.75)**

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
0209 - COMMONWEALTH OF PA			10-2360-300-360-00-000-000-000-0000		R81		0.00	(31,975.89)
RV3473800001	04/16/2025							
Desc: COMM PA WIRE - 24/25 PCCD GRANT								
RV	RV3473800001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**EXP**		**0.00**	**(31,975.89)**
1011 - YORK ADAMS TAX BUREAU			10-6151-000-000-00-000-000-000-0000	61026	R82		0.00	(42,335.09)
RV3473900001	04/21/2025							
Desc: YATB - MARCH 2025 DISTRIBUTION								
RV	RV3473900001							
1011 - YORK ADAMS TAX BUREAU			10-6151-000-000-00-000-000-000-0000	61026	R82		0.00	(251,986.61)
RV3473900002	04/21/2025							
Desc: YATB - PRIOR YEAR'S TAX COLLECTED								
RV	RV3473900002							
1011 - YORK ADAMS TAX BUREAU			10-6151-000-000-00-000-000-000-0000	61026	R82		0.00	(2,139.43)
RV3473900003	04/21/2025							
Desc: YATB - 2018 UNALLOCATED TAX								
RV	RV3473900003							
Number of Transactions: 3								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(296,461.13)**
0209 - COMMONWEALTH OF PA			10-8514-000-412-00-000-000-000-0000	80005	R83		0.00	(22,622.27)
RV3474100001	04/21/2025							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
Desc: COMM PA WIRE - 24/25 TITLE I (013-250031)								
RV	RV3474100001							
0209 - COMMONWEALTH OF PA			10-8515-000-421-00-000-000-000-0000	80010	R83		0.00	(2,986.13)
RV3474100002 04/21/2025								
Desc: COMM PA WIRE - 24/25 TITLE IIA (020-250031)								
RV	RV3474100002							
0209 - COMMONWEALTH OF PA			10-8517-000-430-00-000-000-000-0000		R83		0.00	(1,828.80)
RV3474100003 04/21/2025								
Desc: COMM PA WIRE - 24/25 TITLE IV (144-250031)								
RV	RV3474100003							
0209 - COMMONWEALTH OF PA			10-8521-000-000-00-000-000-000-0000	85002	R83		0.00	(1,401.83)
RV3474100004 04/21/2025								
Desc: COMM PA WIRE - 24/25 PERKINS (380-250077)								
RV	RV3474100004							
Number of Transactions: 4								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(28,839.03)**
3585 - HUNTINGTON TOWNSHIP			10-6120-000-000-00-000-000-116-0000	61052	D58		0.00	(22.00)
RV3474200001 04/24/2025								
Desc: HUNTINGTON TOWNSHIP TAXES								
RV	RV3474200001							
3585 - HUNTINGTON TOWNSHIP			10-6141-000-000-00-000-000-116-0000	61058	D58		0.00	(22.00)
RV3474200002 04/24/2025								
Desc: HUNTINGTON TOWNSHIP TAXES								

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
RV	RV3474200002							
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-6910-000-000-00-000-000-000-0000	69001	D58		0.00	(50.00)
RV3474200003 04/24/2025								
Desc: AYSO - FACILITY RENTAL/LIGHTS								
RV	RV3474200003							
0254 - BLICK ART MATERIALS			10-1110-610-000-00-300-000-000-0000	11133	D58		0.00	(231.09)
RV3474200004 04/24/2025								
Desc: BLICK ART MATERIALS - REFUNDS								
RV	RV3474200004							
0021 - GETTYSBURG ADAMS CHAMBER OF COMMERCE			10-1110-513-000-30-800-000-000-0000	10857	D58		0.00	(600.60)
RV3474200005 04/24/2025								
Desc: GETTYSBURG ADAMS COC - CAREER FAIR BUS RMBRSMNT								
RV	RV3474200005							
1695 - JENNIFER MILLER TAX COLLECTOR			10-6111-000-000-00-000-000-112-0000	61067	D58		0.00	(3,970.95)
RV3474200006 04/24/2025								
Desc: YORK SPRINGS BORO TAXES								
RV	RV3474200006							
1695 - JENNIFER MILLER TAX COLLECTOR			10-6120-000-000-00-000-000-112-0000	61048	D58		0.00	(110.00)
RV3474200007 04/24/2025								
Desc: YORK SPRINGS BORO TAXES								
RV	RV3474200007							
1695 - JENNIFER MILLER TAX COLLECTOR			10-6141-000-000-00-000-000-112-0000	61054	D58		0.00	(110.00)
RV3474200008 04/24/2025								

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
Desc: YORK SPRINGS BORO TAXES								
RV	RV3474200008							
0209 - COMMONWEALTH OF PA			10-2711-610-000-00-000-000-000-0000	27016	D58		0.00	(5,261.85)
RV3474200009	04/24/2025							
Desc: COMM OF PA - LIQUID FUELS TAX REFUND								
RV	RV3474200009							
0904 - DEBRA TATE TAX COLLECTOR			10-6111-000-000-00-000-000-115-0000	61039	D58		0.00	(5,208.43)
RV3474200010	04/24/2025							
Desc: EAST BERLIN BORO TAXES								
RV	RV3474200010							
0904 - DEBRA TATE TAX COLLECTOR			10-6120-000-000-00-000-000-115-0000	61051	D58		0.00	(121.00)
RV3474200011	04/24/2025							
Desc: EAST BERLIN BORO TAXES								
RV	RV3474200011							
0904 - DEBRA TATE TAX COLLECTOR			10-6141-000-000-00-000-000-115-0000	61057	D58		0.00	(121.00)
RV3474200012	04/24/2025							
Desc: EAST BERLIN BORO TAXES								
RV	RV3474200012							
0904 - DEBRA TATE TAX COLLECTOR			10-6112-000-000-00-000-000-115-0000	61045	D58		0.00	(45.62)
RV3474200013	04/24/2025							
Desc: EAST BERLIN BORO TAXES								
RV	RV3474200013							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
0508 - LINCOLN INTERMEDIATE UNIT #12			10-8516-000-471-00-000-000-000-0000	80012	D58		0.00	(5,584.00)
RV3474200014	04/24/2025							
Desc: LIU #12 - 24/25 TITLE III								
RV	RV3474200014							
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-6910-000-000-00-000-000-000-0000	69001	D58		0.00	(6,350.00)
RV3474200015	04/24/2025							
Desc: KEYSTONE SOCCER - USE OF FACILITY RENTAL								
RV	RV3474200015							
1671 - SUSAN GRAGG TAX COLLECTOR			10-6111-000-000-00-000-000-113-0000	61037	D58		0.00	(22,566.39)
RV3474200016	04/24/2025							
Desc: LATIMORE TOWNSHIP TAXES								
RV	RV3474200016							
1671 - SUSAN GRAGG TAX COLLECTOR			10-6120-000-000-00-000-000-113-0000	61049	D58		0.00	(258.50)
RV3474200017	04/24/2025							
Desc: LATIMORE TOWNSHIP TAXES								
RV	RV3474200017							
1671 - SUSAN GRAGG TAX COLLECTOR			10-6141-000-000-00-000-000-113-0000	61055	D58		0.00	(258.50)
RV3474200018	04/24/2025							
Desc: LATIMORE TOWNSHIP TAXES								
RV	RV3474200018							
1671 - SUSAN GRAGG TAX COLLECTOR			10-6112-000-000-00-000-000-113-0000	61043	D58		0.00	(8,219.76)
RV3474200019	04/24/2025							

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
Desc: LATIMORE TOWNSHIP TAXES								
RV	RV3474200019							
1666 - EPLUS TECHNOLOGY INC			10-2240-640-000-00-000-000-402-0000	20202	D58		0.00	(42,147.00)
RV3474200020 04/24/2025								
Desc: EPLUS TECHNOLOGY - PO #25ADM00872 ERATE REIMBURSEMENT								
RV	RV3474200020							
1695 - JENNIFER MILLER TAX COLLECTOR			10-6111-000-000-00-000-000-114-0000	61038	D58		0.00	(57,763.25)
RV3474200021 04/24/2025								
Desc: READING TOWNSHIP TAXES								
RV	RV3474200021							
1695 - JENNIFER MILLER TAX COLLECTOR			10-6120-000-000-00-000-000-114-0000	61050	D58		0.00	(803.00)
RV3474200022 04/24/2025								
Desc: READING TOWNSHIP TAXES								
RV	RV3474200022							
1695 - JENNIFER MILLER TAX COLLECTOR			10-6141-000-000-00-000-000-114-0000	61056	D58		0.00	(803.00)
RV3474200023 04/24/2025								
Desc: READING TOWNSHIP TAXES								
RV	RV3474200023							
1695 - JENNIFER MILLER TAX COLLECTOR			10-6112-000-000-00-000-000-114-0000	61044	D58		0.00	(13,931.73)
RV3474200024 04/24/2025								
Desc: READING TOWNSHIP TAXES								
RV	RV3474200024							

TRANSACTION LEDGER
Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10
Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
PAYROLL - BERMUDIAN SPRINGS SCHOOL DISTRICT			10-0462-271-000-00-000-000-000-0000		D58		0.00	(51,832.58)
RV3474200025 04/24/2025								
Desc: BSSD-EMPLOYEE COST SHARE/SPOUSAL SURCHARGE MEDICAL								
RV	RV3474200025							
Number of Transactions: 25								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(126,319.13)**
			Fund 10 - GENERAL FUND		**EXP**		**0.00**	**(48,240.54)**
			Fund 10 - GENERAL FUND		**GEN**		**0.00**	**(51,832.58)**
0209 - COMMONWEALTH OF PA			10-7220-000-000-00-000-000-000-0000	72002	R84		0.00	(16,434.00)
RV3474300001 04/24/2025								
Desc: COMM PA WIRE - 23/24 VOC ED								
RV	RV3474300001							
0209 - COMMONWEALTH OF PA			10-7110-000-000-00-000-000-000-0000	71001	R84		0.00	(1,135,228.00)
RV3474300002 04/24/2025								
Desc: COMM PA WIRE - 23/24 BASIC ED								
RV	RV3474300002							
Number of Transactions: 2								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(1,151,662.00)**
1117 - LAKE MEADE PROPERTY OWNERS ASSOCIATION INC			10-6154-000-000-00-000-000-000-0000	61034	D59		0.00	(6.30)
RV3475900001 04/29/2025								
Desc: LAKE MEADE POA - 1ST QT 2025 AMUSEMENT TAX								
RV	RV3475900001							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-6910-000-000-00-000-000-000-0000	69001	D59		0.00	(200.00)
RV3475900002 04/29/2025								
Desc: SOUTH CENTRAL PA SOCCER ACADEMY - USE OF FACILITY RENTAL								
RV	RV3475900002							
0394 - J.P. HARRIS ASSOCIATES LLC.			10-6400-000-000-00-000-000-000-0000	64001	D59		0.00	(313.28)
RV3475900003 04/29/2025								
Desc: J.P.HARRIS - DELINQUENT TAX								
RV	RV3475900003							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-0402-000-000-00-000-000-000-0000		D59		0.00	(44,094.65)
RV3475900004 04/29/2025								
Desc: BSSD CAFE - GROSS PAYROLL/MARCH 2025								
RV	RV3475900004							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-0462-211-000-00-000-000-000-0000	04006	D59		0.00	(5,924.13)
RV3475900005 04/29/2025								
Desc: BSSD CAFE - HEALTH INS/MARCH 2025								
RV	RV3475900005							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-0462-212-000-00-000-000-000-0000	04007	D59		0.00	(348.75)
RV3475900006 04/29/2025								
Desc: BSSD CAFE - DENTAL INS/MARCH 2025								
RV	RV3475900006							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-0462-213-000-00-000-000-000-0000		D59		0.00	(12.90)
RV3475900007 04/29/2025								

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
Desc: BSSD CAFE - LIFE INS/MARCH 2025								
RV	RV3475900007							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-0462-215-000-00-000-000-000-0000		D59		0.00	(41.98)
RV3475900008 04/29/2025								
Desc: BSSD CAFE - VISION INS/MARCH 2025								
RV	RV3475900008							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-0462-220-000-00-000-000-000-0000		D59		0.00	(3,333.19)
RV3475900009 04/29/2025								
Desc: BSSD CAFE - SOCIAL SECURITY/MARCH 2025								
RV	RV3475900009							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-7810-000-000-00-000-000-000-0000	78002	D59		0.00	1,666.59
RV3475900010 04/29/2025								
Desc: BSSD CAFE - SOCIAL SECURITY/MARCH 2025								
RV	RV3475900010							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-0462-230-000-00-000-000-000-0000		D59		0.00	(14,880.72)
RV3475900011 04/29/2025								
Desc: BSSD CAFE - RETIREMENT/MARCH 2025								
RV	RV3475900011							
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-7820-000-000-00-000-000-000-0000	78003	D59		0.00	7,440.36
RV3475900012 04/29/2025								
Desc: BSSD CAFE - RETIREMENT/MARCH 2025								
RV	RV3475900012							

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
0078 - BERMUDIAN SPRINGS S.D. CAFETERIA FUND			10-2360-530-000-00-000-000-000-0000	23178	D59		0.00	(42.03)
RV3475900013 04/29/2025								
Desc: BSSD CAFE - CELL PHONE/MARCH 2025								
RV	RV3475900013							
Number of Transactions: 13								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**8,587.37**
			Fund 10 - GENERAL FUND		**GEN**		**0.00**	**(68,636.32)**
			Fund 10 - GENERAL FUND		**EXP**		**0.00**	**(42.03)**
1043 - ACNB			10-6510-000-000-00-000-000-000-0000	65001	PR21		0.00	(13.52)
RV3478600001 04/30/2025								
Desc: ACNB PAYROLL INTEREST - APRIL								
RV	RV3478600001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(13.52)**
1043 - ACNB			10-6510-000-000-00-000-000-000-0000	65001	R85		0.00	(42.66)
RV3478700001 04/30/2025								
Desc: ACNB CHECKING INTEREST - APRIL								
RV	RV3478700001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(42.66)**
1043 - ACNB			10-6510-000-000-00-000-000-000-0000	65001	R86		0.00	(5.20)
RV3478800001 05/01/2025								
Desc: ACNB MONEY MARKET INTEREST - APRIL								

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	Trans Date	Invoice #	Invoice Date			Pymt Date		
RV	RV3478800001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(5.20)**
1044 - PSDLAF			10-6510-000-000-00-000-000-000-0000	65001	R87		0.00	(22,166.71)
RV3479600001 04/30/2025								
Desc: PSDMAX INTEREST - APRIL								
RV	RV3479600001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(22,166.71)**
1044 - PSDLAF			10-6510-000-000-00-000-000-000-0000	65001	R88		0.00	(11,741.70)
RV3479700001 04/30/2025								
Desc: PSDLAF FLEX INTEREST								
RV	RV3479700001							
Number of Transactions: 1								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(11,741.70)**
BSMS - BERMUDIAN SPRINGS MIDDLE			10-6740-000-000-00-000-000-000-IPAD		D60		0.00	(55.00)
RV3481500001 05/07/2025								
Desc: IPAD PROTECTION FEE								
RV	RV3481500001							
3701 - PARCHMENT			10-2120-300-000-30-800-000-000-0000	21043	D60		0.00	(6.40)
RV3481500002 05/07/2025								
Desc: PARCHMENT - GUIDANCE SERVICE								
RV	RV3481500002							
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1110-610-000-30-800-000-000-0000	11150	D60		0.00	(77.79)

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
RV3481500003	05/07/2025							
Desc: BSHS - PO #25ADM01893 UPS MAILING								
RV	RV3481500003							
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-6910-000-000-00-000-000-000-0000	69001	D60		0.00	(400.00)
RV3481500004	05/07/2025							
Desc: MID PENN MOTION - USE OF FACILITY RENTAL								
RV	RV3481500004							
BSATH - BERMUDIAN SPRINGS HIGH SCHOOL			10-6910-000-000-00-000-000-000-0000	69001	D60		0.00	(450.00)
RV3481500005	05/07/2025							
Desc: GETTYSBURG YOUTH SOCCER - USE OF FACILITY RENTAL								
RV	RV3481500005							
BSHS - BERMUDIAN SPRINGS HIGH SCHOOL			10-1110-330-000-30-800-000-000-0000	11260	D60		0.00	(550.00)
RV3481500006	05/07/2025							
Desc: BSHS - DUAL ENROLLMENT/K.TUROCY								
RV	RV3481500006							
3953 - RONCO TECHNOLOGY SOLUTIONS LLC			10-2240-330-000-00-000-000-402-0000	20198	D60		0.00	(1,747.26)
RV3481500007	05/07/2025							
Desc: RONCO TECHNOLOGY SOLUTIONS, LLC - SAGE CONTRACT REFUND								
RV	RV3481500007							
1150 - MEMBERS 1ST FCU			10-6990-000-000-00-000-000-000-0000	69003	D60		0.00	(3,600.00)
RV3481500008	05/07/2025							
Desc: MEMBER'S 1ST - VISA CARD CASH REWARDS								

TRANSACTION LEDGER

Year: 25 From 4/9/2025 to 5/13/2025 Funds: 10

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
RV	RV3481500008							
Number of Transactions: 8								
			Fund 10 - GENERAL FUND		**REV**		**0.00**	**(4,505.00)**
			Fund 10 - GENERAL FUND		**EXP**		**0.00**	**(2,381.45)**
Transaction Type RV Totals: 86							**0.00**	**(1,931,848.70)**

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807
Financial Summary of Cafeteria Fund

BALANCE REVIEW - CAFETERIA FUND:

Previous Balance - March 31, 2025			($103,877.64)
Revenue - April 1, 2025 - April 30, 2025			$120,767.96
Transfer from General Fund to Cafeteria Fund			$22,000.00
Expenditures - Payroll for April 2025			$54,833.52
Expenditures - April 1, 2025 - April 30, 2025			$75,412.28
CURRENT BALANCE	April 30, 2025	.....	($91,355.48)

DISTRIBUTION OF CASH ASSETS:

NOW Checking Account	($91,355.48)
PSDMAX Series	$0.00
	($91,355.48)

COMPARISON OF REVENUES VS EXPENDITURES 2024-2025

	7/1/24-3/31/25	CURRENT	ACCUM TOTAL
Revenues	$699,476.61	$120,767.96	$820,244.57
Expenditures	$1,018,689.15	$130,245.80	$1,148,934.95
		($9,477.84)	($328,690.38)

INTEREST EARNED:

	Current	To Date
NOW Checking Account	$4.02	$33.44
	$4.02	$33.44

FUND BALANCE ESTIMATE: April 1, 2025 - April 30, 2025

Cash and Investments on Hand	($91,355.48)
Fed/State Reimbursement (April) -	$91,099.56
Total Revenue Estimate.....	**$255.92**
Total Expense Estimate.....	$0.00
TOTAL ESTIMATED FUND BALANCE (LESS BENEFITS DUE)	**$255.92**

TRANSACTION LEDGER

Year: 25 From 4/1/2025 to 4/30/2025 Funds: 50

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
			50-7600-000-000-00-000-000-000-0000	76001	R739		0.00	(3,673.18)
RV3473700001	04/23/2025							
Desc: NON-CATEGORICAL DISTRICTWIDE								
RV	RV3473700001							
			50-7600-000-720-00-000-000-000-0000	76002	R739		0.00	(10,467.17)
RV3473700002	04/23/2025							
Desc: NON-CATEGORICAL DISTRICTWIDE								
RV	RV3473700002							
			50-8531-000-000-00-000-000-000-0000	85001	R739		0.00	(73,968.30)
RV3473700003	04/23/2025							
Desc: NON-CATEGORICAL DISTRICTWIDE								
RV	RV3473700003							
			50-8531-000-720-00-000-000-000-0000	85003	R739		0.00	(16,504.68)
RV3473700004	04/23/2025							
Desc: NON-CATEGORICAL DISTRICTWIDE								
RV	RV3473700004							
Number of Transactions: 4								
			Fund 50 - ENTERPRISE FUND		**REV**		**0.00**	**(104,613.33)**
			50-6690-000-000-00-000-000-000-0000	66001	D117	255243	0.00	(500.00)
RV3474400001	04/25/2025							
Desc: STIPEND - SURVEY/NO KIDS HUNGRY								
RV	RV3474400001							
Number of Transactions: 1								
			Fund 50 - ENTERPRISE FUND		**REV**		**0.00**	**(500.00)**
			50-6690-000-000-00-000-000-000-0000	66001	D118	196415	0.00	(258.87)

TRANSACTION LEDGER

Year: 25 From 4/1/2025 to 4/30/2025 Funds: 50

Sort: Transaction Type, Batch, Batch Count

Vendor	Transaction Number	PO #	Account Code	ASN	Jrnl/Rev Ctrl #	Pymt #	Enc/Liq	Expd/Rcvd
Trans #	**Trans Date**	**Invoice #**	**Invoice Date**			**Pymt Date**		
RV3476200001	04/30/2025							
Desc: 3Q24 REBATE								
RV	RV3476200001							
Number of Transactions: 1								
			Fund 50 - ENTERPRISE FUND		**REV**		**0.00**	**(258.87)**
			50-0480-000-000-00-000-000-000-0000		R744		0.00	(11,078.65)
RV3479000001	04/30/2025							
Desc: SCHOOLCAFE ONLINE PYMT								
RV	RV3479000001							
Number of Transactions: 1								
			Fund 50 - ENTERPRISE FUND		**GEN**		**0.00**	**(11,078.65)**
			50-0480-000-000-00-000-000-000-0000		R745		0.00	(4,313.09)
RV3479100001	04/30/2025							
Desc: ACNB CAFE DEP - APRIL 2025								
RV	RV3479100001							
Number of Transactions: 1								
			Fund 50 - ENTERPRISE FUND		**GEN**		**0.00**	**(4,313.09)**
			50-6510-000-000-00-000-000-000-0000		R743		0.00	(4.02)
RV3479200001	04/30/2025							
Desc: ACNB INTEREST APRIL 2025								
RV	RV3479200001							
Number of Transactions: 1								
			Fund 50 - ENTERPRISE FUND		**REV**		**0.00**	**(4.02)**
Transaction Type RV Totals: 9							**0.00**	**(120,767.96)**

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

Financial Summary of Capital Reserve Fund

BALANCE REVIEW - CAPITAL RESERVE FUND:

Previous Balance - April 8, 2025	$1,013,439.26
Revenue - April 9, 2025 - May 13, 2025	$471.45
Expenditures - April 9, 2025 - May 13, 2025	$21,430.81
CURRENT BALANCE - May 13, 2025	$992,479.90

DISTRIBUTION OF CASH ASSETS:

ACNB Super NOW Checking Account	$875,978.29
PSDLAF Investments	$0.00
PSDMAX Series	$116,501.61
PSDLAF Overnight Account	$0.00
	$992,479.90

CURRENT INVESTMENT STATUS:

	AMOUNT	PERCENT	TERM	DUE
PSDLAF CD Pool Investment				
PSDLAF (MAX Account)	$116,501.61	4.168%	***	
PSDLAF (Overnight Account)	$0.00	0.000%	***	

*** 30 Day Yield

INTEREST EARNED:

	Current:	To Date:
Checking Super Now Account	$73.76	$440.42
PSDLAF MAX Series	$397.69	$4,346.59
PSDLAF Overnight Account	$0.00	$0.00
PSDLAF Investment	$0.00	$0.00
	$471.45	$4,787.01

CAPITAL RESERVE FUND REVENUES:

ACNB Checking Interest	$73.76
PSDLAF/MAX Investment	$397.69
Fund Transfers (General)	$0.00
	$471.45

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

Financial Summary of Scholarship Fund

BALANCE REVIEW - SCHOLARSHIP FUND:

Previous Balance - April 8 2025	$54,039.45
Revenue	$357.97
Expenditures	$34,035.32
CURRENT BALANCE - May 13, 2025	$20,362.10

DISTRIBUTION OF CASH ASSETS:

ACNB Checking	$20,362.10
	$20,362.10

INTEREST EARNED:

	Current:	Accum Total
Checking Account	$2.86	$32.50
		$32.50

SCHOLARSHIP FUND REVENUES:

ACNB Checking	$2.86
Private Donation (Starry)	$355.11
	$357.97

SCHOLARSHIP FUND EXPENDITURES:

William Smith Scholarship

Adams County Community Foundation - $34,035.32

SCHOLARSHIP ACCOUNT BALANCE SUMMARY:

Bermudian Alumni Award	$1,500.96
Max Kaufman	$691.17
Jordan C. Selfe	$0.00
William E. Smith	$0.00
W. Roy Starry	$6,932.46
Lloyd W. Wagener	$2,748.31
Jessica D. Webb	$5,894.01
Taylor Zimmerman	$2,595.19
	$20,362.10

April 14, 2025

Dear Danielle and Ryan,

Please accept this letter as formal notification that I will be retiring from my position as School Secretary effective Monday, August 4. After 10 years of service with the school district, I've decided to "leave the tension and enjoy the pension" and embark on the next chapter of my life - spending time with our grandbabies.

My entire family are graduates of Bermudian and it will always be like family to me. We have forged many friendships with parents in the district through our children's participation in sports and other activities. My kids are still friends and get together with the same kids they were friends with in school. It is a great testament to the people who live in this community and the many graduates who have been and are currently employed by the district.

Being the point of contact for parents as they enter the building, I have enjoyed getting to know the families of our kiddos. I will not, however, miss that small group of parents who are "entitled bullies."

During my first five years doing registrations for the elementary school, I especially enjoyed getting to meet new families moving to the district. Many families often shared their family dynamics (sometimes they shared more than I cared to hear) and I always tried to nurture and support many of those kiddos by being a safe place for them to share their feelings and concerns.

I recently ran into one of those kiddos who moved from our district when she was in second grade. She is now 16 and working at a Subway in Biglerville. She came out from behind the counter and asked me if I was Mrs. Laughman and if I remembered her. She wanted to thank me for always making her feel special, giving her notes of encouragement, lots of hugs, bringing cupcakes for her to share with her classroom on her birthday and making sure she had felt special on her birthday and Christmas. Needless to say we are now friends on Facebook!! I walked away feeling that if I made a difference in just one child's life, I did something right!

I will truly miss all the friendships I've made and some amazing people that I've had the pleasure of working with here at Berm.

All the best,

Tammy Laughman

Tammy Laughman

---------- Forwarded message ---------
From: **Kristen Teague**
Date: Fri, May 9, 2025 at 2:58 PM
Subject: Resignation
To: Danielle Curzi

Bermudian Springs School District,

It has been a pleasure working with such a great group of staff members. Thank you for making this school year fun. I am giving my resignation notice effective 5/6/2025. I enjoyed my time working at Bermudian Springs Elementary School. Thank you for everything.

Regards,
Kristen Teague

BERMUDIAN SPRINGS SCHOOL DISTRICT

York Springs, Pennsylvania 17372-8807

SPECIAL EDUCATION DIRECTOR'S REPORT

May 13, 2025

Ms. Brooke Shaffer
Director of Special Education

Special Education Students: 240
Gifted Students: 43
504 Plans: 104

Building Principals and members of the Special Education Department are actively collaborating to review student needs and evaluate case manager assignments in preparation for the 2025–2026 school year. This ongoing process includes analyzing current IEPs, projected enrollment, and service delivery models to ensure balanced caseloads and that all students receive the appropriate support necessary to succeed.

The Special Education Department at each building will convene for our regularly scheduled monthly meeting. The primary focus for our May meeting will be ensuring a smooth and well-coordinated transition for students who will be assigned a new case manager for the 2025–2026 school year. This will include reviewing student needs, sharing relevant documentation, and developing strategies to support continuity of services and strong communication with families.

As the Intermediate Unit transitions classes back to the local districts, I have been actively and diligently working to secure appropriate placements for our low-incidence students currently placed outside the district. In this process, I am prioritizing the Least Restrictive Environment (LRE) for each student, while carefully considering the distance from their home communities and ensuring that the programs offered align with their individual educational and therapeutic needs.

I am scheduled to meet with Dr. Leese for a comprehensive end-of-year review, during which we will reflect on key accomplishments, challenges, and outcomes from the current school year. In addition, we will engage in a forward-looking discussion to assess future needs, identify areas for growth, and begin planning strategic priorities for the upcoming year.

The Special Education Department is committed to enhancing its operational effectiveness by developing clear, consistent processes and procedures. These efforts are focused on ensuring

high-quality service delivery to students with disabilities, improving internal coordination, and maintaining full compliance with federal, state, and local regulations. By streamlining workflows and establishing standardized practices, the department aims to support educators, empower families, and promote positive student outcomes.

BERMUDIAN SPRINGS
SCHOOL DISTRICT
York Springs, PA, 17372

Elementary School Report

May 2025

Welcome to Maycember…the time of year that feels like you are balancing a million different activities, sports, school, and time with family. Although it is a busy time of year for everyone, please take a moment to reflect on all the amazing things that have happened this school year and how much our Students have grown. This was definitely a "Year of Growth" for everyone, and we are so very proud of how much our students have grown their brains, hearts, and courage.

Mr. Murphy and I would like to give a massive shoutout to Mrs. Gelb and Mrs. Friedman for their outstanding organization with the PSSAs. They allowed for these test-taking days to be seamless for all and helped lead to the success our students felt! We are so very proud of all of our amazing students and how they were able to show all they have learned this year.

Last month, we kicked off our attendance challenge, and we are excited to share that for the month of April, we had 299 students with perfect attendance! These students will have the opportunity to join Mrs. Gelb and the Principals for a special recognition and to receive their April Spirit Stick! We also held our Family Literacy night, which was organized by our building Reading and instructional Specialists, and over 200 community members attended to enjoy a night of literacy and fun!

We would also like to give kudos to our amazing PTO for the creation of our first-ever elementary school yearbook! They are amazing and truly capture the essence of BSES. If your student ordered a yearbook, they will be coming home with your student on Friday, May 9th.

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

MIDDLE SCHOOL REPORT
May 2025

Mrs. Jennifer Shelley
Principal

Mr. Matthew Jenkins
Assistant Principal

Students of the Month

Congratulations to our April students of the month! Thank you for demonstrating RISE Characteristics and dedication to your studies.



5th Grade: Wyatt Dunkel, Britton Brechbiel, Opal Englehardt, Eden Talkington



6th Grade: Rylee Graham, Savannah Watts, Ethan Orlak, Anthony Shultz



7th Grade: Savannah Myers, McKenna Reese, Aurora Irvin, Aubrey Spahr (not pictured)



8th Grade: Layton Esaley, Justin Martinez, Anna Gray, Elayna Boyer, Thomas Weaver

PBIS Update

The PBIS framework at the MS has been amazing this year. Students have been recognized for over 12,000 positive behaviors during the school year, surpassing last year's total nearly twofold. The PBIS team is actively working on a plan for this summer to make PBIS even better next year as we begin to redo the handbook, create new beginning of the year lessons, look at behavior data for areas to improve our Tier 2 interventions, and creating some awesome Berm swag that our students can earn as incentives next year. Recently, our students were treated to an April reward of Rita's Italian Ice and some outside time on a beautiful Thursday afternoon. Our students are still buying into PBIS and love being recognized for their good behaviors. Our discipline numbers show a 10% drop in incidents and referrals for the month of April from last year to this year. Berm Middle looks forward to continuing to work on improving our Tier 1 interventions while building up our Tier 2 interventions and supporting those students who need extra help.



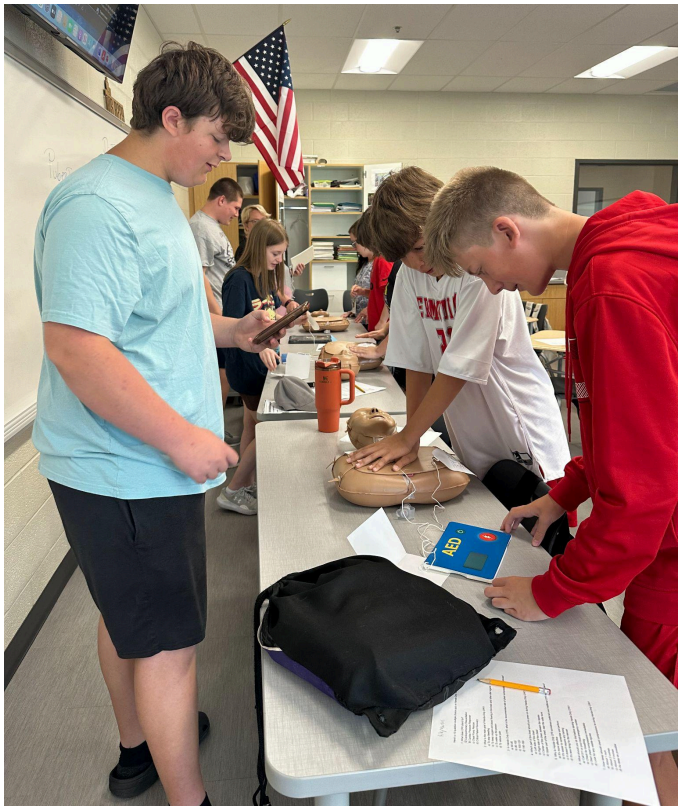


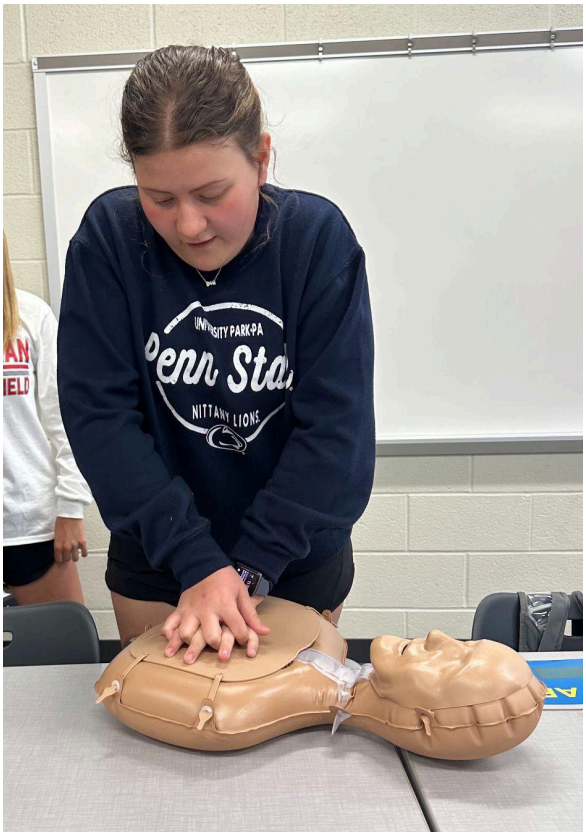




CPR Class at the Middle School

Thanks to a generous donation of a complete CPR kit from JMR Resources last year, our 7th and 8th grade health students were able to participate in a hands on lesson about life saving techniques. Our nurse, Mrs. Nelson, worked alongisde our PE teachers to teach students how to perform CPR, and then provide them the opportunity to try out the process. This was a great opportunity for our students to learn strategies that may help them in the future!













Class Wars Final Showdown

Time to play Class Wars- year 2! The PTO released information last week about their fundraising event. In conjunction with the fundraiser, we will be having an end-of-the-year celebration for all students. The theme and activities will differ, and students will have the opportunity to use the tickets they have been earning all year towards this event.. We are super excited to celebrate all of our students' accomplishments this year with an awesome end-of-year class wars showdown. Be sure to ask your student all about it…

Upcoming Events

MAY

5/15- 6th Grade Field Trip- Carlisle War College
5/19- 5/20- Alg Keystones
5/21- 7th Grade trip to Harrisburg Senators
5/21- ACTI trip to BSMS (4th and 8th Grade)
5/22- 5th/6th Grade Class Wars Final Showdown(1-2:30)
5/23- 7th/8th Grade Class Wars Final Showdown (1-2:30)
5/23- 7th Grade Field Day
5/27- No School- Memorial Day
5/28- 8th Grade Field Trip- Pine Grove
5/29- ½ Day Early Dismissal; Last Day of School

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372

HIGH SCHOOL REPORT
May 13, 2025

Michael Brooks
Principal

Laura McMillian
Assistant Principal

UPCOMING EVENTS

May 8, 2025	Choir Concert	Auditorium	7:00 pm
May 8, 2025	FFA Banquet	Cafeteria	5:30pm
May 14, 2025	All-Sports Awards	Auditorium	6:30pm
May 15, 2025	Senior Academic Awards	Auditorium	6:30 pm
May 19, 2025	Senior Trip	Baltimore	All Day
May 20, 2025	Steel and Jazz Band	Auditorium	7:00pm
May 29, 2025	Commencement	Alumni Field	7:00 pm

**Graduation commencement ceremony rain date is Friday, May 30th and Saturday, May 31st @ 7 PM.

Keystone Exams

May 12 & 13: Keystone Literature

May 14 & 15: Keystone Algebra I

May 16 & 19: Keystone Biology

May 20 - 23: Keystone Make-ups

APRIL STUDENTS OF THE MONTH

Lulani Archangel, Aubree Berwager, Angelina Beshore, Cal Chubb, Leila Derieux, Scott Flanagan, Derek Freeman, Cameron Hackman, Yhair Hernandez, Hannah James, Sydney Kuntz, Chandler McNulty, Ella Means, John Parr, Adam Raver, Maya Rigler, Angelique Rodriguez, Osbaldo Rodriguez, Ava Rome and Lillian Talley

LAST DAY OF SCHOOL

Seniors-Thursday, May 22nd
Freshmen, Sophomores, & Juniors-Thursday, May 29th (half day-11:15 AM dismissal)

Commencement 2025

Graduation Ceremonies for the Class of 2025 will be held on May 29th, at 7:00 PM in the High School Stadium (The rain date for the ceremony is May 30th at 7:00 PM if this date gets postponed, then the ceremony will be on May 31st at 7:00 PM.)
The last school day for seniors will be **May 22nd**.

Seniors will have **mandatory graduation practices** on the following dates/times:

May 23rd - 1 PM Auditorium - (caps, gowns, tassels, and tickets will be distributed at the meeting)
May 27th - 9 AM Graduation Practice in Stadium
May 28th - 7:30 AM -9:00 AM If interested, Leer Photography will be on site to take individual formal cap & gown pictures. Also at **9:00 AM** Class photo taken in the gym. Caps & Gowns will be needed for the group photo. **Practice** will begin immediately after the group photo in the stadium.
May 28th - 7:00 PM - Baccalaureate
May 29th - 8:30 AM Practice in the Stadium. Also at **9:30 AM,** seniors walk in caps & gowns through the district buildings.
May 29th - 7:00 PM Graduation ceremony in the stadium at 7:00 PM.
**Please be respectful of everyone and be on time for all practices.

Baccalaureate

The optional Baccalaureate service will be held at the Global Methodist Church at 7:00 PM on Wednesday, May 28th. Seniors should wear their caps and gowns and arrive at 6:30 PM.

Holy Trinity Church
216 Main Street
York Springs, PA 17372

Senior Sunset

May 27th on campus.

LIONS CLUB SENIORS OF THE 3RD & 4TH MARKING PERIOD

Congratulations to the following students:
Agriculture - Enrique Torres
Music - Keifer David
Stem - Joseph Schriver
Regular Education - Felicia Negron

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, PA 17372 – 0501

Athletic Report
May 13, 2025

Jon DeFoe
Athletic Director

ALL SPORTS BOOSTER CLUB ATHLETIC AWARDS

On Wednesday, May 14, 2025, the Bermudian Sports Club will conduct its 55th Annual Sports Awards Night to honor those students who participated in our athletic programs throughout the year. The "Awards Ceremony" will be held at Bermudian Springs High School in the auditorium beginning at 6:30 pm.

FALL SPORTS ORGANIZATIONAL MEETINGS

Organizational meetings for fall sports were held May 6th & 7th at the middle and high schools.

2024-2025 ATHLETIC PHYSICALS

Athletic physicals for the 2025-2026 school year will be held June 11th and 12th at Bermudian Springs Middle School. Any student who will be entering 7th- 12th grade, planning to play a school sport, is encouraged to schedule an appointment using the following link: Physical Scheduling Link

2025-2026 PIAA Physical Form (English)

2025-2026 PIAA Physical Form (Spanish)

This information can also be accessed on the school website at 2025-2026 Physical Information

CONGRATULATIONS

-Boys tennis team for finishing the season with an 11-6 record and qualifying for the District 3 AA team tournament. They won the first District 3 team match in school history with their 3-2 victory at ELCO.
-Bryce Laughman for finishing 3rd at the YAIAA AA tennis singles championship and qualifying for the PIAA District 3 AA tournament.
-Gabe Crews and Bryce Laughman for finishing 3rd at the YAIAA AA tennis doubles championship and qualifying for the PIAA District 3 AA doubles tournament.
-Girls Track team for winning the YAIAA Division 3 team championship and the Adams County Classic championship.
-Baseball team for winning the YAIAA Division 3 championship and qualifying for the YAIAA tournament and the District 3 tournament.

BERMUDIAN SPRINGS SCHOOL DISTRICT
7335 Carlisle Pike
York Springs, PA 17372-8807

LIU BID AWARDS FOR 2025-2026

Athletic & Health Supplies

Mckesson Medical Surgical Gov Solutions LLC, Henrico, VA		$1,550.26
Noble Otc, LLC, Upper Saddle River, NJ		$515.37
Pyramid School Products, Tampa, FL		$50.99
School Health Corp., Hanover Park, IL		$3,099.88
	TOTAL	$5,216.50

BERMUDIAN SPRINGS SCHOOL DISTRICT
7335 Carlisle Pike
York Springs, PA 17372-8807

DISTRICT BID AWARDS FOR 2025-2026

Art Supplies		
Blick Art Materials, Galsburg, IL		$4,396.98
Cascade School Supplies, North Adams, MA		$3,028.47
Metco Supply Inc, Leechburg, PA		$2,620.72
Pyramid School Products, Tampa, FL		$987.41
Quill Corp., Lincolnshire, IL		$668.54
	TOTAL	$11,702.12
Bulbs/Filters		
Refused Bids		$0.00
	TOTAL	$0.00
		$11,702.12

PRELIMINARY

GENERAL FUND BUDGET

2025-2026



ADMINISTRATION

Dr. Brad Sterner, Superintendent

Dr. Shannon Myers, Assistant Superintendent

Mr. Justin Peart, Business Manager

BOARD OF DIRECTORS

Daniel Chubb

Brian Davis

Ruth Griffie

Jennifer Goldhahn

Mary Kemper

Neil Tate

Dianna Canapp

Chad Mowery

Matt Nelson

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

2025-2026
BUDGETED TAX INCREASE

PDE ALLOWABLE INDEX INCREASE	5.40%
INCREASE IN MILLAGE	**0.7182**
	TAX INCREASE
ANTICIPATED REVENUE FOR 2025-2026	**$37,521,649**
Local	**$21,452,695**
State	**$15,628,897**
Federal and other	**$440,057**
ANTICIPATED EXPENDITURES FOR 2025-2026	**$38,681,827**
100 Salaries	**$14,449,020**
200 Employee benefits	**$10,676,982**
300 Purch Prof Serv	**$2,377,136**
400 Purch Prop Serv	**$551,006**
500 Other Purch Serv	**$5,182,918**
600 Supplies	**$1,014,760**
700 Purch of Prop	**$338,791**
800 Other Objects	**$2,040,264**
900 Other Finance Uses	**$2,050,950**
EXCESS REVENUE OR (SHORTFALL)	**($1,160,178)**
AMOUNT OF FUND BALANCE TO BE USED	**$1,160,178**
Est Mill for 2025-2026	**$1,156,477**
Value of Mill at Collection	**$1,110,218**

Notes:

Bermudian Springs School District Adjusted Index on MV/PI aid ratio - 5.40%
2025-26 Total Real Estate Assessed Value of properties - $1,156,477,300
2025-26 Real Estate millage rate at 5.40% increase = 14.0194 mills

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

2025-2026
REAL ESTATE ASSESSMENT BREAKDOWN

Municipality	Average Assessment	Millage Increase	Average Tax Increase at 5.4%
East Berlin Borough	$205,474	0.7182	$147.57
Hamilton Township	$190,485	0.7182	$136.81
Huntington Township	$199,287	0.7182	$143.13
Latimore Township	$205,363	0.7182	$147.49
Reading Township	$206,657	0.7182	$148.42
York Springs Borough	$155,813	0.7182	$111.90
Tax Base Breakdown	Assessed Value	Percent of Assessment	
Agricultural	$181,432,700	15.69%	
Commercial	$48,454,600	4.19%	
Industrial	$15,475,600	1.34%	
Land	$15,441,500	1.34%	
Residential	$885,678,600	76.58%	
Other	$9,994,300	0.86%	
Total Assessed Value	$1,156,477,300	100.00%	

65% of District properties qualify for property tax relief of $279.25 for the 2025-26 school year.

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

PRELIMINARY GENERAL OPERATING BUDGET

2025-2026

REVENUES

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

REVENUES

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
	FUND BALANCE USED	$0	$0	$0	$0	0.00%
6000	LOCAL REVENUES	$20,358,481	$20,449,304	$20,862,636	$21,452,695	4.91%
7000	STATE REVENUES	$14,572,546	$14,471,331	$15,501,954	$15,628,897	8.00%
8000	FEDERAL REVENUES	$1,218,114	$440,706	$440,057	$440,057	-0.15%
9000	OTHER SOURCES	$0	$0	$0	$0	0.00%
	TOTAL REVENUES:	$36,149,141	$35,361,341	$36,804,647	$37,521,649	6.11%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 SUMMARY OF REVENUES by FUNCTION

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
	FUND BALANCE TO BE USED	$0	$0	$0	$0	0.00%
6111	CURRENT REAL ESTATE	$13,370,443	$13,881,121	$13,861,259	$14,552,057	4.83%
6112	INTERIM REAL ESTATE	$80,730	$60,000	$68,371	$70,000	16.67%
6113	PUBLIC UTILITY REALTY	$16,402	$16,400	$17,706	$17,000	3.66%
6114	PAYMENT IN LIEU OF TAX	$1,386	$1,386	$4,852	$1,386	0.00%
6120	PER CAPITA - SECT 679	$40,960	$41,000	$40,961	$41,000	0.00%
6141	PER CAPITA - ACT 511	$40,960	$41,000	$40,961	$41,000	0.00%
6151	EARNED INCOME TAX	$5,152,078	$5,030,639	$5,183,387	$5,234,517	4.05%
6152	OCCUPATION TAX	$0	$0	$0	$0	0.00%
6153	REAL ESTATE TRANSFER	$285,695	$325,000	$329,734	$350,000	7.69%
6154	AMUSEMENT TAXES	$170	$100	$215	$100	0.00%
6400	DELINQUENT TAXES	$346,468	$350,000	$408,562	$350,000	0.00%
6510	INVESTMENT EARNINGS	$466,512	$165,000	$377,027	$250,000	51.52%
6740	FEES	$10,920	$0	$8,846	$0	0.00%
6831	FED REV RCVD OTHER LEA	$0	$0	$0	$0	0.00%
6839	FED REV RCVD OTHER SRCS	$288,182	$284,658	$312,635	$312,635	9.83%
6890	OTHER REVENUE	$0	$0	$0	$0	0.00%
6910	RENTAL OF PROPERTY	$24,750	$15,000	$25,000	$20,000	33.33%
6920	CONTRIBUTIONS/DONATIONS	$25,000	$0	$138,626	$0	0.00%
6940-42	SUMMER SCHOOL TUITION	$0	$0	$0	$0	#DIV/0!
6943	ADULT ED TUITION	$2,961	$3,000	$2,868	$3,000	0.00%
6944	REC FROM OTHER LEA	$203,120	$125,000	$41,626	$100,000	-20.00%
6949	DRIVERS EDUCATION	$0	$0	$0	$0	0.00%
6990	MISC REVENUE	$1,744	$110,000		$110,000	0.00%
6991	REFUND-PRIOR YR EXP	$0	$0	$0	$0	0.00%
7110	BASIC INSTRUCTION SUBS	$7,414,483	$7,562,847	$7,571,924	$7,571,924	0.12%
7140	CHARTER SCHOOLS	$0	$0	$112,465	$111,340	0.00%
7160	TUITION - SECTN 1305/1306	$17,098	$35,000	$15,000	$15,000	-57.14%
7210	HOMEBOUND INSTRCTN	$0	$0	$0	$0	0.00%
7220	VOCATIONAL EDUCATION	$97,758	$90,000	$109,560	$109,560	21.73%
7230	ALTERNATIVE EDUCATION	$0	$0	$0	$0	0.00%
7240	DRIVER EDUCATION	$0	$0	$0	$0	0.00%
7250	MIGRATORY CHILDREN	$626	$500	$500	$500	0.00%
7271	SPECIAL EDUCATION	$1,345,049	$1,380,957	$1,413,556	$1,413,556	2.36%
7310	TRANSPORTATION	$1,330,734	$1,217,721	$1,412,909	$1,300,824	6.82%
7320	RENTAL-SINKING FUNDS	$64,971	$65,339	$61,845	$55,424	-15.17%
7320	RENT SINK FUND PR YEAR	$0	$0	$0	$0	0.00%
7330	HEALTH SERVICES	$32,253	$30,050	$32,618	$32,000	6.49%
7340	STATE PROPERTY TAX RDCTN	$762,577	$919,841	$919,841	$1,054,725	14.66%
7361	PCCD GRANT	$0	$0	$0	$0	0.00%
7505	READY TO LEARN	$330,674	$330,674	$693,295	$693,379	109.69%
7506	PA SMART GRANT	$0		$0		0.00%
7509	SUPPLEMENTAL EQUIP.	$20,004	$0	$0	$0	0.00%
7810	STATE SHARE SOCIAL SEC	$547,842	$523,352	$511,016	$554,151	5.88%
7820	STATE SHARE RETIREMENT	$2,608,477	$2,315,050	$2,647,425	$2,716,514	17.34%
7920	CLASSROOMS FOR THE FUTURE	$0	$0	$0	$0	0.00%
8512	IDEA - PART B	$2,844	$0	$0	$0	0.00%
8514	TITLE I - NCLB	$363,592	$339,334	$339,334	$339,334	0.00%
8515	TITLE IIa - NCLB - 421	$56,786	$44,792	$44,792	$44,792	0.00%
8516	TITLE III - NCLB	$12,632	$11,677	$11,677	$11,677	0.00%
8517	TITLE IV - NCLB	$14,921	$27,432	$27,432	$27,432	0.00%
8521	VOCATIONAL ED - PERKINS	$12,517	$17,471	$16,822	$16,822	-3.71%
8701	IDEA - STIMULUS	$0	$0	$0	$0	0.00%
8703	TITLE I - STIMULUS	$0	$0	$0	$0	0.00%
8741	ESSER I FUND - CARES ACT	$0	$0	$0	$0	0.00%
8742	GEER FUND - CARES ACT	$0	$0	$0	$0	0.00%
8743	ESSER II FUND - CARES ACT	$0	$0	$0	$0	0.00%
8744	ESSER III FUND - CARES ACT	$754,822	$0	$0	$0	0.00%
8747	ARP - EMER CONN FUNDING	$0	$0	$0	$0	0.00%
8751	ARP - LEARNING LOSS	$0	$0	$0	$0	0.00%
8752	ARP - SUMMER PROGRAM	$0	$0	$0	$0	0.00%
8753	ARP - AFTERSCHOOL PROG	$0	$0	$0	$0	0.00%
8754	ARP - HOMELESS	$0	$0	$0	$0	0.00%
9210	PROCEEDS FROM LEASE	$0	$0	$0	$0	0.00%
	SUMMARY TOTALS:	$36,149,141	$35,361,341	$36,804,647	$37,521,649	6.11%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 6000 - Revenue From Local Sources						
6111	CURRENT REAL ESTATE	$13,370,443	$13,881,121	$13,861,259	$14,552,057	4.83%
6112	INTERIM REAL ESTATE	$80,730	$60,000	$68,371	$70,000	16.67%
6113	PUBLIC UTILITY REALTY	$16,402	$16,400	$17,706	$17,000	3.66%
6114	PAYMENT IN LIEU OF TAX	$1,386	$1,386	$4,852	$1,386	0.00%
6120	PER CAPITA - SECT 679	$40,960	$41,000	$40,961	$41,000	0.00%
6141	PER CAPITA - ACT 511	$40,960	$41,000	$40,961	$41,000	0.00%
6151	EARNED INCOME TAX	$5,152,078	$5,030,639	$5,183,387	$5,234,517	4.05%
6152	OCCUPATION TAX	$0	$0	$0	$0	0.00%
6153	REAL ESTATE TRANSFER	$285,695	$325,000	$329,734	$350,000	7.69%
6154	AMUSEMENT TAXES	$170	$100	$215	$100	0.00%
6400	DELINQUENT TAXES	$346,468	$350,000	$408,562	$350,000	0.00%
6510	INVESTMENT EARNINGS	$466,512	$165,000	$377,027	$250,000	51.52%
6740	FEES	$10,920	$0	$8,846	$0	0.00%
6831	FED REV RCVD OTHER LEA	$0	$0	$0	$0	0.00%
6839	FED REV RCVD OTHER SRCS	$288,182	$284,658	$312,635	$312,635	9.83%
6890	OTHER REVENUE	$0	$0	$0	$0	0.00%
6910	RENTAL OF PROPERTY	$24,750	$15,000	$25,000	$20,000	33.33%
6920	CONTRIBUTIONS/DONATIONS	$25,000	$0	$138,626	$0	0.00%
6940-42	TUITION-LOCAL	$0	$0	$0	$0	#DIV/0!
6943	ADULT ED TUITION	$2,961	$3,000	$2,868	$3,000	0.00%
6944	REC FROM OTHER LEA	$203,120	$125,000	$41,626	$100,000	-20.00%
6949	DRIVERS EDUCATION	$0	$0	$0	$0	0.00%
6990	MISC REVENUE	$1,744	$110,000	$0	$110,000	0.00%
6991	REFUND-PRIOR YR EXP	$0	$0	$0	$0	0.00%
		$20,358,481	$20,449,304	$20,862,636	$21,452,695	4.91%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 7000 - Revenue From State Sources						
7110	BASIC INSTRUCTION SUBS	$7,414,483	$7,562,847	$7,571,924	$7,571,924	0.12%
7140	CHARTER SCHOOLS	$0	$0	$112,465	$111,340	0.00%
7160	TUITION - SECTN 1305/1306	$17,098	$35,000	$15,000	$15,000	-57.14%
7210	HOMEBOUND INSTRCTN	$0	$0	$0	$0	0.00%
7220	VOCATIONAL EDUCATION	$97,758	$90,000	$109,560	$109,560	21.73%
7230	ALTERNATIVE EDUCATION	$0	$0	$0	$0	0.00%
7240	DRIVER EDUCATION	$0	$0	$0	$0	0.00%
7250	MIGRATORY CHILDREN	$626	$500	$500	$500	0.00%
7271	SPECIAL EDUCATION	$1,345,049	$1,380,957	$1,413,556	$1,413,556	2.36%
7310	TRANSPORTATION	$1,330,734	$1,217,721	$1,412,909	$1,300,824	6.82%
7320	RENTAL-SINKING FUNDS	$64,971	$65,339	$61,845	$55,424	-15.17%
7320	RENT-SINK FUND PR YEAR	$0	$0	$0	$0	0.00%
7330	HEALTH SERVICES	$32,253	$30,050	$32,618	$32,000	6.49%
7340	STATE PROPERTY TAX RDCTN	$762,577	$919,841	$919,841	$1,054,725	14.66%
7361	PCCD GRANT	$0	$0	$0	$0	
7505	READY TO LEARN	$330,674	$330,674	$693,295	$693,379	109.69%
7506	PA SMART GRANT	$0	$0	$0	$0	
7509	SUPPLEMENTAL EQUIP.	$20,004	$0	$0	$0	0.00%
7810	STATE SHARE SOCIAL SEC	$547,842	$523,352	$511,016	$554,151	5.88%
7820	STATE SHARE RETIREMENT	$2,608,477	$2,315,050	$2,647,425	$2,716,514	17.34%
7920	CLASSROOMS FOR THE FUTURE	$0	$0	$0	$0	0.00%
		$14,572,546	$14,471,331	$15,501,954	$15,628,897	8.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 8000 - Revenue From Federal Sources						
8500	OTHER GRANTS	$0	$0	$0	$0	0.00%
8512	IDEA - PART B	$2,844	$0	$0	$0	0.00%
8514	TITLE I - NCLB	$363,592	$339,334	$339,334	$339,334	0.00%
8515	TITLE IIa - NCLB - 421	$56,786	$44,792	$44,792	$44,792	0.00%
8516	TITLE III - NCLB	$12,632	$11,677	$11,677	$11,677	0.00%
8517	TITLE IV - NCLB	$14,921	$27,432	$27,432	$27,432	0.00%
8518	TITLE V - NCLB	$0	$0	$0	$0	0.00%
8521	VOCATIONAL ED - PERKINS	$12,517	$17,471	$16,822	$16,822	-3.71%
8701	IDEA - STIMULUS	$0	$0	$0	$0	0.00%
8703	TITLE I - STIMULUS	$0	$0	$0	$0	0.00%
8741	ESSER FUND - CARES ACT	$0	$0	$0	$0	0.00%
8742	ESSER - GEER FUNDING	$0	$0	$0	$0	0.00%
8743	ESSER II FUNDING	$0	$0	$0	$0	0.00%
8744	ESSER III FUNDING	$754,822	$0	$0	$0	#DIV/0!
8747	ARP - ECF FUNDING	$0	$0	$0	$0	0.00%
8751	ARP ESSER LEARNING LOSS	$0	$0	$0	$0	0.00%
8752	ARP ESSER SUMMER PROGRAM	$0	$0	$0	$0	0.00%
8753	ARP ESSER AFTERSCHOOL	$0	$0	$0	$0	0.00%
8754	ARP ESSER HOMELESS	$0	$0	$0	$0	0.00%
		$1,218,114	$440,706	$440,057	$440,057	-0.15%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 9000 - Revenue Other Financing Sources						
9100	SALE OF BONDS	$0	$0	$0	$0	0.00%
9210	PROCEEDS FROM LEASE	$0	$0	$0	$0	0.00%
9330	CAPITAL PROJECT FUND TRANSFER	$0	$0	$0	$0	0.00%
9350	FOOD SERVICE FUND TRANSFER	$0	$0	$0	$0	0.00%
9400	SALE/COMPENSATION FOR SURPLUS PROPERTY	$0	$0	$0	$0	0.00%
		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

PRELIMINARY GENERAL OPERATING BUDGET

2025-2026

EXPENDITURES

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

EXPENDITURES

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
	FUND BALANCE USED	$0	$0	$0	$0	0.00%
100	SALARIES	$13,014,609	$13,660,752	$13,359,244	$14,449,020	5.77%
200	EMPLOYEE BENEFITS	$9,191,776	$10,166,284	$10,000,450	$10,676,982	5.02%
300	PURCH PROF SVCS	$2,455,183	$1,949,049	$2,128,312	$2,377,136	21.96%
400	PURCH PROPERTY SVCS	$538,004	$544,633	$559,203	$551,006	1.17%
500	OTHER PURCHASED SVCS	$4,648,634	$4,925,929	$5,070,481	$5,182,918	5.22%
600	SUPPLIES	$942,679	$1,051,002	$1,076,381	$1,014,760	-3.45%
700	PURCH OF PROPERTY	$955,015	$250,258	$315,064	$338,791	35.38%
800	OTHER OBJECTS	$2,047,974	$2,091,219	$2,013,378	$2,040,264	-2.44%
900	OTHER FINANCING USES	$1,650,704	$1,645,950	$2,195,950	$2,050,950	24.61%
	TOTAL EXPENDITURES:	$35,444,578	$36,285,076	$36,718,463	$38,681,827	6.61%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 SUMMARY OF EXPENDITURES by FUNCTION

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
1000	**EDUCATIONAL INSTRUCTION**					
1110	Regular Instruction	$14,196,331	$15,166,337	$15,042,985	$16,250,339	7.15%
1211	Life Skills Support	$0	$0	$0	$0	0.00%
1221	Sensory Support Hearing	$0	$0	$0	$0	0.00%
1224	Visually Impaired	$0	$0	$0	$0	0.00%
1225	Sensory Support Speech	$219,278	$136,512	$222,380	$183,625	34.51%
1231	Emotional Support Instruction	$502,985	$733,406	$674,246	$699,543	-4.62%
1232	Emotional Support PRRI	$0	$0	$0	$0	0.00%
1233	Autistic Support	$155,352	$222,724	$53,401	$172,084	-22.74%
1241	Learning Support Instruction	$2,168,094	$2,408,825	$2,416,518	$2,639,134	9.56%
1242	Learning Support/Private Instr	$0	$0	$0	$0	0.00%
1243	Gifted Education Instruction	$131,047	$138,651	$137,956	$149,899	8.11%
1260	Diagnostic Consultative	$0	$0	$0	$0	0.00%
1270	Multi Handicapped	$0	$0	$0	$0	0.00%
1281	Early Intervention	$0	$0		$0	0.00%
1290	Other Support Instruction	$364,333	$397,307	$369,351	$594,921	49.74%
1310	Agriculture Ed Instrction	$290,166	$257,731	$258,610	$250,367	-2.86%
1320	Diversified Occupation Instr	$72,767	$84,150	$63,253	$79,911	-5.04%
1340	Home Economics Instructn	$221,388	$201,184	$157,089	$226,985	12.82%
1350	Industrial Arts Ed Instruction	$264,063	$281,782	$278,530	$305,742	8.50%
1360	Business Education Instr	$153,894	$154,400	$150,857	$174,624	13.10%
1370	Vo-Tech Education Instructn	$189,654	$175,641	$175,641	$576,599	228.28%
1410	Drivers Education Instruction	$0	$0	$0	$0	0.00%
1430	Homebound Ed Instruction	$6,000	$20,100	$12,925	$15,100	-24.88%
1441	Adjudicated/Court Instruction	$0	$0	$0	$0	0.00%
1442	Alternative Ed Instruction	$0	$0	$0	$0	0.00%
1490	ESL Education Instruction	$216,410	$219,286	$229,919	$246,764	12.53%
1491	Other Education Instruction	$0	$0	$0	$0	0.00%
1610	Adult Vocational Education	$0	$0	$0	$0	0.00%
1690	Other Adult Education	$2,637	$2,453	$2,303	$2,453	0.00%
2000	**SUPPORT SERVICES**					
2120	Guidance Support Services	$684,839	$875,602	$877,414	$900,774	2.87%
2140	Psychological Support Svcs	$148,789	$170,030	$158,875	$155,578	-8.50%
2220	Audiovisual Support Services	$0	$0	$0	$0	0.00%
2240	Computer Assisted Support	$546,734	$722,040	$763,742	$882,573	22.23%
2250	School Library Services	$469,241	$532,824	$486,975	$582,650	9.35%
2270	Professional Development	$74,301	$20,000	$23,126	$20,000	0.00%
2310	Board Services Support	$129,700	$133,528	$148,907	$153,760	15.15%
2320	Board Treasurer Services	$431	$596	$431	$581	-2.52%
2330	Tax Collection Services	$90,975	$158,266	$160,302	$168,648	6.56%
2350	Legal Services	$79,584	$45,000	$70,666	$75,000	66.67%
2360	Office of Superintendent Svc	$1,400,043	$1,247,502	$1,219,471	$1,284,972	3.00%
2380	Ofice of Principal Services	$1,797,012	$1,650,206	$1,946,590	$1,664,373	0.86%
2400	Pupil Health Services	$369,305	$388,542	$411,924	$411,492	5.91%
2500	Business Services Support	$500,457	$523,667	$528,077	$553,765	5.75%
2600	Operation Plant Services	$3,222,326	$2,516,357	$2,541,329	$2,513,502	-0.11%
2700	Student Transportation Svc	$1,217,721	$1,264,452	$1,199,809	$1,233,858	-2.42%
2750	Non-Public Transportation	$790,420	$675,000	$691,587	$700,000	3.70%
2900	Other Support Services	$2,500	$2,501	$2,501	$2,514	0.52%
3000	**NON-INSTRUCTIONAL SERVICES**					
3200	Student Activities	$1,138,947	$1,112,749	$1,125,048	$1,161,747	4.40%
3300	Community Services	$1,600	$2,000	$2,000	$2,000	0.00%
4000	**FACILITIES ACQUISITION**					
4100	Site Acquisition Services	$0	$0	$0	$0	0.00%
5000	**OTHER FINANCING USES**					
5100	Debt Service & Other Financing	$3,619,304	$3,557,775	$3,557,775	$3,560,000	0.06%
5130	Refund Prior Year Receipts	$0	$0	$0	$0	0.00%
5200	Interfund Transfers - Out	$5,950	$5,950	$555,950	$5,950	0.00%
5900	Budgetary Reserve	$0	$80,000	$0	$80,000	0.00%
	SUMMARY TOTALS:	$35,444,578	$36,285,076	$36,718,463	$38,681,827	6.61%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 SUMMARY OF EXPENDITURES by OBJECT

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
100	Salaries	$13,014,609	$13,660,752	$13,359,244	$14,449,020	5.77%
210	Group Insurance	$3,372,789	$4,330,120	$3,993,853	$4,501,902	3.97%
220	Social Security	$941,557	$1,044,285	$1,022,033	$1,105,622	5.87%
230	Retirement	$4,366,557	$4,619,379	$4,518,220	$4,901,143	6.10%
240	Tuition Reimbursement	$104,843	$85,000	$96,899	$85,000	0.00%
250	Unemployment Comp	$1,107	$2,500	$2,000	$2,500	0.00%
260	Worker's Comp	$43,068	$60,000	$46,781	$60,815	1.36%
290	Other Employee Benefits	$361,855	$25,000	$320,664	$20,000	-20.00%
300	Purchased Prof Services	$0	$0	$0	$0	0.00%
321	Prof Edctnl Services-LEA	$0	$10,000	$0	$10,000	0.00%
322	Prof Edctnl Services-LIU	$378,029	$415,807	$387,994	$612,921	47.41%
323	Prof Edctnl Services-Other	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$2,077,154	$1,523,242	$1,740,318	$1,754,215	15.16%
411	Disposal Services	$18,013	$27,500	$16,519	$20,000	-27.27%
420	Utilities	$311,850	$328,000	$336,536	$332,409	1.34%
430	Property Repair	$170,395	$116,959	$127,533	$111,578	-4.60%
440	Property Rental	$37,746	$72,174	$78,615	$87,019	20.57%
511	Transportation to Other LEA	$0	$0	$0	$0	0.00%
513	Contracted Carriers	$2,010,520	$1,961,915	$1,907,522	$1,954,861	-0.36%
516	I.U. Transportation	$1,212	$0	$0	$0	0.00%
521	Fire Insurance	$0	$0	$0	$0	0.00%
522	Automotive Insurance	$4,813	$5,250	$0	$5,250	0.00%
523	General Liability Insurance	$102,907	$102,213	$121,769	$122,345	19.70%
524	Other Trnsprtn Insurance	$0	$0	$0	$0	0.00%
525	Bonding Insurance	$777	$1,265	$672	$1,250	-1.19%
529	Student Insurance	$11,268	$11,500	$11,493	$11,500	0.00%
530	Communications	$46,659	$47,450	$40,494	$45,750	-3.58%
540	Advertising	$2,780	$9,000	$2,605	$6,500	-27.78%
550	Printing	$296	$951	$682	$3,522	270.35%
561	Tuition-Other LEA's	$201,287	$180,000	$226,520	$180,000	0.00%
562	Tuition-Cyber Charter Schools	$1,598,803	$1,719,747	$1,922,233	$1,940,607	12.84%
563	Tuition-Private Schools	$0	$0	$0	$0	0.00%
564	Tuition-Vo-Tech's	$189,654	$175,641	$175,641	$226,599	29.01%
567-569	Tuition-Other	$444,635	$647,296	$627,955	$623,125	-3.73%
580	Travel	$29,637	$61,200	$30,394	$59,095	-3.44%
594	Tuition-Institutionalized	$886	$0	$0	$0	0.00%
595	IU Payment by Withholding	$2,500	$2,501	$2,501	$2,514	0.52%
596	IU Direct Payment	$0	$0	$0	$0	0.00%
610	General Supplies	$518,326	$551,304	$526,444	$538,124	-2.39%
620	Energy - Fuel	$263,232	$277,200	$305,330	$260,550	-6.01%
640	Books/Software/Prntd Mtls	$161,121	$222,498	$244,607	$216,086	-2.88%
710	Land & Improvement	$0	$0	$0	$0	0.00%
750	Equipment-Original/Addtnl	$152,379	$195,101	$257,781	$278,519	42.76%
760	Equipment-Replacement	$802,636	$55,157	$57,283	$60,272	9.27%
790	Equipment- Lease Obligation	$0	$0	$0	$0	0.00%
810	Dues & Fees	$73,424	$93,444	$95,603	$95,264	1.95%
820	Judgements Against LEA	$0	$0	$0	$0	0.00%
831	Lease Purchase Payments	$0	$0	$0	$0	
832	GO Bond Interest	$1,974,550	$1,917,775	$1,917,775	$1,865,000	-2.75%
840	Contingency	$0	$80,000	$0	$80,000	0.00%
880	Refund Prior Year Receipt	$0	$0	$0	$0	0.00%
911	Lease Purchase Payments	$59,754	$0	$0	$0	
912	GO Bond Principal	$1,585,000	$1,640,000	$1,640,000	$2,045,000	24.70%
930	Fund Transfers	$5,950	$5,950	$555,950	$5,950	0.00%
	SUMMARY TOTALS:	$35,444,578	$36,285,076	$36,718,463	$38,681,827	6.61%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1110 - Regular Instruction						
100	**SALARIES**	$7,214,599	$7,312,894	$7,354,158	$7,867,705	7.59%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$1,749,599	$2,391,688	$2,131,222	$2,555,351	6.84%
220	Social Security	$519,952	$559,411	$562,593	$602,015	7.62%
230	Retirement	$2,438,426	$2,479,041	$2,493,060	$2,675,621	7.93%
240	Tuition Reimbursement	$80,068	$85,000	$86,000	$85,000	0.00%
250	Unemployment Comp	$1,107	$2,500	$2,000	$2,500	0.00%
260	Worker's Comp	$43,068	$60,000	$46,781	$60,815	1.36%
290	Other Benefits	$6,864	$25,000	$18,760	$20,000	-20.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$10,000	$0	$10,000	0.00%
322	Prof Edctnl Services-LIU	$14,583	$18,500	$18,643	$18,000	
323	Prof Edctnl Services-Private	$0		$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$751,399	$613,458	$655,160	$613,803	0.06%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$11,605	$16,659	$5,000	$10,228	-38.60%
440	Property Rental	-$55,420	$3,850	$3,150	$5,935	54.16%
500	**OTHER PURCH SERVICES**					
513	Contracted Carriers	$8,053	$0	$4,507	$0	#DIV/0!
561	Tuition-Other LEA in State	$0	$0	$0	$0	#DIV/0!
562	Tuition-Cyber/Charter	$1,157,136	$1,306,763	$1,408,157	$1,434,947	9.81%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$661	$31,300	$10,300	$27,320	-12.72%
600	**SUPPLIES**					
610	General Supplies	$173,666	$167,299	$165,489	$165,728	-0.94%
610	General Supplies - ABG	$0	$0	$0	$0	0.00%
610	General Supplies - Title IIA	$0	$0	$0	$0	0.00%
620	Energy - Fuel	$878	$0	$220	$0	0.00%
640	Books/Printed Mtls/Software	$28,473	$33,105	$30,927	$39,229	18.50%
700	**PROPERTY**					
750	New Original Equipment	$41,720	$18,422	$17,542	$29,331	59.22%
760	Replacement Equipment	$950	$19,690	$18,848	$16,170	-17.88%
790	Other (Lease Arrangements)	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$8,943	$11,757	$10,468	$10,641	-9.49%
TOTALS FOR FUNCTION		$14,196,330	$15,166,337	$15,042,985	$16,250,339	7.15%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1211 - Life Skills Support						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1221 - Sensory Support Hearing						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1224 - Blind/Visually Impaired						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1225 - Sensory Support Speech						
100	**SALARIES**	$74,205	$75,314	$75,314	$77,807	3.31%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$762	$762	$762	$762	0.00%
220	Social Security	$5,677	$5,762	$5,762	$5,952	3.30%
230	Retirement	$25,230	$25,531	$25,531	$26,454	3.62%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$112,037	$27,551	$113,246	$70,000	154.07%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$200	$400	0.00%
600	**SUPPLIES**					
610	General Supplies	$1,297	$458	$415	$500	9.17%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$216	$250	$250	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$418	$400	$1,000	139.23%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$70	$500	$500	$500	0.00%
TOTALS FOR FUNCTION		$219,278	$136,512	$222,380	$183,625	34.51%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1231 - Emotional Support Instruction						
100	**SALARIES**	$174,630	$277,160	$250,299	$282,729	2.01%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$54,052	$149,149	$87,927	$110,957	-25.61%
220	Social Security	$12,441	$21,203	$19,148	$21,629	2.01%
230	Retirement	$59,374	$93,959	$84,852	$96,128	2.31%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$201,287	$180,000	$226,520	$180,000	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$100	0.00%
600	**SUPPLIES**					
610	General Supplies	$901	$7,920	$3,000	$5,000	-36.87%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$300	$1,015	$1,000	$1,000	-1.48%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$3,000	$1,500	$2,000	0.00%
TOTALS FOR FUNCTION		$502,985	$733,406	$674,246	$699,543	-4.62%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1233 - Autistic Support Instruction						
100	**SALARIES**	$93,028	$100,565	$31,031	$94,784	-5.75%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$17,245	$25,674	$3,926	$29,422	14.60%
220	Social Security	$6,865	$7,693	$2,374	$7,251	-5.75%
230	Retirement	$31,630	$34,092	$10,520	$32,227	-5.47%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$85	$46,000	$0	$0	-100.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$306	$400	$0	$100	0.00%
600	**SUPPLIES**					
610	General Supplies	$4,413	$6,000	$4,250	$5,000	-16.67%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$1,000	0.00%
700	**PROPERTY**					
750	New Original Equipment	$1,506	$2,000	$1,000	$2,000	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$275	$300	$300	$300	0.00%
TOTALS FOR FUNCTION		$155,353	$222,724	$53,401	$172,084	-22.74%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1241 - Learning Support Instruction						
100	**SALARIES**	$726,048	$761,868	$719,460	$849,329	11.48%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$173,024	$213,740	$174,349	$155,595	-27.20%
220	Social Security	$51,801	$58,283	$55,039	$65,109	11.71%
230	Retirement	$246,856	$258,273	$243,897	$289,374	12.04%
240	Tuition Reimbursement	$1,590	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	#DIV/0!
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$71,529	$45,956	$65,123	$122,880	167.39%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$441,667	$412,984	$514,076	$505,660	22.44%
568	Tuition-Private Residential	$444,635	$647,296	$627,955	$623,125	-3.73%
580	Travel	$384	$1,000	$1,000	$2,000	100.00%
600	**SUPPLIES**					
610	General Supplies	$4,170	$4,465	$3,853	$6,500	45.58%
610	General Supplies - ABG	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$6,456	$1,685	$9,187	$13,562	704.87%
640	Books/P.M./Software - ABG	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$750	$0	$2,000	166.67%
760	Replacement Equipment	$0	$0	$300	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	-$66	$2,525	$2,279	$4,000	58.42%
TOTALS FOR FUNCTION		$2,168,094	$2,408,825	$2,416,518	$2,639,134	9.56%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1242 - Academic Support Private						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
568	Tuition-Private Residential	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1243 - Gifted Education Instruction						
100	**SALARIES**	$74,880	$76,630	$76,630	$79,123	3.25%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$24,300	$28,499	$27,681	$32,923	15.52%
220	Social Security	$5,195	$5,862	$5,862	$6,053	3.26%
230	Retirement	$25,459	$25,978	$25,978	$26,902	3.56%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
580	Travel	$0	$450	$375	$900	100.00%
600	**SUPPLIES**					
610	General Supplies	$304	$457	$305	$573	25.38%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$211	$0	$350	$400	#DIV/0!
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$698	$775	$775	$3,025	290.32%
TOTALS FOR FUNCTION		$131,047	$138,651	$137,956	$149,899	8.11%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1260 - Diagnostic Consultative						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1270 - Multi Handicapped Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1281 - Other Support Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1290 - Other Support Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
321	Prof Edctnl Services-LEA	$0	$0	$0	$0	0.00%
322	Prof Edctnl Services-LIU	$363,446	$397,307	$369,351	$594,921	49.74%
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	
440	Property Rental	$0	$0	$0	$0	
500	**OTHER PURCH SERVICES**					
510	Student Transport Svcs	$0	$0	$0	$0	0.00%
561	Tuition	$0	$0	$0	$0	0.00%
562	Tuition-Cyber/Charter	$0	$0	$0	$0	0.00%
567	Tuition-Approved Private	$0	$0	$0	$0	0.00%
568	Tuition-Private	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
594	Institutionalized Prog-PDE	$887	$0	$0	$0	0.00%
596	IU-Direct Payments	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$364,333	$397,307	$369,351	$594,921	49.74%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1310 - Agriculture Education Instruction						
100	**SALARIES**	$141,148	$132,281	$132,281	$133,454	0.89%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$46,222	$38,926	$42,994	$28,150	-27.68%
220	Social Security	$10,101	$9,410	$10,119	$10,209	8.49%
230	Retirement	$47,990	$44,134	$44,843	$45,374	2.81%
240	Tuition Reimbursement	$2,329	$0	$1,260	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$2,509	$0	$1,030	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$21,889	$1,500	$1,334	$1,500	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
513	Contracted Carrier	$0	$0	$0	$0	0.00%
580	Travel	$100	$6,100	$5,158	$6,000	-1.64%
600	**SUPPLIES**					
610	General Supplies	$8,547	$2,500	$1,517	$2,500	0.00%
610	General Supplies - Perkins	$1,692	$5,000	$5,000	$5,000	0.00%
620	Energy	$1,263	$6,700	$4,785	$6,400	-4.48%
640	Books/Printed Mtls/Software	$465	$1,850	$500	$1,850	0.00%
640	Books/P.M./Software-Perkins	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$627	$1,000	$500	$920	0.00%
750	New Original Equip-Perkins	$1,720	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$3,564	$8,330	$7,289	$9,010	8.16%
TOTALS FOR FUNCTION		$290,166	$257,731	$258,610	$250,367	-2.86%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1320 - Diversified Occupations Education Instruction						
100	**SALARIES**	$41,305	$43,270	$37,030	$39,825	-7.96%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$14,175	$19,949	$9,452	$23,498	17.79%
220	Social Security	$2,971	$3,311	$2,833	$3,047	-7.97%
230	Retirement	$14,044	$14,668	$12,553	$13,541	-7.68%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$272	$2,000	$700	$0	-100.00%
600	**SUPPLIES**					
610	General Supplies	$0	$352	$0	$0	0.00%
610	General Supplies - Perkins	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$600	$685	$0	0.00%
640	Books/P.M./Software-Perkins	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
750	New Original Equip-Perkins	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	#DIV/0!
TOTALS FOR FUNCTION		$72,767	$84,150	$63,253	$79,911	-5.04%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1340 - Home Economics Education Instruction						
100	**SALARIES**	$110,873	$106,221	$75,314	$117,489	10.61%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$43,981	$42,749	$43,217	$51,364	20.15%
220	Social Security	$7,702	$8,098	$5,762	$8,988	10.99%
230	Retirement	$37,697	$35,981	$25,531	$39,946	11.02%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	#DIV/0!
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$500	$200	$750	50.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$5,802	$6,160	$5,875	$6,998	13.60%
610	General Supplies - Perkins	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	#DIV/0!
640	Books/P.M./Software-Perkins	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$15,000	$675	$515	$500	-25.93%
750	New Original Equip-Perkins	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$333	$800	$675	$950	0.00%
TOTALS FOR FUNCTION		$221,388	$201,184	$157,089	$226,985	12.82%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1350 - Industrial Arts Education Instruction						
100	**SALARIES**	$145,831	$150,510	$150,510	$156,746	4.14%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$46,936	$56,405	$53,458	$63,620	12.79%
220	Social Security	$10,360	$11,514	$11,514	$11,991	4.14%
230	Retirement	$49,582	$51,023	$51,023	$53,294	4.45%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$500	#DIV/0!
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
550	Printing	$0	$0	$0	$0	
600	**SUPPLIES**					
610	General Supplies	$10,180	$12,200	$11,895	$11,051	-9.42%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	
760	Replacement Equipment	$1,174	$0	$0	$7,500	
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$130	$130	$1,040	
TOTALS FOR FUNCTION		$264,063	$281,782	$278,530	$305,742	8.50%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1360 - Business Education Instruction						
100	**SALARIES**	$81,474	$84,674	$84,500	$90,191	6.52%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$25,102	$34,215	$25,702	$37,263	8.91%
220	Social Security	$5,881	$6,477	$6,464	$6,900	6.53%
230	Retirement	$27,701	$28,704	$28,646	$30,665	6.83%
240	Tuition Reimbursement	$5,160	$0	$4,500	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$20	$0	$0	$6,000	0.00%
600	**SUPPLIES**					
610	General Supplies	$419	$0	$385	$825	#DIV/0!
610	General Supplies - Perkins	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$330	$330	$330	$0	-100.00%
640	Books/P.M./Software-Perkins	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$7,807	$0	$0	$0	0.00%
750	New Original Equip-Perkins	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$330	$2,780	
TOTALS FOR FUNCTION		$153,894	$154,400	$150,857	$174,624	13.10%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1370 - Vo-Tech Education Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
564	Tuition - Vo-Tech	$189,654	$175,641	$175,641	$226,599	29.01%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
900	**OTHER EXPENSE**					
912	Principal Payments - Bonds	$0	$0	$0	$350,000	
TOTALS FOR FUNCTION		$189,654	$175,641	$175,641	$576,599	228.28%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1410 - Drivers Education Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1430 - Homebound Education Instruction						
100	**SALARIES**	$255	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$19	$0	$0	$0	0.00%
230	Retirement	$86	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
322	Prof Services-IU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$5,640	$20,000	$12,850	$15,000	-25.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$100	$0	$100	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$75	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$6,000	$20,100	$12,925	$15,100	-24.88%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1441 - Adjudicated Court Placed Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition Other LEA's in State	$22,302	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$22,302	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1442 - Alternative Education Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
323	Prof Edctnl Services-Private	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
564	Tuition - Vo-Tech	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1490 - ESL Education Instruction						
100	**SALARIES**	$121,547	$131,964	$131,964	$138,700	5.10%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$37,770	$26,586	$37,122	$44,795	68.49%
220	Social Security	$8,672	$10,095	$10,095	$10,611	5.11%
230	Retirement	$41,326	$44,736	$44,736	$47,158	5.41%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
330	Other Professional Services	$6,866	$5,562	$4,185	$5,000	-10.10%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$1,502	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$229	$343	$315	$500	45.77%
610	General Supplies - Title III	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	#DIV/0!
640	Books/P.M./Software-Title III	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$216,410	$219,286	$229,919	$246,764	12.53%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1491 - Other Education Instruction						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition Other LEA	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1610 - Adult Vocational Education						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
561	Tuition-Other LEA in State	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 1690 - Other Adult Education						
100	**SALARIES**	$2,450	$2,000	$2,000	$2,000	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$187	$153	$153	$153	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
540	Advertising	$0	$0	$0	$0	0.00%
550	Printing/Binding	$0	$200	$0	$200	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$100	$150	$100	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
	TOTALS FOR FUNCTION	$2,637	$2,453	$2,303	$2,453	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2120 - Guidance Support Services						
100	**SALARIES**	$392,456	$484,203	$499,804	$501,583	3.59%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$125,761	$169,123	$151,199	$172,769	2.16%
220	Social Security	$28,322	$37,041	$38,235	$38,371	3.59%
230	Retirement	$133,265	$164,145	$169,434	$170,538	3.89%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$270	$0	$0	-100.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	#DIV/0!
440	Property Rental	$485	$600	$0	$600	0.00%
500	**OTHER PURCH SERVICES**					
550	Printing	$0	$0	$0	$2,550	#DIV/0!
580	Travel	$0	$1,000	$500	$1,000	0.00%
600	**SUPPLIES**					
610	General Supplies	$3,014	$18,417	$17,165	$12,620	-31.48%
640	Books/Printed Mtls/Software	$726	$550	$415	$550	0.00%
700	**PROPERTY**					
750	New Original Equipment	$571	$60	$533	$0	
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$239	$193	$129	$193	
TOTALS FOR FUNCTION		$684,839	$875,602	$877,414	$900,774	2.87%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2140 - Psychological Support Services						
100	**SALARIES**	$0	$88,057	$69,085	$75,470	-14.29%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$26,586	$6,270	$14,075	-47.06%
220	Social Security	$0	$6,736	$5,285	$5,773	-14.30%
230	Retirement	$0	$29,851	$23,420	$25,660	-14.04%
240	Tuition Reimbursement	$0	$0	$0	$0	
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$148,510	$10,000	$45,890	$30,000	200.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
530	Communications	$0	$700	$0	$0	-100.00%
580	Travel	$0	$100	$0	$100	0.00%
600	**SUPPLIES**					
610	General Supplies	$279	$2,000	$4,615	$1,000	-50.00%
640	Books/Printed Mtls/Software	$0	$5,000	$3,895	$2,000	-60.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$500	$0	$1,000	100.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$500	$415	$500	0.00%
TOTALS FOR FUNCTION		$148,789	$170,030	$158,875	$155,578	-8.50%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2220 - Audiovisual Support Services						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$13,997	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	#DIV/0!
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
550	Printing	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$2,434	$0	$0	$0	#DIV/0!
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$16,431	$0	$0	$0	#DIV/0!

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2240 - Computer-Assisted Support						
100	**SALARIES**	$46,238	$47,510	$47,510	$70,000	47.34%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$10,743	$13,244	$12,185	$15,131	14.25%
220	Social Security	$3,342	$3,635	$3,635	$5,355	47.32%
230	Retirement	$15,721	$16,106	$16,106	$23,800	47.77%
240	Tuition Reimbursement	$10,710	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$314,110	$285,000	$295,785	$379,860	33.28%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$1,862	$0	$872	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
530	Communications	$16,373	$15,000	$9,500	$15,000	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$7,714	$36,600	$29,850	$35,561	-2.84%
640	Books/Printed Mtls/Software	$95,481	$157,000	$175,415	$133,833	-14.76%
640	Books/Print Mat/Acct	$0	$0	$0	$0	
700	**PROPERTY**					
750	New Original Equipment	$17,573	$135,000	$150,434	$188,133	39.36%
760	Replacement Equipment	$6,867	$10,000	$20,000	$10,000	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$2,945	$2,450	$5,900	0.00%
TOTALS FOR FUNCTION		$546,734	$722,040	$763,742	$882,573	22.23%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2250 - School Library Services						
100	**SALARIES**	$265,359	$291,639	$278,823	$331,257	13.58%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$69,347	$85,266	$60,822	$85,430	0.19%
220	Social Security	$19,549	$22,310	$21,330	$25,341	13.59%
230	Retirement	$90,222	$98,866	$94,521	$112,627	13.92%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$7,226	$14,860	$14,011	$10,362	-30.27%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	#DIV/0!
500	**OTHER PURCH SERVICES**					
550	Printing	$0	$0	$0	$0	0.00%
580	Travel	$0	$1,300	$0	$0	
600	**SUPPLIES**					
610	General Supplies	$2,122	$3,006	$2,683	$3,206	6.65%
635	Food	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$14,948	$15,025	$14,785	$13,962	-7.07%
700	**PROPERTY**					
750	New Original Equipment	$299	$552	$0	$0	-100.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$169	$0	$0	$465	#DIV/0!
TOTALS FOR FUNCTION		$469,241	$532,824	$486,975	$582,650	9.35%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2270 - Professional Development Services						
100	**SALARIES**	$11,330	$0	$260	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$820	$0	$19	$0	0.00%
230	Retirement	$3,852	$0	$89	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
322	Prof Edctnl Services-LIU	$0	$0	$0	$0	0.00%
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Educ Svc-Title I	$0	$0	$0	$0	0.00%
330	Educ Svc-Title IIA	$34,236	$18,000	$18,963	$18,000	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
550	Printing	$0	$0	$0	$0	0.00%
580	Travel	$13,122	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$132	$0	$2,020	$0	0.00%
635	Food	$0	$0	$0	$0	
640	Books/Printed Mtls/Software	$3,461	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$7,348	$2,000	$1,775	$2,000	0.00%
810	Dues/Fees - Title IIA	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$74,301	$20,000	$23,126	$20,000	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2310 - Board Services Support						
100	**SALARIES**	$1,175	$1,175	$1,175	$1,175	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$90	$90	$90	$90	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$9,300	$9,400	$10,600	$9,500	1.06%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
523	Gen Liablty Insurance	$102,907	$102,213	$121,769	$122,345	19.70%
525	Bonding Insurance	$373	$250	$0	$250	0.00%
540	Advertising	$1,989	$4,000	$750	$4,000	0.00%
550	Printing	$0	$0	$0	$0	#DIV/0!
580	Travel	$1,070	$1,000	$500	$1,000	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$400	$250	$400	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$12,796	$15,000	$13,773	$15,000	0.00%
TOTALS FOR FUNCTION		$129,700	$133,528	$148,907	$153,760	15.15%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2320 - Board Treasurer Services						
100	**SALARIES**	$400	$400	$400	$400	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$31	$31	$31	$31	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
523	Gen Liablty Insurance	$0	$0	$0	$0	0.00%
525	Bonding Insurance	$0	$165	$0	$150	-9.09%
550	Printing	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$431	$596	$431	$581	-2.52%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2330 - Tax Assessment/Collection Services						
100	**SALARIES**	$27,432	$27,000	$27,596	$33,858	25.40%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$2,099	$2,066	$2,111	$2,590	25.39%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$44,548	$115,000	$115,720	$118,000	2.61%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
525	Bonding Insurance	$0	$100	$0	$100	0.00%
550	Printing	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$16,896	$14,000	$14,875	$14,000	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$100	$0	$100	0.00%
TOTALS FOR FUNCTION		$90,975	$158,266	$160,302	$168,648	6.56%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2350 - Legal Services						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$79,584	$45,000	$70,666	$75,000	66.67%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
550	Printing	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$79,584	$45,000	$70,666	$75,000	66.67%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2360 - Office of the Superintendent Services						
100	**SALARIES**	$609,359	$629,368	$481,474	$635,516	0.98%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$192,347	$163,425	$219,218	$180,868	10.67%
220	Social Security	$43,856	$48,147	$36,883	$48,617	0.98%
230	Retirement	$204,318	$213,356	$163,220	$216,075	1.27%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	#DIV/0!
290	Other Benefits	$42,440	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$165,489	$120,000	$170,000	$135,000	12.50%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$552	$0	$0	$0	0.00%
440	Property Rental	$22,058	$15,906	$17,105	$19,096	20.06%
500	**OTHER PURCH SERVICES**					
530	Communications	$1,827	$4,300	$4,105	$2,800	-34.88%
540	Advertising	$791	$5,000	$1,855	$2,500	-50.00%
550	Printing	$0	$0	$0	$0	0.00%
580	Travel	$8,669	$6,000	$4,895	$2,500	-58.33%
600	**SUPPLIES**					
610	General Supplies	$43,656	$27,000	$35,000	$30,000	11.11%
635	Food	$0	$0	$0	$0	
640	Books/Printed Mtls/Software	$6,851	$1,000	$3,158	$1,000	0.00%
700	**PROPERTY**					
750	New Original Equipment	$48,378	$5,000	$66,308	$3,500	0.00%
760	Replacement Equipment	$765	$1,000	$750	$1,000	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$8,687	$8,000	$15,500	$6,500	-18.75%
TOTALS FOR FUNCTION		$1,400,043	$1,247,502	$1,219,471	$1,284,972	3.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2380 - Office of the Principal Services						
100	**SALARIES**	$816,946	$884,184	$881,467	$870,496	-1.55%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$226,178	$268,857	$278,842	$278,427	3.56%
220	Social Security	$59,917	$67,640	$67,432	$66,593	-1.55%
230	Retirement	$277,389	$299,738	$298,817	$295,969	-1.26%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$312,550	$0	$301,904	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$1,070	$360	$179	$600	
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$1,200	$0	$1,500	25.00%
440	Property Rental	$66,175	$47,718	$54,781	$57,288	20.06%
500	**OTHER PURCH SERVICES**					
530	Communications	$3,719	$4,500	$3,453	$4,000	-11.11%
550	Printing	$0	$0	$0	$0	#DIV/0!
580	Travel	$2,350	$2,500	$500	$4,000	60.00%
600	**SUPPLIES**					
610	General Supplies	$20,486	$41,250	$32,850	$38,900	-5.70%
640	Books/Printed Mtls/Software	$3,420	$3,510	$3,510	$6,450	83.76%
700	**PROPERTY**					
750	New Original Equipment	$5,195	$12,300	$7,540	$29,800	142.28%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$1,617	$16,449	$15,315	$10,350	-37.08%
TOTALS FOR FUNCTION		$1,797,012	$1,650,206	$1,946,590	$1,664,373	0.86%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2400 - Pupil Health Services Support						
100	**SALARIES**	$212,568	$210,526	$232,896	$219,793	4.40%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$58,072	$72,517	$66,184	$83,134	14.64%
220	Social Security	$15,358	$16,105	$17,817	$16,814	4.40%
230	Retirement	$70,297	$71,368	$78,952	$74,730	4.71%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$695	$325	$0	$210	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
523	Gen Liablty Insurance	$0	$0	$0	$0	0.00%
550	Printing	$296	$751	$682	$772	2.80%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$9,275	$14,834	$13,058	$11,162	-24.75%
640	Books/Printed Mtls/Software	$0	$155	$200	$0	-100.00%
700	**PROPERTY**					
750	New Original Equipment	$1,198	$604	$0	$2,515	316.39%
760	Replacement Equipment	$0	$967	$1,385	$2,102	
800	**OTHER EXPENSE**					
810	Dues/Fees	$1,546	$390	$750	$260	-33.33%
TOTALS FOR FUNCTION		$369,305	$388,542	$411,924	$411,492	5.91%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2500 - Business Services Support						
100	**SALARIES**	$254,466	$265,823	$265,457	$274,771	3.37%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$81,160	$93,295	$92,433	$108,952	16.78%
220	Social Security	$18,525	$20,335	$20,307	$21,020	3.37%
230	Retirement	$85,924	$90,114	$89,990	$93,422	3.67%
240	Tuition Reimbursement	$4,986	$0	$5,139	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$44,007	$45,000	$45,000	$46,500	3.33%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$2,100	$0	$2,100	0.00%
440	Property Rental	$2,814	$0	$2,079	$0	0.00%
500	**OTHER PURCH SERVICES**					
525	Bonding Insurance	$404	$750	$672	$750	0.00%
580	Travel	$0	$500	$0	$500	0.00%
600	**SUPPLIES**					
610	General Supplies	$5,461	$4,000	$4,500	$4,000	0.00%
635	Food	$0	$0	$0	$0	
640	Books/Printed Mtls/Software	$0	$0	$0	$0	#DIV/0!
700	**PROPERTY**					
750	New Original Equipment	$0	$750	$0	$750	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$2,710	$1,000	$2,500	$1,000	0.00%
TOTALS FOR FUNCTION		$500,457	$523,667	$528,077	$553,765	5.75%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2600 - Operation/Maintenance Plant Services						
100	**SALARIES**	$838,609	$906,594	$888,601	$915,163	0.95%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$283,739	$337,057	$363,627	$346,115	2.69%
220	Social Security	$61,771	$69,355	$67,978	$70,010	0.94%
230	Retirement	$275,928	$306,851	$301,236	$311,155	1.40%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
330	Other Professional Services	$134,891	$32,000	$20,585	$25,000	-21.88%
400	**PURCH PROPERTY SVCS**					
411	Disposal Services	$18,013	$27,500	$16,519	$20,000	-27.27%
420	Utility Services - Electric	$311,850	$328,000	$336,536	$332,409	1.34%
430	Property Repair	$97,301	$76,000	$101,627	$76,000	0.00%
433	Property Repair - Vehicles	$1,510	$4,000	$2,000	$4,000	0.00%
440	Property Rental	$872	$2,000	$1,500	$2,000	0.00%
500	**OTHER PURCH SERVICES**					
521	Fire Insurance	$0	$0	$0	$0	0.00%
522	Automotive Insurance	$0	$0	$0	$0	0.00%
523	General Liability Insurance	$0	$0	$0	$0	#DIV/0!
530	Communications	$23,482	$21,500	$21,948	$22,500	4.65%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$135,381	$105,000	$98,562	$105,000	0.00%
620	Energy - Gas/Fuel Oil	$259,808	$269,500	$299,610	$253,150	-6.07%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$2,920	$10,000	$5,000	$10,000	0.00%
760	Replacement Equipment	$773,360	$20,000	$15,000	$20,000	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$2,891	$1,000	$1,000	$1,000	0.00%
TOTALS FOR FUNCTION		$3,222,326	$2,516,357	$2,541,329	$2,513,502	-0.11%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2700 - Student Transportation Services						
100	**SALARIES**	$24,323	$24,906	$25,688	$26,713	7.26%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$21,034	$10,083	$24,026	$11,508	14.13%
220	Social Security	$1,814	$1,905	$1,965	$2,044	7.30%
230	Retirement	$8,270	$8,443	$8,708	$9,082	7.57%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$9,738	$9,500	$8,500	$9,500	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$4,411	$500	$500	$500	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
513	Contracted Carriers	$1,146,635	$1,201,915	$1,128,928	$1,167,311	-2.88%
516	I.U. Transportation	$1,212	$0	$0	$0	0.00%
522	Automotive Insurance	$4,813	$5,250	$0	$5,250	0.00%
524	Other Trnsprtn Insurance	$0	$0	$0	$0	0.00%
530	Communications	$741	$700	$744	$700	0.00%
580	Travel	$0	$500	$0	$500	0.00%
600	**SUPPLIES**					
610	General Supplies	-$6,544	$0	$0	$0	#DIV/0!
620	Energy - Fuel	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
752	New Capital Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
762	Rplcmnt Capital Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$1,274	$750	$750	$750	0.00%
TOTALS FOR FUNCTION		$1,217,721	$1,264,452	$1,199,809	$1,233,858	-2.42%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2750 - Non-Public Transportation Services						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
513	Contracted Carriers	$790,420	$675,000	$691,587	$700,000	3.70%
516	I.U. Transportation	$0	$0	$0	$0	0.00%
522	Automotive Insurance	$0	$0	$0	$0	0.00%
524	Other Trnsprtn Insurance	$0	$0	$0	$0	0.00%
530	Communications	$0	$0	$0	$0	0.00%
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy - Fuel	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$790,420	$675,000	$691,587	$700,000	3.70%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 2900 - Other Support Services						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
513	Contracted Carriers	$0	$0	$0	$0	0.00%
516	I.U. Transportation	$0	$0	$0	$0	0.00%
522	Automotive Insurance	$0	$0	$0	$0	0.00%
524	Other Trnsprtn Insurance	$0	$0	$0	$0	0.00%
530	Communications	$0	$0	$0	$0	0.00%
595	I.U. Payments Withheld	$2,500	$2,501	$2,501	$2,514	0.52%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy - Fuel	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$2,500	$2,501	$2,501	$2,514	0.52%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 3200 - Student Activities						
100	**SALARIES**	$511,677	$544,016	$538,517	$562,943	3.48%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$71,239	$62,325	$81,235	$71,793	15.19%
220	Social Security	$38,244	$41,617	$41,197	$43,065	3.48%
230	Retirement	$155,971	$184,421	$182,557	$191,401	3.78%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
330	Other Professional Services	$133,684	$60,000	$72,825	$70,000	16.67%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$31,264	$16,600	$16,000	$16,600	0.00%
440	Property Rental	$760	$0	$0	$0	#DIV/0!
500	**OTHER PURCH SERVICES**					
513	Contracted Carriers	$65,411	$85,000	$82,500	$87,550	0.00%
522	Automotive Insurance	$0	$0	$0	$0	0.00%
529	Athlete Insurance	$11,268	$11,500	$11,493	$11,500	0.00%
530	Communications	$518	$750	$744	$750	0.00%
540	Advertising	$0	$0	$0	$0	0.00%
550	Printing	$0	$0	$0	$0	#DIV/0!
580	Travel	$2,682	$6,950	$4,764	$6,575	-5.40%
600	**SUPPLIES**					
610	General Supplies	$68,834	$72,000	$68,492	$72,000	0.00%
635	Food	$0	$0	$0	$0	
620	Energy - Fuel	$1,283	$1,000	$715	$1,000	0.00%
640	Books/Printed Mtls/Software	$0	$1,000	$0	$1,000	0.00%
700	**PROPERTY**					
750	New Original Equipment	$7,863	$7,070	$8,009	$7,070	0.00%
760	Replacement Equipment	$19,520	$3,500	$1,000	$3,500	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$18,729	$15,000	$15,000	$15,000	0.00%
TOTALS FOR FUNCTION		$1,138,947	$1,112,749	$1,125,048	$1,161,747	4.40%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 3300 - Community Service						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
750	New Original Equipment	$0	$0	$0	$0	0.00%
760	Replacement Equipment	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$1,600	$2,000	$2,000	$2,000	0.00%
TOTALS FOR FUNCTION		$1,600	$2,000	$2,000	$2,000	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 4100 - Site Acquistion and Land Improvement						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
710	Land & Improvements	$0	$0	$0	$0	0.00%
800	**PROPERTY**					
831	Interest - Lease/Purchase	$0	$0	$0	$0	0.00%
832	Interest - Bonds	$0	$0	$0	$0	0.00%
880	Refund Prior Year Receipt	$0	$0	$0	$0	0.00%
900	**OTHER FINANCING USES**					
911	Principal Payments - Lease	$0	$0	$0	$0	0.00%
912	Principal Payments - Bonds	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$0	$0	$0	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 5100 - Debt Service and Other Financing Services						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
710	Land & Improvements	$0	$0	$0	$0	0
800	**PROPERTY**					
831	Interest - Lease/Purchase	$0	$0	$0	$0	#DIV/0!
832	Interest - Bonds	$1,974,550	$1,917,775	$1,917,775	$1,865,000	-2.75%
880	Refund Prior Year Receipt	$0	$0	$0	$0	0.00%
900	**OTHER FINANCING USES**					
911	Principal Payments - Lease	$59,754	$0	$0	$0	#DIV/0!
912	Principal Payments - Bonds	$1,585,000	$1,640,000	$1,640,000	$1,695,000	3.35%
TOTALS FOR FUNCTION		$3,619,304	$3,557,775	$3,557,775	$3,560,000	0.06%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 5200 - Interfund Transfers - Out						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
710	Land & Improvements	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
832	Interest	$0	$0	$0	$0	0.00%
880	Refund Prior Year Receipt	$0	$0	$0	$0	0.00%
900	**OTHER FINANCING USES**					
930	Fund Transfers	$5,950	$5,950	$555,950	$5,950	0.00%
TOTALS FOR FUNCTION		$5,950	$5,950	$555,950	$5,950	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT

2025-2026 GENERAL FUND BUDGET

OBJECT	BUDGET CATEGORY	2023-2024 ACTUAL	2024-2025 BUDGET	2024-2025 ESTIMATE	2025-2026 BUDGET	% INC
FUNCTION: 5900 - Budgetary Reserve						
100	**SALARIES**	$0	$0	$0	$0	0.00%
200	**EMPLOYEE BENEFITS**					
210	Group Insurance	$0	$0	$0	$0	0.00%
220	Social Security	$0	$0	$0	$0	0.00%
230	Retirement	$0	$0	$0	$0	0.00%
240	Tuition Reimbursement	$0	$0	$0	$0	0.00%
250	Unemployment Comp	$0	$0	$0	$0	0.00%
260	Worker's Comp	$0	$0	$0	$0	0.00%
290	Other Benefits	$0	$0	$0	$0	0.00%
300	**PURCH PROF SERVICES**					
329	Contracted Prof Services	$0	$0	$0	$0	0.00%
330	Other Professional Services	$0	$0	$0	$0	0.00%
400	**PURCH PROPERTY SVCS**					
430	Property Repair	$0	$0	$0	$0	0.00%
440	Property Rental	$0	$0	$0	$0	0.00%
500	**OTHER PURCH SERVICES**					
580	Travel	$0	$0	$0	$0	0.00%
600	**SUPPLIES**					
610	General Supplies	$0	$0	$0	$0	0.00%
620	Energy	$0	$0	$0	$0	0.00%
640	Books/Printed Mtls/Software	$0	$0	$0	$0	0.00%
700	**PROPERTY**					
710	Land & Improvements	$0	$0	$0	$0	0.00%
800	**OTHER EXPENSE**					
810	Dues/Fees	$0	$0	$0	$0	0.00%
840	Contingency	$0	$80,000	$0	$80,000	0.00%
880	Refund Prior Year Receipt	$0	$0	$0	$0	0.00%
900	**OTHER FINANCING USES**					
930	Fund Transfers	$0	$0	$0	$0	0.00%
TOTALS FOR FUNCTION		$0	$80,000	$0	$80,000	0.00%

BERMUDIAN SPRINGS SCHOOL DISTRICT
ADAMS COUNTY, PENNSYLVANIA

A RESOLUTION OF THE BOARD OF SCHOOL DIRECTORS OF THE BERMUDIAN SPRINGS SCHOOL DISTRICT, ADAMS COUNTY, PENNSYLVANIA IMPLEMENTING THE HOMESTEAD AND FARMSTEAD EXCLUSION FOR THE 2025-2026 FISCAL YEAR IN ACCORDANCE WITH ACT 1 OF SPECIAL SESSION OF 2006.

The Bermudian Springs School District, Adams County, Pennsylvania ("District"), is authorized to implement the homestead and farmstead exclusion for the 2025-2026 fiscal year for eligible properties pursuant to Act 1 of Special Session of 2006 ("Act 1"); and

The Commonwealth of Pennsylvania has announced that the District will receive a property tax reduction allocation of $1,054,725.28 for the 2025-2026 fiscal year.

Under Section 342 of Act 1, the District calculates the homestead and farmstead exclusion based upon the best available information for the purpose reducing school district property taxes. The calculations are based upon the amount of the property tax reduction allocation and the information provided by the County Assessment Office.

According to the certified information provided to the District by the Adams County Assessment Office, there are 3658 eligible homestead properties and 119 eligible farmstead properties located within the District.

The Board of School Directors has reviewed its options and has chosen to proceed in the manner reflected in this Resolution for the 2025-2026 fiscal year.

RESOLVED, that the homestead and farmstead exclusions be implemented within the Bermudian Springs School District as follows:

1. Taxpayers with eligible homestead or farmstead property approved by the county Assessment Office under the requirements of Act 1 are eligible to receive exclusions on school real property taxes;
2. The farmstead exclusion amount shall be equal to the homestead exclusion amount;
3. The District has calculated the amount of the homestead exclusion to be $279.25 and the farmstead exclusion to be $279.25; and,
4. The District Administration is authorized to take all steps necessary to implement the homestead and farmstead exclusion amounts described in this Resolution and under Act 1, including but not limited to preparation of the real estate tax bills indicating the original amount of tax liability, the amount of the exclusion, the net amount of tax due and the required tax notices.

ADOPTED this 13th day of May, 2025.

ATTEST:

BOARD OF SCHOOL DIRECTORS OF THE BERMUDIAN SPRINGS SCHOOL DISTRICT

_____
Secretary

By _____
President, Board of School Directors

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

PERSONNEL WAGE CONSIDERATIONS, 2025-2026

The following wage and salary recommendations for 2025-2026 are submitted for school board approval:

1. The support staff hourly rate for 2025-2026 will be determined by the support staff hourly rate matrix. Longevity payments are awarded once the employee completes the number of years noted on the matrix.

2. Establish the following rates for cafeteria banquet work:

a. Head Cooks	$22.50	/hour
b. Other Cooks	$21.00	/hour

3. Establish the following salaries for board officers:

a. School Board Secretary	$1,175.00
b. School Board Treasurer	$400.00

4. Increase the following rates for athletic game help:

   a. **Senior High**: All positions will pay $40.00 per event

   b. **Junior High**: All positions will pay $35.00 per event

   c. Help at events away from home will pay an additional $5.00.

5. Maintain substitute teacher daily rates at $125/day for regular day-to-day substitutes. Maintain rate of $150/day for extended-term substitutes.

6. Maintain the adult education rate at $25.00 per hour.

7. Maintain mileage reimbursement at .45 per mile.

8. Maintain the rate for custodian working a Use of Facitily event at $25.00 per hour.

BERMUDIAN SPRINGS SCHOOL DISTRICT
York Springs, Pennsylvania 17372-8807

BEGINNING AND SUBSTITUTE WAGES FOR SUPPORT STAFF
2025-2026

The following beginning wages for support staff are recommended for school board approval.

BEGINNING WAGES	
Custodians	$15.80
Food Service	$15.00
Head Cooks	$17.20
Secretaries:	
- Second Building	$17.20
- Guidance	$17.20
- First Building	$18.00
- Central Office	$19.25
Maintenance	$19.25
Personal Care Aides	$15.80
Library Aides	$15.00

SUBSTITUTE RATES	
Custodians	$15.80
Food Service	$15.00
Secretary	$17.20
Aide	$15.00

(a) Add 25 cents/hour for part-time night work and 40 cents/hour for full-time night work
(b) Minimum wage (10/01/96) is $4.75
(c) Minimum wage (09/01/97) is $5.15
(d) Minimum wage (01/01/07) is $6.25
(e) Minimum wage (07/01/07) is $7.15
(f) Minimum wage (07/24/09) is $7.25

CURRENT WAGES FOR SUPPORT EMPLOYEES, 2024-2025

Category	Number in Category	Lowest in Category	Median in Category	Highest in Category
Aides:				
Title I, Kdg, etc.	18	$15.00	$18.84	$20.98
Library	3	$15.00	$15.85	$16.69
Personal Care	2	$15.80	$17.65	$18.07
STAP	2	$15.33	$17.03	$18.73
Custodian/Maintenance	21	$15.80	$17.95	$28.51
Food Service	16	$15.00	$17.10	$18.93
Head Cooks	3	$19.61	$21.25	$23.37
Secretaries:				
Athletic	1	$20.17	$20.17	$20.17
Central Office	5	$20.22	$25.10	$26.84
First Building	3	$18.61	$21.85	$24.09
Guidance	3	$17.20	$18.55	$20.73
Second Building	3	$18.03	$21.35	$23.27

Does not include Directors

AGREEMENT

This AGREEMENT made this 13th day of April, 2025, by and between **Bermudian Springs School District** (hereinafter the "School District") whose principal place of business is located at 7335 Carlisle Pike, York Springs, PA 17372, and **Merakey Pennsylvania** (hereinafter "Merakey"), whose principal place of business is located at 4251 Crums Mill Rd, Harrisburg PA 17112.

WHEREAS, the School District is responsible for providing a free and appropriate education to school age children with Autism and/or Emotional Disturbance residing within the school district; and

WHEREAS, Merakey operates a private academic school licensed by the Pennsylvania Department of Education to provide educational services to children with Autism and/or Emotional Disturbance; and

WHEREAS the School District seeks to contract with Merakey to provide educational services to students with Autism and/or Emotional Disturbance whom the School District, the student's parents or guardian and Merakey have determined will benefit from placement in the Merakey school.

Now, therefore, in consideration of the mutual promises contained herein, the parties, by their duly authorized representatives, and intending to be legally bound, agree as follows:

I. Term of Agreement

The term of this Agreement will be from August 1, 2025 through and including July 31st, 2026.

II. Responsibilities of Merakey

A. Facilities

1. Merakey has obtained and will maintain all state and local licenses and permits necessary to occupy and utilize the facilities to be used to provide educational services to school aged children enrolled in the Merakey school. The School District may obtain copies of any licenses and permits from Merakey upon request.

2. Merakey will post its occupancy certificate at all times.

B. Staffing

1. Merakey will assure that each school employee meets applicable age, health, licensure and certification requirements and will obtain both child

abuse and criminal history background clearances for employees to the extent required by state law.

2. Merakey will maintain records of every school employee's compliance with applicable requirements as set forth in paragraph B.1 above, and, upon request, will provide the School District with copies of documents establishing compliance by a Merakey school employee.

3. Merakey will assure that classes at the pre-school, elementary and secondary level will be taught by a teacher holding a certificate in special education or who has a private academic certificate (evidencing graduation from an approved four-year college or university and having completed 24 semester hours in the theory of special education). In the event that Merakey must utilize a substitute teacher on a temporary basis, it may accept a public certification by the substitute teacher in other education content areas.

4. Safety-Care is the preferred method of student de-escalation and physical management. This two-day training is given to Merakey classroom staff.

C. Student Attendance

1. The Merakey school academic year is established by Merakey.

2. Merakey will comply with applicable state requirements regarding attendance and will maintain and forward student attendance records to the designated School District representative on a monthly basis.

3. Representatives from the School District and Merakey will meet to discuss unauthorized absences exceeding five days.

4. Merakey, after consultation with and agreement by the School District, may suspend or expel a student if it determines that the student presents a threat of harm to self or to others. Merakey and the School District jointly understand that time is of the essence in this type of matter and agree to expeditiously review and decide upon the proposed suspension or expulsion. Notwithstanding the above, Merakey may suspend or expel a student immediately if, in Merakey's sole discretion, the student presents a safety concern with respect to him/herself or others.

D. Student Records and Progress Reports

1. Merakey will maintain students' academic and permanent records to include the following:

a. diagnostic tests and reports, including tests and examinations performed by a school psychologist.

b. progress reports for each marking period.

c. evaluation reports and re-evaluation reports.

d. prior school's records (if available).

e. individual education program ("IEP") plan.

f. health records received from the School District (physician report, immunization record, dental exam).

g. miscellaneous records including monthly behavioral assessments, and functional assessments.

2. Merakey will send Progress Reports for every student to the designated School District representative and to the students' parents or guardian quarterly unless requested otherwise by the School District and the parents or guardian of a student. The Progress Reports will contain such information as the School District and Merakey have agreed to include in the reports but, at a minimum, will contain data reflecting a student's IEP goal areas and outcome measures.

E. Compliance with Safe Schools Requirements

Merakey will maintain and send a written report to the School District of all incidents involving acts of violence; possession of a weapon; possession, use or sale of alcohol, or tobacco by any student.

F. School Health Services

1. Merakey will provide (at its option) or arrange through the School District for the
provision of school nursing services to students enrolled in the Merakey school. The School District's nursing staff shall at all times be responsible for compliance and oversight of all annual requirements related to school nursing services and for all chart audits.

2. Merakey employees who interact with students will be trained to provide CPR and first aid services. Training will include first aid, Heimlich techniques, cardiopulmonary resuscitation and universal

precautions, crisis intervention, behavior management and general health and special issues (e.g., seizure disorders, asthma) that can affect a student.

3. Merakey will maintain and administer medications as follows:

a. Prescription and over-the-counter medications shall be kept in their original containers and in a locked container.

b. The original containers of medication (including over-the-counter medications) shall be labeled with a pharmacy label that includes the child's name, medication name, date the prescription was issued, dosage, and physician's name. Original labels should be on the container.

c. Prescription medications shall be used only by the child for whom the medication was prescribed.

d. Administration of medications will be administered by identified and trained School staff. Yearly medication administration refresher training will be conducted with identified staff.

e. Oversight of medication administration, medication logs, medication storage, and staff training needs will be monitored by a health professional at Merakey. (Health professional can include but is not limited to a LPN, RN, CRNP, PA, CSN).

f. Medication administration will be reported, indicating what medication was given, the time the medication was given, the dosage administered, and who administered the medication. Any medication error will be logged and an incident report will be completed and parents notified. All medication errors will have a plan of correction and follow up for prevention of further error.

G. Academic Standards and Assessment

1. Merakey will comply with academic standards under 22 Pa. Code Section 4.28 relating to "Special Education", with Sections 51.51 through 51.53 addressing "Course of Study and Instructional Equipment" and with Sections 59.21 through 59.23 addressing "Program of Instruction, Instructional Equipment and Materials and Library/Media Services."

2. Merakey will conduct an intake conference with every student and the parent or guardian of every student to assure the appropriateness

of placement of each student and to select each student's curriculum.

3. Merakey will comply with all curriculum requirements specified by state law. Written lesson plans will be maintained on file for subjects taught.

4. Merakey may also provide basic education, which includes a core curriculum of math, social studies, and English. Physical education is also a component of the basic program.

5. Merakey, if requested by the School District, will register with PDE and administer the appropriate State assessments, in accordance with 22 Pa. Code § 4.51 (relating to the State Assessment System).

6. Merakey will design a specialized program to meet the needs of the students exceptionalities, regular curricula will be adapted, if possible, and an emphasis will be placed on life skills for those students whose individual needs, as reflected in their IEP, requires programs different from the standard curriculum.

H. Special Education Services and Programs

1. Merakey, in cooperation with each student's (Individualized Education Program) IEP Team which includes the School District, will develop and implement an IEP for each student consistent with the provisions of 22 Pa. Code § 59.5 and with a student's specialized curriculum as well as Chapter 14 and the Individuals with Disabilities in Education Act ("IDEA").

2. Merakey will review each student's IEP at least annually and will hold an IEP Team meeting with the student's IEP Team, which includes the School District.

3. Merakey will provide parents with student's progress on meeting IEP goals according to the progress monitoring frequency provided for in the student's IEP.

I. Student Admission Criteria

1. To be admitted to the Merakey school, a prospective student must:

    a. have a diagnosis of PDD, Aspergers, Autism and/or Emotional Disturbance and be eligible for special education services as determined by the student's home school district.

b. be at least 4 years and 7 months old before the first day of the school term provided; however, that upon agreement of the School District, Merakey and a child's parents or guardian, a child who otherwise is appropriate for admission to the school and who will attain the minimum age within ten days of the first day of the school term, may be admitted to the Merakey school.

2. Students who are placed on a waiting list to attend the Merakey school may be admitted to the School consistent with available openings in classrooms, matching of skill level with other students in their potential class, the age of the student, and the benefit to the student to attend the school.

J. Periodic Review

Merakey will review each student at the end of each progress review as to their readiness to return to their home school.

K. Non-Discrimination Clause

Merakey will not discriminate against any employee or student on account of age, race, color, sex, religious creed, national origin, marital status, sexual orientation, gender identity or handicap.

L. Insurance

1. Merakey will, at its sole cost and expense, procure and maintain in full force and effect, insurance covering the performance of the services rendered under this Agreement in the following types:

a. General Liability Insurance/Professional Liability Insurance in the amount of $1 million.

b. Workers' Compensation and Employers' Liability Insurance.

2. Merakey will also obtain any other insurance coverage as may be required by law.

3. All insurance provided for in this section shall be obtained under valid and enforceable policies issues by insurers of recognized responsibility which are licensed to do business in the Commonwealth of Pennsylvania. Merakey will provide the School District with a copy of its certificates of insurance.

M. Risk and Indemnification

1. Merakey, as an independent contractor, assumes all risks and responsibilities for losses which can be attributed directly to the actions of Merakey and its employees and agents in fulfilling its responsibilities under this Agreement.

2. Merakey agrees to indemnify and hold harmless, but not to defend, the School District and its employees and agents for, or on account of, liability arising out of the act, omission or misconduct which can be attributable directly to Merakey and its employees and agents in fulfilling their responsibilities under the terms of this Agreement. Merakey will support the School District in its defense if Merakey either is alleged to have failed, or in fact does fail, to provide a Free Appropriate Public Education.

N. Complaints and Grievances

Merakey and the School District will mutually develop and adopt policies and procedures relating to the identification and resolution of complaints or grievances presented to either party by any student or a student's parents or guardian.

O. School Food Services

Merakey is not responsible for and does not provide meals for students. A parent or guardian may provide or arrange for meals for their child.

P. Remote Instruction and Reopening

The parties recognize that School Year 2020-2021 ("school year") will return students to school in an unprecedented manner, with uncertainty as to whether schools will remain open for the entirety of the school year due to a possible resurgence of COVID-19. Merakey will have available for School District access a Remote Instruction Plan and a Health and Safety Reopening Plan ("Plans") that comply with any applicable Pennsylvania Department of Education remote instruction guidelines as well as the Health and Safety Plan requirements that are operative, released, and updated at any time during the original term of this Agreement. The Plans must be available upon request.

Q. School Closures

If the School District is closed due to a government-mandated school closure or the prohibition of in-person instruction due to the COVID-19 pandemic, Merakey shall continue to deliver services to the extent possible, and as permitted by law, via in-person and/or remote/distance learning. During such closure, Merakey shall not receive less payments

from the School District than it would otherwise be entitled to receive for the school year had the school closure or prohibition of in-person instruction not occurred, and Merakey commits to providing the same services as required by each student's IEP during such closure. Notwithstanding the foregoing, if the School District determines that Merakey is unable to deliver some or all services in student IEP(s) due to the closure, the School District has the option to notify Merakey of its intent to hold an IEP meeting for each student affected. Such meeting shall be held with all necessary parties present, minimally including the School District, parent/legal guardian, and a Merakey representative. After the IEP meeting, the School District and Merakey agree to engage in good faith negotiations to assess whether and to what extent services can be provided by Merakey, and the corresponding rate for such services. Any such agreed upon new rate would apply only for the period that Merakey's services are reduced, unless another rate is required by statute, regulation, or local rule.

III. School District Responsibilities

A. Maintenance of Records

The School District will maintain complete and accurate records for each student at the Merakey school including but not limited to information concerning the number of hours of instruction in each curricular subdivision, scholastic achievement, test scores and student health.

B. Student Visitation

School District representatives and counselors may reasonably visit students during regular Merakey school hours of operation. School District representatives may not visit during times or on dates that would disrupt teaching or operations.

C. Transportation

School District will transport students from their homes to the Merakey school and from the Merakey school to their homes including when the students attend school-related activities. The School District shall be solely responsible for any decision related to transportation including, but not limited to, the staffing levels for transportation, staff training required for transportation, and oversight of the same. The School District shall be solely responsible for all incidents, losses, liabilities, and other events that occur during or are related to the transportation of students.

D. Safe Schools

School District will supervise and monitor compliance by Merakey with the provisions of Article XIII-A of the School Code relating to "Safe Schools" requirements.

E. Academic Standards

School District will supervise and monitor compliance by Merakey with the provisions set forth at Title 22 Pa. Code §§ 4.28 (Special Education), 4.51 (State Assessment System) relating to Academic Standards and Assessment, Chapter 14 relating to Special Education Services and Programs and the IDEA.

F. Risk and Indemnification

1. School District assumes all risks and responsibilities for losses which can be attributed directly to the actions of the School District and its employees and agents. Merakey will support the School District in its defense if Merakey either is alleged to have failed, or in fact does fail, to provide a Free Appropriate Public Education

2. School District agrees to indemnify and hold harmless but not to defend Merakey, its employees, directors, officers and agents for, or on account of liability arising out of the act, omission or misconduct which can be attributed directly to the School District, its employees and agents in fulfilling its responsibilities under this Agreement.

G. Payments

The Merakey school year follows the School District's calendar and is a minimum 180 days in length excluding in-district classroom days. Merakey may also provide Extended School Year services. School District will pay Merakey for each student enrolled in the Merakey school for each day a student is enrolled regardless of the number of days of school the student attends, including any and all one-to-one services. The School District will pay bills submitted by Merakey within 30 days of receipt. Any payments that are late shall be subject to a fee. The rate sheet for the initial term is attached. ***SEE ATTACHED RATE SHEET**

H. Solicitation of Merakey Employees

For as long as this Agreement is in place and for a period of two years thereafter, the School District shall not directly or indirectly induce or attempt to influence any Merakey employee to terminate employment or any other relationship with Merakey. If this section should be adjudged unreasonable in any proceeding, then the period of time shall be reduced by such amount such that it may be enforced for such time as is adjudged to be reasonable.

IV. General Terms and Conditions

A. Confidentiality

Merakey and the School District, their agents and employees will perform their respective obligations under this Agreement in such manner as to ensure that records, names, and identities of students enrolled in the Merakey school shall remain confidential, except as disclosure is authorized or permitted by state or federal law and the terms of this Agreement. Neither party will use or disclose information in a manner that would violate the requirements set out in the Health Insurance Portability and Accountability Act of 1996 and the regulations adopted thereunder.

B. Modification

This Agreement contains all the terms, provisions, and conditions of this Agreement. Except for the annual rate sheet (containing updated Term dates and rates) which shall be valid under the terms set forth in Section III.G, any amendment to the terms of this Agreement shall be valid when reduced to writing, signed by the parties and attached to the original of the Agreement.

C. Assignment

Merakey and the School District agree that this Agreement may not be assigned or transferred without the prior written approval of both parties.

D. Jurisdiction and Venue

Merakey and School District agree that this Agreement shall be interpreted and enforced under the laws of the Commonwealth of Pennsylvania. Any dispute involving the Agreement shall be brought before the Court of Common Pleas of Dauphin County.

E. Cancellation

Either party may terminate this Agreement upon providing the other party 30 days advance written notice. In the event of cancellation of this Agreement by the School District, Merakey shall be entitled to receive compensation for all work completed through the effective date of cancellation. All payments relating to the provision of the service by Merakey shall, upon cancellation by either party, be paid within thirty (30) days of the date of submission of a bill marked "final bill" by Merakey to the School District.

F. Third Parties

The parties to this Agreement do not intend for any third party to have any right to enforce any of its terms.

G. Counterparts

This Agreement may be executed in counterpart.

H. Authorization

By executing this Agreement, each signatory represents that he or she is duly authorized to execute this Agreement on behalf of the party he or she represents and that he or she has obtained all approvals and consents necessary to take said action.

I. Notices

All notices required under this agreement shall be delivered via certified mail, return receipt requested or overnight delivery service to the following parties at the addresses set forth below:

SCHOOL DISTRICT

Bermudian Springs SD
7335 Carlisle Pike
York Springs, PA 17372

Merakey Pennsylvania
4251 Crums Mill Rd
Harrisburg, PA 17112

In witness whereof, the Parties, intending to be legally bound, have executed and delivered this contract as of the day and year set forth above.

ATTEST:
SCHOOL DISTRICT

Title	**Date**	**Authorized Signature**	**Date**

MERAKEY PENNSYLVANIA

	Date	**Authorized Signature**	**Date**

Exhibit A

Merakey™
Innovative Care and Education Solutions

Merakey School-Hampden
1920 Good Hope Road Enola PA 17025 (25-26)

ASD Student Tuition	$ 278.60 /day
PCA full day	$ 222.32 /day
Occupational Therapy	$ 123.60 /hr
Speech / Language	$ 139.04 /hr
BCBA Consult (Licensed)	$ 154.52 /hr
Counseling (Licensed)	$ 139.04 /hr
Clinical Specialist/BCBA Consult(non-licensed)	$ 103.00 /hr
Consult* to be further defined based on request	$ 197.00 /hr
Functional Behavioral Assessment	$ 772.52
Half day Training	$ 772.52
Full Day Training	$ 1545.00

Extended School Year (ESY)

ESY Tuition	$ 185.76 /day
ESY PCA	$ 148.20 /day

*The cost for this service is per student that qualifies for a slot of 23 student days ($185.76 per day). The School District will receive a bill, payable upon receipt, for Merakey reserving an attendance slot at the Merakey School. This amount is due and payable regardless of the student's actual attendance, which is outside of the control of Merakey School. Other services provided as stated in the IEP.

Clinical Specialist Services:

Service	Student MTSS Tier	Included in Tuition Y/N	As recommended in the IEP	Frequency
Group Counseling	I	Y	Yes- present levels	1, 30 minute session/month
Individual Counseling 30 minutes	II	N	Yes- Related Services	As recommended by IEP team. 1, 30 minute session/week
Individual Counseling 60 minutes	III	N	Yes-Related Services	As recommended by IEP team, 2, 30 minute sessions/week

Behavior Analyst Services:

Service	Student MTSS Tier	Included in Tuition Y/N	As recommended in the IEP	Frequency
Initial Abbreviated FBA	I,II, III	Y	Present levels	Upon enrollment
Comprehensive FBA	I,II,III	N	RR with permission to evaluate.	As recommended by the IEP team.
Academic/Developmental Assessments (For example: VBMapp/EFL, Brigance, KTEA, etc.)	I,II,III	Y	Present levels	Ongoing related to progress monitoring.
BCBA Consultation	II,III	N	Related Services	As recommended by IEP team.
RBT/BT	II,III	N	Related Services	As recommended by IEP team.

River Rock Academy Administration

2124 Ambassador Circle • Lancaster, PA 17603 • Ph: 717-208-3349 • Fax: 717-517-7932

CONTRACT FOR RESERVATION OF
2 SECONDARY SLOTS + 2 ELEMENTARY SLOTS
WITH RIVER ROCK ACADEMY
2025 - 2026 SCHOOL YEAR

1. Bermudian Springs School District agrees to reserve **2** secondary student slots from River Rock Academy or its assigns (hereinafter "River Rock Academy") for the Red Lion Campus or Spring Grove Campus (AEDY or Secondary Special Education 7-12) at a reduced per diem rate of $161.00 for an annual cost of **$59,570.00** and **2** reserved elementary student slots at the Red Lion Campus or Spring Grove Campus at a reduced per diem rate of $190.00 for an annual cost of **$70,300.00**.

2. Bermudian Springs School District agrees to pay $129,870.00 over a ten (10) month period: **$12,987.00** on a monthly basis for ten months.

3. River Rock Academy agrees to send Bermudian Springs School District a monthly invoice on the 15th of each month for ten (10) months for the monthly installment rate of $12,987.00. School District shall pay the invoice within thirty (30) days of the invoice receipt. Any amounts due River Rock Academy under the terms of this Contract which are not paid within thirty (30) days of the invoice receipt shall accrue interest at the rate of 0.5% per month, or such portion thereof from the due date, until payment is received by River Rock Academy. In the event that River Rock Academy has to pursue collection to recover any unpaid amounts, the School District will be responsible for any costs of collection, including reasonable attorney's fees.

4. River Rock Academy agrees to hold 2 secondary student slots and 2 elementary student slots exclusively for Bermudian Springs School District for the 2025 - 2026 school year.

5. River Rock Academy agrees to send Bermudian Springs School District an itemized invoice detailing all Bermudian Springs School District students in the River Rock Academy Programs and reconciling any costs by the 5th of each month. Any additional secondary students above the 2 secondary reserved slots will incur a per diem cost of $237.00 and any additional elementary students above the 2 elementary reserved slots will incur a per diem cost of $255.00.

6. This agreement has been drafted with a mutual understanding between River Rock Academy and the District, that the District has an intention to pre-purchase 2 reserved secondary student slots and 2 reserved elementary student slots for the 2025-2026 school year. If this contract is not signed and returned to River Rock Academy by July 1, 2025, or by a date mutually agreed upon by both parties, then the request to reserve pre-purchased slots will be considered forfeited and this contract void. After July 1, 2025, an agreement for services contract may be provided by request for the District to receive services at the standard per diem rate of $237.00 for secondary and the standard per diem rate of $255.00 for elementary.

7. River Rock Academy agrees to keep an open line of communication with the Bermudian Springs School District and provide a structured, disciplined, nurturing environment for their students.

addresses, date of birth, social security or other identification numbers, attendance records, grades, test results, assessments, work product, disciplinary records, and any information deemed to be a "Student record" under the Family Educational Rights and Privacy Act."

13. River Rock Academy and School District consent and agree that any legal proceedings relating to the subject matter hereof shall be maintained in the Court of Common Pleas in the county in which River Rock Academy is located, or, if applicable, the United States District Court of the Middle District of Pennsylvania, and all Parties hereto consent and agree that jurisdiction and venue for such proceedings shall lie exclusively within said courts. Service of process in any such proceeding may be made by certified mail, return receipt requested, directed to the respective Party at the address set forth at the end of this Contract.

14. No change, amendment or modification to this Contract shall be effective unless it is in writing and signed by both the School District's and River Rock Academy's authorized personnel.

15. School District represents and warrants that the individual executing this Contract is duly authorized to execute and deliver this Contract on its behalf and this Contract is a valid and binding obligation of School District

Thank you for this opportunity to serve the Bermudian Springs School District.

Christina Spielbauer

Christina Spielbauer
Senior Vice President

Bermudian Springs School District
Authorized Signer

ALTERNATIVE EDUCATION FOR DISRUPTIVE YOUTH

ACT 48 Program Agreement for Services

Official public school name: BERMUDIAN SPRINGS SCHOOL DISTRICT

Official approved private provider name: RIVER ROCK ACADEMY LLC

AND NOW, this 25th day of April 2025, RIVER ROCK ACADEMY LLC with a principal place of operations located at 220 Country Club, Road Red Lion, PA 17356 and 149 East College Avenue, Spring Grove, PA 17362, and the BERMUDIAN SPRINGS SCHOOL DISTRICT enter into this Act 48 Program Placement Agreement as follows:

WHEREAS, RIVER ROCK ACADEMY LLC primary operations is an approved independent contractor for the delivery of alternative education services for disruptive youth and has been since 2005.

WHEREAS, BERMUDIAN SPRINGS SCHOOL DISTRICT and, RIVER ROCK ACADEMY LLC have entered into a contractual arrangement, as further described herein, wherein BERMUDIAN SPRINGS SCHOOL DISTRICT will have certain placement rights regarding "disruptive youth", as defined in the Act that BERMUDIAN SPRINGS SCHOOL DISTRICT desires to place their students into the RIVER ROCK ACADEMY LLC'S program for educational and counseling services.

NOW THEREFORE, in accordance with the aforesaid recitals, RIVER ROCK ACADEMY LLC and BERMUDIAN SPRINGS SCHOOL DISTRICT, intending to be legally bound, agree as follows:

1. **DEFINITIONS**: The following definitions apply regarding the text of this Agreement:

   a. **"TERM".** For purposes of this Agreement, "Term" shall be defined as the 2025 2026 school year.

   b. **"PROGRAM".** For purposes of this Agreement, "Program" shall be defined as the, RIVER ROCK ACADEMY LLC Act 48 program;

   c. **"PUBLIC SCHOOL".** For purposes of this Agreement, "PUBLIC SCHOOL" shall collectively be defined as all schools of the BERMUDIAN SPRINGS SCHOOL DISTRICT, acting by and through their authorized employees, agents and representatives; and

   d. **"STUDENT".** For purposes of this Agreement, "Student" shall be defined as a male or female in middle school, high school, or an area-vocational school

c. RIVER ROCK ACADEMY LLC warrants that its educational facility currently complies with all physical welfare and safety statutes, regulations, ordinances or mandates prescribed or issued by the Department of Environmental Protection and any applicable local governmental authority, and that said facility shall be and remain in compliance with all such physical welfare and safety statutes, regulations, ordinances or mandates during the entire term of this Agreement.

d. RIVER ROCK ACADEMY LLC warrants that its educational facility meets all state and local statutes regarding environmental health and safety and that artificial lighting facilities, heating facilities, ventilation and cleanliness standards are being provided in concert with 24 P.S. 7-736 and 7-737, 7-738, 7-739, and 7-740.

e. RIVER ROCK ACADEMY LLC has written procedures on file for student and parental/guardian concerns and that complaints are referred to the public school immediately.

II. SCHOOL FOOD SERVICE:

RIVER ROCK ACADEMY LLC shall NOT provide any food service and the requirements of Appendix 3 of the 2015 2017 Guidelines regarding Private Alternative Education Institutions set forth on page 36, items 21-2c do not apply.

III. STAFFING:

a. RIVER ROCK ACADEMY LLC warrants that all members of its staff are of good moral character and are at least 18 years of age, that they have been examined by a physician, have had tuberculosis testing, and that each member of the staff has a certificate from a physician on file verifying the examination and results of said examination in accordance with the aforesaid representation.

b. RIVER ROCK ACADEMY LLC warrants that all employees and members of its staff are citizens of the United States of America.

c. RIVER ROCK ACADEMY LLC warrants that all employees and members of its staff have applied for and received all applicable and appropriate background information, including Criminal History Records as required by 24 P.S. 1-111 and Pennsylvania Child Abuse History Clearances as required by 23 P.S. 6354, and that all records received show no evidence of a criminal background or a background of child abuse

possession, use or sale of controlled substances, or possession, use or sale of alcohol or tobacco by any person on school property shall be addressed by RIVER ROCK ACADEMY LLC administrative staff immediately, the student's parents and/or guardians shall be immediately notified and consulted, appropriate disciplinary action shall be taken by RIVER ROCK ACADEMY LLC administrative staff, and a written report shall be completed by RIVER ROCK ACADEMY LLC. Administrative staff shall set forth the name of the student and all pertinent information regarding the incident. A copy of said report shall be placed into the student's file and turned into the Department of Education.

All new incidents involving acts of violence, possession of a weapon and convictions or adjudication of delinquency for acts committed at the RIVER ROCK ACADEMY LLC educational facility, shall be processed handled in compliance with 24 P.S. 13-1307-A (Appendix 3 of the 2015 2017 Guidelines regarding Private Alternative Educational Institutions; Page 37, item 7).

RIVER ROCK ACADEMY LLC shall follow the Violence Policy with regard to all arrangements with local law enforcement when an incident involving an act of violence occurs, at or near the RIVER ROCK ACADEMY LLC educational facility.

VIII. SCHOOL HEALTH SERVICES

RIVER ROCK ACADEMY LLC warrants that it complies with Article 14 of the School Code and compliance with said statutes, ordinances and regulations shall be effectuated by means of providing a licensed and registered school nurse at the RIVER ROCK ACADEMY LLC educational facility.

Student Health Services will be provided jointly by the BERMUDIAN SPRINGS SCHOOL DISTRICT and RIVER ROCK ACADEMY LLC. RIVER ROCK ACADEMY LLC employs a Licensed Practical Nurse that is available for consultation with students and staff, and provides medication administration training and supervision. Health & Immunization Records and proof of physical examination are to be on file with BERMUDIAN SPRINGS SCHOOL DISTRICT by the date of admission. RIVER ROCK ACADEMY LLC will monitor for compliance and work jointly with the public school to maintain records under Article 14 of the School Code. Additional health services as required by the PA School Code will be jointly shared.

IX. ACADEMIC STANDARDS AND ASSESSMENTS:

RIVER ROCK ACADEMY LLC warrants that it complies in full with the academic standards and assessment under Chapter 4 of the State Board

and a designated referring special education representative in accordance with applicable law.

XI. IDENTIFICATION OF ELIGIBLE STUDENTS:

In accordance with Appendix 3 of the 2015 2017 Guidelines regarding Private Alternative Educational Institutions, specifically the provisions set forth in 24 P.S. Section 1901-C (5) BERMUDIAN SPRINGS SCHOOL DISTRICT shall set forth its internal policies to identify those BERMUDIAN SPRINGS SCHOOL DISTRICT students who are eligible for the RIVER ROCK ACADEMY LLC Act 48 Program, and said internal policies shall comply with the informal hearing procedures set forth in 22 Pa. Code 12.8(c).

XII. PERIODIC REVIEW OF STUDENTS:

BERMUDIAN SPRINGS SCHOOL DISTRICT and RIVER ROCK ACADEMY LLC shall together ensure that a review committee reviews each student for return to the regular classroom, at a minimum, at the end of every semester.

XIII. ANNUAL REPORT

RIVER ROCK ACADEMY LLC shall submit timely an End-of-Year Report for Private Alternative Education Institutions to the Department of Education on an annual basis.

EXEMPTION FROM STATUTORY REQUIREMENTS:

RIVER ROCK ACADEMY LLC warrants that it complies with those statutory requirements identified in 24 P.S. 1902-E (3) and all additional statutory provisions, regulations, ordinances or legal mandates regarding RIVER ROCK ACADEMY LLC operations as a private high school or Act 48 Alternative Educational Services Provider (Appendix 3 of the 2015 2017 Guidelines regarding Private Alternative Educational Institutions; Page 39.

CHALLENGES: RIVER ROCK ACADEMY LLC confirms and agrees that it shall be fully liable for any and all damages and costs of any kind resulting from a legal challenge(s) regarding the RIVER ROCK ACADEMY LLC Act 48 Program and/or the actions of RIVER ROCK ACADEMY LLC as the Private Alternative Education Institution. The RIVER ROCK ACADEMY LLC and its Board of School Directors shall not be liable for any activity or operation related to the approved private provider.

HOLD HARMLESS/INDEMNIFICATION: RIVER ROCK ACADEMY LLC and BERMUDIAN SPRINGS SCHOOL DISTRICT agree to hold each other harmless

TERMINATION – APPROVED PRIVATE PROVIDER

RIVER ROCK ACADEMY LLC retains the right to terminate or not to renew this Agreement, after written notice of default and a thirty- day opportunity to cure said default by BERMUDIAN SPRINGS SCHOOL DISTRICT for any of the following reasons:

a. One or more material violations of this Agreement;

b. Failure to timely comply with RIVER ROCK ACADEMY LLC requests for information regarding any matriculated students, or failure to cooperate with RIVER ROCK ACADEMY LLC staff regarding matriculation procedures set forth herein;

c. Failure to make any payment required hereunder or pay any RIVER ROCK ACADEMY LLC invoice when due;

d. Violations of any provision in Act 48 of the Pennsylvania School Code;

e. Violations of any provisions of state or federal law from which BERMUDIAN SPRINGS SCHOOL DISTRICT has not been exempted; BERMUDIAN SPRINGS SCHOOL DISTRICT or their Board of School Directors has been indicted for and convicted of fraud;

COMPLIANCE - STATE REGULATIONS: RIVER ROCK ACADEMY LLC agrees that as a Private Alternative Education Institution it must comply with all of the statutory requirements identified in 24 P.S. 1902-E (3). BERMUDIAN SPRINGS SCHOOL DISTRICT agrees that it shall comply with all applicable Special Education requirements in accordance with State and Federal Law.

ASSIGNMENT: RIVER ROCK ACADEMY LLC agrees that this Agreement may not be assigned or transferred by RIVER ROCK ACADEMY LLC except to a successor in interest to all or substantially all of the assets or equity interests in RIVER ROCK ACADEMY LLC and that this Agreement shall be binding upon and inure to the benefit of the successors and assigns of RIVER ROCK ACADEMY LLC and the BERMUDIAN SPRINGS SCHOOL DISTRICT.

COMPLIANCE: RIVER ROCK ACADEMY LLC agrees that this Agreement is subject to all applicable Federal, State and local laws and regulations, policies and procedures of the Commonwealth of Pennsylvania, Department of Education and the Federal Government.

SEPARABILITY: RIVER ROCK ACADEMY LLC agrees that in the event that any provision of this Agreement shall or become invalid or unenforceable in whole or in part for any reason whatsoever, the remaining provisions shall, nevertheless, be valid and binding as if such invalid or unenforceable provision had not been contained in this Agreement.

request. River Rock Academy's plan to reopen after an extended school closure will comply with PDE guidelines and CDC sanitation standards and will be available upon request. River Rock Academy will support the District's provision of FAPE as outlined in any special education student's IEP as revised by the IEP team upon admission into the program.

Chief School Officer of BERMUDIAN SPRINGS SCHOOL DISTRICT	**Date**
Christina Spielbauer	04/25/2025
Christina Spielbauer, Sr. Vice President River Rock Academy, LLC	**Date**

AGREEMENT

This Agreement made the _____ day of _____, 2025 Bermudian Springs School District (the School District) having an address of 7335 Carlisle Pike, York Springs, Pennyslvania 17372 and YELLOW BREECHES EDUCATIONAL CENTER, INC. having an address of 7 Springview Road, Carlisle, Pennsylvania 17015

WITNESSETH That,

WHEREAS, Contractor, contemporaneously with the execution of this Agreement, agrees to perform the services of this Agreement under the specific terms and conditions as stipulated in Section 1 of this Agreement;

WHEREAS, School District agrees to pay Contractor for services performed as set forth under the terms and conditions in this Agreement; and

NOW, THEREFORE, in consideration of the mutual promises herein set forth, the parties, intending to be legal bound, agree to the following:

1. Contractor Services: Contractor will provide the services of this agreement. These services include:
    - Academic Instruction
    - Experiential Education Activities
    - Service Learning Opportunities
    - Adventure Based Activities
    - Character Development Training
    - Individual and Group Counseling
    - Activity Coordination and Supervision
    - Transportation to and from all planned activities beyond the scope of the District's regular programming (if desired).

2. Location of Contractor Facility: Contractor facility will be located at 7 Springview Road, Carlisle Pennsylvania 17015

3. School District Commitment: School District agrees to purchase 3 secondary academic placements at a per student rate of $34,144.00 and 2 elementary academic placements at a per student rate of $38,894.00. In addition, the School District agrees to purchase transportation for the identified students to and from the educational facility at a per student cost of $7,729.00. Therefore, the School District will pay the Contractor the sum of $218,865.00 for such services in 10 monthly installments of $21,886.50 beginning with a payment on August 15, 2025 and ending with a payment on May 15, 2026.

4. Termination of Agreement: This Agreement shall terminate effective June 30, 2026.

5. Contractor Performance: This Agreement acknowledges that the performance of the services rendered by the Contractor to be as an independent contractor and as such the Contractor shall not be considered an employee of the District for any purpose. The School District further acknowledges that the Contractor shall have the sole authority to control and direct the performance of the details of the work provided under this Agreement. The work, however, is subject to the approval of the School District and shall be subject to the School District's general right of inspection and supervision to secure satisfactory completion. The Emotional Support Planned Course, shall be especially available for inspection and supervision by the School District. Contractor further agrees to comply with all federal, state,

and municipal laws, rules and regulations that are now or may be in the future applicable to the Contractor or the Contractor's business, equipment, and personnel engaged in operations by this Agreement.

6. Responsibilities of Contractor: Contractor consents to be fully and entirely responsible for all acts and the acts of its agents and employees while engaged in the performance of its duties under this Agreement. Further, Contractor, its successors or assigns, covenant and agree to indemnify and save harmless School District, absolutely and without limit, against all claims, suits or judgments, asserted, made or recovered by any and all persons on account of the acts or omissions of Contractor, contractor's agents or employees, during the performance of the work herein, and to carry liability insurance in the sum of $1,000,000 single occurrence and $2,000,000 aggregate in order to assure the ability to meet such indemnification, a copy of which will be given to the district prior to execution of any service to the district. The agreement between School District and Contractor with respect to the subject matter hereunder is contained in this Agreement. No waiver, alteration or modification of the provisions of this Agreement shall be binding unless in writing and signed by a duly authorized representative of the School District, and of the Contractor.

7. Assignment: Any assignment of the Agreement by Contractor without the written consent of the School District shall be void.

8. Indemnity: Contractor agrees to defend, indemnify and save harmless School District, absolutely and without limit, against all claims, suits or judgments, asserted, made or recovered by any and all persons on account of the acts or omissions of Contractor, Contractor's agents or employees, during the formation and conduct of Contractor's business enterprise, including but not limited to reasonable attorney fees incurred by School District. Additionally, the Contractor agrees to carry Errors and Omissions Insurance in the sum of $2,000,000 aggregate.

WHEREFORE, the parties set their hands and seals the date and year first above written.

School District

By: _____

Yellow Breeches Educational Center, Inc.

By: Mark A Staszko
_____
Mark A. Staszko

The Yellow Breeches Educational Center, Inc admits students of any race, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarship and loan programs, and athletic and other school-administered programs.



Adams County Technical Institute

Choose Your Path

2025-2026 Operating Budget

Adams County Technical Institute
Choose Your Path

Adams County Technical Institute
1126 Old Harrisburg Road ▪ Gettysburg, PA 17325
717-398-3178

www.acti-pa.org ▪ contact_acti@acti-pa.org

To: ACTI Joint Operating Committee and Participating District Superintendents

From: Shawn Eckenrode, Administrative Director

Date: March 26, 2024

Subject: 2025-2026 Proposed Operating Budget

The proposed 2025-2026 Adams County Technical Institute (ACTI) Operating Budget is enclosed for your review and action.

Important considerations and differences in the 2025-2026 ACTI Operating Budget are:

- The addition of an Assistant to the Administrative Director position as detailed in function 2380 – Office of the Principal. This will be an administrative position and will serve to:
  - Assume responsibility for student services including attendance, PIMS reporting, discipline, etc.
  - Allow more efficiency in business functions.
  - Allow the Administrative Director to focus on expansion efforts.
  - Provide a solid staffing foundation for expansion and growth of ACTI.
- Collective bargaining negotiations with ACTI teachers are ongoing which could affect this budget.
- Perkins Grant revenue and expenditures are included in this budget. This is a net-zero grant and does not affect the amount needed from participating districts.
- ACTI receives the Secondary Career and Technical Education Subsidy (SCTES) on behalf of participating districts. The amount each district receives is based on the formula in Section 2502.8 of the Public School Code and is credited to each district's share.
- Although purchasing equipment is necessary to operate high-quality career and technical education programs, ACTI relies heavily on grants to obtain our equipment. Equipment grants will be net-zero to the amount needed from participating districts and will be added as Budget Amendments as awarded.

The ACTI Operating Budget must be approved by four (4) of the five (5) participating districts **and** a majority vote of all the school directors of all the participating districts. Once action is taken at your school board meeting, please have your School Board Secretary mail the enclosed Budget Resolution to the Adams County Technical Institute.

Our sincere appreciation and thanks go out to the ACTI Joint Operating Committee members and alternates and to our participating district superintendents for their continued cooperation and support of ACTI. We're excited about future growth and honored to help the students of Adams County meet their career objectives!

Sincerely,

Shawn Eckenrode
Administrative Director

Adams County Technical Institute
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	Joint Operating Committee Members and Alternates	Superintendent
	Brian Davis Neil Tate	Dr. Brad Sterner
	Lindsay Krug Meredith Miller	Dr. Sharon Perry
	Jennifer Holz Matt DeGennaro	Thomas Haupt Superintendent of Record
	Jeremy Davis Ryan Morris	Dr. Jason Perrin
	Brian Lawyer JOC Chairperson Janelle Ressler	Dr. Timothy Mitzel

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ACTI Administration and Faculty

- Shawn Eckenrode, Administrative Director
- Brittney Motts-Pritt, Business Office Coordinator, Joint Operating Committee Secretary
- Amanda Krantz, Student Services/HR/Payroll Coordinator
- James Penton, Diesel Technology Teacher
- Donald Slimmer, Criminal Justice Teacher
- Chef Jeremy Schaffner, Culinary Arts Teacher
- Christine Penton, Allied Health Teacher
- David Snyder, Building Trades Teacher
- Melinda Johnson, Early Learning Teacher
- Stephen Kosman, Computer Networking Teacher
- Lori Munson, Workforce Development Coordinator
- Krista Bannak, Allied Health Lab Assistant

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Budget Resolution

At a regularly scheduled meeting held on _____, by a vote of

_____ Ayes to _____ Nayes

With

_____ Abstaining, and _____ Absent

as recorded in the minutes, the members of the Board of Directors of the _____ School District, a member of the Adams County Technical Institute,

☐ Approved ☐ Disapproved

the General Operating Budget of the Adams County Technical Institute for the fiscal year July 1, 2025 to June 30, 2026.

_____
President

Attest:

_____
Secretary

Adams County Technical Institute
1126 Old Harrisburg Road ▪ Gettysburg, PA 17325
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2025-2026 ACTI Operating Budget
10-General Fund Section

Revenue Summary
(One Page)

Expenditure Summary
(One Page)

Line Item and Prior Year Comparison
(Thirteen Pages)

2025-2026 ACTI General Fund Operating Budget Summary

		24-25 Budget	25-26 Budget	$ Change	% Change
Revenues					
6000	**Local Sources**	**$ (1,238,624)**	**$ (1,348,606)**	**$ (109,982)**	**8.88%**
6510	Interest on Investment	$ -	$ -	$ -	0.00%
6944	Non-Participating District Tuition	$ (24,000)	$ (15,000)	$ 9,000	-37.50%
6946	Participating Districts Share	$ (1,211,624)	$ (1,330,606)	$ (118,982)	9.82%
6949	Preschool Tuition	$ (3,000)	$ (3,000)	$ -	0.00%
6990	Miscellaneous Revenue	$ -	$ -	$ -	0.00%
7000	**State Sources**	**$ (543,156)**	**$ (566,531)**	**$ (23,375)**	**4.30%**
7220	CTE Student State Subsidy	$ (364,460)	$ (354,174)	$ 10,286	-2.82%
7509	Equipment Grants	$ -	$ -	$ -	0.00%
7810	FICA Subsidy	$ (32,901)	$ (39,004)	$ (6,103)	18.55%
7820	PSERS Subsidy	$ (145,795)	$ (173,353)	$ (27,558)	18.90%
8000	**Federal Sources**	**$ (121,453)**	**$ (120,315)**	**$ 1,138**	**-0.94%**
8521	Perkins	$ (121,453)	$ (120,315)	$ 1,138	-0.94%
	Fund Balance	$ -	$ (50,000)	$ (50,000)	100.00%
	Total	**$ (1,903,233)**	**$ (2,085,452)**	**$ (182,219)**	**9.57%**

2025-2026 ACTI General Fund Operating Budget Summary

		24-25 Budget	25-26 Budget	$ Change	% Change
Expenditures					
1100	**Regular Education (Academic)**	**$ -**	**$ -**	**$ -**	**0.00%**
1200	**Special Education**	**$ -**	**$ -**	**$ -**	**0.00%**
1300	**Career & Technical Education**	**$ 1,256,520**	**$ 1,279,603**	**$ 23,083**	**1.84%**
1331	Allied Health	$ 173,504	$ 171,269	$ (2,235)	-1.29%
1342	Culinary Arts	$ 160,309	$ 164,377	$ 4,068	2.54%
1343	Early Learning	$ 134,068	$ 154,831	$ 20,763	15.49%
1373	Computer Networking	$ 146,030	$ 152,425	$ 6,395	4.38%
1381	Building Trades	$ 179,530	$ 164,502	$ (15,028)	-8.37%
1382	Diesel Technology	$ 160,551	$ 166,484	$ 5,933	3.70%
1392	Cooperative Education	$ 154,176	$ 154,024	$ (152)	-0.10%
1394	Criminal Justice	$ 148,352	$ 151,691	$ 3,339	2.25%
1700	**Higher Ed Programs**	**$ 500**	**$ 500**	**$ -**	**0.00%**
1710	Penn College NOW	$ 500	$ 500	$ -	0.00%
2100	**Pupil Personnel Services**	**$ -**	**$ -**	**$ -**	**0.00%**
2200	**Instructional Staff Services**	**$ 29,672**	**$ 42,520**	**$ 12,848**	**43.30%**
2220	Professional Development	$ -	$ -	$ -	0.00%
2261	Curriculum Development	$ -	$ -	$ -	0.00%
2271	Professional Development	$ 27,672	$ 40,520	$ 12,848	46.43%
2290	Administration	$ 2,000	$ 2,000	$ -	0.00%
2300	**Administration Services**	**$ 395,013**	**$ 522,445**	**$ 127,432**	**32.26%**
2310	Board Services	$ 900	$ 1,100	$ 200	22.22%
2320	Board Treasurer Services	$ 300	$ 300	$ -	0.00%
2350	Legal/Audit Services	$ 7,500	$ 23,500	$ 16,000	213.33%
2360	Office of the Executive Director	$ 273,346	$ 236,583	$ (36,763)	-13.45%
2370	Community Relations Services	$ 1,500	$ -	$ (1,500)	-100.00%
2380	Office of the Principal	$ -	$ 150,400	$ 150,400	100.00%
2390	Other Administrative Services	$ 111,467	$ 110,562	$ (905)	-0.81%
2400	**Pupil Health Services**	**$ -**	**$ -**	**$ -**	**0.00%**
2500	**Business Services**	**$ 96,542**	**$ 93,069**	**$ (3,473)**	**-3.60%**
2511	Supervision of Fiscal Services	$ 84,433	$ 89,669	$ 5,236	6.20%
2519	Other Fiscal Services	$ 10,359	$ 900	$ (9,459)	-91.31%
2530	Warehouse and Distributing Srvs	$ 1,750	$ 2,500	$ 750	42.86%
2600	**Building & Grounds Services**	**$ 15,600**	**$ 16,100**	**$ 500**	**3.21%**
2620	Operations of Building Srvs	$ 14,000	$ 14,000	$ -	0.00%
2650	Vehicle Maint	$ 900	$ 1,400	$ 500	55.56%
2690	Oper & Maint of Plant Srvcs	$ 700	$ 700	$ -	0.00%
2800	**Central Services**	**$ 26,547**	**$ 124,841**	**$ 98,294**	**370.26%**
2835	Staff Health Services	$ -	$ 5,815	$ 5,815	100.00%
2836	Staff Dev Srvcs	$ 3,925	$ 5,500	$ 1,575	40.13%
2840	Data Processing Services	$ 22,622	$ 24,200	$ 1,578	6.98%
2890	4.5% ICR paid to GASD	$ 78,577	$ 89,326	$ 10,749	13.68%
3200	**Activities (SkillIsUSA)**	**$ 4,262**	**$ 6,374**	**$ 2,112**	**49.55%**
3210	SkillsUSA	$ 4,262	$ 6,374	$ 2,112	**49.55%**
4000	**Facilities Acq, Construction,& Improvement**	**$ -**	**$ -**	**$ -**	**0.00%**
4300	Architecture & Engineering Services/ Educ Develop	$ -	$ -	$ -	0.00%
	Total	**$ 1,903,233**	**$ 2,085,452**	**$ 182,219**	**9.57%**

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
1331	**Allied Health**						
121	Salaries, Professional, Educational, Regular	76,107.00	40.27	80,377.00	46.93	4,270.00	5.61
213	LIFE INSURANCE	110.00	0.06	110.00	0.06	0.00	0.00
220	SOCIAL SECURITY CONTRS	5,822.00	3.08	6,149.00	3.59	327.00	5.62
230	RETIREMT CONTRIBUTIONS	25,800.00	13.65	27,328.00	15.96	1,528.00	5.92
329	Professional Educational Services, Other	31,415.00	16.62	23,765.00	13.88	(7,650.00)	(24.35)
513	Student Transportation, Contracted	2,000.00	1.06	2,000.00	1.17	0.00	0.00
610	General Supplies	15,800.00	8.36	16,500.00	9.63	700.00	4.43
640	Books and Periodicals	9,500.00	5.03	40.00	0.02	(9,460.00)	(99.58)
656	Technology, Hardware and Supplies	0.00	0.00	5,000.00	2.92	5,000.00	100.00
658	Technology, Software and Support	6,950.00	3.68	10,000.00	5.84	3,050.00	43.88
752	Equipment-Org-Non-Tech	15,500.00	8.19	0.00	0.00	(15,500.00)	(100.00)
Totals for 1331s		**189,004.00**		**171,269.00**		**(17,735.00)**	**(9.38)**
1342	**Culinary Arts**						
121	Salaries, Professional, Educational, Regular	75,305.00	42.76	79,601.00	48.43	4,296.00	5.70
211	Self Pay Medical Ins	23,126.00	13.13	17,769.00	10.81	(5,357.00)	(23.16)
212	DENTAL INSURANCE	1,213.00	0.69	1,164.00	0.71	(49.00)	(4.04)
213	LIFE INSURANCE	110.00	0.06	110.00	0.07	0.00	0.00
220	SOCIAL SECURITY CONTRS	5,761.00	3.27	6,089.00	3.70	328.00	5.69
230	RETIREMT CONTRIBUTIONS	25,529.00	14.50	27,064.00	16.46	1,535.00	6.01
292	Health Savings Accounts	3,000.00	1.70	2,475.00	1.51	(525.00)	(17.50)

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
329	Professional Educational Services, Other	705.00	0.40	705.00	0.43	0.00	0.00
413	Custodial Services	0.00	0.00	800.00	0.49	800.00	100.00
432	Maintenance and Repair, Equipment	2,200.00	1.25	1,000.00	0.61	(1,200.00)	(54.55)
513	Student Transportation, Contracted	1,000.00	0.57	500.00	0.30	(500.00)	(50.00)
610	General Supplies	22,360.00	12.70	22,100.00	13.44	(260.00)	(1.16)
656	Technology, Hardware and Supplies	0.00	0.00	5,000.00	3.04	5,000.00	100.00
752	Equipment-Org-Non-Tech	15,800.00	8.97	0.00	0.00	(15,800.00)	(100.00)
Totals for 1342s		**176,109.00**		**164,377.00**		**(11,732.00)**	**(6.66)**
1343	**Early Learning**						
121	Salaries, Professional, Educational, Regular	72,290.00	53.92	85,230.00	55.05	12,940.00	17.90
211	Self Pay Medical Ins	21,767.00	16.24	21,989.00	14.20	222.00	1.02
212	DENTAL INSURANCE	0.00	0.00	1,164.00	0.75	1,164.00	100.00
213	LIFE INSURANCE	110.00	0.08	110.00	0.07	0.00	0.00
220	SOCIAL SECURITY CONTRS	5,530.00	4.12	6,520.00	4.21	990.00	17.90
230	RETIREMT CONTRIBUTIONS	24,506.00	18.28	28,978.00	18.72	4,472.00	18.25
292	Health Savings Accounts	3,000.00	2.24	2,475.00	1.60	(525.00)	(17.50)
329	Professional Educational Services, Other	705.00	0.53	705.00	0.46	0.00	0.00
513	Student Transportation, Contracted	500.00	0.37	500.00	0.32	0.00	0.00
610	General Supplies	4,100.00	3.06	5,600.00	3.62	1,500.00	36.59
640	Books and Periodicals	560.00	0.42	560.00	0.36	0.00	0.00
658	Technology, Software and Support	1,000.00	0.74	1,000.00	0.64	0.00	0.00
Totals for 1343s		**134,068.00**		**154,831.00**		**20,763.00**	**15.49**

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
1373	**Computer Networking**						
121	Salaries, Professional, Educational, Regular	79,534.00	49.75	82,221.00	53.94	2,687.00	3.38
211	Self Pay Medical Ins	13,654.00	8.54	15,168.00	9.95	1,514.00	11.09
212	DENTAL INSURANCE	1,081.00	0.68	1,038.00	0.68	(43.00)	(3.98)
213	LIFE INSURANCE	110.00	0.07	110.00	0.07	0.00	0.00
220	SOCIAL SECURITY CONTRS	6,084.00	3.81	6,290.00	4.13	206.00	3.39
230	RETIREMT CONTRIBUTIONS	26,962.00	16.86	27,955.00	18.34	993.00	3.68
292	Health Savings Accounts	1,500.00	0.94	1,238.00	0.81	(262.00)	(17.47)
329	Professional Educational Services, Other	705.00	0.44	705.00	0.46	0.00	0.00
438	Maintenance and Repair, Technology	500.00	0.31	500.00	0.33	0.00	0.00
513	Student Transportation, Contracted	1,000.00	0.63	1,000.00	0.66	0.00	0.00
610	General Supplies	10,200.00	6.38	7,700.00	5.05	(2,500.00)	(24.51)
658	Technology, Software and Support	4,700.00	2.94	3,500.00	2.30	(1,200.00)	(25.53)
752	Equipment-Org-Non-Tech	13,850.00	8.66	0.00	0.00	(13,850.00)	(100.00)
766	766	0.00	(0.01)	5,000.00	3.28	5,000.00	100.00
Totals for 1373s		**159,880.00**		**152,425.00**		**(7,455.00)**	**(4.66)**
1381	**Building Trades**						
121	Salaries, Professional, Educational, Regular	87,554.00	45.01	92,123.00	56.00	4,569.00	5.22
211	Self Pay Medical Ins	28,386.00	14.59	16,892.00	10.27	(11,494.00)	(40.49)
212	DENTAL INSURANCE	1,081.00	0.56	1,038.00	0.63	(43.00)	(3.98)
213	LIFE INSURANCE	110.00	0.06	110.00	0.07	0.00	0.00
220	SOCIAL SECURITY CONTRS	6,698.00	3.44	7,047.00	4.28	349.00	5.21

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
230	RETIREMT CONTRIBUTIONS	29,681.00	15.26	31,322.00	19.04	1,641.00	5.53
292	Health Savings Accounts	3,000.00	1.54	2,475.00	1.50	(525.00)	(17.50)
329	Professional Educational Services, Other	645.00	0.33	645.00	0.39	0.00	0.00
432	Maintenance and Repair, Equipment	400.00	0.21	500.00	0.30	100.00	25.00
433	Maintenance and Repair, Vehicles	1,000.00	0.51	1,000.00	0.61	0.00	0.00
513	Student Transportation, Contracted	500.00	0.26	500.00	0.30	0.00	0.00
530	Communications	1,000.00	0.51	0.00	0.00	(1,000.00)	(100.00)
538	538	0.00	0.00	1,000.00	0.61	1,000.00	100.00
610	General Supplies	10,450.00	5.37	8,250.00	5.02	(2,200.00)	(21.05)
623	Propane	100.00	0.05	100.00	0.06	0.00	0.00
626	Gasoline	160.00	0.08	100.00	0.06	(60.00)	(37.50)
627	Diesel Fuel	1,000.00	0.51	900.00	0.55	(100.00)	(10.00)
640	Books and Periodicals	90.00	0.05	0.00	0.00	(90.00)	(100.00)
656	Technology, Hardware and Supplies	7,200.00	3.70	0.00	0.00	(7,200.00)	(100.00)
752	Equipment-Org-Non-Tech	15,000.00	7.71	0.00	0.00	(15,000.00)	(100.00)
810	Dues and Fees	475.00	0.25	500.00	0.31	25.00	5.26
Totals for 1381s		**194,530.00**		**164,502.00**		**(30,028.00)**	**(15.44)**
1382	**Diesel Mechanics**						
121	Salaries, Professional, Educational, Regular	79,534.00	37.86	82,221.00	49.39	2,687.00	3.38
211	Self Pay Medical Ins	32,555.00	15.50	35,370.00	21.25	2,815.00	8.65
212	DENTAL INSURANCE	1,081.00	0.51	1,038.00	0.62	(43.00)	(3.98)
213	LIFE INSURANCE	110.00	0.05	110.00	0.07	0.00	0.00

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
220	SOCIAL SECURITY CONTRS	6,084.00	2.90	6,290.00	3.78	206.00	3.39
230	RETIREMT CONTRIBUTIONS	26,962.00	12.83	27,955.00	16.79	993.00	3.68
292	Health Savings Accounts	3,000.00	1.43	2,475.00	1.49	(525.00)	(17.50)
329	Professional Educational Services, Other	725.00	0.35	725.00	0.44	0.00	0.00
432	Maintenance and Repair, Equipment	0.00	0.00	250.00	0.15	250.00	100.00
513	Student Transportation, Contracted	1,000.00	0.48	1,000.00	0.60	0.00	0.00
610	General Supplies	6,000.00	2.86	5,900.00	3.54	(100.00)	(1.67)
623	Propane	300.00	0.14	450.00	0.27	150.00	50.00
626	Gasoline	100.00	0.05	100.00	0.06	0.00	0.00
627	Diesel Fuel	1,000.00	0.48	500.00	0.30	(500.00)	(50.00)
658	Technology, Software and Support	2,100.00	1.00	2,100.00	1.26	0.00	0.00
752	Equipment-Org-Non-Tech	49,543.00	23.56	0.00	(0.01)	(49,543.00)	(100.00)
Totals for 1382s		**210,094.00**		**166,484.00**		**(43,610.00)**	**(20.76)**
1392	**Cooperative Education/DO**						
121	Salaries, Professional, Educational, Regular	84,336.00	54.70	87,938.00	57.09	3,602.00	4.27
211	Self Pay Medical Ins	27,774.00	18.01	21,541.00	13.99	(6,233.00)	(22.44)
212	DENTAL INSURANCE	1,213.00	0.79	1,164.00	0.76	(49.00)	(4.04)
213	LIFE INSURANCE	110.00	0.07	110.00	0.07	0.00	0.00
220	SOCIAL SECURITY CONTRS	6,632.00	4.30	6,727.00	4.37	95.00	1.43
230	RETIREMT CONTRIBUTIONS	29,391.00	19.06	29,899.00	19.41	508.00	1.73
292	Health Savings Accounts	3,000.00	1.95	2,475.00	1.61	(525.00)	(17.50)
580	Travel (Staff or Students)	500.00	0.32	2,570.00	1.67	2,070.00	414.00

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
610	General Supplies	320.00	0.21	650.00	0.42	330.00	103.13
658	Technology, Software and Support	900.00	0.58	900.00	0.58	0.00	0.00
810	Dues and Fees	0.00	0.01	50.00	0.03	50.00	100.00
Totals for 1392s		**154,176.00**		**154,024.00**		**(152.00)**	**(0.10)**
1394	**Criminal Justice**						
121	Salaries, Professional, Educational, Regular	79,660.00	42.52	85,230.00	56.19	5,570.00	6.99
211	Self Pay Medical Ins	21,210.00	11.32	14,937.00	9.85	(6,273.00)	(29.58)
212	DENTAL INSURANCE	1,213.00	0.65	1,164.00	0.77	(49.00)	(4.04)
213	LIFE INSURANCE	110.00	0.06	110.00	0.07	0.00	0.00
220	SOCIAL SECURITY CONTRS	6,257.00	3.34	6,520.00	4.30	263.00	4.20
230	RETIREMT CONTRIBUTIONS	27,727.00	14.80	28,978.00	19.10	1,251.00	4.51
292	Health Savings Accounts	3,000.00	1.60	2,475.00	1.63	(525.00)	(17.50)
329	Professional Educational Services, Other	725.00	0.39	725.00	0.48	0.00	0.00
360	Professional Services, Staff Development	2,420.00	1.29	0.00	0.00	(2,420.00)	(100.00)
513	Student Transportation, Contracted	2,000.00	1.07	2,500.00	1.65	500.00	25.00
610	General Supplies	4,030.00	2.15	7,732.00	5.10	3,702.00	91.86
656	Technology, Hardware and Supplies	0.00	0.00	1,250.00	0.82	1,250.00	100.00
658	Technology, Software and Support	0.00	0.00	70.00	0.05	70.00	100.00
752	Equipment-Org-Non-Tech	38,975.00	20.81	0.00	(0.01)	(38,975.00)	(100.00)
Totals for 1394s		**187,327.00**		**151,691.00**		**(35,636.00)**	**(19.02)**
1710	**Penn College NOW**						
329	Professional Educational Services, Other	500.00	100.00	500.00	100.00	0.00	0.00

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
Totals for 1710s		**500.00**		**500.00**		**0.00**	**0.00**
2271	**Professional Development**						
220	SOCIAL SECURITY CONTRS	0.00	0.00	200.00	0.49	200.00	100.00
240	Tuition Reimbursement	22,572.00	81.57	34,120.00	84.21	11,548.00	51.16
360	Professional Services, Staff Development	1,500.00	5.42	2,700.00	6.66	1,200.00	80.00
580	Travel (Staff or Students)	3,600.00	13.01	3,500.00	8.64	(100.00)	(2.78)
Totals for 2271s		**27,672.00**		**40,520.00**		**12,848.00**	**46.43**
2290	**Other Instructional Staff Services**						
329	Professional Educational Services, Other	2,000.00	100.00	2,000.00	100.00	0.00	0.00
Totals for 2290s		**2,000.00**		**2,000.00**		**0.00**	**0.00**
2310	**Board Services**						
540	Advertising and Public Relations	300.00	33.33	500.00	45.45	200.00	66.67
635	Meals and Refreshments	600.00	66.67	600.00	54.55	0.00	0.00
Totals for 2310s		**900.00**		**1,100.00**		**200.00**	**22.22**
2320	**Board Treasurer Services**						
525	Bonding Insurance	300.00	100.00	300.00	100.00	0.00	0.00
Totals for 2320s		**300.00**		**300.00**		**0.00**	**0.00**
2350	**Legal/Audit Services**						
330	Professional Services, Other	7,500.00	100.00	23,500.00	100.00	16,000.00	213.33
Totals for 2350s		**7,500.00**		**23,500.00**		**16,000.00**	**213.33**
2360	**Office of the Executive Director**						
111	111	121,540.00	44.46	150,000.00	63.40	28,460.00	23.42

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
211	Self Pay Medical Ins	14,922.00	5.46	16,201.00	6.85	1,279.00	8.57
212	DENTAL INSURANCE	423.00	0.15	406.00	0.17	(17.00)	(4.02)
213	LIFE INSURANCE	380.00	0.14	380.00	0.16	0.00	0.00
215	VISION INSURANCE	81.00	0.03	83.00	0.04	2.00	2.47
220	SOCIAL SECURITY CONTRS	9,298.00	3.40	11,475.00	4.85	2,177.00	23.41
230	RETIREMT CONTRIBUTIONS	41,202.00	15.07	51,000.00	21.56	9,798.00	23.78
292	Health Savings Accounts	1,500.00	0.55	1,238.00	0.52	(262.00)	(17.47)
330	Professional Services, Other	80,000.00	29.27	0.00	0.00	(80,000.00)	(100.00)
530	Communications	500.00	0.18	500.00	0.21	0.00	0.00
549	549	700.00	0.26	700.00	0.30	0.00	0.00
550	Printing and Binding	500.00	0.18	500.00	0.21	0.00	0.00
580	Travel (Staff or Students)	500.00	0.18	500.00	0.21	0.00	0.00
635	Meals and Refreshments	1,800.00	0.66	1,800.00	0.76	0.00	0.00
810	Dues and Fees	0.00	0.01	1,800.00	0.76	1,800.00	100.00
Totals for 2360s		**273,346.00**		**236,583.00**		**(36,763.00)**	**(13.45)**
2370	**Community Relations Services**						
810	Dues and Fees	1,500.00	100.00	0.00	0.00	(1,500.00)	(100.00)
Totals for 2370s		**1,500.00**		**0.00**		**(1,500.00)**	**(100.00)**
2380	**2380**						
111	111	0.00	0.00	90,000.00	59.84	90,000.00	100.00
211	Self Pay Medical Ins	0.00	0.00	18,933.00	12.59	18,933.00	100.00
212	DENTAL INSURANCE	0.00	0.00	1,164.00	0.77	1,164.00	100.00

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
213	LIFE INSURANCE	0.00	0.00	110.00	0.07	110.00	100.00
215	VISION INSURANCE	0.00	0.00	233.00	0.15	233.00	100.00
220	SOCIAL SECURITY CONTRS	0.00	0.00	6,885.00	4.58	6,885.00	100.00
230	RETIREMT CONTRIBUTIONS	0.00	0.00	30,600.00	20.35	30,600.00	100.00
292	Health Savings Accounts	0.00	0.00	2,475.00	1.65	2,475.00	100.00
Totals for 2380s		**0.00**		**150,400.00**		**150,400.00**	**100.00**
2390	**Other Administrative Services**						
141	141	47,083.00	42.24	49,437.00	44.71	2,354.00	5.00
211	Self Pay Medical Ins	22,398.00	20.09	22,785.00	20.61	387.00	1.73
212	DENTAL INSURANCE	1,213.00	1.09	1,164.00	1.05	(49.00)	(4.04)
213	LIFE INSURANCE	110.00	0.10	110.00	0.10	0.00	0.00
220	SOCIAL SECURITY CONTRS	3,602.00	3.23	3,782.00	3.42	180.00	5.00
230	RETIREMT CONTRIBUTIONS	15,961.00	14.32	16,809.00	15.20	848.00	5.31
281	Dist Retiree Health	6,100.00	5.47	0.00	0.00	(6,100.00)	(100.00)
292	Health Savings Accounts	3,000.00	2.69	2,475.00	2.24	(525.00)	(17.50)
658	Technology, Software and Support	12,000.00	10.77	14,000.00	12.67	2,000.00	16.67
Totals for 2390s		**111,467.00**		**110,562.00**		**(905.00)**	**(0.81)**
2511	**Business Office-Supervision of Fiscal Services**						
141	141	52,709.00	62.43	55,344.00	61.72	2,635.00	5.00
212	DENTAL INSURANCE	1,213.00	1.44	1,164.00	1.30	(49.00)	(4.04)
213	LIFE INSURANCE	110.00	0.13	110.00	0.12	0.00	0.00
220	SOCIAL SECURITY CONTRS	4,032.00	4.78	4,234.00	4.72	202.00	5.01

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
230	RETIREMT CONTRIBUTIONS	17,869.00	21.16	18,817.00	20.98	948.00	5.31
658	Technology, Software and Support	8,500.00	10.06	10,000.00	11.16	1,500.00	17.65
Totals for 2511s		**84,433.00**		**89,669.00**		**5,236.00**	**6.20**
2519	**Other Fiscal Services**						
250	UNEMP COMPENSATION	5,000.00	48.27	0.00	0.00	(5,000.00)	(100.00)
260	WORKMENS COMPENSATION	4,959.00	47.87	0.00	0.00	(4,959.00)	(100.00)
310	Purchased Admin Services	0.00	0.00	500.00	55.56	500.00	100.00
810	Dues and Fees	400.00	3.86	400.00	44.44	0.00	0.00
Totals for 2519s		**10,359.00**		**900.00**		**(9,459.00)**	**(91.31)**
2530	**2530**						
610	General Supplies	1,750.00	100.00	2,500.00	100.00	750.00	42.86
Totals for 2530s		**1,750.00**		**2,500.00**		**750.00**	**42.86**
2620	**2620**						
523	General Property and Liability Insurance	14,000.00	100.00	14,000.00	100.00	0.00	0.00
Totals for 2620s		**14,000.00**		**14,000.00**		**0.00**	**0.00**
2650	**Vehicle Op & Maintenance Services**						
433	Maintenance and Repair, Vehicles	500.00	55.56	1,000.00	71.43	500.00	100.00
626	Gasoline	400.00	44.44	400.00	28.57	0.00	0.00
Totals for 2650s		**900.00**		**1,400.00**		**500.00**	**55.56**
2660	**Safety & Secruity Srvs**						
450	Construction Services	27,000.00	38.57	0.00	0.00	(27,000.00)	(100.00)
610	General Supplies	800.00	1.14	0.00	0.00	(800.00)	(100.00)

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
658	Technology, Software and Support	42,200.00	60.29	0.00	0.00	(42,200.00)	(100.00)
Totals for 2660s		**70,000.00**		**0.00**		**(70,000.00)**	**(100.00)**
2690	**OTHER OPERATION AND MANTENANCE OF PLANT SERVICES**						
658	Technology, Software and Support	700.00	100.00	700.00	100.00	0.00	0.00
Totals for 2690s		**700.00**		**700.00**		**0.00**	**0.00**
2835	**Health Services (Staff)**						
260	WORKMENS COMPENSATION	0.00	0.00	5,815.00	100.00	5,815.00	100.00
Totals for 2835s		**0.00**		**5,815.00**		**5,815.00**	**100.00**
2836	**Staff Development (Non-Inst,Non-Certified)**						
360	Professional Services, Staff Development	2,925.00	74.52	1,000.00	18.18	(1,925.00)	(65.81)
580	Travel (Staff or Students)	1,000.00	25.48	1,000.00	18.18	0.00	0.00
810	Dues and Fees	0.00	0.00	3,500.00	63.64	3,500.00	100.00
Totals for 2836s		**3,925.00**		**5,500.00**		**1,575.00**	**40.13**
2840	**Data Processing Services**						
438	Maintenance and Repair, Technology	500.00	2.21	3,000.00	12.40	2,500.00	500.00
448	Lease/Rental of Hrdware & Tech Srvs	4,700.00	20.78	4,700.00	19.42	0.00	0.00
538	538	16,422.00	72.59	16,500.00	68.18	78.00	0.47
766	766	1,000.00	4.42	0.00	0.00	(1,000.00)	(100.00)
Totals for 2840s		**22,622.00**		**24,200.00**		**1,578.00**	**6.98**
2890	**2890**						
890	890	78,577.00	100.00	89,325.67	100.00	10,748.67	13.68

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
Totals for 2890s		**78,577.00**		**89,325.67**		**10,748.67**	**13.68**
3210	**School Sponsored Student Activities**						
137	Salaries, Professional, Other, Activity Advisor	4,262.00	100.00	4,500.00	70.60	238.00	5.58
220	SOCIAL SECURITY CONTRS	0.00	0.00	344.00	5.40	344.00	100.00
230	RETIREMT CONTRIBUTIONS	0.00	0.00	1,530.00	24.00	1,530.00	100.00
Totals for 3210s		**4,262.00**		**6,374.00**		**2,112.00**	**49.55**
Expenditure Totals		**2,121,901.00**		**2,085,451.67**		**(36,449.33)**	**(1.72)**
6944	**Non-Participating District Tuition**						
000	NON-CATEGORICAL	(24,000.00)	100.00	(15,000.00)	100.00	9,000.00	(37.50)
Totals for 6944s		**(24,000.00)**		**(15,000.00)**		**9,000.00**	**(37.50)**
6946	**Participating District Share**						
000	NON-CATEGORICAL	(1,211,624.00)	100.00	(1,330,606.00)	100.00	(118,982.00)	9.82
Totals for 6946s		**(1,211,624.00)**		**(1,330,606.00)**		**(118,982.00)**	**9.82**
6949	**Preschool Tuition**						
000	NON-CATEGORICAL	(3,000.00)	100.00	(3,000.00)	100.00	0.00	0.00
Totals for 6949s		**(3,000.00)**		**(3,000.00)**		**0.00**	**0.00**
7220	**CTE Student Subsidy**						
000	NON-CATEGORICAL	(364,460.00)	100.00	(354,174.00)	100.00	10,286.00	(2.82)
Totals for 7220s		**(364,460.00)**		**(354,174.00)**		**10,286.00**	**(2.82)**
7362	**PCCD School Mental Health Grant**						
000	NON-CATEGORICAL	(70,000.00)	100.00	0.00	0.00	70,000.00	(100.00)
Totals for 7362s		**(70,000.00)**		**0.00**		**70,000.00**	**(100.00)**

BUDGET PREP PRIOR YEAR COMPARISON
BY FUNCTION, OBJECT
Fund: 10 - GENERAL FUND Version: 25-26 Proposed Budget

Account	Description	25 Current Budget	% to Total	26 Proposed Budget	% to Total	Difference	% Diff to Budget
7509	**Equipment Grants**						
000	NON-CATEGORICAL	(148,668.00)	100.00	0.00	0.00	148,668.00	(100.00)
Totals for 7509s		**(148,668.00)**		**0.00**		**148,668.00**	**(100.00)**
7810	**FICA Subsidy**						
000	NON-CATEGORICAL	(32,901.00)	100.00	(39,004.00)	100.00	(6,103.00)	18.55
Totals for 7810s		**(32,901.00)**		**(39,004.00)**		**(6,103.00)**	**18.55**
7820	**PSERS Subsidy**						
000	NON-CATEGORICAL	(145,795.00)	100.00	(173,353.00)	100.00	(27,558.00)	18.90
Totals for 7820s		**(145,795.00)**		**(173,353.00)**		**(27,558.00)**	**18.90**
8521	**Perkins**						
000	NON-CATEGORICAL	(121,453.00)	100.00	(120,315.00)	100.00	1,138.00	(0.94)
Totals for 8521s		**(121,453.00)**		**(120,315.00)**		**1,138.00**	**(0.94)**
Revenue Totals		**(2,121,901.00)**		**(2,035,452.00)**		**86,449.00**	**(4.07)**

Adams County Technical Institute
1126 Old Harrisburg Road ▪ Gettysburg, PA 17325
717-398-3178

www.acti-pa.org ▪ contact_acti@acti-pa.org

2025-2026 ACTI Operating Budget
Formula and District Contribution Section
(One Page)

2025-2026 ACTI District Contribution Calculation

		Total	Bermudian Springs SD	Conewago Valley SD	Fairfield Area SD	Gettysburg Area SD	Littlestown Area SD
Eligible 9-12 Enrollment (Enrollment Public Schools 2023-2024 Report)		3,808	612	1,271	291	1,078	556
9-12 Eligible Enrollment (20% of Overall Formula)		**100.00%**	**16.07%**	**33.38%**	**7.64%**	**28.31%**	**14.60%**
Adams County Technical Institute Enrollment	* 2022-2023	248.963	35.692	44.770	32.178	89.100	47.223
	* 2023-2024	261.137	43.683	50.377	22.627	92.450	52.000
	** 2024-2025	260.000	51	51	16	83	59
	3-Year Average	256.70	43.46	48.72	23.60	88.18	52.74
Average Prior Three-Year Enrollment (80% of Overall Formula)		**100.00%**	**16.93%**	**18.98%**	**9.19%**	**34.35%**	**20.55%**
Overall Formula Result		**100.00%**	**16.76%**	**21.86%**	**8.88%**	**33.14%**	**19.36%**
Revenue needed without SCTES		$ 1,684,780	$ 282,335	$ 368,252	$ 149,672	$ 558,402	$ 326,119
23-24 SCTES		$ 354,174	$ 55,736	$ 74,643	$ 41,074	$ 106,885	$ 75,836
Net revenue need from districts		**$ 1,330,606**	**$ 226,599**	**$ 293,609**	**$ 108,598**	**$ 451,517**	**$ 250,284**
Quarterly Payment Amount			$ 56,650	$ 73,402	$ 27,149	$ 112,879	$ 62,571
Comparison to Last Year							
2024-2025 Paid by Districts		$ 1,211,624	$ 175,641	$ 267,896	$ 141,192	$ 420,822	$ 206,073
Increase/(Decrease)		$ 118,982	$ 50,958	$ 25,713	$ (32,594)	$ 30,695	$ 44,211

* Based on Child Accounting > Student Calendar > Instructional Time and Membership Report for the previous two years.

** Based on PIMSReportsV2 > Student > October Student Snapshot > Student Snapshot Template Details Report

MEMORANDUM OF UNDERSTANDING (MOU)
Between
Bermudian Springs School District
7335 Carlisle Pike, York Springs, PA 17372
(Hereinafter referred to as the “District”)

And
Uriah Day Care
925 Goodyear Road, Gardners, PA 17324
(Hereinafter referred to as the “Day Care”)

Subject: Use of Bermudian Springs School District as Emergency Evacuation Site

This Memorandum of Understanding (MOU) is entered into on this 13 day of May, 2025, by and between Bermudian Springs School District and Uriah Day Care. The purpose of this agreement is to authorize the use of District facilities as an emergency evacuation site for Uriah Day Care in the event of an emergency that requires the evacuation of its children and staff.

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1. Purpose

This MOU establishes the responsibilities and expectations of both parties in the event that Uriah Day Care must evacuate its facility and seeks temporary shelter at Bermudian Springs School District.

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2. Designated Evacuation Site

The District agrees to make available appropriate and safe space within its facilities, specifically **Bermudian Springs Elementary School** located at 7335 Carlisle Pike, York Springs, PA 17372, to be used as a temporary evacuation site for children and staff from Uriah Day Care.

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3. Responsibilities of the Day Care

- Provide the District with current emergency contact information for children, parents/guardians, and staff.

- Coordinate and manage transportation of children and staff to the District site.

- Supply staff to remain with children during the evacuation period.
- Notify the District as soon as reasonably possible in the event of an evacuation.
- Conduct periodic drills in coordination with the District if requested.

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4. Responsibilities of the District

- Ensure that designated space within the school is accessible and safe during an evacuation event.
- Provide access to basic amenities including restrooms, water, and shelter.
- Designate a point of contact within the District to coordinate emergency procedures with Uriah Day Care.
- Notify appropriate District personnel in a timely manner upon activation of the agreement.

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5. Term and Termination

This MOU will become effective on the date signed and will remain in effect until either party provides thirty (30) days' written notice of termination. This agreement will be reviewed and updated annually or as needed. This agreement will remain in effect until May 12, 2026.

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6. Liability and Insurance

Each party agrees to maintain appropriate insurance coverage for its operations. The Day Care agrees to hold harmless and indemnify the District from any claims arising from its use of the District's facilities, except where such claims arise from gross negligence or intentional misconduct by the District.

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7. Confidentiality

Both parties agree to maintain the confidentiality of any personally identifiable information exchanged during the course of this partnership, and to use such information only as necessary for the safety and welfare of the children during emergency evacuations.

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8. Amendments

This MOU may only be amended by written agreement of both parties.

Signatures

By signing below, the parties agree to the terms and conditions outlined in this Memorandum of Understanding:

For Bermudian Springs School District:

Dr. Brad Sterner
Superintendent
Date: _____

Mr. Dan Chubb
School Board President
Date: _____

For Uriah Day Care:

Ms. Cynthia Klinger
Director
Date: _____

Docusign Envelope ID: F3437FB6-6307-4C64-8322-DA011D002878

Business Associate Agreement

This Business Associate Agreement is entered into this 1ST day of April 2025 between Family First Health Corporation a Pennsylvania Federally Qualified Health Center, and Bermudian Springs School District with a principal place of business at 7335 Carlisle Pike, York Springs, PA 17372.

RECITALS

Family First Health is a Federally Qualified Health Center (FQHC) that provides medical, dental, behavioral health and social services with a principal place of business at 116 S. George St., York, PA 17401.

Family First Health, as a Covered Entity under the Health Information Portability and Accountability Act of 1996 ("HIPAA") is required to enter into this Agreement to obtain satisfactory assurances that Bermudian Springs School District, a Business Associate under HIPAA, will appropriately safeguard all Protected Health Information ("PHI") as defined herein, disclosed, created, maintained or received by Bermudian Springs School District on behalf of Family First Health.

Family First Health desires to engage Bermudian Springs School District to perform certain functions for, or on behalf of, Family First Health involving the disclosure of PHI by Family First Health to Bermudian Springs School District, or the creation, maintenance or use of PHI by Bermudian Springs School District on behalf of Family First Health, and Bermudian Springs School District desires to perform such functions.

This contract shall be deemed an amendment to the parties' underlying contract ("Underlying Agreement").

In consideration of the mutual promises below and the exchange of information pursuant to this agreement and in order to comply with all legal requirements for the protection of this information, the parties therefore agree as follows:

Article I. Definitions of Terms

1.01 "Agreement" means this Business Associate Agreement.

1.02 "Business Associate" shall have the meaning given to such term in 45 C.F.R. § 160.103.

1.03 "C.F.R." shall mean the Code of Federal Regulations.

1.04 "Covered Entity" shall have the meaning given to such term in 45 C.F.R. § 160.103, and in reference to the party to this agreement, shall mean Family First Health Corporation.

1.05 "Designated Record Set" shall have the meaning given to such term in 45 C.F.R. § 164.501.

1.06 "Electronic Protected Health Information or Electronic PHI" shall have the meaning given to such term under the Privacy Rule and the Security Rule, including, but not limited to, 45 C.F.R. § 160.103, as applied to the information that Business Associate creates, receives, maintains or transmits from or on behalf of Family First Health.

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1.07 "HIPAA Rules" shall mean the Privacy, Security, Breach Notification and Enforcement Rules at 45 C.F.R. Parts 160 and 164.

1.08 "Individual" shall have the same meaning given to such term in 45 C.F.R, § 160.103 and shall include a person who qualifies as the individual's personal representative in accordance with 45 C.F.R. § 164.502(g).

1.09 "Privacy Rule" shall mean the Privacy Standards at 45 C.F.R. Part 164, Subpart E.

1.10 "Protected Health Information" ("PHI") shall have the meaning given to such term in 45 C.F.R. § 160.103.

1.11 "Required By Law" shall have the same meaning given to such term in 45 C.F.R. § 164.103.

1.12 "Secretary" shall mean the Secretary of Health and Human Services ("HHS") or his or her designee as provided in 45 C.F.R. § 160.103.

1.13 "Security Incident" shall have the same meaning given to such term under the Security Rule, including, but not limited to, 45 C.F.R. § 164.304.

1.14 "Security Rule" shall mean the Security Standards at 45 C.F.R. Part 164, Subparts A and C.

Article II. Obligations and Activities of Bermudian Springs School District

2.01 Protected Health Information. Bermudian Springs School District agrees and acknowledges that any individual's Protected Health Information that comes within Bermudian Springs School District's custody, exposure, possession or knowledge or is created, maintained, retained, transmitted, derived, developed, compiled, prepared or used by Bermudian Springs School District in the course of or in connection with the performance of services under this Agreement, is confidential and shall remain the exclusive property of Family First Health Practice and shall be used, disclosed, transmitted and/or maintained solely in accordance with this Agreement and as Required By Law. Bermudian Springs School District agrees to comply with its obligations as a Business Associate and acknowledges that it is subject to and agrees to comply with HIPAA and all applicable guidance and regulations issued by the Secretary to implement HIPAA and all other applicable law.

2.02 Use of Protected Health Information. Bermudian Springs School District shall not use or disclose Protected Health Information other than as permitted or required by this Agreement or as Required By Law.

2.03 Forwarding Requests for Disclosure from Government to Family First Health. Bermudian Springs School District shall forward all requests for the disclosure of Protected Health Information from a law enforcement or government official, or pursuant to a subpoena, other legal request or court or administrative order, to Family First Health as soon as possible before making the requested disclosure, but no later than five (5) business days following its receipt of such request or order.

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2.04 Assisting Family First Health Respond to Requests for Disclosure from Government. Bermudian Springs School District shall provide to Family First Health all Protected Health Information necessary to respond to a request for the disclosure of Protected Health Information by a law enforcement or government official, or pursuant to a subpoena, other legal request, or court or administrative order as soon as possible, but no later than two (2) business days following its receipt of such written request from Family First Health.

2.05 Restrictions on Use and/or Disclosure of Protected Health Information. Bermudian Springs School District shall comply with all granted restrictions on the use and/or disclosure of Protected Health Information, pursuant to 45 C.F.R. § 164.522(a), upon notice from Family First Health. Bermudian Springs School District shall forward to Family First Health any requests for restriction on the use and/or disclosure of Protected Health Information within five (5) business days of receipt.

2.06 Requests for Confidential Communication of Protected Health Information. Bermudian Springs School District shall comply with all granted requests for confidential communication of Protected Health Information, pursuant to 45 C.F.R. § 164.522(b), upon notice from Family First Health. Bermudian Springs School District shall forward to Family First Health any requests for confidential communication of Protected Health Information within ten (10) business days of receipt.

2.07 Appropriate Safeguards. Bermudian Springs School District shall implement administrative, physical and technical safeguards that reasonably and appropriately protect the confidentiality, integrity and availability of Electronic Protected Health Information that it creates, receives, maintains, or transmits on behalf of the Family First Health, as required by the Security Rule.

2.08 Duty to Mitigate. Bermudian Springs School District shall take immediate steps to mitigate, to the extent practicable or as reasonably directed by Family First Health, any harmful effect that is known to Bermudian Springs School District of use or disclosure of Protected Health Information by Bermudian Springs School District in violation of the requirements of this Agreement, the Privacy Rule or the Security Rule, such as obtaining the recipient's satisfactory assurances that the information will not be further used or disclosed (through a confidentiality agreement or similar means) or will be destroyed.

2.09 Reporting of Unauthorized Uses or Disclosures. Bermudian Springs School District shall report to Family First Health any use or disclosure of the Protected Health Information not provided for by this Agreement, the Privacy Rule or the Security Rule, including breaches of unsecured Protected Health Information, as required at 45 C.F.R. § 164.410, and any security incident resulting in the use or disclosure of PHI of which it becomes aware, as soon as possible, but no later than five (5) business days after discovery, stating (to the extent known by Bermudian Springs School District) the nature of such use or disclosure, the names and addresses of the individuals who are the subject of such Protected Health Information and the names of the individuals who made or engaged in such use or disclosure and any other available information that the Family First Health is required to include in notifications to the affected individuals.

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2.10 Subcontractors, Consultants, Agents and Other Third Parties. Bermudian Springs School District shall in accordance with 45 C.F.R. §§ 164.502(e)(1)(ii) and 164.308(b)(2) ensure that any subcontractor, consultant, agent, or other third party that creates, receives, maintains, or transmits Protected Health Information on behalf of Bermudian Springs School District agrees to the same restrictions, conditions, and requirements that apply to Bermudian Springs School District with regard to its creation, use, and disclosure of Protected Health Information. Bermudian Springs School District shall, upon request from Family First Health, provide Family First Health with a list of all such third parties. Bermudian Springs School District shall ensure that any subcontractor, consultant, agent, or other third party to whom it provides Electronic Protected Health Information agrees to implement reasonable and appropriate safeguards to protect such information. Bermudian Springs School District must terminate its agreement with any subcontractor, consultant, agent or other third party, and obtain all Protected Health Information provided to such subcontractor, consultant, agent or other third party, if Bermudian Springs School District becomes aware that the subcontractor, consultant, agent or other third party has breached its contractual duties relating to HIPAA or this agreement. If any subcontractor, consultant, agent, or other third party of Bermudian Springs School District are not subject to the jurisdiction or laws of the United States, or if any use or disclosure of Protected Health Information in performing services under the Agreement will be outside of the jurisdiction of the United States, such entitles must agree by written contract with the Bermudian Springs School District to be subject to the jurisdiction of the Secretary, the laws and the courts of the United States, and waive any available jurisdictional defenses as they pertain to the parties' obligations under this Agreement, the Privacy Rule or the Security Rule.

2.11 Books and Records. Bermudian Springs School District shall make internal practices, books, and records relating to Protected Health Information received from, or created or received by Bermudian Springs School District, on behalf of Family First Health, available to Family First Health, or at the request of Family First Health to the Secretary, for purposes of the Secretary determining Family First Health compliance with the Privacy Rule.

2.12 Documenting Disclosures. Bermudian Springs School District shall document such disclosures of Protected Health Information and information related to such disclosures as would be required for Family First Health to respond to a request by an Individual for an accounting of disclosures of Protected Health Information in accordance with 45 C.F.R. § 164.528.

2.13 Accounting for Disclosures. Bermudian Springs School District shall provide to Family First Health, upon request and in the time and manner required by 45 C.F.R. § 164.528(c)(1), an accounting of disclosures of an Individual's Protected Health Information, collected in accordance with Section 2.11 of this Agreement, to permit Family First Health to respond to a request by an Individual for an accounting of disclosures of Protected Health Information in accordance with 45 C.F.R. § 164.528.

2.14 Minimum Necessary. Bermudian Springs School District acknowledges that it shall request from the Family First Health and so disclose to its affiliates, subsidiaries, agents, subcontractors or other third parties, only the minimum Protected Health Information necessary to perform or fulfill a specific function required or permitted hereunder. Bermudian Springs School District acknowledges that the Secretary is required by the Health Information Technology for Economic

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and Clinical Health "HITECH Act" to issue guidance on what constitutes "minimum necessary" for purposes of the Privacy Standards. Bermudian Springs School District agrees to comply with the guidance, once issued by the Secretary, and to only request, use or disclose the minimum amount of Protected Health Information as described in such guidance.

2.15 Training. Bermudian Springs School District shall provide training as to the Privacy Rule and the Family First Health privacy policy to all of its employees who will handle or be responsible for handling Protected Health Information on Family First Health behalf.

2.16 Independent Contractor. The relationship of the Bermudian Springs School District with Family First Health shall be one of independent Contractor, and not an employee or agent of Family First Health.

2.17 Securing Protected Health Information. Bermudian Springs School District will comply with Section II.B of the April 27, 2009 HHS guidance (74 Fed. Reg. 19006 at 19009-19010) setting forth the technologies and methodologies for rendering Protected Health Information unusable, unreadable, or indecipherable to unauthorized individuals such that breach notification is not required. Bermudian Springs School District shall insure that any subcontractor, consultant, agent, vendor, or other third party to whom it provides Protected Health Information will implement, in a reasonable and appropriate manner, the technologies and methodologies the HITECH Act and HHS guidance specifies with respect to rendering Family First Health's Protected Health Information unusable, unreadable or indecipherable to unauthorized individuals.

2.18 Breach Notification. Notwithstanding paragraph 2.17 above, if any Protected Health Information in the possession, custody or control of Bermudian Springs School District remains or becomes unsecured, Bermudian Springs School District shall, following discovery of a breach (as such term is defined in 45 C.F.R. § 164.402) of such unsecured Protected Health Information, provide the notifications to individuals, the media and the Secretary, as set forth in 45 C.F.R. §§ 164.404 through 164.408.

2.19 Timeliness of Notifications. Except where a law enforcement official states to Family First Health or Bermudian Springs School District that a notification would impede a criminal investigation or cause damage to national security, all notifications shall be made without unreasonable delay and in no case later than 60 calendar days from discovery of the breach.

2.20 Indemnification. Bermudian Springs School District shall defend, indemnify and hold harmless the Family First Health from and against any or all actual costs (including but not limited to any and all actual costs incurred by Covered Entity in complying with the breach notification requirements of 45 C.F.R. Part 164, Subpart D), loss, interest, actual damages, liability, claim, legal action or demand by third parties, (including costs, expenses and reasonable attorney fees on account thereof) arising out of Bermudian Springs School District's breach of unsecured Protected Health Information by the Bermudian Springs School District or failure by the Bermudian Springs School District to provide the breach notifications required by 45 C.F.R. §§ 164.404 through 164.408, except to the extent that such loss, interest, damage, liability, claim,

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legal action or demand was incurred as a result of the negligence or willful misconduct of Family First Health. As a condition precedent to the Bermudian Springs School District's obligation to indemnify Family First Health under this Agreement, Family First Health must notify Bermudian Springs School District within a reasonable amount of time upon learning of any claim or liability in order to give Bermudian Springs School District an opportunity to present any appropriate defense on behalf of Family First Health and Bermudian Springs School District. Family First Health shall have the right, but not the obligation, to participate in any defense at its own cost and with its own counsel. The provisions of this paragraph 2.20 will survive the termination of this Agreement.

2.21 Application of Privacy Rule to Bermudian Springs School District. Where provided, the standards, requirements, and implementation specifications adopted under 45 C.F.R. Part 164, Subpart E, apply to Bermudian Springs School District with respect to the Protected Health Information of Physician Practice.

2.22 Fundraising. Bermudian Springs School District agrees to clearly and conspicuously provide any recipient of fundraising communications the opportunity to opt out of receiving any further such solicitations.

2.23 Sale of Protected Health Information. Bermudian Springs School District shall, except pursuant to and in compliance with 45 C.F.R. § 164.508(a)(4), not engage in the sale of Protected Health Information.

2.24 Compliance and Enforcement. Bermudian Springs School District is subject to the compliance, enforcement and civil monetary penalties provisions at 45 C.F.R., Part 160, Subparts C and D.

2.25 Individual's Access to Protected Health Information. Bermudian Springs School District shall cooperate with Family First Health on a timely basis, consistent with 45 C.F.R. § 164.524(b)(2), to fulfill all requests by individuals for access to the individual's Protected Health Information that are approved by Family First Health. Bermudian Springs School District shall make available Protected Health Information in a designated record set to Family First Health as necessary to satisfy Family First Health obligations under 45 C.F.R. § 164.524(c). Bermudian Springs School District further agrees that to the extent Bermudian Springs School District maintains Protected Health Information of Family First Health in an electronic health record ("EHR"), Family First Health must comply with patients' requests for access to their Protected Health Information by giving them, or any entity that they designate clearly, conspicuously and specifically, the information in an electronic format, and must not charge the requestor more than the amount allowed by applicable law

2.26 Implement Information Security Program. Bermudian Springs School District shall implement a documented information security program that includes administrative, technical and physical safeguards designed to prevent the accidental or otherwise unauthorized use or disclosure of Protected Health Information, and the integrity and availability of electronic Protected Health Information it creates, receives, maintains or transmits on behalf of Family First Health. The security program shall include reasonable and appropriate policies and procedures to comply with the standards, implementation specifications, and other requirements of the HIPAA Security Rule. In addition, Bermudian Springs School District agrees to (1) maintain written

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documentation of its policies and procedures, and any action, activity or assessment which the HIPAA Security Rule requires to be documented, (2) retain this documentation for 6 years from the date of its creation or the date when it last was in effect, whichever is later, (3) make this documentation available to those persons responsible for implementing the procedures to which the documentation pertains, and (4) review this documentation periodically, and update it as needed in response to environmental or operational changes affecting the security of the electronic Protected Health Information. Bermudian Springs School District agrees to encrypt all electronic Protected Health Information and destroy all paper Protected Health Information such that it is unusable, unreadable, or indecipherable to unauthorized users. Upon request, Bermudian Springs School District shall make available Bermudian Springs School District's security program, including the most recent electronic Protected Health Information risk analysis, policies, procedures, security incidents and responses and evidence of training.

2.27 Amendments to Protected Health Information. Bermudian Springs School District shall make available Protected Health Information in a designated record set as directed or agreed to by Family First Health pursuant to 45 C.F.R. § 164526, or take other measures as necessary to satisfy Family First Health's obligations under 45 C.F.R. § 164526. Bermudian Springs School District must act on an individual's request for an amendment in a manner and within the time period set forth in 45 C.F.R. § 164526(b)(2).

2.28 Marketing. Bermudian Springs School District shall not use or disclose Protected Health Information for marketing purposes without the individual's authorization, except as provided in 45 C.F.R. §§ 164.508(a)(3)(i)(A) and (B).

Article III. Permitted Uses and Disclosures by Bermudian Springs School District

3.01 General Use and Disclosure. Except as otherwise limited in this Agreement, Bermudian Springs School District may use or disclose Protected Health Information only to perform its obligations and services to Family First Health or as Required By Law, provided that such use or disclosure would not violate the Privacy or Security Rule if done by Family First Health.

3.02 Specific Use and Disclosure Provisions.

3.02.01 Management and Administration of Bermudian Springs School District. Except as otherwise limited in this Agreement, Bermudian Springs School District may use Protected Health Information for the proper management and administration of the Bermudian Springs School District or to carry out the legal responsibilities of the Bermudian Springs School District.

3.02.02 Other Uses and Disclosures. Except as otherwise limited in this Agreement, and notwithstanding Section 3.01 above, Bermudian Springs School District may disclose Protected Health Information for the proper management and administration of the Bermudian Springs School District, provided that disclosures are Required by Law, or Bermudian Springs School District obtains reasonable assurances from the person to whom the information is disclosed that it will be held confidential and used or further disclosed only as Required by Law or for the purpose for which it

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was disclosed to the person, and the person notifies the Bermudian Springs School District of any instances of which it is aware in which the confidentiality of the information has been breached.

3.02.03 Data Aggregation Services. Bermudian Springs School District may use Protected Health Information to provide data aggregation services to Family First Health as permitted by 42 C.F.R. § 164504(e)(2)(i)(B).

3.02.04 Reporting Violations of the Law. Bermudian Springs School District may use Protected Health Information to report violations of law to appropriate Federal and State authorities, consistent with 45 C.F.R. § 164.51(f).

3.02.05 Reporting to Health Plan. Bermudian Springs School District will not disclose Protected Health Information to a health plan if the individual to whom the Protected Health Information pertains has so requested and (1) the disclosure would be for the purposes of payment or health care operations, and not for the purposes of treatment, (2) the Protected Health Information at issue pertains to a health care item or service for which the individual pays out-of-pocket and in full and (3) the disclosure is not required by law.

3.02.06 Minimum Necessary. Bermudian Springs School District will, in the performance of its obligations and services to Family First Health make reasonable efforts to use, disclose and request only the minimum amount of Family First Health Protected Health Information reasonably necessary to accomplish the intended purpose of the use, disclosure or request, except as set forth in 45 C.F.R. § 164.502(b)(2).

Article IV. Obligations of Physician Practice

4.01 Provisions for Family First Health to Inform Bermudian Springs School District of Privacy Practices and Restrictions.

4.01.01 Upon Bermudian Springs School District's request, Family First Health shall provide Bermudian Springs School District with the notice of privacy practices that Family First Health produces in accordance with 45 C.F.R. § 164.520, as well as any changes to that notice.

4.01.02 Family First Health shall provide Bermudian Springs School District with any changes in, or revocation of, authorization by an Individual to use or disclose Protected Health Information, if such changes affect Bermudian Springs School District's permitted or required uses and disclosures.

4.01.03 Family First Health shall notify Bermudian Springs School District, in writing, of any restriction to the use or disclosure of Protected Health Information that Family First Health has agreed to in accordance with 45 C.F.R. § 164.522, and Bermudian Springs School District agrees to conform to any such restriction.

4.01.04 Family First Health acknowledges that it shall provide to, or request from, the Bermudian Springs School District only the minimum Protected Health Information necessary for Bermudian Springs School District to perform or fulfill a specific function required or permitted hereunder.

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4.01.05 Family First Health shall take immediate steps to mitigate an impermissible use or disclosure of Protected Health Information from Bermudian Springs School District to Family First Health including its staff, employees and agents who send and receive Protected Health Information to and from Bermudian Springs School District in the course and scope of their employment, such as obtaining the recipient's satisfactory assurances that the information will not be further used or disclosed (through a confidentiality agreement or similar means between Family First Health and its staff, employees and agents) or Family First Health and its staff, employees and agents) or will be destroyed.

4.02 Permissible Requests by Family First Health. Physician Practice represents and warrants that it has the right and authority to disclose Protected Health Information to Bermudian Springs School District for Bermudian Springs School District to perform its obligations and provide services to Family First Health. Family First Health shall not request Bermudian Springs School District to use or disclose Protected Health Information in any manner that would not be permissible under the Privacy Rule if done by Physician Practice.

Article V. Term and Termination

5.01 Term. The provisions of this Agreement shall take effect as of the Effective Date. Except as otherwise provided herein, the Agreement shall terminate when all of the Protected Health Information provided by Family First Health to Bermudian Springs School District or created or received by Bermudian Springs School District on behalf of Family First Health, is destroyed or returned to Family First Health.

5.02 Termination for Cause. Upon a Party's knowledge of a material breach by the other party, the non-breaching Party shall provide an opportunity for the breaching Party to cure the breach or end the violation and terminate this Agreement if the breaching Party does not cure the breach or end the violation within the time specified by the non-breaching Party or immediately terminate this Agreement if cure of such breach is not possible.

5.03 Termination without Cause. Either party to this Agreement may terminate the Agreement upon provision of [sixty (60)] days prior written notice.

5.04 Effect of Termination.

5.04.01 Disposal of PHI. Except as provided in paragraph 5.04.02 of this Section, upon termination of this Agreement, for any reason, Bermudian Springs School District shall return or destroy all Protected Health Information received from Family First Health, or created or received by Bermudian Springs School District on behalf of Family First Health, at the direction of Family First

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Health, Bermudian Springs School District shall request, in writing, Protected Health Information that is in the possession of subcontractors or agents of Bermudian Springs School District.

5.04.02 In the event the Bermudian Springs School District determines that returning or destroying the Protected Health Information is infeasible, Bermudian Springs School District shall provide to Family First Health notification of the conditions that make return or destruction infeasible. If return or destruction of Protected Health Information is infeasible, Bermudian Springs School District shall extend the protection of this Agreement to such Protected Health Information, for so long as Bermudian Springs School District maintains such Protected Health Information. Following the termination of this Agreement, Bermudian Springs School District shall not disclose Protected Health Information except to Family First Health or as required by Law.

Article VI. Miscellaneous

6.01 Regulatory References. A reference in this Agreement to a section in the HIPAA Rules means the section as in effect or as amended.

6.02 Amendment. This Agreement may be amended upon the mutual written agreement of the parties. Upon the enactment of any law or regulation affecting the use or disclosure of Protected Health Information, or the publication of any decision of a court of the United States or any state relating to any such law or the publication of any interpretive policy or opinion of any governmental agency charged with the enforcement of any such law or regulation, either party may, by written notice to the other party, and by mutual agreement, amend the Agreement in such manner as such party determines necessary to comply with such law, policy, decision or regulation. If the other party disagrees with such amendment, it shall so notify the first party in writing within thirty (30) days of the notice. If the parties are unable to agree on an amendment within thirty (30) days thereafter, then either of the parties may terminate the Agreement on thirty (30) days written notice to the other party.

6.03 Survival. The obligations of Bermudian Springs School District under Section 5.04.02 of this Agreement shall survive the termination of this Agreement.

6.04 Interpretation. Any ambiguity in this Agreement shall be resolved in favor of a meaning that permits Family First Health to comply with the HIPAA Rules. In the event of any inconsistency or conflict between this Agreement and any other agreement between the parties, the terms, provisions and conditions of this Agreement shall govern and control. In the event of an inconsistency between the provisions of the Agreement and the mandatory terms of the HIPAA Rules, as may be amended from time to time by HHS or as a result of interpretations by HHS, a court, or another regulatory agency with authority over the Parties, the interpretation of HHS, such court or regulatory agency shall prevail. In the event of a conflict among the interpretations of these entities, the conflict shall be resolved in accordance with rules of precedence. Where provisions of this Agreement are different from those mandated by the HIPAA Rules, but are nonetheless permitted by the HIPAA Rules, the provisions of the Agreement shall control.

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6.05 No third party beneficiary. Nothing express or implied in this Agreement is intended to confer, and nothing herein shall confer, upon any person other than the parties and the respective successors or assigns of the parties, any rights, remedies, obligations, or liabilities whatsoever.

6.06 Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Pennsylvania. Any disputes relating to this Agreement shall be resolved by the state or federal courts located in Pennsylvania, and Bermudian Springs School District consents to venue in those courts as proper.

IN WITNESS WHEREOF, the parties hereto have duly executed this agreement to be effective as of the Effective Date of the agreement.

Physician Practice: Family First Health	Contractor: Bermudian Springs School District
By: _____	By: _____
Name: Jennifer Englerth	Name: Dr. Brad Sterner
Title: President & CEO	Title:
Date: _____	Date: _____

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Memorandum of Agreement

This Memorandum of Agreement ("MOA") is entered into this 1st day of September, 2025 between Family First Health Corporation ("Family First Health"), a Pennsylvania Federally Qualified Health Center, and the Bermudian Springs School District. Family First Health and Bermudian Springs School District may be referred to individually as a "Party" and collectively as the "Parties."

WHEREAS, Family First Health is a Federally Qualified Health Center (FQHC) that provides medical, dental, behavioral health and social services with a principal place of business at 116 S. George St., York, PA 17401.

WHEREAS, the Bermudian Springs School District is a public-school offering education and supportive services to children in grades Kindergarten through 12th, administrative offices at 7335 Carlisle Pike, York Springs, PA 17372.

WHEREAS, this MOA is an acknowledgement of both Parties' commitment to collaborate in the interest of expanding services that add value to the community and the students and their families at Bermudian Springs School District, and sets forth a framework of mutual objectives, delineated responsibilities, and terms of agreement.

WHEREAS, this MOA is in and of itself non-binding and may be terminated with sixty (60) days' notice, with or without cause, by notifying the other Party in writing.

I. Purpose & Objectives

Family First Health is committed to providing preventative dental services and PA State Mandated dental screenings onsite at the Bermudian Springs School District, as outlined below.

II. Family First Health Responsibilities

Family First Health will commit to the following 2 services:

2 Services

- **Service #1 :** State Mandated School Screening for Kindergarten, Third & Seventh graders who have not returned their private dentist report of dental examination. **(Optional for District – TBD No Later Than Dec.31, 2025, or State Mandated Screenings will be forfeited for the 2025-2026 MSD program year)**
    - Each session is two hours in length,
    - Students are screened at a rate averaging 50-75 students per hour.
    - Each school will need 1-2 sessions to complete mandated screenings.
    - Fees:
        - Each school will be invoiced $750 per session.

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  - These services are provided by licensed Pennsylvania dentists, with support staff that may consist of EFDA's, hygienists, dental assistants, or other dental professionals in training while under licensed staff's supervision.
  - Dental screening forms are completed and returned to the school nurse.
  - Students are given a registration form for enrollment in Family First Health Mobile School Dentist Program.
- **Service #2**: Preventative Dental Services are open to all grades and students age 17 and under.
  - Preventative services include: dental exams, x-rays, cleaning, fluoride varnish, sealants, and dental hygiene education
  - A registration form is required for treatment. The form captures consent to treatment, the student's health history, and insurance information;
  - Once treated in the Mobile School Dentist Program, the student becomes a dental patient of Family First Health.
  - These services are provided by licensed Pennsylvania dentists, EFDA's, and hygienists as well as by other dental professionals in training while under the supervision of licensed staff;
  - Preventative services will be of no cost to the school, Family First Health will bill the student's dental insurance as treatment is rendered;
  - If the student does not have dental insurance, FFH eligibility staff will work to educate student's parents with potential insurance options and assist them with enrolling in a qualified insurance plan;
  - FFH will provide a dental report card, which is sent home to inform the parent/guardian of treatment rendered, findings, and next steps;
  - Students needing additional services beyond those provided in school can follow up at any of Family First Health's Dental locations.
  - In office care will be subject to standard Family First Health operating processes and procedures;
- All services take place onsite. Dates and times will be coordinated between Bermudian Springs School District and Family First Health;
  - Due to operational costs, we have a 30-student minimum. If less than 30 students are registered 7 days prior to an event, our team will work with the school nurse to cancel the event as well as reach out to families and offer an opportunity to receive care at one of our Family First Health Dental Offices.

III. Bermudian Springs School District **Responsibilities**

Bermudian Springs School District will commit to the following:

Service #1 (Optional for District – TBD No Later Than Dec.31, 2025, or State Mandated Screenings will be forfeited for the 2025-2026 MSD program year)

- Pay Family First Health $750 per completed session to cover the cost associated with the professional staff delivering care and associated supplies;
- Ensure efficiency of student examinations through the session by ensuring students are prepared and ready;
- Provide appropriate student dental health record for completion by Family First Health provider;

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- Provide adequate and confidential space with tables, chairs and a trash can for dental exams to occur;
- Notify Family First Health within 48 hours if there is a need to cancel the session;
- Communicate additional needs or concerns to Family First Health.

Service #2

- Ensure students are scheduled and necessary paperwork is complete ahead of scheduled onsite session;
- Provide adequate and confidential space with tables, chairs and a trash can for dental exams to occur;
- Notify Family First Health within 48 hours if there is a need to cancel the session;
- Communicate additional needs or concerns to Family First Health.

IV. Confidentiality

Family First Health and the Bermudian Springs School District are governed by various State and Federal Regulations to protect the privacy and confidentiality of clients. Both agencies agree to operate in compliance with these regulations, including the Health Insurance Portability and Accountability Act of 1996 (HIPAA). Both agencies agree to have appropriate administrative, technical, and physical safeguards to protect the privacy of Protected Health Information (PHI).

V. Terms

1. Term. In effect from 9/1/2025 to 6/1/2026 (SY 2025-2026) or until notification of termination from either Party.
2. Termination.
    a. Either Party may voluntarily terminate this agreement by providing sixty (60) days' notice in writing.
    b. If other definitive agreements between Parties beyond this MOA are in effect, the contractual obligations for termination within those agreements will supersede the termination of this agreement.
3. Fees.
    a. Family First Health will invoice monthly for services rendered to the Bermudian Springs School District. Payment will be expected as indicated on the invoice.

IN WITNESS WHEREOF, the parties hereto have duly executed this agreement to be effective as of the Effective Date of the agreement.

Family First Health	Contractor: Bermudian Springs School District
By: _____	By: _____
Name: Jennifer Englerth	Name: Dr. Brad Sterner
Title: President & CEO	Title:
Date: _____	Date: _____



AN AGREEMENT, made and executed this 21st of April 2025, by and between the Bermudian Springs School District, with administrative offices located at 7335 Carlisle Pike, York Springs, PA 17372 (hereinafter referred to as the "Buyer" or “District”), and G-Force Security Solutions, LLC, with principal offices located at 828 Biglerville Road, Gettysburg, PA 17325 (hereinafter referred to as the “Seller” or “G-Force”). The Buyer and Seller may each be referred to individually as a “Party” and, collectively, as the “Parties” in this Agreement.

1. Services to be Performed.

The Seller agrees to provide, and the Buyer agrees to purchase, unarmed security services for extracurricular events designated by the Buyer and held at Bermudian Springs School District facilities during the 2025 – 2026 academic year.

2. Event Scheduling and Notifications.

A. Event Coverage. For coverage of athletic extracurricular events, the Seller’s designated supervisor shall proactively initiate and coordinate with the Buyer’s Athletic Department prior to the commencement of each athletic season (e.g., fall; winter; spring) in order to assess and confirm the security staffing requirements and event coverage needs. For all non-athletic extracurricular events, the Buyer shall provide the Seller with a minimum of fifteen (15) days’ advance written notice. Such notice shall include, at a minimum, the date, time, location, and any other pertinent information reasonably necessary for appropriate planning and staffing purposes. In instances where less than fifteen (15) days’ notice is provided for either athletic or non-athletic events, the Seller shall make reasonable and good-faith efforts to furnish unarmed security services; however, the provision of such services shall not be guaranteed.

B. Inability to Secure Adequate Personnel. In the event that the Seller is unable to secure sufficient personnel to meet the staffing requirements for a scheduled event, despite exercising reasonable efforts, the Seller shall promptly notify the Buyer in writing of such determination. For purposes of this Agreement, "written notice" shall include electronic communications transmitted via email or text message to the Buyer’s designated contacts. In such cases, the Seller shall not be deemed in breach of this Agreement, nor shall it be liable for any failure to

perform services resulting from the unavailability of security personnel, provided that reasonable efforts were made to staff the event.

C. **Minimum Staffing Requirement.** A minimum of two (2) unarmed security personnel shall be assigned to each scheduled event. Any deviation from this minimum staffing requirement shall only occur upon the Buyer's prior written request and shall be subject to mutual written agreement between the Parties. Such agreement shall take into account the nature, scope, anticipated attendance, and risk profile of the event. No modification to the staffing requirements shall be valid unless expressly agreed to in writing by both Parties.

D. **Event Schedule Changes.** The Buyer shall notify the Seller as soon as reasonably practicable of any cancellation, postponement, or rescheduling of an event. If such notice is provided at least two (2) hours prior to the scheduled start time of the event, email communication shall be deemed acceptable and preferred. If notice is provided less than two (2) hours prior to the scheduled event start time, communication via phone call or text message to the Seller's designated supervisor is preferred to ensure timely receipt and response.

E. **Compensation for Late or No Notice.** In the event the Buyer fails to provide timely notice or fails to provide any notice of cancellation, postponement, or rescheduling of an event, the Buyer shall compensate the Seller an amount equivalent to three (3) billable hours per unarmed security guard scheduled to report to the event. For purposes of this provision, "timely notice" shall mean notice provided no less than one (1) hour prior to the scheduled start time of the event. Notice provided less than one (1) hour prior to the scheduled start time shall be deemed untimely, as security personnel may already be en route to the event.

F. **Communication During Business and After-Hours.** During business hours (8:00 AM – 4:00 PM, Monday through Friday), all communication shall be directed to the Seller's designated supervisor, whose phone number and email address shall be provided to the Buyer. If communication is required outside of business hours, the Buyer shall contact the Seller's designated supervisor via phone call or text message. In the event the Buyer is unable to reach the designated supervisor, the Buyer shall make a reasonable effort to contact G-Force by calling the main office phone number provided. A voicemail may be left at this number for after-hours communication.

3. Police Powers.

The Parties acknowledge and agree that the G-Force and its unarmed security guards shall have no police powers, including the authority to make arrests, while performing services under this Agreement. Notwithstanding the foregoing, the unarmed security personnel shall be responsible for assisting in maintaining the safety and security of individuals

present during extracurricular events and shall cooperate and coordinate with local and/or state law enforcement authorities in the event of criminal activity or potential criminal matters arising during the course of their duties.

4. <u>Background Checks ("Certifications").</u>

In compliance with Pennsylvania law, the District requires all individuals – whether employed directly or through contractors – who will have direct contact with individuals under the age of eighteen ("Children") to obtain and submit background clearances (collectively referred to as the "Certifications") prior to commencing services. "Direct contact with Children" is generally defined as the care, supervision, guidance, or control of children, or routine interaction with Children. Notwithstanding any statutory or regulatory definition of "direct contact with Children," the District retains sole discretion to determine when contractors and their employees are in direct contact with Children.

G-Force represents and warrants that all Certifications required by law for its employees were obtained no more than one (1) year prior to each individual's date of hire with G-Force. G-Force shall ensure continued compliance with all certification and clearance requirements imposed by the District and applicable state and federal laws. Furthermore, G-Force shall conduct an employment history review in accordance with Pennsylvania Public School Code, 24 P.S. §1-111.1 prior to assigning any personnel to provide services under this Agreement, to include:

A. State and Federal Criminal History Checks for Prospective Employees/Contractors (and Contractor's Employees).

In accordance with Pennsylvania law (24 P.S. §1-111, as amended), G-Force and all employees assigned to duties involving direct contact with Children, as determined by the District in its sole discretion, shall obtain and submit the following documentation to the District:

i. PA State Police Criminal History Report (PATCH);

ii. Federal Criminal History Record Information (CHRI) – FBI Report; and

iii. PA Arrest/Conviction Report and Certification Form.

Additionally, during the term of this Agreement, G-Force and those of its employees assigned to provide services under this Agreement must notify the District in writing - using the PA Department of Education's Arrest/Conviction Report and Certification Form - within seventy-two (72) hours of any arrest or conviction for an offense enumerated under 24 P.S. §§1-111(e) or (f.1), as amended.

B. Child Abuse History Clearance for Prospective Employees/Contractors (and Contractor's Employees).

In addition to the criminal background checks, the Pennsylvania Child Protective Services Law (23 Pa. C.S. §6301, *et seq.*) requires that all contractors and their employees obtain a Child Abuse History Clearance. The Child Abuse History Clearance must be submitted to the District. G-Force shall ensure compliance with these requirements for itself and its applicable employees.

5. Policy.

The Seller and its employees shall comply with all applicable policies and procedures of the Buyers' Board of School Directors. Additionally, the Seller and its employees shall further comply with all relevant federal, state, and local laws in the performance of their duties under this Agreement.

6. Independent Contractor Status.

The Parties hereby acknowledge and agree that G-Force and its unarmed security guards shall perform all services under this Agreement as independent contractors. Nothing in this Agreement shall be construed as creating an employer-employee relationship between the District and the Seller or the Seller's personnel. The Seller and its employees shall not be entitled to any benefits, rights, or privileges provided by the District to its employees, including but not limited to workers' compensation, health benefits, or other employment-related benefits

7. Compensation.

A. Standard Hourly Rate. In consideration for the unarmed security services provided under this Agreement, the Buyer agrees to compensate the Seller at a rate of $30.50 per hour for each hour worked, subject to a minimum billing of three (3) hours per guard for each scheduled event.

B. Premium Rates. All hours worked between 12:00 AM and 6:00 AM shall be compensated at a premium rate of $35.00 per hour. Additionally, a premium rate of $35.00 per hour shall apply to any post-season playoff events held during the term of this Agreement. For the purposes of this Agreement, a "post-season playoff event" is defined as any athletic event scheduled beyond the regular season, including but not limited to division, district, regional, or state-level competitions, as sanctioned by the relevant athletic governing body.

8. <u>Invoicing and Payment Terms</u>.

A. Invoicing. The Seller shall provide the Buyer with a bi-weekly invoice for services rendered pursuant to this Agreement. Each invoice shall include a detailed itemization of the services provided, the date(s) of services, and the applicable hourly rates.

B. Payment Terms and Late Fees. The Buyer agrees to pay the Seller for invoiced services within twenty (20) days of receipt of the invoice. Any outstanding balance not paid within twenty (20) days of receipt of the invoice shall incur a late fee of five percent (5%) of the outstanding amount, which shall be applied on the 21st day after the invoice date.

C. Legal Fees for Overdue Payments. In the event that the Seller retains legal counsel to recover any overdue amounts from the Buyer, the Seller shall be entitled to recover from the Buyer all attorney's fees, costs, and expenses incurred in connection with such collection efforts.

9. <u>Confidentiality.</u>

In order to fulfill its responsibilities under this Agreement, G-Force may have a legitimate educational interest in reviewing or creating certain personally identifiable information regarding students for second-party review ("Student Information").

A. Under such circumstances, the District shall authorize G-Force to view, inspect, or obtain the necessary confidential records or data. If G-Force does not have such an interest, then G-Force:

i. Shall not be permitted to view, inspect, or obtain any confidential records or data of the District, or of any students, contractors, or agencies thereof, that by law, practice, or regulation disclosure is not permitted or appropriate (the "Confidential Records").

ii. Shall maintain the confidentiality of any such Confidential Records that may, for any reason, become known to or come in the possession of G-Force.

iii. Shall comply with all reasonable security and access policies and procedures of the District.

iv. Shall ensure that any person or entity acting on behalf or at the request of G-Force complies with these provisions.

B. G-Force shall be bound by and comply with the Family Education Rights and Privacy Act ("FERPA"), Protection of Pupil Rights Act ("PPRA"), Individuals with Disabilities Education Act ("IDEA"), the State Board of Education Guidelines, the Health Insurance Portability and Accountability Act ("HIPAA"), to the extent

applicable, and any other applicable federal, state, and/or local legislation regarding the creation of, protection and dissemination of Student Information.

C. If applicable, G-Force agrees that it shall use Student Information solely for the purpose of delivering the services described in this Agreement. G-Force further agrees that Student Information will be kept secure and confidential and that it will not disclose any of the Student Information in any manner whatsoever; provided, however, that any such information may be disclosed to G-Force's employees and representatives who need to know such information for the sole purpose of delivering educational services as an educational agency in accordance with the terms of this Agreement. G-Force is responsible for providing its employees or representatives with a copy of this Agreement (redacting the compensation provisions) and obtaining in writing their Agreement to be bound by the terms hereof to the same extent as if they were Parties hereto.

10. Expenses.

It is agreed that the Seller shall be responsible for all costs associated with uniforms and equipment used by its unarmed security guard(s) during the commission of the services provided to the Buyer under this Agreement

11. Insurance.

G-Force agrees to maintain the following insurance coverage at all times during the term of this Agreement and represents that such coverage will be kept in full force and effect:

A. Commercial General Liability Insurance. G-Force shall maintain Commercial General Liability Insurance that provides coverage for bodily injury, personal injury, accidental death, professional liability, and property damage, with minimum limits of one million dollars ($1,000,000) per occurrence and three million dollars ($3,000,000) in aggregate.

B. Workers' Compensation Insurance. G-Force shall maintain Workers' Compensation Insurance as required by the Commonwealth of Pennsylvania, with minimum limits of one million dollars ($1,000,000) per accident. This coverage shall extend to all G-Force employees performing services under this Agreement for any workplace or work-related accidents or injuries.

C. Additional Insured Status. G-Force shall name the District as an "Additional Insured" on all required insurance policies. Evidence of such coverage, including endorsements specifically required by the District, shall be provided to the District in the form of a Certificate of Insurance.

12. Indemnification.

A. Indemnification by the Seller. To the fullest extent allowed by law, the Seller shall indemnify, defend, save and hold harmless, protect, and exonerate the Buyer, its board members, officers, employees, agents, and representatives, from and against all claims, demands, liabilities, suits, actions, damages, losses, and costs of every kind and nature whatsoever including, without limitation, court costs, investigative fees and expenses, and reasonable attorney's fees, arising out of or caused by the malfeasance or intentional recklessness of the Seller and/or its partners, principals, agents, employees, subcontractors, and representatives or by their failure to perform pursuant to this Agreement.

B. Indemnification by the Buyer. To the fullest extent allowed by law, the Buyer shall indemnify, defend, save, and hold harmless, protect, and exonerate the Seller, its partners, principals, agents, employees, subcontractors, and representatives from any and all claims, demands, liabilities, suits, actions, losses, damages, injury, and costs of any kind or nature whatsoever, including without limitations, court costs, investigative fees, and expenses, and attorney's fees, arising out of or caused by the Buyer's reckless disregard or intentional failure to ensure that the premises on or at which services are to be rendered or events take place are, to the extent reasonable, safe and secure and prepared for the services or event both prior to the arrival of any of the Seller's guards and during and after the services or event itself, with the exception of injuries that are recognized as being covered by workers' compensation, which would be the responsibility of the Seller.

13. Term of Agreement.

The term of this Agreement shall commence upon the execution of an endorsed Agreement by the Buyer and the Seller and shall continue in effect until June 30, 2025, unless earlier terminated in accordance with the provisions of this Agreement. The Buyer shall notify the Seller of its intention to renew the Agreement for the subsequent school year no later than May 1, 2025.

14. Terminating the Agreement.

A. Right to Terminate for Cause. Either Party has the right to terminate this Agreement for cause at any time during the term of this Agreement by providing the other Party thirty (30) days' written notice and opportunity to cure to the other Party.

B. Definition of Cause. For the purposes of this Agreement, "Cause" shall be defined as any act, or failure to act, that: (i) is required pursuant to the terms of this Agreement; or (ii) would be deemed reasonably required under the circumstances surrounding the act or failure to act.

15. Exclusive Agreement.

This Agreement constitutes the entire Agreement between the Parties. No statements, promises, or inducements made by any Party to this Agreement, which are not expressly contained in this written contract, shall be valid or binding.

16. Modifying the Agreement.

This Agreement may not be enlarged, modified, or altered except by a written amendment signed by both Parties.

17. Notices.

All notices and requests required or authorized pursuant to this Agreement shall be made in writing and delivered by certified mail, return receipt requested, and shall be effective upon delivery, as evidenced by a signed green certified delivery receipt card. Notices to the Buyer shall be sent to 7335 Carlisle Pike, York Springs, PA 17372 and notices to the Seller shall be sent to 828 Biglerville Road, Gettysburg, PA 17325.

18. Disputes Resolution.

This Agreement is a contract executed pursuant to the laws of the Commonwealth of Pennsylvania. Any dispute arising under or in connection with this Agreement shall be heard and decided exclusively by the Court of Common Pleas of Adams County, Pennsylvania. The Parties hereto submit to the personal and subject matter jurisdiction of said Court. In the event of legal action, each Party shall be responsible for its own attorney's fees and costs.

19. Applicable Law.

This Agreement shall be binding upon and inure to the benefit of the Parties hereto and their respective Administrators, successors, and assigns, and shall be governed by and construed in accordance with the laws of the Commonwealth of Pennsylvania.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the date and year first above written.

Date: April 21, 2025 By: _____

Robert S. Gano, Owner/CEO
G-Force Security Solutions, LLC

Date: _____ By: _____

Buyer (Signature)
Bermudian Springs School District

By: _____

Buyer (Printed Name/Title)

Statement of Work

Appalachia Managed Services and ATSupport

For

Prepared by

Chris Notarfrancesco

April 30, 2025
T20241112.CN02 - BSSD - Managed Services

Appalachia Technologies
5000 Ritter Road, Suite 104 | Mechanicsburg, PA 17055
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Contact Information

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Company Snapshot

Appalachia Technologies LLC is a leading technology consulting firm with headquarters in Mechanicsburg, PA. Established in 2004 with a core group of technologists in the Central Pennsylvania region, Appalachia has grown to become a primary go to partner for the design, implementation & ongoing support of technology infrastructure, systems & security controls for many enterprise clients across public and private sectors.

Appalachia Technologies is different in that we are a services only company. We do not sell hardware or software, a pillar of independence that allows our services to be delivered in an un-biased manner. Our focus is to provide impeccable service, expertise, urgency and absolute integrity in all our business transactions. Our approach and philosophy make it apparent that we are uniquely positioned to be the trusted IT advisor our customers need in support of their technology infrastructure.

Our Engineers Are the Best in the Business:
While Appalachia Technologies leads the way in terms of innovation, our people are what really make the difference. Our staff includes some of the most experienced engineers found anywhere within our operating territory. Our engineers not only have the necessary technical savviness, but they also have a sincere desire to help your business flourish. They will take the time to become intimately familiar with your enterprise's network infrastructure so they can design a cost-effective solution that will enhance the performance and security of your network. Our engineers maintain up-to-date IT professional certifications to ensure they bring the most current knowledge to your business on a daily basis.

Appalachia's range of Services include:



Consulting & Integration

- Infrastructure
- Data Center / Virtualization
- Enterprise Applications



Cloud, Backup & Disaster Recovery

- Secure Cloud Backup
- Disaster Recovery
- Office 365
- AWS



Security Services & Managed Firewall

- SIEM / Threat Detection
- Penetration Testing
- Vulnerability & Risk Assessments
- MSSP & Managed Firewall



Managed IT Services

- 24x7 Device Monitoring & Alerting
- Network, Server, PC/MAC, Mobile
- Proactive Patching & Protection

This Statement of Work (hereinafter "SoW") dated this April 30, 2025 is between Appalachia Technologies, LLC (hereinafter "Appalachia") located at 5000 Ritter Road, Suite 104, Mechanicsburg, PA 17055 and Bermudian Springs School District (hereinafter "Client") located at 7335 Carlisle Pike, York Springs, PA 17372.

WHEREAS, Appalachia provides IT-based Managed, Security and Consulting/Support Services for organizations;

WHEREAS, Client has a need for associated services (hereinafter "Services") specific to their organization and infrastructure; and

WHEREAS, Appalachia understands the requirements and desires to perform such Services.

NOW, THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties hereto agree as follows:

Scope of Services

SoW Expiration Date

The contents of this SoW are valid during a 90-day "Client acceptance" period beginning on the date of SoW delivery. After the 90-days, and without Client signature (acceptance), the SoW will expire. Upon Client reengagement, Appalachia reserves the right to review the SoW with the Client as originally delivered. If it's determined by the Client or Appalachia that SoW change(s) are needed, Appalachia will modify the SoW for client signature. The 90-day SoW acceptance window is again in effect.

Appalachia will provide the following Services for the Client:

- Managed Services
- Engineering Support Services
- On-Site Support
- vCIO Services

Additionally, Appalachia can provide the following optional Services:

- Security Incident and Event Management (SIEM) Services
- Endpoint Managed Detection and Response
- Cybersecurity Tabletop Exercise
- Internal and External Penetration Testing
- Zero-Trust Security Platform

Managed Services
Appalachia will:

- Proactively monitor Client network, server and workstation devices, collecting detailed information in real-time, including alert-based notifications specific to the overall health and availability of the environment.
- Apply relevant critical Windows-based patching and service pack updates to the monitored server and workstation devices.
- Provide an executive summary report, detailing data for server health/performance on a monthly basis.

Notes:

a. The Client agrees to allow Appalachia to install software agents on all monitored server devices.
b. Critical server patch management/service pack updates occur monthly. As part of this process, a

server reboot may need to occur, with sufficient notice being provided to the Client as to when this will occur.

c. Workstation patch management/service pack updates specific to Microsoft Windows applications will be provided leveraging on-site technicians.
d. Per Appalachia's recommendation and notification, the client is responsible for renewing any device not covered under a current warranty or active care pack option.

Engineering Support Services (ESS)

Ensures consistent, prescriptive IT oversight via an Appalachia Engineering resource up to 8 hours per month, promoting the overall health and performance of the Client environment.

a. ESS will be remote in nature, with an on-site presence as needed.
b. The Engineer will routinely perform a series of health and wellness checks on the client environment. Monthly checks will include, but not be limited to, the following:
    - Verification that backups are performing as expected
    - Verification that Client can restore from backup
    - Check for fault lights on any equipment
c. In the event additional time above 8 and hours per month and 96 hours per year is required, Appalachia will work cooperatively with the Client to determine if additional hours are needed. If it is determined that additional hours are needed Appalachia will charge the Client on an hourly basis at the rate defined below in Pricing and Terms Section below – Support Services.

On-Site Support

Appalachia will provide two (2) on-site resources to handle and facilitate day-to-day technical issues for Client staff and students. Technical support specifics:

a. Unlimited ticket submissions
b. Technical support as follows:
    - Business Hours (7:00 AM – 4:00 PM ET, Monday - Friday, non-client holidays).
    - MS and Mac OS, MS Office Suite. Does not include the support of education-based software.
    - Basic phone system support and updates.
    - Anything outside of the building is supported by Comcast and/or IU Support Services
    - Support from the DMARC to the Server is BSSD Maintenance Team
        i. Includes: Cabling, alarm, and elevator phone issues
    - Support from the Server to the end users is Appalachia
        i. Includes: Switch support, setting up voice mail server and extensions
    - BYOD support for Client email and calendar integration.
    - District provided hardware and peripheral support
    - LAN/WAN and Wireless connectivity

c. Issues with 3rd party software, used by Client, will be handled initially by Client staff and the software vendor. If the issue is determined to be network and/or server O/S related, Appalachia will work with Client and the vendor to remediate. Appalachia is not responsible for training and/or feature/functionality support. Appalachia will track and proactively notify the Client on renewal and/or warranty expiration dates.
d. Appalachia is not responsible for the following: Facilities and/or non-IT maintenance-related support.
    - Example may include cable runs through structural walls, installing equipment onto school buildings or facilities (i.e. - poles for hanging outdoor wireless APs)

vCIO Services

a. As needed or required (up to 16 hours per month), consistent communication with the Superintendent

to review current status of technology, executive summary health/performance report and future planning

b. Align Appalachia resources on prioritization, scope and management of IT-related initiatives
c. Collaboration and input on IT budget planning and strategy
d. Provide updates and metrics/data to the Appalachia Team in support of presentations to the Executive Team and Board of Directors
e. In the event additional time above 16 hours per month and 192 hours per year is required, Appalachia will work cooperatively with the Client to determine if additional hours are needed. If it is determined that additional hours are needed Appalachia will charge the Client on an hourly basis at the rate defined below in Pricing and Terms Section below – Support Services. However, this cost will only be assigned to the Client if the Client has exceeded its total hours allotted per year.

Optional Services

a. Managed Security Incident and Event Management (SIEM) Services
b. Endpoint Managed Detection and Response
c. Cybersecurity Tabletop Exercise
d. Internal and External Penetration Testing
e. Zero-Trust Security Platform -

Managed Security Incident and Event Management Services

Log Management
- Security log collection and retention   o Includes 1-year of raw log retention (additional retention available) - Regularly receive up to 5 customizable reports   o Intervals include daily, weekly, monthly or quarterly   o Examples of common reports include failed login attempts, changes to administrative group memberships, default administrator account usage, usage of weak encryption types, and more! Requirements: - Appalachia does not require direct access to any monitored assets, but as such, will require interaction with client-resources for initial configuration of assets for log collection
Managed Threat Detection & Response
- Includes all Log Management services noted above. - Security Information and Event Management (SIEM)   o Identify known attack patterns leveraging the MITRE ATT&CK framework   o Alert key personnel of suspected active attacks, and indicators of compromise - Network Intrusion Detection   o Correlate collected security logs to highlight suspicious traffic patterns   o Identify insecure protocols and potentially unauthorized network access - Reporting (Monthly)   o Receive Executive and Overview reports on a Monthly Basis   o Additional or customized reports available per request, billed at support rates listed below Requirements: - Appalachia Protect-level service is recommended on all *in-scope* devices. - For devices without Protect-level service, the Client will be responsible for the following: o Deployment of agents and/or the configuration of log forwarding   o Maintaining current OS and critical software patch levels within vendor supported guidelines

o Creating and maintaining any whitelists for firewalls and anti-virus/anti-malware software. o Appalachia is not responsible for any undelivered services due to failure of the above client responsibilities. - Any remediation is billable via the ATSupport rates set forth in the "Pricing and Terms" section below.
Exclusions
- *N/A*

NOTES:

- Large probe appliance(s) are required to facilitate sensor deployment as required, based on the design. The appliance(s) allow administrative access to all managed devices. This probe will be provisioned, owned and maintained by Appalachia. A Protect+ probe may supersede the need for the smaller probe mention in the Managed Services Notes section above. At Appalachia's discretion, and due to the hardware/software lifecycle, the Probe appliance will need to be refreshed. By default, this will part of the monthly recurring fee set forth in the "Pricing and Terms" section below.
- Appalachia will baseline normal traffic during the first month of service. Once this is completed, this baseline will be used to identify suspicious traffic and anomalies as part of ongoing advanced threat detection.
- As needed, and dependent upon the level the implemented Protect+ service, email or phone-based notifications will be provided to the Client.
- For systems and/or applications that are not covered by a vendor support agreement, Appalachia-provided support or remediation may be limited or not available.
- When a condition presents itself that's outside the scope of this SoW, and one that requires Appalachia attention and/or remediation (including high-impact changes to the Client environment), the condition may be considered a separate Project. In this case, the Client's Account Executive (Appalachia) will initiate scoping/timing/pricing conversations with the Client.
- The Client may increase or decrease the number of managed devices and Appalachia agrees to increase or decrease the fees, whichever is appropriate, equal to the value stated in the "Pricing and Terms" section below. In the event the Client adds a new device(s) that requires a managed service, a client-initiated ticket is required, notifying Appalachia of the new device request.
- Appalachia is not responsible for any actions, issues or conditions related to:
    - Non-supported vendor hardware and/or software.
    - The ordering, shipping and receiving of hardware or software.
    - Client-owned hardware replacement costs.
    - Client-owned software licensing purchasing/renewal costs.
    - Client-owned device warranty renewals.

    Note – Appalachia may be able to assist with any of the items above as a separate Project. In this case, the Client's Account Executive (Appalachia) will initiate scoping/timing/pricing conversations with the Client.

Endpoint Managed Detection and Response

Appalachia will provide Managed Detection and Response services to Bermudian Springs School District for their MacBook and Microsoft Windows workstations (approximately 500 devices), which can protect users anywhere they have an internet connection. Appalachia will:

- Monitor your endpoints and respond to malware on a 24/7/365 basis.
- For Windows Devices, Manage Windows Defender and protect your endpoints with routine virus scans, real-time detections, and removable storage scanning.
- Root out footholds that might allow an attacker to gain entry to your internal network and remove them remotely.
- Detect ransomware as it attempts to destroy your files and immediately raise an alarm.
- Analyze and alert running script and processes to protect your organization from common exploit attempts.
- Search your endpoints for potentially unwanted programs (PUPs) that may compromise your organization's security.
- Contain human-confirmed malware infections as quickly possible while minimizing the risk of false-positives.

Cybersecurity Tabletop Exercise

Appalachia leverages the steps outlined in the NIST Computer Security Incident Handling Guide (SP 800-61 Rev. 2) for Cybersecurity Incident Response. The tabletop exercise will use the client's Incident Response Plan (IRP) and supply focus on the following steps from the NIST document:

- Preparation
- Detection & Analysis
- Containment, Eradication & Recovery
- Post Incident Activity

The creation of custom-tailored exercise focuses on the client's incident response and coordination with other involved entities during a potential Cybersecurity incident. The intent is to improve the cyber response posture and collective decision-making processes.

Appalachia designs tabletop exercises to encourage an exchange of ideas to help test, develop and expand the participants' existing knowledge of company policies and procedures within the framework of cyber incident response—the exercise emphasizes coordination, resource integration, and problem identification and resolution during the event.

Internal and External Penetration Testing

Our penetration testing or red team exercises follows the industry best practice set forth by the PTES (Penetration Test Execution Standard). This standard was created by industry leading professionals as a standard for how a penetration test is conducted and organized. The PTES methodology follows the following phases:

Pre-engagement - Information needed for the penetration test is gathered. This includes in-scope assets, constraints, rules of engagement, timelines and other potential constraints that may be relevant to testing.

Intelligence Gathering – During the intelligence gathering phase passive and active techniques are used to gather information about internal and external resources. This can include vulnerability assessments, NMAP

scans, open-source intelligence gathering, and a myriad of other passive and active methods to identify systems internally and externally on a network.

Threat Modeling – Based off intelligence gathered, threats are assessed, and a plan of attack is developed for the organization. For example, If the organization has Windows-based computers, attacks based on Windows are employed and vice versa for Linux or other operating systems or components.
Vulnerability Analysis – If applicable, analysis and review of vulnerability scans are performed before exploitation as a part of the attack planning process.

Exploitation – During the exploitation phase, vulnerabilities and weaknesses in the organization are exploited to gain access in the same way a cybercriminal would attempt to gain access to an organization. This phase can comprise a combination of various attack vectors including but not limited to MiTM (Man in The Middle) attacks, brute force attacks, active exploitation of vulnerabilities, social engineering, IOT (Internet of Things) attacks, and web application attacks when applicable.

Post Exploitation – The post exploitation phase is after access to a system is gained using some form of exploitation method. During Post Exploitation information is gathered in the same way an adversary might gather confidential information to show exactly how far and how much information a cyber-criminal could gain from taking advantage of an organization's vulnerabilities.

Reporting – During the reporting phase, a detailed report including an executive summary and presentation is completed for the client that details the results of the Penetration Test and guidance on how to improve current security posture.

Zero-Trust Security Platform

In order to protect the District, we are recommending the implementation of a new a tool called Threatlocker, that will provide the peace of mind that your servers and data are safe from Ransomware attacks as well as being protected from both known and unknown malware. ThreatLocker will be installed on up to twenty (20) servers at the District.

The Zero-Trust Security platform allows for:

- Application Whitelisting (Allowlisting): Allow only permits approved files to execute and blocks everything else. Policy-driven management of what software is allowed to run, effectively blocking malicious software.
- Ringfencing: Granular control over what applications are allowed to do. Limit interaction between applications, their access to files, the registry, and the internet to protect against the weaponization of trusted applications while mitigating the risks posed by application vulnerabilities.
- Elevation Control: Provide just-in-time elevation on a temporary or per-application basis allows organizations to remove local admin permissions without stopping productivity. Selected applications can run as a local administrator without making users local administrators.
- Network Access Control: Lockdown endpoints and block both inbound and outbound network traffic. Protect servers from untrusted devices on your LAN or the internet. With dynamic ACLs, you can automatically open ports based on a trusted device location.

Exclusions / Assumptions

a. Project/Integration Work – Project/Integration work is defined as any service designed to add/increase functionality or capacity or service that requires a resource that is not engaged in one of the roles defined above. Projects are outside the scope of this agreement and as such Appalachia reserves the right to develop a separate scope of work to perform the project services. Project/Integration work will be identified and agreed to by the Client prior to any work being performed.

b. Line of Business Applications – Line of business applications such as accounting packages, CRM software, ERP software, etc. that are not specifically mentioned herein fall outside the normal purview of this Agreement. Reasonable attempts will be made to correct connectivity issues to such applications; however problems specific to the application or network problems caused by the application are excluded.
c. Hardware Replacement Cost – Hardware replacement strategy is handled on a case-by-case basis and as such, the cost associated with hardware replacement falls outside this agreement. Hardware replacement can take the form of warranty, extended warranty, manufacturer's support contract, Hardware Support Contract, on-site spare, or purchase as needed. Hardware support options will be discussed as part of the Audit deliverables to be sure an appropriate hardware replacement strategy exists for all critical equipment.

Changes to the Statement of Work

Requests by the Client that add/remove Managed Services that materially change this SoW, or it's associated pricing, are subject to the change request procedures referenced in Appendix A.

Service Period

Appalachia shall provide the services set forth in this SoW for a period of five (5) years commencing on July 1, 2025 (hereinafter "Initial Term"). At the expiration of the Initial Term, this SoW shall automatically renew for one (1) year terms (each hereinafter a "Renewal Term").

Pricing and Terms

Managed Services (Fixed Monthly Fee)

Managed Services	Monthly Fee – Years 1, 2, 3
Managed Services Engineering Support Services On-Site Support vCIO	$24,255.00
	Monthly Fee – Year 4
	$24,982.65
	Monthly Fee – Year 5
	$25,732.13

Optional Services

Security Services	Fees
Security Incident and Event Management (SIEM) Services	$5,650/mo or $3,540/mo
Endpoint Managed Detection and Response (up to 500 workstations)	$1,500/mo
Cybersecurity Tabletop Exercise	$6,000/exercise
Internal and External Penetration Testing	$10,000/test
Zero-Trust Security Platform (up to 20 Servers)	$250/mo

Additional Support Services as Needed/Requested by Client (Hourly Rate, invoiced Monthly)

Resource	Rate
vCIO Overage (30-minute minimum, 15-minute increments thereafter)	$215.00/hr.
Engineering Support (1-hour minimum, 15-minute increments thereafter)	$175.00/hr.
Senior Security Engineer	$200.00/hr.
Project Management	$165.00/hr.
Planned After-hours Support	$250.00/hr.
Emergency After-hours Support	$300.00/hr.

Rates

Standard rates will be charged for work during the hours of 8AM – 5PM ET, Monday-Friday and non-Appalachia observed holidays. Planned after-hour rates apply to *scheduled* support requests that need to occur outside of standard business hours. Emergency rates apply to *non-scheduled* support requests deemed Critical by the Client.

Consultant Fee billable hours are considered to include all off-site and on-site work: telephone and email consultations, documentation reviews, research, technology briefings, report preparation and presentations, collaborative and design meetings, project management tasks, oversight of Client's tasks and all other work effort as required. Any significant additional expenses will be billed subject to prior approval from Client.

Travel Expenses

Prices quoted are for Services only. Travel related expenses are not included in this fee and will be invoiced as follows:

Client will reimburse Appalachia for the cost of Non-local travel. Non-local travel is defined as travel to locations beyond Appalachia's primary offices that exceeds 30 miles.

Travel Time:

For non-local travel, travel time will be invoiced at one-half the billable rate times actual time traveled.

Mileage:
For non-local travel, all mileage will be invoiced at the actual mileage times the mileage reimbursement rate established by the General Services Administration of the Federal Government.

Expenses:
For non-local travel, all out-of-pocket expenses will be invoiced to the Client as actual and receipts will be provided.

Terms:

The general terms and conditions of this SoW are set forth in the Master Services Agreement.

Proposal Acceptance

IN WITNESS WHEREOF, Appalachia and Client have caused this SoW to be executed by their duly authorized representatives as of the date first written above.

APPALACHIA	Bermudian Springs School District
Authorized Signature	Authorized Signature
Title	Title
Date	Date

Before the Services can begin, please sign and return this SoW by FAX at 1-888 -277-8320 or email at accounting@appalachiatech.com.

To be completed by Client:

Billing Info:

Name:_____ Phone: _____

Accounts Payable Email Address: _____

Mailing Address: _____

PO# (if applicable): _____

Work Site Address / Service Location(s): _____

_____

APPENDIX A: Project Change Request

In the event both Appalachia and the Client agree to a change in this Statement of Work, a written description of the agreed change (called a "Change Request") will be prepared, which both parties must sign. The Change Request will describe the change, the rationale for the change, and specify any change in the charges, estimated schedule, or other terms. Depending on the extent and complexity of the requested changes, Appalachia may charge for the effort required analyzing it. When charges are necessary in order to analyze a change, Appalachia will provide a written estimate and begin the analysis on written authorization. The terms of a mutually agreed upon Change Request will prevail over those of this Statement of Work or any previous Change Request.

Project Name:			
Requested By:		**Request Date:**	
Prepared By:		**Prepared Date:**	
Contact for Questions:		**Telephone:**	
Change Title:		**Change #:**	
Change Description:			
Project Components Affected:			
Project Timeline and/or Cost Impact:			
Disposition: ☐Approved ☐Rejected ☐Deferred			
Approval Authorized signature on this page by Client authorized approver indicates that the project scope will change according to additions, changes, and/or deletions indicated above. On behalf of Client:			

Client Representative Signature _____ Date _____

Appalachia Representative Signature _____ Date _____

Pennsylvania School Boards Association

March 26, 2025

APPENDIX A

Dr. Brad Sterner Superintendent
Bermudian Springs School District
7335 Carlisle Pike
York Springs, PA 17372

Dear Brad:

Thank you for your interest in PSBA's Policy Review Service. As you know, the maintenance of a current and compliant policy manual is a continuous and important task. Although important, policy is only one of the many competing priorities in a school district and can quickly become outdated when other issues arise that need immediate attention. To assist the district with the creation of a current and compliant policy manual, please see the description of the Policy Review Service below:

Policy Review Service –

PSBA's comprehensive policy review service is based on the analysis and inclusion of pertinent content from federal and state laws, regulations and court decisions; audit requirements; collective bargaining agreements; student handbooks; school website and budget documents and includes the following actions:

1. A comprehensive review of the entire policy manual and analysis of local policies and materials to be used as resources to support customization for your school entity.

2. The writing processing and web-based transmission of a customized first draft policy manual including suggested revised policies and new policies with linked legal reference citations, to be submitted for consideration by the administration and adoption by the School Board.

3. The review and processing of intermediary changes and web-based transmission of formatted, amended copies of the changes for School Board consideration of recommended draft policies and final adoption.

During the drafting process, the PSBA policy guides are used as a foundation for the manual because the PSBA guides have gone through internal quality control and compliance checks and include updated policies which may be currently missing from your policy manual. Local content that is considered compliant with law, nonprocedural and still part of school operations will be inserted into the content of the PSBA policy guides.

PSBA will provide a cross-reference document with each drafted policy section which explains the policy analysis, specifies why local content from existing policy was not included, why new content was added and which policies are completely new to the school. The resulting draft policies are PSBA recommendations and should be reviewed and modified locally to meet your needs. As proposed revisions are made, PSBA will review them and provide feedback if there are any concerns, e.g. if there is a concern the school may have deleted language mandated by applicable law or regulation. As local revisions are made, PSBA will process and format them for your further use in the review and adoption process.

The complete cost for the Policy Review Service is typically $7,200; however, due to your district's previous participation in the Merged Employee Policy Section Service, we are able to offer the Policy Review Service for $6,550; payable as follows:

1. $2,183 upon return of executed copy of the contract;

2. $2,183 pursuant to an invoice upon completion of the draft policy sections.

3. $2,184 the fiscal year following the issuance of the second invoice.

This service is available only to members of the Policy Maintenance Program. This is an optional, separate service. The school continues to pay the annual fee for the Policy Maintenance Program during the Policy Review Service. School entities that have utilized this service have expressed great satisfaction with the results of this review service.

Policy Services Contract

Within ten (10) business days of receipt of the executed contract and first payment, PSBA will provide you with a checklist and questionnaire for your completion. This will instruct you on the materials you must gather and forward to PSBA so that it can initiate the review process described above. Within ten (10) business days of receipt of your materials, PSBA shall confirm receipt and provide you with an approximate date by which the first draft section will be provided to you. This date will be determined based on PSBA project schedules and the section selected for initial drafting to ensure predictable customer service during this project. Thereafter, as revisions are made, PSBA will format them and provide feedback when concerns or questions arise, collaborating throughout the process and providing additional draft sections in the order and broken down as requested by you.

If you need any additional information or clarification on our policy services, please do not hesitate to contact me. I can be reached at policyprograms@psba.org.

Best,

Davelyn S. Smeltzer

Davelyn S. Smeltzer
Senior Director of Policy Services

PSBA
Pennsylvania School Boards Association

FOR USE ONLY BY POLICY SERVICES

CONTRACT FOR PROFESSIONAL SERVICES

This Contract for Professional Services ("CONTRACT") sets forth YOUR and OUR respective responsibilities and obligations with regard to the PROFESSIONAL SERVICES to be provided by US to YOU. When "YOU" and "YOUR" are used in this CONTRACT, it means the SCHOOL ENTITY that is identified below. When "WE", "US", "PSBA" and "OUR" are used in this CONTRACT, it means the PENNSYLVANIA SCHOOL BOARDS ASSOCIATION, whose address is 400 Bent Creek Blvd., Mechanicsburg, PA 17050.

Full Legal Name of School District (or other entity): BERMUDIAN SPRINGS SCHOOL DISTRICT	**Term of CONTRACT:** Procedure and timing of performance is as stated in this contract, including "Appendix A" which was provided to you and forms a part of this contract
School District's (or other entity's) Physical Address: 7335 CARLISLE PIKE YORK SPRINGS, PA 17372	**PROFESSIONAL SERVICES to be Provided by PSBA and dates for PROFESSIONAL SERVICES to be provided:** As stated in this contract, including "Appendix A" which was provided to you and forms a part of this contract.
School District's (or other entity's) Mailing Address:	

TERMS AND CONDITIONS

1. CONTRACT. This CONTRACT consists of the foregoing information, these TERMS AND CONDITIONS and Appendix A. These documents include all items necessary to describe the services and work to be provided by PSBA. The CONTRACT documents are complementary, and what is required by one shall be as binding as if required by all; performance by PSBA shall

be required only to the extent consistent with the Contract Documents and reasonably inferable from them as being necessary to produce the indicated results. In the event that there is any alleged or real conflict between any term(s) contained in these TERMS AND CONDITIONS and any term(s) contained in the Appendix, these TERMS AND CONDITIONS shall control.

2. PRICE. As stated in Appendix "A."

3. PROCEDURE AND TIMING OF PERFORMANCE. As stated in Appendix "A."

4. OWNERSHIP RIGHTS. PSBA Policy Guides are copyrighted policy templates written and designed by PSBA. PSBA shall retain ownership rights over PSBA Policy Guides and any associated documentation prepared by PSBA, to include style, design, formatting or numbering developed by PSBA Policy Services even if distributed to you for consideration and modification. PSBA Policy Guides and individualized policies furnished to YOU by PSBA for review and modification in the performance of this contract and intermediary revisions and modifications during the review period constitute YOUR "DRAFT POLICY OR POLICIES." Pursuant to this CONTRACT YOU are permitted to copy or distribute YOUR DRAFT POLICIES internally, to your legal counsel, or for use by YOUR committees assigned to review DRAFT POLICIES for the sole purpose of engaging in discussion, review and modification of the DRAFT POLICIES for YOUR use and consideration. At such time as any of YOUR DRAFT POLICIES have been revised and are ready for initial recommendation for adoption by YOUR governing body, YOU shall have them formatted by PSBA prior to presenting them for consideration by the governing body. Formatting by PSBA includes review from a policy perspective of any revisions, including insertions and deletions YOU have made, and necessary adjustments to spacing, font size/style, numbering and citations. Once formatting prior to recommended adoption is completed, YOU may, at any time, recommend one or more DRAFT POLICIES to YOUR governing body which shall be designated as YOUR "RECOMMENDED DRAFT POLICY or POLICIES." Upon adoption by your governing body, a policy shall be designated as YOUR FINAL ADOPTED POLICY. From the time a policy is designated as a RECOMMENDED DRAFT POLICY through its final adoption, you shall provide intermediary revisions to PSBA for further formatting and provide the finally adopted policy to PSBA with the addition of the adoption date. Permitted uses by YOU of PSBA's Policy Guides and content originating from PSBA Policy Guides shall not include the sale, release, or transfer of PSBA Policy Guides or content originating from PSBA Policy Guides for any proprietary purposes. Individuals or entities that have not contracted with PSBA Policy Services are prohibited from possessing, copying, publishing, transmitting or transferring any PSBA Policy Guide without the express written permission of PSBA. Provided YOU maintain your membership in PSBA's separate Policy Maintenance Program, in accordance with the PSBA Policy Maintenance Program Participation Agreement, YOU are permitted to use PSBA's style, design, formatting numbering system, editorial enhancements and content originating with a PSBA Policy Guide when developing new policies or revising current policies. The right to use PSBA's style, design, formatting, numbering system, editorial enhancements and content originating with a PSBA Policy Guide terminates upon termination of membership in PSBA's Policy Maintenance Program and the termination provisions of the PSBA Policy Maintenance Program Participation Agreement apply.

5. COMMERCIAL INFORMATION. Except as set forth in paragraph 4, the materials and services provided by the PSBA represent commercial information that is privileged and confidential. The disclosure of the materials, oral presentations, policy reviews, or analysis expressed would cause substantial harm to the competitive position of PSBA. The materials may only be used consistent with the terms in paragraph 4. The material shall not be forwarded,

reproduced, disseminated or transmitted in any form or by any means to any person or entity except as provided for in paragraph 4, without the express written consent of the PSBA.

6. NOTICE OF RIGHT-TO-KNOW-LAW REQUESTS. All PSBA policy development and review services, including any material offered as part of PSBA's policy development or review service, may be subject to exemption from a Right-to-Know Law as original copyrighted material, as privileged material or pursuant to exemptions such as 65 P.S. § 67.708(b)(9) and 65 P.S. §67.708(10). In addition, some material provided to YOU may represent confidential proprietary information or trade secrets as defined by 65 P.S. §67.102. Before providing records which have not yet reached the status of RECOMMENDED DRAFT POLICIES OR FINAL ADOPTED POLICIES, YOU shall provide PSBA with such reasonable notice as is possible so as to allow PSBA the opportunity to object to or limit disclosure. In the event that YOU receive a request for public records pursuant to the Pennsylvania law known as the "Right-to-Know Law" or its successor seeking access to the PSBA copyrighted materials, other than policies having reached the stage where they constitute recommended drafts or finally adopted documents that may be made public as addressed in section 4, and YOU have not denied the request for reasons other than PSBA copyright protection, YOU may grant access to the PSBA copyrighted materials, provided that such access shall be limited to permitting the requester to view the materials in person on YOUR premises, and shall not include the furnishing of any electronic or paper copies of the materials nor electronic display or transmission of the materials except as displayed on a device owned and controlled by YOUR organization under the supervision of an employee of YOUR organization.

7. TERMINATION PROVISIONS. PSBA and YOU each have the right to terminate this CONTRACT at any time and with or without cause, effective upon written notice to the other party. PSBA shall be paid for SERVICES satisfactorily completed prior to the effective date of the termination. These termination provisions are separate from the termination provisions of the Policy Maintenance Program Participation Agreement, which will remain in effect under that separate agreement unless a Policy Maintenance Program Participation Agreement is terminated by YOU or PSBA. In the event the Policy Maintenance Program Participation Agreement is terminated by YOU or PSBA, YOU shall immediately discontinue use of PSBA's style, design, formatting, numbering system, editorial enhancements and content originating with a PSBA Policy Guide. Policies containing PSBA's style, design, formatting, numbering system, editorial enhancements and content originating with a PSBA Policy Guide shall be immediately removed from any publicly accessible place. No further copies can be made or transmitted. Effectively, all use of PSBA's materials must cease.

8. FORCE MAJEURE. Neither party shall be liable for any delay or failure to perform its obligations under this Agreement (other than obligations of payment) if such delay or failure arises from any cause(s) beyond the reasonable control of such party, including but not limited to third party labor disputes, third party strikes, other third party labor or industrial disturbances, act of God, floods, lightning, earthquakes, shortages of materials, rationing, utility or communication failures, casualty, war, acts of public enemy, riots, insurrections, embargoes, blockages, actions, restrictions, new or changed regulations or orders of any governmental agency or subdivision thereof.

9. CHOICE OF LAW. This CONTRACT shall be governed by and interpreted and enforced in accordance with the laws of the Commonwealth of Pennsylvania (without regard to any conflict of law provisions) and the decisions of the Pennsylvania courts.

10. INTEGRATION. The terms set forth in this CONTRACT constitute the entire agreement between the parties. No modifications, alterations, changes, or waiver to such terms shall be valid or binding unless accomplished by a written amendment signed by properly authorized representatives of both parties.

11. LIMITATION OF LIABILITY. PSBA's liability arising out of this agreement will be limited to refund of payments made up to the full price as stated in Appendix "A". In no event will PSBA be liable for any special, consequential, incidental or indirect damages (including without limitation loss of profit) whether or not PSBA has been advised of the possibility of such loss, however caused and on any theory of liability arising out of this CONTRACT. This exclusion applies to any liability that may arise out of third-party claims against YOU.

12. SURVIVAL OF DESIGNATED PROVISIONS BEYOND TERMINATION OF CONTRACT. Notwithstanding anything herein to the contrary, the following provisions of this CONTRACT shall survive termination of this CONTRACT:

a. The Ownership Rights provisions in paragraph 4;

b. The permitted uses of PSBA's copyrighted design and materials set forth in paragraph 4;

c. The notice provisions of paragraph 6.

d. The termination provisions of paragraph 7.

13. AUTHORITY. All persons signing this CONTRACT on behalf of PSBA and YOU hereby personally covenant and warrant that they are authorized to enter into this CONTRACT by the governing board of PSBA and YOUR governing body.

14. CONTEXT. Reference in this CONTRACT to the singular shall be meant to include reference to the plural and vice versa. Reference in this CONTRACT to the masculine gender shall be meant to include the female and neuter and vice versa.

15. HEADINGS. The headings of any Section or Paragraph hereof are for reference purposes only and shall not in any way affect the meaning or interpretation thereof.

16. SEVERABILITY. All agreements and covenants herein contained are severable. In the event that any provision of this CONTRACT should be held to be unenforceable, the validity and enforceability of the remaining provisions hereof shall not be affected thereby. Any court construing this CONTRACT is expressly granted the authority to revise any invalid or unenforceable provision hereof in order to render same enforceable.

Bermudian Springs School District

By: _____

Title: Board President

Date: _____

Pennsylvania School Boards Association

By: _____

Title: Chief Operating Officer

Date: _____

By: _____

Title: Board Secretary

Date: _____

Book	Policy Manual
Section	300 Employees
Title	Political Activities
Code	321
Status	First Reading

Authority

The Board recognizes and encourages the right of **all** employees, as citizens, to engage in political activity. However, district time, **resources,** property **or equipment,** paid for by **taxpayers,** may not be used for political purposes **by district employees** when performing assigned duties.

Employees shall not engage in political activities during assigned **work** hours on property under the jurisdiction of the Board.[1]

Outside an employee's assigned work hours, employees shall not engage in political activities on property under the jurisdiction of the Board unless permission has been granted for that purpose through Board policy 707, Use of Facilities.[2]

The Board establishes the following non-exclusive list to clarify what activities are not appropriate during work hours on district property:

1. **The collection of and/or the solicitation of campaign funds or campaign workers is prohibited on school property.**
2. **The use of pupils for writing or addressing political materials or the distribution of such materials to or by pupils is prohibited.**

The following situations are exempt from the provisions of this policy:

1. Discussion and study of politics and political issues when **applicable to the curriculum and** appropriate to classroom studies.

2. Conduct of student elections and connected campaigning.

3. Conduct of employee representative elections.

Violations of this policy may constitute cause for disciplinary action, up to and including termination. Disciplinary action(s) for violation(s) related to political activities shall be in accordance with Board policies and federal and state laws and regulations.

Legal 1. 24 P.S. 510

Cross References Pol. 707

Book	Policy Manual
Section	300 Employees
Title	Gifts
Code	322
Status	First Reading

Authority

The Board considers the acceptance of gifts by any **employees to be** an undesirable practice.

It is the policy of the Board that staff members not accept gifts of significant value, **as determined by the immediate supervisor**.[1]

The Board shall welcome appropriate letters to staff members expressing gratitude or appreciation by students and parents/guardians.

Delegation of Responsibility

The Superintendent **or designee** may approve acts of generosity to individual **district employees** in unusual situations, **but shall report such instances to the Board on a timely basis**.

Legal 1. 24 P.S. 510

Book	Policy Manual
Section	300 Employees
Title	Tobacco and Vaping Products
Code	323
Status	First Reading

Purpose

The Board recognizes that tobacco **and vaping products, including the product marketed as Juul and other electronic cigarettes,** present a health and safety hazard that can have serious consequences for users, nonusers **and the school environment. The purpose of this policy is to regulate use of tobacco and vaping products, including Juuls and other electronic cigarettes, by district employees and contracted personnel**.

Definition

State law defines the term tobacco product to broadly encompass not only tobacco but also vaping products including Juuls and other electronic cigarettes (e-cigarettes). Tobacco products, for purposes of this policy and in accordance with state law, shall be defined to include the following:[1][2]

1. **Any product containing, made or derived from tobacco or nicotine that is intended for human consumption, whether smoked, heated, chewed, absorbed, dissolved, inhaled, snorted, sniffed or ingested by any other means, including, but not limited to, a cigarette, cigar, little cigar, chewing tobacco, pipe tobacco, snuff and snus**.

2. **Any electronic device that delivers nicotine or another substance to a person inhaling from the device, including, but not limited to, electronic nicotine delivery systems, an electronic cigarette, a cigar, a pipe and a hookah**.

3. **Any product containing, made or derived from either**:

    a. **Tobacco, whether in its natural or synthetic form; or**

    b. **Nicotine, whether in its natural or synthetic form, which is regulated by the United States Food and Drug Administration as a deemed tobacco product**.

4. **Any component, part or accessory of the product or electronic device listed in this definition, whether or not sold separately**.

The term tobacco product does <u>not</u> include the following:[1][2]

1. **A product that has been approved by the United States Food and Drug Administration for sale as a tobacco** cessation **product or for other therapeutic**

purposes where the product is marketed and sold solely for such approved purpose, as long as the product is not inhaled.

2. **A device, included under the definition of tobacco product above, if sold by a dispensary licensed in compliance with the Medical Marijuana Act. *Federal law requires the district to maintain a drug-free workplace, at which marijuana of any kind is prohibited.*** [3][4]

Authority

The Board prohibits use of tobacco **and vaping products, including the product marketed as Juul and other e-cigarettes, by district employees and contracted personnel at any time** in a school building; **on school** buses or **other** vehicles that are owned, leased or controlled by the school district; **or on** property **owned, leased or controlled by the school district**.[2][5][6]

The Board also prohibits use of tobacco and vaping products, including the product marketed as Juul and other e-cigarettes, by district employees at any time while responsible for the supervision of students during school-sponsored activities that are held off school property.[2]

This policy does not prohibit possession of tobacco and vaping products, including the product marketed as Juul and other e-cigarettes, by district employees and contracted personnel of legal age.

The Board deems it to be a violation of this policy for any district employee or contracted personnel to furnish a tobacco or vaping product, including the product marketed as Juul or any other e-cigarette, to a student.[1]

Delegation of Responsibility

The **Superintendent or designee** shall notify employees **and contracted personnel** about the **Board's** tobacco **and vaping products** policy by publishing **information** in handbooks, newsletters, **posters,** and other efficient methods **such as** posted notices, **signs and on the district website**.[2]

Violations of this policy may result in disciplinary action, up to and including termination. Tampering with devices installed to detect the use of tobacco products shall be deemed a violation of this policy and the employee shall be subject to disciplinary action up to and including termination.

Reporting

Office for Safe Schools Report –

The Superintendent shall annually, by July 31, report incidents of **prohibited** possession, use or sale of tobacco **and vaping products, including Juuls or other e-cigarettes,** on school property to the Office **for** Safe Schools on the required form.[7][8]

Law Enforcement Incident Report –

The Superintendent or designee may report incidents involving the sale of tobacco and vaping products, including Juuls or other e-cigarettes, to anyone under 21 by employees on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the school police, School Resource Officer (SRO) or to the local police department that has

jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and Board policies.[1][2][3][7][8][9][10][11]

Legal

1. 18 Pa. C.S.A. 6305
2. 18 Pa. C.S.A. 6306.1
3. Pol. 317
4. Pol. 351
5. 20 U.S.C. 7973
6. Pol. 818
7. 24 P.S. 1303-A
8. Pol. 805.1
9. 22 PA Code 10.2
10. 22 PA Code 10.22
11. 24 P.S. 1302.1-A

20 U.S.C. 7971 et seq

Book	Policy Manual
Section	300 Employees
Title	Personnel Files
Code	324
Status	From PSBA

Authority

Orderly operation of the school district requires maintaining a file for the retention of all records relative to an individual's duties and responsibilities as an **administrative, professional or support** employee of the district.

The Board requires that sufficient records be maintained to ensure an employee's qualifications for the job held; compliance with federal and state requirements and local benefit programs; conformance with **Board** policies, **administrative regulations,** rules **and procedures;** and evidence of completed evaluations.[1]

Delegation of Responsibility

The Board delegates the establishment and maintenance of official personnel records to the Superintendent or designee, who shall prepare **administrative regulations** defining the material to be incorporated into personnel files.

Guidelines

A central file shall be maintained; supplemental records may be maintained only for ease in data gathering.

Medical records shall be kept in a file separate from the employee's personnel file.[2][3]

Only information that pertains to the professional role of the employee and is submitted by duly authorized administrative personnel and the Board may be entered in the official personnel file. A copy of each entry shall be made available to the employee, except for matters pertaining to pending litigation or criminal investigation.

Personnel records shall be available to the Board but only as required in the performance of its designated functions as a **School** Board and as approved by a majority vote of the Board.

Personnel files shall be reviewed at intervals established by the district, and material no longer required shall be destroyed.[4]

Administrative, professional **and** support employees shall have access to their own file. Information relative to confidential employment references/recommendations **are not part of the personnel file and** shall not be available for review by the employee.[5][6]

Employees **may** be required to provide or aid in the acquisition of information to complete or revise personnel records, at the request of the Superintendent or designee.

Title I Schools

In accordance with law, the district shall release to parents/guardians, upon request, information regarding the professional qualifications and academic degrees of any teacher providing instruction to their child at a school receiving Title I funds. The district shall annually notify parents/guardians at the beginning of the school year about their right to request such information.[7][8][9][10]

The district shall notify parents/guardians of students attending Title I schools when their child has been assigned to or taught for four (4) or more consecutive weeks by a teacher who is not highly qualified, as defined by federal law.[7][8][9]

In accordance with law, the district shall release to parents/guardians, upon request, the qualifications of any paraprofessionals who provide instructional support to their child at a school receiving Title I funds. The district shall annually notify parents/guardians at the beginning of the school year about their right to request such information.[7][10][11]

Legal

1. 24 P.S. 510
2. 42 U.S.C. 2000ff et seq
3. 42 U.S.C. 12112
4. Pol. 800
5. 43 P.S. 1321
6. 43 P.S. 1322
7. 20 U.S.C. 6311
8. 20 U.S.C. 7801
9. 22 PA Code 403.4
10. Pol. 304
11. 22 PA Code 403.5

24 P.S. 111
22 PA Code 8.1 et seq
23 Pa. C.S.A. 6301 et seq
43 P.S. 1321 et seq
42 U.S.C. 12101 et seq
8 CFR 274a.2

Book	Policy Manual
Section	300 Employees
Title	Dress and Grooming
Code	325
Status	From PSBA

Authority

Administrative, professional **and support** employees set an example in dress and grooming for students and the **school** community. **Employees' dress should reflect their professional status and** encourage respect for authority **in order to** have a positive **influence on** the district's programs and operations.

The Board has the authority to specify reasonable dress and grooming **requirements,** within law, **for all district employees to** prevent an adverse impact on the educational programs and district operations.[1]

When assigned to district duties, employees shall be physically clean, neat, well-groomed and dressed in a manner consistent with **assigned** job **responsibilities**.

Employees shall be groomed so that their hair style does not cause a safety or health hazard.

Support employees **may** be required to **wear a** designated work uniform and/or utilize safety gear **when performing assigned duties**.

Delegation of Responsibility

If an employee feels that an exception to this policy would enable him/her to carry out assigned duties more effectively, a request should be made to the immediate supervisor.

Legal 1. 24 P.S. 510

Book	Policy Manual
Section	300 Employees
Title	Compensation Plans/Salary Schedules
Code	328
Status	From PSBA

Authority

The Board shall approve compensation plans, individual contracts and salary schedules for administrative, professional **and support** employees.

The **administrative compensation plan shall be** determined **through a good faith, meet and discuss procedure with designated administrators upon written request of a majority of district administrators**.[1]

Salary schedules **approved by the Board** shall be in accordance with those specified in **applicable** collective bargaining agreements and/or Board **resolutions**.

Salary schedules shall be used to set compensation for new and inexperienced employees and for experienced employees new to the district, and salary adjustments that result from earning advanced degrees while employed by the district or required by law.[1][2][3][4][5][6][7]

Delegation of Responsibility

Implementation of the administrative compensation plan, individual contracts, **collective bargaining agreements and Board resolutions regarding employee salaries shall be the responsibility of the** Superintendent and/or Assistant Superintendent.

The Superintendent is authorized to credit past experience **of a candidate when** determining salary.[8]

Legal

1. 24 P.S. 1164
2. 24 P.S. 1075
3. 24 P.S. 1077
4. 24 P.S. 1089
5. 24 P.S. 1141-1152
6. 24 P.S. 1162
7. 24 P.S. 406
8. 24 P.S. 1149

Book	Policy Manual
Section	300 Employees
Title	Overtime
Code	330
Status	From PSBA

Authority

In order to ensure consistent treatment of all affected employees and compliance with applicable federal law regarding payment of overtime, the Board adopts this policy.

In accordance with **federal and state law** and this policy, **applicable collective bargaining agreement or individual contract,** overtime shall be paid for work in excess of the established workday or workweek for each **classification** of support employees.[1][2]

No overtime shall be scheduled or worked without prior approval of the immediate supervisor.

Overtime will be paid at the rate of time and one-half the regular rate of pay when approved in advance for time worked in excess of **forty (40) hours per week (including the difference between the normal workweek and forty (40) hours)**.[1][2]

For purposes of computing overtime, credit shall be given only for hours worked, as recorded in district records and provided by law.

Any conflict between this policy and applicable collective bargaining agreement or individual contract shall be reported promptly to the Board.

Legal

1. 29 U.S.C. 207
2. 43 P.S. 333.104
34 PA Code 231.41
34 PA Code 231.42
34 PA Code 231.43
43 P.S. 333.101 et seq
29 U.S.C. 201 et seq
29 CFR Part 778

Book	Policy Manual
Section	300 Employees
Title	Job Related Expenses
Code	331
Status	From PSBA

Authority

The Board shall reimburse administrative, professional and support employees **for** the actual and necessary expenses, including travel expenses, **they** incur in the course of performing services for the district, in accordance with Board policy.[1]

Delegation of Responsibility

The validity of payments for job related expenses **for all district employees** shall be determined by the Superintendent or designee.

The Superintendent or designee shall **develop administrative regulations** for **approval and** reimbursement **of job related expenses, including** travel expenses, which shall **require employees to provide adequate documentation of expenses**.

Guidelines

The use of a personal vehicle shall be considered a legitimate job expense if travel is among the employee's assigned schools, but not between home and school, and is authorized in advance by the immediate supervisor.

Use of a personal vehicle for approved purposes is reimbursable at the rate per mile approved by the Board.

Use of a personal vehicle requires that liability insurance be provided by the employee.

Actual and necessary expenses **incurred when attending** functions outside the district shall be reimbursed to an employee if approval has been obtained in advance from the Board or Superintendent.[1]

Attendance at approved events outside the district shall be without loss of regular pay, unless otherwise stipulated prior to attendance.

Legal

1. 24 P.S. 517
2. Pol. 309.1
3. Pol. 624

Pol. 626.1

Book	Policy Manual
Section	300 Employees
Title	Working Periods
Code	332
Status	From PSBA

Authority

Work schedules required **for administrative,** professional **and** support **employees** shall be clearly specified to ensure regular **attendance by employees and consistent** operation of the district.

The Board has the authority and responsibility to determine the hours **and days** during which district programs and services shall be available to students and the community, consistent with **the administrative compensation plan, individual contracts,** applicable collective bargaining agreements, **and Board resolutions**.[1][2][3][4]

The Board has the authority to make modifications to the school calendar and the school schedule as necessary to meet the instructional and health and safety needs of students and staff. Modifications to staff working periods shall be addressed in accordance with the administrative compensation plan, individual contracts, applicable collective bargaining agreements, Board resolutions and/or Board-approved health and safety or other emergency preparedness and response plans.[4][5][6]

Delegation of Responsibility

The Superintendent or designee shall develop administrative **regulations** to ensure **district employees are informed of and adhere to their assigned** work schedules.

Professional personnel shall have a duty-free lunch period of not less than thirty (30) minutes. [2]

Staff may be assigned extra or alternative duties, distributed equitably when possible, at the discretion of the building principal.

All professional staff members are expected to attend each faculty meeting unless specifically excused by the responsible administrator.

Legal

1. 24 P.S. 510
2. 24 P.S. 1504
3. Pol. 804
4. Pol. 803

5. 24 P.S. 520.1

6. Pol. 805

Pol. 318

Book	Policy Manual
Section	300 Employees
Title	Professional Development
Code	333
Status	

Authority

Continuing professional study and professional development **for** administrative, professional **and support employees** are prerequisites for professional development, enhanced ability to complete responsibilities and maintaining certification.

The Board **directs district** employees to further their professional and personal advancement through graduate study, conference attendance and professional development activities.[1][2][3]

Guidelines

Graduate/Special Courses

Only courses of study that are pre-approved shall be eligible for reimbursement by the district or a change in compensation for the employee. Documentary evidence of satisfactory completion of all study programs shall be required.

Reimbursement for credits for approved graduate study or special courses shall be made in accordance with terms of the administrative compensation plan or an individual contract, **or** collective bargaining agreement **and when** pre-approved by the Superintendent.

All eligible employees shall submit **annually a record and description of the attainment of approved credits to the Superintendent**.

Approved graduate study or special courses/programs may be of sufficient advantage to the district to warrant an increase in an employee's annual salary, upon **documentation of** satisfactory completion. Such an increase will be in accordance with provisions of the administrative compensation plan, individual contract, collective bargaining agreement, **or Board resolution**.[4][5]

Induction Plan

The district shall comply with Department of Education **requirements when** developing and maintaining an induction plan for first-year teachers, **long-term substitutes hired for a position for forty-five (45) days or more, educational specialists** and teachers new to the district. **The district shall develop and submit the induction plan to the Department of Education for approval every six (6) years, as required by law and regulations. Prior to approval by the Board and submission to the Department of Education, the induction**

plan shall be made available for public inspection and comment in the district's administrative offices and the nearest public library for a minimum of twenty-eight (28) days.[6][7][8]

Induction Program for School System Leaders

School system leaders shall complete an induction program which is consistent with the Pennsylvania School Leadership Standards within five (5) years of serving as a school system leader in Pennsylvania for the first time.[9][10]

School system leaders include principals, vice-principals, assistant principals, Assistant Superintendent, Superintendent and individuals who are converting an administrative certificate from a Level I certificate to a Level II certificate.[9]

Professional Education Plan

The Board shall appoint to the professional education committee parents/guardians and representatives of the community and local businesses. Representatives of administrators, teachers and educational specialists on the professional education committee shall be selected by their respective members.[2][11]

The district shall develop and submit a professional education plan to the Secretary of Education for approval every three (3) years, as required by law and regulations. The professional education plan **shall be** designed to meet the educational needs of the district and its **certificated administrative and professional** employees; specify approved courses, programs, activities and learning experiences, including **training on subjects required by law, regulations and Board policy;** and identify approved providers. **Prior to** approval **by the** Board **and submission to the Secretary of Education, the professional education plan shall be made available for public inspection and comment in the district's administrative offices and the nearest public library for a minimum of twenty-eight (28) days**.[2][7][8][11]

The Board shall ensure an annual review of the district's professional education plan is conducted by the professional education committee to determine if the plan continues to meet the needs of the district, employees, students and community. The professional education committee may recommend amendments to the plan, subject to approval by the Board and the Department of Education.[2]

The Board may approve, on a case-by-case basis, specific professional education activities not stated within the district's professional education plan.[3]

If the district assumes all costs of credits or hours, the Board may disapprove any course, program, activity or learning experience that is inconsistent with the goals of the professional education plan.[3]

Trauma-Informed Approach Education -

The professional education plan shall include a minimum of one (1) hour of required training in trauma-informed approaches, in accordance with law.[2][12][13]

The district shall provide certificated administrative and professional employees with training on trauma-informed approaches, in accordance with law and the professional education plan. Training shall address, but shall not be limited to:[12][13]

1. **Recognition of the signs of trauma in students**.

2. **Best practices for schools and classrooms regarding trauma-informed approaches, including utilizing multi-tiered systems of support**.

3. **Recognition of the signs of impact of secondary trauma on school employees and appropriate resources for employees experiencing secondary trauma**.

4. **The district's policies regarding trauma-informed approaches**.[14]

5. **The district's policies regarding connecting students with appropriate services**. [15][16][17]

Training shall be based on evidence-based or evidence-informed programs that meet the needs of the district's local community and reflect current best practices related to trauma-informed approaches.[13][18]

NOTES:

Attendance at seminars belongs in 331.

Induction Plans - 22 PA Code Sec. 49.16 states that induction plans are required for first-year teachers, long-term substitutes hired for a position for forty-five (45) days or more, and educational specialists; school entities may require teachers new to the school entity to participate in the induction program also. PSBA language is written as a best practice, but the school entity may revise this language based on their practices for newly hired teachers.

Language on making the professional education and induction plans available at "the nearest public library" is included in the official sign-off sheet for PDE's comprehensive planning tool. Chapter 4 Regulations only require the plans to be made available for public inspection and comment, generally.

Legal

1. 24 P.S. 517
2. 24 P.S. 1205.1
3. 24 P.S. 1205.2
4. 24 P.S. 1144
5. 24 P.S. 1151
6. 22 PA Code 49.16
7. 22 PA Code 4.13
8. Pol. 100
9. 24 P.S. 1205.5
10. 24 P.S. 1217
11. 22 PA Code 49.17
12. 24 P.S. 102
13. 24 P.S. 1205.7
14. Pol. 146.1
15. Pol. 146
16. Pol. 209
17. Pol. 236

18. 20 U.S.C. 7801

24 P.S. 1205.6

24 P.S. 1311-B

Pol. 806

Book	Policy Manual
Section	300 Employees
Title	Sick Leave
Code	334
Status	From PSBA

Authority

Board policy for certificated administrative and professional employees shall ensure that eligible employees receive paid sick leave days annually, in accordance with law, administrative compensation plan, individual contract, collective bargaining agreement, or Board resolution. Unused leave shall be cumulative.[1]

Board policy for noncertificated administrative and support employees shall ensure that eligible employees receive paid sick leave days annually, in accordance with the administrative compensation plan, individual contract, collective bargaining agreement or Board resolution. Unused leave shall be cumulative.

The Board reserves the right to require any employee claiming **paid or unpaid** sick leave to submit sufficient proof, including **documentation from a licensed** physician, **certified registered nurse practitioner or a licensed physician assistant,** of the employee's illness, disability **or need to quarantine**.[1][2]

Misuse of sick leave shall be considered a serious infraction subject to disciplinary action.[3]

The Board shall consider the **written request** of any eligible employee for an extension of sick leave, **with or** without pay, when the employee's own accumulated sick leave **or other paid or unpaid leave** has been exhausted, pursuant to law **or collective bargaining agreement provisions** where applicable.[1][2]

The Board approves the use of Sick Leave Banks, and directs the Superintendent or designee to establish administrative regulations or procedures to ensure they are operated in accordance with the provisions of law, Board policy and an applicable administrative compensation plan, collective bargaining agreement, or Board resolution.

Delegation of Responsibility

The Superintendent shall report to the Board the names of employees absent for noncompensable cause or whose claim for sick leave pay cannot be justified.

Guidelines

Whatever the claims of disability, no day of absence shall be considered a sick leave day if the employee has engaged in or prepared for other gainful employment, or has engaged in any activity that would raise doubts regarding the validity of the sick leave request.

Records

The district's personnel records shall show the attendance of each employee; and the days absent shall be recorded, with the reason for such absence noted.[1][2]

A record shall be made of the unused sick leave days accumulated by each **district** employee, which shall be reported to the employee.[1][2]

The Board shall pay a specified amount for each unused sick leave day, up to a designated number of days, upon the retirement **or** death of an employee, as provided in the administrative compensation plan, individual contract, collective bargaining agreement **or Board resolution**.

Legal

1. 24 P.S. 1154

2. 24 P.S. 510

3. Pol. 317

Book	Policy Manual
Section	300 Employees
Title	Family and Medical Leaves
Code	335
Status	From PSBA

Authority

The Board shall provide eligible administrative, professional **and** support employees with unpaid leaves of absence in accordance with the Family And Medical Leave Act, hereinafter referred to as FMLA.[1][2]

Employee requests for FMLA leave shall be processed in accordance with law, Board policy and administrative regulations.

Delegation of Responsibility

The Superintendent shall develop **and disseminate** administrative **regulations** to implement FMLA leave for eligible employees.

The district shall post, in conspicuous places in the district customarily used for notices to employees and applicants, a notice regarding the provisions of the FMLA and the procedure for filing a complaint.[3]

Employee requests for leave, both FMLA and non-FMLA, shall be submitted in writing **on a district form to the** Human Resources Department.

Guidelines

Employees' eligibility for FMLA leave shall be based on the criteria established by law.[4][5]

Eligible employees shall be provided up to twelve (12) workweeks of unpaid leave in a twelve-month period for the employee's own serious health condition; for the birth, adoption, foster placement or first-year care of a child; to care for a seriously ill spouse, child or parent; or to address specific qualifying exigencies pertaining to a member of the Armed Forces alerted for foreign deployment or during foreign deployment.[5]

Eligible employees shall be provided up to twenty-six (26) workweeks of unpaid leave in a single twelve-month period to care for an ill or injured covered servicemember.[5]

The district shall utilize a rolling twelve-month period measured backwards from the date leave is used to determine if an employee has exhausted his/her FMLA leave in any twelve-month period.[6]

When an employee requests an FMLA leave and qualifies for and is entitled to any accrued paid sick, vacation, personal or family leave, the employee is required to utilize such paid leave concurrent with the FMLA **leave**.[5]

Legal

1. 29 U.S.C. 2601 et seq
2. 29 CFR Part 825
3. 29 U.S.C. 2619
4. 29 U.S.C. 2611
5. 29 U.S.C. 2612
6. 29 CFR 825.200

Pol. 813

Book	Policy Manual
Section	300 Employees
Title	Personal Necessity Leave
Code	336
Status	From PSBA

Authority

This policy shall provide for absences for **defined** personal necessity **leave by** administrative, professional **and** support employees.

The Board has the authority to specify reasonable conditions under which personal necessity leave may be granted, the type of situations in which such leave will be permitted, and the total number of days that may be used **by an employee** in any school year for such leave.[1][2]

Guidelines

Personal Leave

Personal leave days with pay shall be granted **to district** employees in accordance with **applicable** provisions of the **administrative compensation plan, individual contract,** collective bargaining agreement **or Board resolution**.

Bereavement Leave

Bereavement leave with pay shall be granted to **district** employees in accordance with **law, applicable** provisions of the **administrative compensation plan, individual contract,** collective bargaining agreement **or Board resolution**.[2]

Legal

1. 24 P.S. 510
2. 24 P.S. 1154

Book	Policy Manual
Section	300 Employees
Title	Vacation
Code	337
Status	From PSBA

Authority

Administrative **and** support **staff** employed to work twelve (12) months or other schedules considered full-time shall be provided paid vacation.

The Board shall provide vacation days for **eligible** employees, consistent with the employee's request and convenience while considering the district's management and operational needs.[1]

Vacation time shall be granted in accordance with applicable provisions of the administrative compensation plan, individual contract, collective bargaining agreement or Board resolution.

Vacations normally will be scheduled at times when they will not interfere with the normal operation of the school.

All vacation schedules are subject to final approval by the Superintendent.

Legal 1. 24 P.S. 510

Book	Policy Manual
Section	300 Employees
Title	Sabbatical Leave
Code	338
Status	From PSBA

Authority

This policy shall establish the district's parameters for granting sabbatical leaves for restoration of health **to certificated administrative and professional** employees.

The Board shall grant sabbatical leaves to **eligible** administrative **and** professional employees for the purpose of restoration of health **and for other purposes at the discretion of the Board**. [1]

The Board reserves the right to specify the conditions under which sabbatical leaves for restoration of health **or other purposes** may be taken, consistent with law.

Guidelines

Eligibility

To qualify for sabbatical leave, an **eligible** employee shall have completed ten (10) years of satisfactory service in the public schools of the Commonwealth; at least five (5) consecutive years of such service shall be in this school district. Thereafter, **one (1) sabbatical** leave **of absence is permitted after every** seven (7) years of service.[1]

A sabbatical leave may be taken for a half or full school term or for two (2) half school terms during a period of two (2) years, at the employee's option.[1]

The total number of administrative employees on sabbatical leave at any one time shall not exceed ten percent (10%) of the number of eligible employees. The total number of professional employees on sabbatical leave at any one time shall not exceed ten percent (10%) of the number of eligible employees.[2]

Application

Requests for sabbatical leave shall be submitted **on the approved district form** and forwarded with medical documentation to the Superintendent or designee as soon as possible.

The Board shall review each application for sabbatical leave and shall approve those meeting the requirements of **Board** policy **and applicable law**.

Documentation

Applicants for sabbatical leave shall submit with the **application form a** supporting medical statement and recommendation from his/her physician.

At both the approximate midpoint of the leave and at least thirty (30) days prior to the conclusion of the leave, a physician's statement shall be submitted to the Superintendent or designee, indicating the extent to which the purpose of the leave has been achieved and evaluating the health status of the employee relative to his/her ability to return to employment.[3]

The Board reserves the right to require at its own expense additional examinations and reports by physicians of its choice to determine **whether the leave is being used for the purpose for which it was granted**.[3]

Commitment of Employee

Acceptance of a sabbatical leave incurs a commitment by the employee to return to active duty in this district immediately following the sabbatical leave for one (1) full school **term,** unless **prevented by illness or** physical **disability**.[4]

The Board reserves the right to require at its own expense additional examinations and reports by physicians of its choice to determine the employee's ability to return to work.

Commitment of Employer

At the expiration of the sabbatical leave, the employee shall be reinstated in the same position held at the time of the granting of the leave.[4]

Time on sabbatical leave shall be counted as time on the job for purposes of seniority **and** for retirement fund purposes, but for no other purpose.[5]

Compensation

During the period of sabbatical leave, an employee shall be compensated at least one-half the salary to which s/he would have been entitled had the employee not taken leave.[6]

While on leave, the employee shall be entitled to insurance benefits **provided other employees of a similar classification**.

A sabbatical leave granted for restoration of health shall also serve as a leave of absence without pay from all other school activities.[1]

Compensable employment may not be engaged in while the employee is on sabbatical leave.

Legal

1. 24 P.S. 1166
2. 24 P.S. 1167
3. 24 P.S. 1171
4. 24 P.S. 1168
5. 24 P.S. 1170
6. 24 P.S. 1169

Book	Policy Manual
Section	300 Employees
Title	Compensated Professional Leaves
Code	338.1
Status	From PSBA

Purpose

This policy shall establish the district's parameters for granting professional development and classroom occupational exchange leaves for **certificated** administrative **and** professional employees.

Definitions

Professional Development Leave - shall be defined as a leave of absence granted for the purpose of improving professional competency or obtaining a professional certificate or commission. Such leave shall be directly related to an employee's professional responsibilities, as determined by the Board, and be restricted to activities required by state regulation or law.[1]

Classroom Occupational Exchange Leave - shall be defined as a leave of absence granted for the purpose of acquiring practical work experience in business, industry or government.[2]

Authority

The Board **shall have sole authority to adopt and enforce policy establishing the** conditions **for approval of a** professional development **leave for eligible employees. All requests for such leave shall be subject to review by the Board. The Board may approve or reject a proposed plan for professional development leave**.[1]

The Board may grant a leave to eligible employees for classroom occupational exchange leave for the specified purpose.[2]

Guidelines

PROFESSIONAL DEVELOPMENT LEAVE

Eligibility

To **qualify** for professional development leave, an eligible employee shall have completed ten (10) years of satisfactory service in the public schools of the Commonwealth; at least five (5) consecutive years of such service shall be in this school district. Thereafter, **one (1)** leave **of absence is permitted** after **every** seven (7) years of service.[3]

A leave for professional development may be taken for a half or full school term or for two (2) half school terms during a period of two (2) years, at the employee's option.[3]

The total number of administrative employees on such leaves of absence shall not exceed ten percent (10%) of the number of eligible employees. **The total number of professional employees on such leaves of absence shall not exceed ten percent (10%) of the number of eligible employees**.[4]

Application

Professional development leaves **shall be granted only to employees participating in an academic program for the purpose of retaining a** professional certificate or commission, **further preparation and improvement in an area(s) of certification, additional certification, attaining other appropriate and identifiable educational positions within the school district, or as the Board may require, and upon the recommendation of the Superintendent**.[1]

Requests for professional development leave shall be submitted on the district form and forwarded with a detailed plan to the Superintendent.

Documentation

Applicants for professional development leave shall submit with the application form a detailed plan describing the professional development activities to be undertaken and a statement specifying the benefits of the leave to the employee and the school district. The plan shall provide sufficient information to permit the Board to adequately evaluate the request.[1]

The Board may at any time require additional information from the employee in order to assist the Board in **determining whether the leave is being used for the purpose for which it was granted**.[5]

The minimum requirements for leave for a half school term shall consist of any one or a combination of the following:[1]

1. Nine (9) graduate credits.
2. **Twelve (12) undergraduate credits**.
3. One hundred eighty (180) hours of professional development activities.

The minimum requirements for leave for a full school term shall consist of any one or a combination of the following:[1]

1. Eighteen (18) graduate credits.
2. **Twenty-four (24) undergraduate credits**.
3. Three hundred sixty (360) hours of professional development activities.

Applicants who propose to take graduate or undergraduate credits shall submit notification of acceptance and enrollment from an accredited institution of higher learning for study in courses approved by the Superintendent. The employee shall successfully complete the approved courses and receive passing grades. Upon return from professional development leave, the employee **shall submit to the Superintendent**

within the first month an official transcript of all courses completed. Failure to receive passing grades or to submit required transcripts on time shall result in forfeiture of monies paid by the district.[1][5]

Applicants who propose to undertake professional development activities shall submit to the Board a detailed plan listing the specific activities. Upon return from professional development leave, the employee shall submit to the Superintendent within the first month a formal report describing the educational activities pursued and their benefits and relevancy. Failure to submit required reports on time shall result in forfeiture of monies paid by the district.[1][5]

Commitment of Employee

Acceptance of professional development leave incurs a commitment by the employee to return to active duty in this district immediately following the leave for one (1) full school **term,** unless prevented by illness or physical disability.[1][6]

Employees shall submit required reports on time or forfeit all **compensation and** benefits.

Commitment of Employer

At the expiration of the professional development leave, the employee shall be reinstated in the same position held at the time of the granting of the leave.[6]

Time on professional development leave shall be counted as time on the job for purposes of seniority and for retirement fund purposes, but for no other purpose.[7][8]

Compensation

During the period of professional development leave, an employee shall be compensated at least one-half the salary to which s/he would have been entitled had the employee not taken leave.[9]

While on leave, the employee shall be entitled to insurance benefits **provided other employees of a similar classification.**

A leave of absence granted for professional development shall also serve as a leave of absence without pay from all other school activities.[3]

Compensable employment may not be engaged in while the employee is on professional development leave.

CLASSROOM OCCUPATIONAL EXCHANGE LEAVE

Application

Requests for classroom occupational exchange leave shall be submitted **on the approved district form** and forwarded with appropriate documentation to the Superintendent.

Documentation

Applicants for classroom occupational exchange leave shall submit with the application form a statement from the employer agreeing to the terms and conditions of the leave, as specified in Board policy.

Upon return from such leave, the employee shall submit to the Board a final report detailing the work experience and its benefits.[1][2][5]

Commitment of Employee

Acceptance of classroom occupational exchange leave incurs a commitment by the employee to return to active duty in this district immediately following the leave for one (1) full school term, unless prevented by illness or physical disability.[6]

Commitment of Employer

At the expiration of the classroom occupational exchange leave, the employee shall be reinstated in the same position held at the time of the granting of the leave.[6]

Time on classroom occupational exchange leave shall be counted as time on the job for purposes of seniority and for retirement fund purposes, but for no other purpose.[2]

Compensation

The business, industry or government to whom the employee is assigned during the leave shall fully compensate the school district for all salary, wages, pension and retirement contributions, and other benefits as if the employee were in full-time active service.[2]

Legal

1. 24 P.S. 1166.1
2. 24 P.S. 522.2
3. 24 P.S. 1166
4. 24 P.S. 1167
5. 24 P.S. 1171
6. 24 P.S. 1168
7. 24 P.S. 522.1
8. 24 P.S. 1170
9. 24 P.S. 1169

Book	Policy Manual
Section	300 Employees
Title	Uncompensated Leave
Code	339
Status	From PSBA

Authority

The Board recognizes that in certain situations an **administrative, professional or** support employee may request extended leave for personal reasons, and the district could benefit from the return of the employee. This policy establishes parameters for granting uncompensated leaves of absence.

The Board reserves the right to specify the conditions under which uncompensated leave may be taken. All applications **for uncompensated leave require** approval by the Board, **upon recommendation of the Superintendent**.[1]

Uncompensated leave shall be granted in accordance with provisions of the **administrative compensation plan, individual contract,** collective bargaining agreement **or Board resolution**.

Guidelines

Application

Requests for uncompensated leave shall be made **on the district form** to the Superintendent.

Special consideration will be given to emergencies.

Period of Leave

An uncompensated leave may be granted for a period of one (1) semester or one (1) school year.

Extensions shall be considered upon proper application.

Commitment of Employee

The employee granted an uncompensated leave of absence shall inform the Board of his/her intentions prior to the scheduled return date.

Commitment of Employer

At the expiration of uncompensated leave, the employee shall be offered the same position previously held or a like position to that previously held.

Time on uncompensated leave shall not count as time on the job, and fringe benefits shall not be provided unless the employee provides payment for benefits.

Legal

1. 24 P.S. 1154
2. 24 P.S. 1182

Book	Policy Manual
Section	300 Employees
Title	Responsibility for Student Welfare
Code	340
Status	From PSBA

Authority

The Board adopts this policy to ensure appropriate oversight of and responsibility for student welfare **by administrative, professional and support employees**.[1]

District employees are responsible for the safety of students in their charge within school buildings and on **district** property.

Each employee is responsible for supervision, control and protection of students, commensurate with assigned duties and **directives**.

Each employee is responsible to ensure that students are supervised by a teacher or other staff member at all times while engaged in district activities.

An employee should not voluntarily assume responsibility for duties **the employee** cannot reasonably perform. Voluntary assumption carries the same responsibilities as assigned duties.

Teachers **and designated staff shall** provide proper instruction in **and enforcement of** safety **rules and procedures included in the Board-approved health and safety plan and** assigned curriculum.[2][3]

Each **employee** has the responsibility to report immediately to the **building** principal **or designated staff** an accident, safety hazard, **unsafe or dangerous condition, or to immediately address observed violations of district safety rules**.[2]

Employees may not send students on any personal errands.

Employees may not transport students in a personal vehicle, except when specifically authorized by the building principal or designee.

Employees shall not require a student to perform services that may be detrimental to the student's health.

Delegation of Responsibility

Building principals shall monitor employees' adherence to this policy to ensure the maintenance of standards that protect student welfare.

Building principals shall annually develop and implement a plan of supervision for the following:

1. **Student arrivals and departures, including buses**.
2. **Halls, restrooms and playgrounds**.
3. **Cafeteria**.
4. **Before and after school**.
5. **Field trips**.
6. **School activities**.

Legal

1. 24 P.S. 510
2. Pol. 705
3. Pol. 805

Book	Policy Manual
Section	300 Employees
Title	Benefits for Part-Time Employees
Code	341
Status	From PSBA

Authority

Benefits for regularly employed part-time **administrative, professional and support employees** shall be determined in accordance with **the terms of an administrative compensation plan,** individual **contract, applicable collective bargaining agreement, or Board resolution**.

Whenever regularly employed, part-time **employees** are entitled to fringe benefits normally provided for full-time employees **of the same classification,** such benefits will be established at the time of employment, and the manner of proration determined at that time.

Part-time **employees** shall be included in the School Employees' Retirement System upon reaching either 500 hours or eighty (80) days of employment, in accordance with law.[1]

Legal	1. 24 Pa. C.S.A. 8301
	24 Pa. C.S.A. 8301 et seq

Book	Policy Manual
Section	300 Employees
Title	Jury Duty
Code	342
Status	From PSBA

Authority

Regularly employed administrative, professional **and** support employees shall be protected against loss of **employment** for time served on jury duty.[1]

Guidelines

When an employee **is notified of** jury duty, s/he shall **inform** the Superintendent.

Employees called for jury duty shall normally be permitted to serve and will not be penalized in any way. **They shall receive normal pay for the period of jury duty, but any compensation received from jury duty in excess of actual expenses shall be credited against such pay**.

Legal	1. 42 Pa. C.S.A. 4563

Book	Policy Manual
Section	300 Employees
Title	Paid Holidays
Code	343
Status	From PSBA

Authority

Paid holidays for regularly employed **administrative and support** employees shall be determined in accordance with Board policy.

Holidays are established for eligible employees in accordance with the calendar adopted annually by the Board or an applicable administrative compensation plan, individual contract, collective bargaining agreement, or Board resolution.[1][2][3]

Legal

1. 24 P.S. 1502
2. 24 P.S. 1503
3. Pol. 803

Book	Policy Manual
Section	300 Employees
Title	Workers' Compensation
Code	346 - Processed As-Is
Status	From PSBA

Purpose

This policy ensures that the district shall provide insurance protection for any work-related illness or injury incurred by an employee of the district that entitles the employee to Workers' Compensation.

Authority

Workers' Compensation is mandated by law, and all employees are covered while performing their assigned duties. The program of workers' compensation will be administered as directed by Pennsylvania law. This may include contracting with third-party administrators to manage specific compliance requirements.

Guidelines

Any employee injured while performing services as an employee of the district shall, when possible, contact the immediate supervisor and file a report within the workday or no later than the next business day after the accident or illness. If necessary, the employee shall visit a physician on the approved Panel of Physicians. Contact should be maintained with the Human Resources office regarding the status of any physician-directed leave relating to the injury/illness. All leaves with relationship to Workers' Compensation leave will be designated as and counted against an eligible employee's Family Medical Leave Act (FMLA) entitlement.

The Human Resources office shall record the completed form and transmit it to the insurance carrier and all other parties concerned. Any questions should be referred to the Human Resources office.

All employees injured while on the job, necessitating lost time, shall receive their current salary within the limit of accumulated sick leave, personal leave, or vacation leave. Once the employee is deemed eligible for Workers' Compensation, leave time will no longer be used to receive full pay.

Collection of Workers' Compensation and payment for sick days at the same time is not allowed under Act 57 of 1996. Therefore, Workers' Compensation will be the only payment the employee will receive from the time the employee is deemed eligible until s/he returns to work.

When an employee is deemed eligible for Workers' Compensation, the employee must reimburse the district for any payroll costs paid to, or on behalf of, the employee for days the employee has been awarded Workers' Compensation payment. Once the district has received reimbursement

for payroll costs associated with paid leave days, the employee's leave time charged during that period will be restored.

The district will provide health insurance for an employee who is receiving Workers' Compensation through the end of the month in which the **sixtieth** day of Workers' Compensation is paid, provided the employee continues to pay the designated portion of the insurance premium cost. After such time, an employee may remain on the district's health insurance plan provided s/he pays the full cost of the premium. In the event an employee fails to make a premium payment within thirty (30) days of its due date, the district may drop the employee's insurance coverage and/or deduct the co-payment from the employee's pay upon his/her return to work or from the employee's final pay if s/he does not return to work.

Accrual of leave time and seniority will continue through the duration of the time an employee is receiving Workers' Compensation.

Book	Policy Manual
Section	300 Employees
Title	Drug and Substance Abuse
Code	351
Status	From PSBA

Purpose

The Board recognizes that the misuse of drugs **by administrative, professional and support employees** is a serious problem with legal, physical and social implications for the whole school community and is concerned about the problems that may be caused by drug use by **district** employees, especially as the use relates to an employee's safety, efficiency and productivity.

The primary purpose and justification for any district action will be for the protection of the health, safety and welfare of students, staff and school property.

Definitions

Drugs - **shall be defined as those outlined in the Controlled Substance, Drug, Device and Cosmetic Act**.[1]

Conviction - a finding of guilt, including a plea of nolo contendere, **an** imposition of sentence, or both by any judicial body charged with the responsibility to determine violations of the federal or state criminal drug statutes.[2]

Criminal Drug Statute - a federal or **state** criminal statute involving the manufacture, distribution, dispensation, use or possession of a controlled substance.[2]

Drug-free Workplace - **the site for the performance of work at which employees are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance**.[2]

Authority

The Board requires that each **administrative,** professional **and** support employee be given notification that, as a condition of employment, the employee will abide by the terms of this policy and notify the district of any criminal drug statute conviction for a violation occurring in the workplace **immediately, but no later than seventy-two (72) hours,** after such conviction.[3][4]

Any employee convicted of delivery of **a controlled substance or convicted of** possession of a controlled substance with the intent to deliver shall be terminated from his/her employment with the district.[1][5]

Delegation of Responsibility

A statement notifying employees that the **unlawful** manufacture, distribution, dispensation, possession, **or** use of a controlled substance **is prohibited in the employee's workplace shall be provided by the Superintendent or designee and shall specify the actions that will be taken against the employee for violation of this policy, up to and including termination and referral for prosecution**.[4][6]

Within ten (10) days after receiving notice of the conviction **of a district** employee, **the district shall notify any federal agency or department that is the** grantor of funds **to the district**.[4]

The district shall take **appropriate personnel** action within thirty (30) days of receiving notice **against** any convicted employee, **up to and including termination, or** require the **employee to** participate satisfactorily in a drug abuse assistance or rehabilitation program **approved for such purposes by a federal, state or local health, law enforcement, or other appropriate agency**.[4][6]

In establishing a drug-free awareness program, the Superintendent or designee shall inform employees about:[4]

1. Dangers of drug abuse in the workplace.
2. Board's policy of maintaining a drug-free workplace.
3. Availability of drug counseling, drug rehabilitation, and employee assistance programs.
4. Penalties that may be imposed for drug abuse violations occurring in the workplace.

The district shall make a good faith effort to continue to maintain a drug-free workplace through implementation of this policy.[4]

Guidelines

The Superintendent or designee shall immediately report incidents involving the possession, use or sale of a controlled substance or drug paraphernalia as defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act by any employee while on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity to the local police department that has jurisdiction over the school's property, in accordance with state law and regulations, the procedures set forth in the memorandum of understanding with local law enforcement and Board policies.[7][8][9][10][11][12]

In accordance with state law, the Superintendent shall annually, by July 31, report all incidents of possession, use or sale of controlled substances or drug paraphernalia to the Office for Safe Schools on the required form.[10][12]

Legal

1. 35 P.S. 780-101 et seq
2. 41 U.S.C. 8101
3. 24 P.S. 111
4. 41 U.S.C. 8103
5. 24 P.S. 527
6. 41 U.S.C. 8104

7. 22 PA Code 10.2

8. 22 PA Code 10.21

9. 24 P.S. 1302.1-A

10. 24 P.S. 1303-A

11. 35 P.S. 780-102

12. Pol. 805.1

41 U.S.C. 8101 et seq

Pol. 317

Book	Policy Manual
Section	800 Operations
Title	Conflict of Interest
Code	827 PSBA POLICY GUIDES
Status	

Purpose

This policy shall affirm standards of conduct established to ensure that Board members and employees avoid potential and actual conflicts of interest, as well as the perception of a conflict of interest.

Definitions

Confidential information shall mean information not obtainable from reviewing a public document or from making inquiry to a publicly available source of information.[1]

Conflict or **Conflict of interest** shall mean use by a Board member or district employee of the authority of his/her office or employment, or any confidential information received through his/her holding public office or employment, for the private pecuniary benefit of him/herself, a member of his/her immediate family or a business with which s/he or a member of his/her immediate family is associated. The term does not include an action having a de minimis economic impact, or which affects to the same degree a class consisting of the general public or a subclass consisting of an industry, occupation or other group which includes the Board member or district employee, a member of his/her immediate family or a business with which s/he or a member of his/her immediate family is associated.[1]

De minimis economic impact shall mean an economic consequence which has an insignificant effect.[1]

Financial interest shall mean any financial interest in a legal entity engaged in business for profit which comprises more than five percent (5%) of the equity of the business or more than five percent (5%) of the assets of the economic interest in indebtedness.[1]

Honorarium shall mean payment made in recognition of published works, appearances, speeches and presentations, and which is not intended as consideration for the value of such services which are nonpublic occupational or professional in nature. The term does not include tokens presented or provided which are of de minimis economic impact.[1]

Immediate family shall mean a parent, parent-in-law, spouse, child, spouse of a child, brother, brother-in-law, sister, sister-in-law, or the domestic partner of a parent, child, brother or sister.[1]

Business partner shall mean a person who, along with another person, plays a significant role in owning, managing, or creating a company in which both individuals have a financial interest in the company.

Delegation of Responsibility

Each employee and Board member shall be responsible to maintain standards of conduct that avoid conflicts of interest. The Board prohibits members of the Board and district employees from engaging in conduct that constitutes a conflict of interest as outlined in this policy.

Guidelines

All Board members and employees shall be provided with a copy of this policy and acknowledge in writing that they have been made aware of it. Additional training shall be provided to designated individuals.

Disclosure of Financial Interests

No Board member shall be allowed to take the oath of office or enter or continue upon his/her duties, nor shall s/he receive compensation from public funds, unless s/he has filed a statement of financial interests as required by law.[2]

The district solicitor and designated district employees shall file a statement of financial interests as required by law and regulations.[3][4]

Standards of Conduct

The district maintains the following standards of conduct covering conflicts of interest and governing the actions of its employees and Board members engaged in the selection, award and administration of contracts.[5]

No employee or Board member may participate in the selection, award or administration of a contract supported by a federal award if s/he has a real or apparent conflict of interest as defined above, as well as any other circumstance in which the employee, Board member, any member of his/her immediate family, his/her business partner, or an organization which employs or is about to employ any of them, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.[5]

The district shall not enter into any contract with a Board member or employee, or his/her spouse or child, or any business in which the person or his/her spouse or child is associated valued at $500 or more, nor in which the person or spouse or child or business with which associated is a subcontractor unless the Board has determined it is in the best interests of the district to do so, and the contract has been awarded through an open and public process, including prior public notice and subsequent public disclosure of all proposals considered and contracts awarded. In such a case, the Board member or employee shall not have any supervisory or overall responsibility for the implementation or administration of the contract.[1]

When advertised formal bidding is not required or used, an open and public process shall include at a minimum:

1. Public notice of the intent to contract for goods or services;
2. A reasonable amount of time for potential contractors to consider whether to offer quotes; and
3. Post-award public disclosure of who made bids or quotes and who was chosen.

Any Board member or employee who in the discharge of his/her official duties would be required to vote on a matter that would result in a conflict of interest shall abstain from voting and, prior to the vote being taken, publicly announce and disclose the nature of his/her interest as a public record in a written statement to be attached to the Board minutes.[1]

No public official or public employee shall accept an honorarium.[1]

Board members and employees may neither solicit nor accept gratuities, favors or anything of monetary value from contractors or parties to subcontracts, unless the gift is an unsolicited item of nominal value. Gifts of a nominal value may be accepted in accordance with Board policy.[5] [6]

Improper Influence

No person shall offer or give to a Board member, employee or nominee or candidate for the Board, or a member of his/her immediate family or a business with which s/he is associated, anything of monetary value, including a gift, loan, political contribution, reward or promise of future employment based on the offeror's or donor's understanding that the vote, official action or judgment of the Board member, employee or nominee or candidate for the Board would be influenced thereby.[1]

No Board member, employee or nominee or candidate for the Board shall solicit or accept anything of monetary value, including a gift, loan, political contribution, reward or promise of future employment, based on any understanding of that Board member, employee or nominee or candidate that the vote, official action or judgment of the Board member, employee or nominee or candidate for the Board would be influenced thereby.[1]

Organizational Conflicts

Organizational conflicts of interest may exist when due to the district’s relationship with a subsidiary, affiliated or parent organization that is a candidate for award of a contract in connection with federally funded activities, the district may be unable or appear to be unable to be impartial in conducting a procurement action involving a related organization.[5]

In the event of a potential organizational conflict, the potential conflict shall be reviewed by the Superintendent or designee to determine whether it is likely that the district would be unable or appear to be unable to be impartial in making the award. If such a likelihood exists, this shall not disqualify the related organization; however, the following measures shall be applied:

1. The organizational relationship shall be disclosed as part of any notices to potential contractors;

2. Any district employees or officials directly involved in the activities of the related organization are excluded from the selection and award process;

3. A competitive bid, quote or other basis of valuation is considered; and

4. The Board has determined that contracting with the related organization is in the best interests of the program involved.

Reporting Conflicts of Interest

Any perceived conflict of interest that is detected or suspected by any employee or third party shall be reported to the Superintendent **in writing**. If the Superintendent is the subject of the perceived conflict of interest, the employee or third party shall report the incident to the Board President.

Any perceived conflict of interest of a Board member that is detected or suspected by any employee or third party shall be reported to the Board President. If the Board President is the subject of the perceived conflict of interest, the employee or third party shall report the incident to the Superintendent, who shall report the incident to the solicitor.

No reprisals or retaliation shall occur as a result of good faith reports of conflicts of interest.

The Superintendent or designee shall report in writing to the federal awarding agency or pass-through entity any potential conflict of interest related to a federal award, in accordance with federal awarding agency policy.[7]

Investigation

Investigations based on reports of perceived violations of this policy shall comply with state and federal laws and regulations. No person sharing in the potential conflict of interest being investigated shall be involved in conducting the investigation or reviewing its results.

In the event an investigation determines that a violation of this policy has occurred, the violation shall be reported to the federal awarding agency in accordance with that agency's policies.[7]

Disciplinary Actions

If an investigation results in a finding that the complaint is factual and constitutes a violation of this policy, the district shall take prompt, corrective action to ensure that such conduct ceases and will not recur. District staff shall document the corrective action taken and, when not prohibited by law, inform the complainant.

Violations of this policy may result in disciplinary action up to and including discharge, fines and possible imprisonment. Disciplinary actions shall be consistent with Board policies, procedures, applicable collective bargaining agreements and state and federal laws.[8]

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Legal

1. 65 Pa. C.S.A. 1101 et seq
2. Pol. 004
3. 51 PA Code 15.2
4. 65 Pa. C.S.A. 1104
5. 2 CFR 200.318
6. Pol. 322
7. 2 CFR 200.112
8. Pol. 317

Pol. 011
Pol. 319
Pol. 609
Pol. 702

Book	Policy Manual
Section	300 Employees
Title	Unlawful Harassment
Code	348, 448, 548 - Recommended to Retire
Status	From PSBA

-Recommend retirement of these policies. The original district policies 348, 448, and 548 have not been included in the draft policy manual as a strong recommendation. Harassment is now covered under draft policy 103, Discrimination/Title IX Sexual Harassment Affecting Students, and policy 248 is no longer recommended or needed as it will contain repetitive and conflicting language that is out of compliance with current Title IX provisions. It is recommended the Board vote to retire policies 348, 448, and 548.