

U.S.D. 305 BOARD AGENDA

District Offices

1511 Gypsum

Staff Education Center

https://www.usd305.com/about_us/board_of_education/livestream

June 10, 2025

5:30 p.m.

Mission Statement

The mission of Salina Public Schools is to be the best place to learn and work by embracing challenges, creating belonging, fostering pride and inspiring hope.

Speaker

- I. Call to Order
- II. Pledge of Allegiance to the Flag
- III. Approval of Agenda
- IV. **Recognitions/Presentations**
 - a. You Make A Difference
 - b. Rising Educators

Olivia Opat
Eryn Wright
- V. Approval of Consent Agenda Items
 - a. **Minutes of May 13, 2025 Regular Meeting**
 - b. **Personnel Report**
 - c. Financial Reports
 - 1. May Bills List
 - d. **Treasurer's Report** (April)
 - e. **Investment Report** (April)
 - f. **Journal Entries** (April)
 - g. **Approve Encumbrance Listings**
 - h. **Approve CKCIE Contract with Presence**
 - i. **Approve 2025-2026 Meal Program Prices**
 - j. **Approve Gift from Emmanuel Foursquare Church for Unpaid Meal Charges**
 - k. **Approve Food Service Program Agreement**
- VI. **Public Forum**
- VII. Action Agenda
 - a. **2025-2026 Salary and Work Conditions for Certified Staff** Eryn Wright

		<u>Speaker</u>
b.	2025-2026 Salaries and Benefits for Classified, Professional/Technical and Substitutes	Eryn Wright
c.	2025-2026 Salaries and Benefits for Administrators	Eryn Wright
d.	2025-2026 Professional/Technical Handbook	Eryn Wright
e.	2025-2026 Support Staff Handbook	Eryn Wright
VIII.	Discussion Agenda	
a.	Policy Review	Eryn Wright
b.	Elementary Science Adoption	Shanna Rector
IX.	School Board Reports and Upcoming Dates of Importance	
a.	Thursday, June 26, SAEC Graduation, 7:00 pm, South High	
X.	Superintendent's Report	
XI.	Information Agenda	
a.	Heartland Early Education Update	
XII.	Executive Session	
a.	Student Matters	
b.	Personnel	
XIII.	Action Agenda II	
a.	Approval of Any Action Deemed Necessary As A Result of Executive Session	

Notice of Nondiscrimination

Unified School District #305 does not discriminate on the basis of race, color, national origin, sex, age, or disability in admission or access to, or treatment or employment in, its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. Any person having inquiries concerning Unified School District #305 compliance with the regulations implementing Title VI, ADA, Title IX, or Section 504 is directed to contact the Unified School District #305 Executive Director of Human Resources, P.O. Box 797, Salina, Kansas 67402, 785-309-4726.

IV. RECOGNITIONS/PRESENTATIONS

A. You Make A Difference

B. Rising Educators

**MINUTES OF THE BOARD OF EDUCATION MEETING
UNIFIED SCHOOL DISTRICT NO. 305
SALINA, KANSAS
May 13, 2025**

Call to Order

The Board of Education of Unified School District #305 met in regular session Tuesday, May 13, 2025 at 5:30 p.m., in the District Office, Staff Education Center with the following members present: Scott Gardner, Paul Gebhardt, Gabe Grant, Dana Kossow, Bonnie Schamberger and Ann Zimmerman. Absent was Jim Fletcher.

Others present – see page 9.

President Grant called the meeting to order.

Pledge of Allegiance

The Pledge of Allegiance was given.

Agenda

Motion by Ann Zimmerman, second by Dana Kossow to approve the agenda as presented with the addition of XI.b. Executive Session – Safety and Security. Motion carried: 6 Yeas, 0 Nays.

Recognitions/Presentations

Jennifer Camien announced the following “You Make A Difference” recipients:

Name	School
Patricia Arevalo	Sunset
Loree Beason	Heartland
Michelle Ramsey	Cottonwood
Calvin Woodruff	Sunset

Jennifer Camien and Linn Exline recognized the following students who qualified for state competition in eSports and presented them with a “Superintendent’s Excellence” award:

Central High	South High
Mahpiya Benoist	Ayden Brunsting
Isaac Hamilton	Bryan Hinojosa
Teagan Martinez	Dylan Martinez-Reyes
Sarah Thongphetmanichanh	David Torres
Michael Turner	

Jennifer Camien and Linn Exline recognized the following students who qualified for state competition in Forensics and presented them with a “Superintendent’s Excellence” award:

Central High	South High
Jaylin Brown	Jasper Carter
Alex Kelley	Joshua Lee Perez
Marcos Lira	Elizabeth Lovett
Roselyn Nienke	Ceci Pfertsh
Gabbie Resano	Jose Pinedo De La Torre
Paityn Trusty	Grady Smith
Ava Weaverling	Cameron Torres

Jennifer Camien and Linn Exline recognized the following students from South High School who qualified for state in the Future Health Professionals (HOSA) and presented them with a “Superintendent’s Excellence” award:

Brooklyn Adams
Sofia Burns
Nalyna Butsanoy
Sophie Daily
Calvin Davis
Gavin Devoe
Haylee Emerson
Makayla Halferty
Cali Hensley
Bryan Huynh
Brooklyn Jordan
Julie Lai
Joshua Lee Perez
Jesus Mariscal-Valencia
Isabelah McGinty
Jennifer Nguyen
Isabella Price

Jennifer Camien and Linn Exline recognized the following students who qualified for state competition in Journalism and presented them with a "Superintendent's Excellence" award:

Central High
Carson Ablard
Katherine Chelvan
Holli Crawford
Lillie Crow
Danica Dixson
Gabriel Freeland
Annabell Heath
Hadley Johnston
Amarah Jordan
Alex Kelley
Tru Lawson
Keaton Myers
Danielle Peckham
Gavin Schneider
Kaylie Shultz
Tenille Toelle
Ava Weaverling
Elizabeth Yoxall

South High
Katie Allen
Baylee Castro
Eli Castro
Hailey Collins
Addisyn Cripe
Destiny Gonzalez-Keophaymany
Jocelyn Hamilton
Percy Hulsey
Kristen Kinion
Taliyah Koster
Saibre Montoy
Hao Tran
Phoung Tran
Tam Tran

Jennifer Camien and Linn Exline recognized the following students from South High School who ranked nationally in French and presented them with a "Superintendent's Excellence" award:

Lyndon Brewer
Bayler Burr
Kristen Kinion
Ava Lindsay
Leah Mead
Jennifer Morrell
Cynthia Perez
Lauren Savath
Natalia Silvestre

Jennifer Camien and Linn Exline recognized the following students who were Kansas Seal Biliteracy winners and presented them with a "Superintendent's Excellence" award:

<u>Central High</u>	<u>South High</u>
Joseph Munoz-Chavez	Minh Anh Bui
Andres Rincon	Diego Hernandez
	Jesus Mariscal-Valencia
	Natalia Silvestre

Jennifer Camien and Linn Exline recognized the following students who were Young Entrepreneurship Challenge (YEC) winners and presented them with a "Superintendent's Excellence" award:

<u>Central High</u>	<u>South High</u>
Liam Deniau-Young	Grady Smith
Marshall Zuccarelli	

Jennifer Camien and Linn Exline recognized the following recipients of the Renaissance Teachers of the Month Awards for January through May.

<u>Name</u>	<u>School</u>
Forrest Jenkins	Central
Cody Casey	South High
Kyle Ukena	Lakewood
Kennedy Elliott	South Middle
Shannon Peters	Central
Sarah Cradduck	South High
Diana Boley	Lakewood
Taylor Urban	South Middle
Kaitlyn Elder	Central
Kevin Poland	South High
Laine Kinion	Lakewood
Kari Keck	South Middle
Josh Rubino	Central
Lesa Landauer	South High
Megan Johnson	Lakewood
Amy Diehl	South Middle
Megan Bulleigh	Central
Jessica Hakoda	South High
Laurie Doll	Lakewood
Michael Rassette	South Middle

Cottonwood Elementary School, Oakdale Elementary School and Schilling Elementary School and were recognized with Challenge Awards for outstanding achievement and uncommon accomplishments based on Kansas assessment results in reading and math.

Consent Agenda

Motion by Dana Kossow, second by Bonnie Schamberger to approve the following items on the consent agenda:

Minutes of the Board of Education Meetings:

April 8, 2025 Regular Meeting
April 22, 2025 Special Meeting

Personnel Report

APPOINTMENT OF CERTIFIED CONTRACT(S) FOR 2025-2026:
Alexander, Keaton 08/04/05 Band – Lakewood

Copeland, Caleb 08/04/25	PE/Health – South Middle
Kueker, Katherine 08/04/25	Math – Lakewood
Luthi, Donald 08/04/25	High Incidence SpEd – CKCIE/Transitions
Mettlen, Clay 08/04/25	Certified Student Support – Lakewood
Neuburger, Nicholas 08/04/25	Grade 4 – Coronado
Pahls, Chris 08/04/25	Art – Central
Peck, Kayla 08/04/25	English Lang Arts – South High
Pinkston, Erica 08/04/25	Orchestra – South Middle
Rivera, Jami 08/04/25	Speech Lang Pathologist – CKCIE
Rivera, Katalina 08/04/25	English Lang Arts – South High
Robbins, Nathan 08/04/25	Kindergarten – Schilling
Rodriguez, Robert 08/04/25	Foreign Language – Central
Salmans, Elijah 08/04/25	PE/Health – South Middle
Shaw, Lauren 08/04/25	Grade 3 – Cottonwood
Smith, Kimberly 08/04/25	High Incidence SpEd – CKCIE/Coronado
Stein, Reagan 08/04/25	Science – Central
Svitak, Tamara 07/28/25	School Psychologist – CKCIE
Taylor, Kaitlyn 08/04/25	Grade 3 – Heusner
Wespe, Courtney 08/04/25	Grade 2 – Heusner
Wolf, Chloe 08/04/25	Grade 1 – Meadowlark

TRANSFER OF CERTIFIED CONTRACT(S) FOR 2025-2026:

Bartz, Barbra	From: High Incidence SpEd – CKCIE/Heusner To: Low Incidence SpEd – CKCIE/Coronado
Bradrick, Danielle	From: At-Risk Interventionist – Coronado
Dechant, Anna	To: Lead Teacher – Coronado From: At-Risk Interventionist – Cottonwood
Herzog, Gabrielle	To: Lead Teacher – Cottonwood From: Grade 4 – Meadowlark
Kampfe, Ellen	To: Grade 5 – Meadowlark From: Grade 4 – Meadowlark
Lawless, Susan	To: Grade 1 – Stewart From: High Incidence SpEd – CKCIE/Bennington Elem
Mills, Erica	To: High Incidence SpEd – CKCIE/Lakewood From: Grade 1 – Meadowlark
Shamburg, Raegan	To: Grade 4 – Meadowlark From: Title I .5 – Heusner To: Title I .75 – Heusner

TRANSFER OF CLASSIFIED WORK AGREEMENT(S) TO CERTIFIED CONTRACT(S) FOR 2025-2026:

Allen-Castro, Emily	From: Behavior Specialist Asst – CKCIE To: School Psychologist – CKCIE
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RESIGNATION OF CERTIFIED CONTRACT(S) AT THE END OF 2024-2025:

Andres, Jacob 05/23/25	Orchestra – South Middle
Bacon, Sydney 05/23/25	High Incidence SpEd – CKCIE/Transitions
Bellerive, Jacob 05/23/25	Kindergarten – Oakdale
Hanson, Ashley 05/23/25	Business Education – Central
Harris, Danielle 05/23/25	Grade 5 – Schilling

Pitko, Kirsten 05/23/25	Grade 4 – Cottonwood
Price, Krystyn 05/23/25	High Incidence SpEd – CKCIE/Central
	Plains Elem
Schroeder, Darci 05/23/25	High Incidence SpEd – CKCIE/Lakewood
Suarez, Alison 05/23/25	High Incidence SpEd – CKCIE/South
	Middle
Todd, Alyssa 05/23/25	Virtual Teacher – Salina Virtual
	Innovation Academy
Wohler, Harriet 05/23/25	High Incidence SpEd – CKCIE/Schilling
Young, Andrea 05/30/25	Counselor – Central

RETIREMENT OF CERTIFIED CONTRACT(S) AT THE END OF 2024-2025:

Moeckel, Crista 05/23/25	Adaptive SpEd – CKCIE/Minneapolis
Patrick, Kevin 05/23/25	High

APPOINTMENT OF SUPPLEMENTAL CONTRACT(S) FOR 2024-2025:

Armbrust, Andrew 08/05/24	Dept Chair SpEd – Opportunity Now
Hall, Michael 04/16/25	Baseball Asst – Central

APPOINTMENT OF SUPPLEMENTAL CONTRACT(S) FOR 2025-2026:

Burke, Elizabeth 08/13/25	Textbook Manager – South High
Crow, Donald 08/13/25	Dept Chair Science – South High
Hernandez, John 08/13/25	Concession Manager Fall – South High
Kutz, Emily 08/13/25	STUCO Sponsor .25 – South High
Lynn, Charlie 08/13/25	Senior Class Sponsor – South High
Ozores, Kate 08/13/25	STUCO Sponsor .5 – South High
Rivera, Katalina 08/13/25	STUCO Sponsor .25 – South High
Salmans, Elijah 08/13/25	Football Asst – South High
Shurts, Jessica 08/13/25	National Honor Society Sponsor – Central
Wellbrock-Talley, Noah 08/13/25	Scholars Bowl Asst – Central

TRANSFER OF SUPPLEMENTAL CONTRACT(S) FOR 2025-2026:

Poland, Kevin	From: Concession Manager Fall – South High
	To: Concession Manager Winter – South High
Rubino, Joshua	From: Scholars Bowl Asst – Central
	To: Scholars Bowl Head – Central

RESIGNATION OF SUPPLEMENTAL CONTRACT(S) AT THE END OF 2024-2025:

Hanson, Ashley 05/23/25	Junior Class Sponsor – Central
Nelson, Brynnalese 05/23/25	Debate Asst – Central
Orr, Sarah 05/23/25	Volleyball Asst – Central
Patrick, Kevin 05/23/25	Track Head Asst – Central .5/South High .5
Smith, Tyler 05/23/25	Football Asst – South High
Stewart, Caleb 05/23/25	E-Sports Head Fall/Spring – South High
Webb, Alan 05/23/25	National Honor Society Sponsor – Central

CLASSIFIED APPOINTMENT(S):

Armstrong, Jacob 04/09/25	Night Custodian – Schilling
Brown, Adriana 04/14/25	Family Consultant – Heartland
Dolezal, Angela 04/28/25	EEC Engagement Support – Heartland

Evans, Abby 04/09/25	Paraeducator – CKCIE/Herington High
Franklin, Mackenzie 05/14/25	EEC Engagement Support – Heartland
Garrett, Heather 04/09/25	EEC Engagement Support – Schilling
Griffitts, Hunter 04/09/25	Night Custodian – Central
Hess, Denise 04/16/25	Paraeducator – CKCIE/Herington Middle
Horner, Racheal 05/07/25	Kitchen Asst Foodservice – Lakewood
Kobiskie, Matigan 04/16/25	Instructional Asst II – Sunset
Krieger, Cindy 04/16/25	Kitchen Asst Foodservice – South Middle
Lilly, Tristan 05/14/25	Information Systems Tech – MIS
Romero Arreola, Ma Edith 04/07/25	EEC Engagement Support – Heartland
Ruiz-Moreno, Evelin 04/09/25	Paraeducator – CKCIE/Sunset
Salehi, Ashlee 04/16/25	Night Custodian – Central
Snider, Kristan 04/23/25	Paraeducator – CKCIE/Herington Elem
Vanderford, Aris 04/16/25	Night Custodian – South High
Von Fange, Katrina 04/23/25	Paraeducator – CKCIE/Heusner
Willard, Sumitra 04/16/25	EEC Engagement Support – Heartland

CLASSIFIED TRANSFER(S):

Deatherage, Elizabeth	From: Instructional Asst IV – Coronado To: SpEd Technician – CKCIE/South High
Eckhoff, Abrienda	From: EEC Engagement Support – Sunset To: EEC Engagement Support – Heusner
Heier, Catherine	From: Cook Foodservice – South Middle To: Lead Foodservice – South Middle
Krieger, Cindy	From: Kitchen Asst Foodservice – South Middle To: Cook Foodservice – South Middle
Nix, Teresa	From: Admin Asst IV – Headstart Abilene To: Intake/Data Entry Specialist – Heartland
Reyer, Terry	From: HVAC Maint Tech Journeyman – Operations To: HVAC Manager – Operations
Sires-Wils, Isaiah	From: Football Asst Grade 8 – Lakewood To: Football Asst – South High

CLASSIFIED RESIGNATION(S):

Blouch, Nicole 03/14/25	Paraeducator – CKCIE/Herington Middle
Brown, Michelle 03/31/25	SAEC Admin Asst – Salina Adult Education
Burr, Rocio 04/30/25	Exec Asst – Central Admin – BOE
Camenson, Katelyn 04/25/25	EEC Engagement Support – Heartland
Clouston, Angela 04/17/25	Kitchen Asst Foodservice – South Middle
Day, Ashlynn 04/25/25	EEC Engagement Support – Heartland
Delay, Harlie 04/17/25	Paraeducator – CKCIE/Abilene Eisenhower
Franklin, Aubriawna 04/14/25	Volleyball Asst Grade 8 – Lakewood
Goetz, Terry 04/03/25	ISS Supervisor – Lakewood
Hall, Travis 03/27/25	Night Custodian – Central
Hendrick, John 05/02/25	Night Custodian – South Middle
Hiskett, Karrie 05/16/25	Paraeducator – CKCIE/Hope Elem
Huskey, Shannon 05/22/25	Paraeducator – CKCIE/Abilene Kennedy
Johnson, Lance 04/15/25	Football Asst Grade 7 – South Middle

Mobley, Teresa 05/23/25	EEC Engagement Support CDA – Heartland
Nelssen, Jillian 04/07/25	Kitchen Asst Foodservice – Lakewood
Nossaman, Dove 05/04/25	Kitchen Asst Foodservice – Lakewood
Sires-Wils, Isaiah 04/15/25	Wrestling Asst – Lakewood
Solt, Taylor 04/28/25	Night Custodian – Schilling
Sowers, MadySEN 05/22/25	SpEd Technician – CKCIE/South Middle
Stukey, Jordyn 04/11/25	Paraeducator – CKCIE/Central
Tiernan, Alicia 05/09/25	Day Custodian – Central

CLASSIFIED RETIREMENT(S):

Werth, Patricia 03/31/25	Copy Center Technician – Copy Center
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CLASSIFIED TERMINATION(S):

Hendrix, Elizabeth 04/15/25	Paraeducator – CKCIE/Abilene High
Zepeda Aranda, Mairely 04/10/25	Bilingual Ed Support – Heusner/ Cottonwood

Financial Reports and Bills List for the month of April

Treasurer's Report (March)

Investment Report (March)

Journal Entries (March)

Approval of Encumbrance Listings (A copy is attached to the permanent minutes.)

CDW-G	Microsoft Renewal	\$114,509.38
Skyward	Business & Student Mgt	\$133,093.00
	Suite Renewal	
MasteryConnect	License Renewal	\$ 29,310.00
Accelerate Education	License Renewal	\$ 22,725.00
Johnson Controls	Cameras: SHS, CHS, LMS, SMS and Salina Stadium	\$77,378.68
Precision Electrical	Labor: Cameras Installation (above)	\$ 26,582.00
Woolpert	Enrollment/Facility Study	\$ 20,000.00

Approval of South High and Lakewood Paving Bid

To Encore Paving in the amount of \$336,199.24.

Approval of South Middle Request to Apply for a Grant

In the amount of \$7,000 to the Kansas Association for Youth Alumni.

Approval of Mental Health Intervention Team Program Grant Request
(A copy is attached to the permanent minutes.)

Approval of Federal Head Start Grant Application for a Change in Scope – Enrollment Reduction for 2025-2026 (A copy is attached to the permanent minutes.)

Approval of McCune Foundation Gift for the Eager Readers Program
In the amount of \$81,187.18.

Approval of South High Gift from South High Booster Club
In the amount of \$35,000.

Approval of 2025-2026 School Resource Officer Agreement (A copy is attached to the permanent minutes.)

Approval of South High Speech and Debate Out-of-State Field Trip
To Des Moines, Iowa on June 14, 2025 to June 21, 2025.

Approval of South High HOSA Out-of-State Field Trip
To Nashville, Tennessee on June 17, 2025 to June 22, 2025.

Motion carried: 6 Yeas, 0 Nays.

Public Forum

Alma Quezada, patron, shared concerns on Salina's ESL students.

2025-2026 Salina Virtual Student Handbook

Motion by Dana Kossow, second by Ann Zimmerman to approve the 2025-2026 Salina Virtual Student Handbook as presented. Motion carried: 6 Yeas, 0 Nays.

Capital Improvement Plan

Motion by Bonnie Schamberger, second by Paul Gebhardt to approve the Capital Improvement Plan as presented. (A copy is attached to the permanent minutes.) Motion carried: 6 Yeas, 0 Nays.

Kelly Services

Eryn Wright, executive director of human resources/legal services, and Brandy Meisenheimer, Kelly Education, presented a proposal from Kelly Education to provide contracted services for substitute recruitment, hiring and placement.

After discussion, motion by Ann Zimmerman, second by Dana Kossow to approve contracting with Kelly Education for substitute services as presented and authorize the district's administration and general counsel to negotiate and finalize the agreement. Motion carried: 6 Yeas, 0 Nays.

School Board Committee Reports

a. Sunday, May 18, Graduations, Tony's Pizza Events Center
South High School – 2:00 pm
Central High School – 5:00 pm

b. Thursday, June 26, SAEC Graduation, 7:00 pm, Lakewood

Scott Gardner reported on the following:

- Graduations
- Opioid Task Force
- Meet and Confer

Ann Zimmerman reported on the following:

- CKCIE Board of Control
- Parks & Recreation Advisory Board
- Retirement Recognition
- South High School Senior Recognition
- Read to Sunset Students
- South Middle School Tour
- Central High Art Open House
- Central High Tennis Court Ceremony

Paul Gebhardt reported on the following:

- Parks & Recreation Advisory Board
- SHESC Executive Cabinet
- South Middle School Tour

Dana Kossow reported on the following:

- NEA-Salina Executive Board
- South Middle School Tour
- Meet and Confer

Bonnie Schamberger reported on the following:

- You Make a Difference
- Heartland Policy Council
- National Day of Prayer
- South Middle School Tour

Gabe

- You Make a Difference
- CKCIE Board of Control
- Retirement Recognition

Superintendent's Report

Linn Exline updated the board on the following items:

- Spotlight Recognition – Lea Watts, Salina Regional Health Center
- Retirement Recognition
- Kansas Kids Fitness Day
- Skyward Transition

Information Agenda

a. Heartland Early Education Update

Executive Session Negotiations

Motion by Ann Zimmerman, second by Paul Gebhardt that the Board of Education go into executive session at 6:30 p.m. for 20 minutes for the purpose of discussing employer/employee negotiations because if this matter were discussed in open session, it might jeopardize resolution of the negotiation issues and that the Board of Education reconvene into open session at 6:50 p.m. in the SEC Room. Motion carried: 6 Yeas, 0 Nays.

Linn Exline and Lisa Peters, executive director of business, arrived at 6:30 p.m., per request.

Eryn Wright arrived at 6:31 p.m., per request.

Open Session

President Grant declared the board to be in open session at 6:50 p.m.

Dana Kossow and Bonnie Schamberger left at 6:50 p.m.

Executive Session Safety and Security

Motion by Ann Zimmerman, second by Paul Gebhardt that the Board of Education go into executive session at 6:55 p.m. for 20 minutes for the purpose of discussing matters relating to the security of the board or the school; to ensure that safety of the school, school buildings or facilities and/or the information system of the school is not jeopardized and that the Board of Education reconvene into open session at 7:15 p.m. in the SEC Room. Motion carried: 4 Yeas, 0 Nays.

Dana Kossow and Bonnie Schamberger arrived at 6:55 p.m.

Linn Exline; Shanna Rector, deputy superintendent; and Matt Brown, director of IT and security, arrived at 6:55 p.m., per request.

Open Session

President Grant declared the board to be in open session at 7:15 p.m.

Adjournment

Motion by Scott Gardner, second by Paul Gebhardt to adjourn the meeting. Motion carried: 6 Yeas, 0 Nays.

President Grant declared the meeting adjourned at 7:17 p.m.

Attest:

Clerk, Board of Education
Unified School District No. 305
Saline County, State of Kansas

Approved_____

Carson Ablard, Central High School Student
Jessica Allen, Patron
Katie Allen, South High School Student
Matt Allen, Patron
Olivia Allen, South High School Student
Minh Anh Bui, South High School Student
Megan Baird, Cottonwood Elementary School Math Coach
Trish Bandré, Oakdale Elementary School Literacy Coach
Diana Boley, Lakewood Middle School Teacher
Craig Bowerson, Patron
Jessica Bowerson, Patron
Lyndon Brewer, Central High School Student
Matt Brown, Director of Technology and Security
Ayden Brunsting, South High School Student
Bayler Burr, South High School Student
Brad Burr, Patron
Robin Burr, Patron
Nalyina Butsanoy, South High School Student
Jennifer Camien, Communications Director
Cody Casey, South High School Teacher
Brenda Chelvan, Central High School Teacher
Chris Chelvan, Patron
Katherine Chelvan, Central High School Student
April Clayson, Patron
Hailey Collins, South High School Student
Jody Craddock-Iselin, Director of Support Services
Carson Crawford, Central High School Student
Holli Crawford, Patron
James Crawford, Patron
Jessica Crawford, Patron
Drew Cray, Schilling Elementary School Teacher
Chris Delay, South High School Teacher
Liam Deniau-Young, Central High School Student
Amy Diehl, South Middle School Teacher
Angela Dorzweiler, Oakdale Elementary School Principal
Jennifer Ebel, Schilling Elementary School Principal
Kaitlyn Elder, Central High School Teacher
Linn Exline, Superintendent
Brianna Fortune, Patron
Gabriel Freeland, Central High School Student
Michael Freeland, Patron
Brenda Geist, South High School Teacher
Kelly Goth, Patron

Troy Goth, Patron
Kyle Griffitts, Cottonwood Elementary School Principal
Jessica Hakoda, South High School Teacher
Madison Halferty, Stewart Elementary School Student
Makayla Halferty, South High School Student
Ryan Halferty, Patron
Sherry Halferty, Patron
Isaac Hamilton, Central High School Student
Jocelyn Hamilton, South High School Student
Cale Hammond, South High School Student
Jeff Hayes, Executive Director of CKCIE
Matthew Henderson, Cottonwood Elementary School Teacher
Bryan Hinojosa, South High School Student
Deborah Howard, Clerk
Aurora Hulsey, South High School Student
Melyssa Jackson, Sunset Elementary School Teacher
Forrest Jenkins, Central High School Teacher
Dalene Johnson, Cottonwood Elementary School Teacher/NEA-Salina
Hadley Johnston, Central High School Student
Amarah Jordan, Central High School Student
Kari Keck, South Middle School Teacher
Anna Keith, Patron
Alex Kelley, Central High School Student
Shelby Kelley, Patron
Angela King, Schilling Elementary School Teacher
Brian Kinion, Patron
Elizabeth Kinion, Lakewood Middle School Library Media Specialist
Kristen Kinion, South High School Student
Julie Lai, South High School Student
Lesa Landauer, South High School Teacher
Lesa Larson, Director of Head Start
Blanca LeSage, Cottonwood Elementary School Teacher
Ava Lindsay, South High School Student
Nicole Lindsay, Patron
Lisa Lynn, Oakdale Elementary School Teacher
April Mayorga, Oakdale Elementary School Lead Teacher
Brandy Meisenheimer, Kelly Education
Rebecca Mendoza, Patron
Paul Mensching, Executive Director of Maintenance & Operations
Jean Merz-Edwards, Heusner Elementary School Library Media Specialist
Jeff Morrell, Patron
Jennifer Morrell, South High School Student
Vicki Morrell, Patron
Joseph Munoz-Chavez, Central High School Student
Keaton Myers, Central High School Student
Brynnalese Nelson, Schilling Elementary School Teacher
Eric Nienke, Patron
Randi Nienke, Patron
Roselyn Nienke, Central High School Student
Cynthia Perez-Hernandez, South High School Student
Lisa Peters, Executive Director of Business
Shannon Peters, Central High School Teacher
Barbara Pfertsh, Patron
Emma Pfertsh, South High School Student
Shelly Power, South High School Teacher
Anita Preston, Schilling Elementary School Teacher
Alma Quezada, Patron
Shanna Rector, Deputy Superintendent

Gabbie Resano, Central High School Student
Kiev Resano, Patron
Susan Resano, Patron
Solomon Rose, Central High School Teacher
Ben Schmidt, Schilling Elementary School Lead Teacher
Jamie Scott Brantley, Patron
Coleen Seim, Patron
Misty Serene, Patron
Grady Smith, South High School Student
Tiffany Snyder, Director of Recruitment and Retention
Jessica Steele, Cottonwood Elementary School Teacher
Caleb Stewart, South High School Teacher
Lacie Stewart, Schilling Elementary School Teacher
Darrin Stineman, Central High School Teacher
Cody Stockwell, Cottonwood Elementary School Lead Teacher
Kathy Taylor, Schilling Elementary School Teacher
David Toelle, Patron
Jennifer Toelle, Patron
Tenille Toelle, Central High School Student
Cameron Torres, South High School Student
Michael Turner, Central High School Student
Shelly Turner, Cottonwood Elementary School Teacher
Kim Warren, South High School Teacher
Ava Weaverling, Central High School Student
Derrick Whitt, Central High School Teacher
Eryn Wright, Executive Director of Human Resources/Legal Services
Chris Young, Patron
Lee Young, Patron
Travis Young, Patron
Selina Zeiler, South High School Teacher
Jordan Zuccarelli, Patron
Marshall Zuccarelli, Central High School Student

Personnel Report

June 10, 2025

APPOINTMENT OF CERTIFIED CONTRACT(S) 2025-2026

Barrett, Sydney	8/4/2025	High Incidence SPED Teacher	Central High
Howard, Jodi	7/29/2025	Counselor	Central High
Lane, Jordyn	8/4/2025	English Language Arts Teacher	South Middle
Meyer, Courtney	8/4/2025	SPED Teacher	Schilling Elementary
Nissen, McKenzie	8/4/2025	Kindergarten Teacher	Cottonwood Elementary
Radke, Marlana	8/4/2025	Business Education Teacher	Central High
Smith, Heather G.	8/4/2025	Art/Title I Teacher	Cottonwood Elementary
Wilson, Rachael	8/4/2025	High Incidence SPED Teacher	South Middle

TRANSFER OF CERTIFIED CONTRACT(S) 2025-2026

Baird, Drew	8/7/2025	Grade 2 Teacher/Sunset Elementary	PE/Health Teacher/Heusner Elementary
Brown, Michelle	8/7/2025	Title I Teacher/Cottonwood Elementary	At Risk Interventionist/Cottonwood Elementary
Chavez, Cynthia	8/7/2025	Grade 1 Teacher/Sunset Elementary	Kindergarten Teacher/Sunset Elementary
Coleman, Michelle	8/7/2025	Kindergarten Teacher/Sunset Elementary	Title I Teacher/Sunset Elementary
Daily, Jody	8/7/2025	Certified Student Support/Schilling Elementary	Grade 1 Teacher/Schilling Elementary
Gaskill, William	8/7/2025	Title I Teacher/Sunset Elementary	Grade 5 Teacher/Sunset Elementary
Jensen, Austin	8/4/2025	Grade 5 Teacher/Cottonwood Elementary	Grade 4 Teacher/Cottonwood Elementary
Marinhagen, Laura	8/7/2025	Grade 5 Teacher/Sunset Elementary	ESEA Roving Teacher/Sunset Elementary
Noel, Savannah	8/7/2025	Grade 2 Teacher/Oakdale Elementary	Kindergarten Teacher/Oakdale Elementary
Olson, Apryl	8/7/2025	Grade 1 Teacher/Sunset Elementary	Grade 4 Teacher/Sunset Elementary
Robinett, Terah	8/7/2025	Art/Title I Teacher/Cottonwood Elementary	Literacy Coach/Coronado Elementary
Soto, Brittany	8/7/2025	Certified Student Support/Cottonwood Elementary	Social Worker/Stewart Elementary
Steele, Jessica	8/7/2025	High Incidence SPED Teacher/Cottonwood Elementary	Kindergarten Teacher/Cottonwood Elementary
Stevenson, Camisha	8/7/2025	At Risk Interventionist/Sunset Elementary	Title I Teacher/Sunset Elementary
Stewart, Lacie	8/7/2025	Grade 3 Teacher/Schilling Elementary	At Risk Interventionist/Coronado Elementary
Szyndlar, Saralyn	8/7/2025	Early Education SPED Teacher/Heartland Early Education	High Incidence SPED Teacher/South Middle
Warner, Chelsea	8/7/2025	Grade 3 Teacher/Schilling Elementary	Title I Teacher/Schilling Elementary
Westling, Tia	8/7/2025	0.5 FTE Grade 5 Teacher/Heusner Elementary	Kindergarten Teacher/Heusner Elementary
Yetter, Margaret	8/7/2025	Early Childhood Teacher/Sunset Elementary	Grade 2 Teacher/Sunset Elementary

RESIGNATION OF CERTIFIED CONTRACT(S) AT THE END OF 2024-2025

Adkins, Mary	5/23/2025	Autism Specialist	CKCIE
Darling, Dawne	5/23/2025	High Incidence SPED Teacher	Solomon Elementary/CKCIE
Schneck, Adam	5/23/2025	PE/Health Teacher	Heusner Elementary
Showman, Jennifer	5/23/2025	Literacy Coach	Coronado Elementary
Sieker, Jessica	5/23/2025	Social Worker	Stewart Elementary
Woodall, Paul	5/23/2025	High Incidence SPED Teacher	Central High

RESIGNATION OF CERTIFIED CONTRACT(S) 2025-2026

Jackson, Rebecca	5/9/2025	Speech Language Pathologist	CKCIE
Pinkston, Erica	5/19/2025	Orchestra Teacher	South Middle

Personnel Report
June 10, 2025

RETIREMENT OF CERTIFIED CONTRACT(S) AT THE END OF 2024-2025

Bunch, Angela	5/23/2025	Adaptive SPED Teacher	Kanopolis Middle/CKCIE
Rowley, Rebecca	5/23/2025	Kindergarten Teacher	Cottonwood Elementary

APPOINTMENT OF SUPPLEMENTAL CONTRACT(S) 2024-2025

Delay, Chris	8/5/2024	Sophomore Class Sponsor	South High School
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APPOINTMENT OF SUPPLEMENTAL CONTRACT(S) 2025-2026

Archer, Samantha	8/7/2025	Assistant Cheer Sponsor	Lakewood Middle
Massey, Josh	8/7/2025	Sophomore Class Sponsor	South High
Pakkarato, Sean	8/7/2025	Assistant Tennis Girls	Lakewood Middle
Perez, Madisen	8/7/2025	Debate Assistant	South High

RESIGNATION OF SUPPLEMENTAL CONTRACT(S) AT THE END OF 2024-2025

Cullins, Makenzie	5/23/2025	Tennis Assistant	South Middle
Delay, Chris	5/23/2025	Sophomore Class Sponsor	South High
Schneck, Adam	5/23/2025	Football Assistant	Central High
Showman, Jennifer	5/23/2025	Swim Assistant	0.5 FTE Central High/0.5 FTE South High
Showman, Jennifer	5/23/2025	Cheerleader Sponsor	South High
Webb, Alan	5/23/2025	Track Assistant	South High

CLASSIFIED APPOINTMENT(S)

Bale, Matt	5/30/2025	Night Custodian	Central High
Casey, Ethan	10/27/2025	Wrestling Assistant Boys	Lakewood Middle
Cortes Gonzalez, Emiliano	5/7/2025	Night Custodian	Heartland Early Education
Dominguez-Herrea, Francisca	8/1/2025	EEC Engagement Support	Heartland Early Education
Dyball, Cassandra	5/28/2025	Administrative Assistant	Salina Adult Education Center
Franklin, MacKenzie	8/18/2025	Volleyball Assistant Grade 8	Lakewood Middle

CLASSIFIED TRANSFER(S)

Augustine, Brandy	8/13/2025	Cheerleader Sponsor Assistant/South High	Cheerleader Sponsor/South High
Burnett, Cody	6/2/2025	Grounds Maintenance/Operations	HVAC Maintenance Technician Apprentice/Operations
Garretson, Brooks	8/18/2025	Assistant Cross Country/Lakewood Middle	Football Assistant Grade 8/Lakewood Middle

CLASSIFIED RESIGNATION(S)

Anguiano, Julie	5/25/2025	Paraeducator	Eisenhower Elementary/CKCIE
Baccus, Bobbi	5/21/2025	Paraeducator	Minneapolis Elementary/CKCIE
Base, Keri	5/21/2025	Paraeducator	Minneapolis High/CKCIE
Berman, Mariah	5/16/2025	Paraeducator	Cottonwood Elementary
Callaham, Ashley	5/13/2025	Paraeducator	White City Elementary/CKCIE
Celiz, Gustavo	5/28/2025	Assistant Boys Soccer	Central High
Davis, Rylee	5/22/2025	Paraeducator	South Middle School
Ediger, Rachel	5/23/2025	Child Development Specialist	Heartland Early Education
Elliott, Bruce	5/22/2025	Paraeducator	South High

Personnel Report
June 10, 2025

CLASSIFIED RESIGNATION(S), cont.

Franklin, Brittany	5/5/2025	Paraeducator	Oakdale Elementary
Kahre, Katie	5/22/2025	EEC Engagement Support	Stewart Elementary
Kempke, Elizabeth	5/22/2025	EEC Engagement Support	Meadowlark Elementary
Larsen, Sharon	7/16/2025	EEC Engagement Support - CDA	Heartland Early Education
Lee, Kathyern	5/22/2025	Health Aide	0.4375 FTE South High/0.4375 FTE Central High
Lonberger, Taylor	5/21/2025	Paraeducator	Minneapolis Elementary/CKCIE
Mahoney, Isabell	5/16/2025	Paraeducator	Schilling Elementary
Marion, Tiana	5/28/2025	Debate Assistant	South High
Mendenhall, Deborah	5/22/2025	Paraeducator	Project Search/CKCIE
Perry, Monica	5/23/2025	Behavior Specialist Assistant	CKCIE
Robinson, Regan	5/22/2025	SLP Technician	Schilling Elementary
Ruiz-Moreno, Evelin	4/25/2025	Paraeducator	Sunset Elementary
Sippel, Michelle	5/6/2025	Kitchen Assistant - FNS	South High
Solis, Kiyoko	5/29/2025	Cook - FNS	Kitchen II
Stavropolis, Ariana	5/22/2025	Instructional Assistant III	Heusner Elementary
Steinle, Kendall	5/16/2025	Campus Supervisor	South Middle
Stoppel, Mandy	5/22/2025	Receptionist	South Middle
Wilkinson, Leslie	5/20/2025	Paraeducator	Tescott High/CKCIE
Wilson, Joyce	5/23/2025	Special Education Technician	Opportunity Now

CLASSIFIED RETIREMENT(S)

Breiby, Jacqueline	5/22/2025	Paraeducator	Meadowlark Elementary
Taylor, Cindy	7/2/2025	Lead - FNS	Meadowlark Elementary
Woods, Gloria	5/22/2025	Bilingual Education Support	South High

CLASSIFIED TERMINATION(S)

Griffitts, Hunter	5/12/2025	Night Custodian	Central High
Lee, Jada	5/16/2025	Paraeducator	White City Elementary/CKCIE
Martinez, Maria	5/22/2025	Bilingual Education	Lakewood Middle
Murphy, Ashley	5/22/2025	Special Education Technician	Transitions/CKCIE

SALINA UNIFIED SCHOOL DISTRICT #305
TREASURERS REPORT
April 30, 2025

BUDGET YEAR FY25

FUND #	FUND NAME	BEGINNING MONTH CASH BALANCE	CURRENT MONTH REVENUES	PREVIOUS YEAR'S PO EXPENSES	CURRENT MONTH EXPENSES	ENDING MONTH CASH BALANCE
06	General Fund	6,480,206.23	4,841,903.73	-	5,764,053.62	5,558,056.34
08	Supplemental General Fund	4,033,311.03	-	-	225,959.82	3,807,351.21
10	Salina Adult Education Center	504,285.71	13,368.56	-	57,174.05	460,480.22
11	Preschool-Aged At-Risk	-	24,397.84	-	24,397.84	-
13	At-Risk K-12	-	1,386,417.68	-	1,386,308.76	108.92
14	Bilingual Fund	(170.00)	71,769.48	-	71,599.48	-
15	Virtual Education	25.00	34,140.32	-	34,165.32	-
16	Capital Outlay Fund	18,939,137.01	149,479.44	2,085.73	348,203.34	18,738,327.38
18	Driver Training Fund	55,600.08	150.00	-	-	55,750.08
24	Food Service Fund	386,043.45	385,064.44	-	485,150.74	285,957.15
26	Professional Development Fund	856,891.82	-	-	43,868.16	813,023.66
28	Parent Education Fund	66,303.31	-	-	11,128.42	55,174.89
29	Summer School Fund	16,675.23	-	-	194.54	16,480.69
30	Special Education-305 Fund	4,488,630.84	1,170,116.91	-	4,129,572.97	1,529,174.78
34	Career and Post Secondary Education	(325.82)	59,273.96	-	58,948.14	-
47	Health Insurance - Employer	7,431,788.58	1,057,846.84	-	1,119,120.85	7,370,514.57
51	KPERS Special Retirement	-	2,452,628.57	-	2,452,628.57	-
53	Contingency	4,152,091.00	-	-	-	4,152,091.00
55	Textbooks Fund	985,585.52	5,558.45	-	-	991,143.97
62	Bond and Interest Fund	5,471,945.08	-	-	-	5,471,945.08
78	CKCIE	3,628,771.06	6,743,736.52	-	2,650,157.19	7,722,350.39
<u>FEDERAL GRANTS</u>						
31	Title I Low Income	(160,732.13)	159,254.00	-	157,783.28	(159,261.41)
32	Title I Carryover Funds	-	-	-	-	-
37	Title VI-B Targeted Improvement Plan	(3,108.87)	3,108.00	-	2,212.21	(2,213.08)
40	KS Stronger Connections Grant	(7,475.53)	4,225.00	-	1,887.00	(5,137.53)
43	TASN-SMHI Federal Grant	3,391.30	-	-	-	3,391.30
46	USD Perkins Secondary Improvement	(574.06)	574.00	-	8,568.97	(8,569.03)
48	Title I Part D	(90,251.74)	42,742.00	-	16,054.94	(63,564.68)
50	ESEA School Improvement-Sunset	(10,801.76)	10,801.00	-	16,790.76	(16,791.52)
54	Teacher Apprenticeship	(2,716.90)	2,716.00	-	5,026.86	(5,027.76)
59	KS EHS/HS	(57,519.31)	78,602.29	-	95,944.22	(74,861.24)
60	Head Start Summer Food	1,794.15	-	-	-	1,794.15
61	Head Start Federal	(8,176.05)	599,987.25	96,453.00	538,109.93	(42,751.73)
69	Head Start CACFP	46,142.22	25,142.01	-	23,040.73	48,243.50
81	Title II-A Teacher Quality	(22,561.29)	20,533.00	-	20,533.47	(22,561.76)
83	Title III English Language Acquisition	(9,729.02)	9,729.00	-	10,577.65	(10,577.67)
94	Title IVA-Student Suppt & Acad Enrich	(48,547.17)	6,382.00	-	15,000.20	(57,165.37)
<u>STATE AND LOCAL GRANTS</u>						
01	Other Grants	60,533.18	31,624.73	-	28,943.51	63,214.40
02	Student Assistance Fund	4,900.97	-	-	-	4,900.97
03	Recruitment and Retention Fund	44,105.17	-	-	4,573.16	39,532.01
04	Stewart Library Endowment Grant	34,779.23	113.60	-	-	34,892.83
05	Teacher Leadership Academy	17,403.83	-	-	-	17,403.83
20	Mental Health Intervention Grant	(48,636.88)	37,564.57	-	36,435.28	(47,507.59)
21	Athletic Advertising	300.00	3,700.00	-	-	4,000.00
25	Social Worker-Overcoming Barriers	2,045.71	-	-	-	2,045.71
27	Eager Reader-McCune Foundation Grant	1,285.84	-	-	1,285.84	-
58	Head Start Nonfederal	11,022.68	-	-	1,405.63	9,617.05
70	KPP - Kansas Preschool Pilot	(16,109.29)	16,109.00	-	12,973.30	(12,973.59)
71	SVIA	12.00	-	-	12.00	-
72	Meadowlark	6,069.33	-	-	-	6,069.33
73	Oakdale	6,411.25	-	-	-	6,411.25
74	Cottonwood	7,144.93	-	-	180.00	6,964.93
75	Sunset	5,703.43	800.00	-	25.48	6,477.95
76	Heusner	3,694.90	-	-	60.74	3,634.16
77	Stewart	1,845.76	-	-	-	1,845.76
79	CKCIE Transition	7,238.97	-	-	-	7,238.97
80	Coronado	6,495.43	-	-	546.06	5,949.37
82	Schilling	5,908.33	-	-	-	5,908.33
		57,288,083.74	19,449,560.19	98,538.73	19,860,603.03	56,778,502.17

Reconciliations

April 30, 2025

Operating Account

Balance per Bank - Checking	6,692,860.74
Balance per Bank - Repo Agreement	41,058,000.00
Outstanding Vendor Checks	(1,005,490.97)
Outstanding Payroll Checks	(28,192.30)
Outstanding Items	(518.83)
Outstanding Deposits	-
Adjusted Balance per Banks	<u>46,716,658.64</u>
Balance per Books	46,716,658.64
Other Adjustments	-
Adjusted balance per books	<u>46,716,658.64</u>

Cash Balances

UMB-Operating and Repurchase Agreement	46,716,658.64
UMB-Health Insurance Trust Fund	7,370,514.57
UMB Bank-Stewart Library CD-Principal	31,470.47
UMB-Stewart Library Savings Account-Income	3,422.36
Sunflower Bank CD	1,000,000.00
Bank of the Plains CD	2,000,000.00
Petty Cash Accounts	3,000.00
Food Service-Cash on Hand	2,000.00
Cash Balance Sub-Total	<u>57,127,066.04</u>
Total Liabilities	(348,563.87)
Cash Balance Total	<u>56,778,502.17</u>
Cash Balance per Treasurer's Report	<u>56,778,502.17</u>

Depository Security - Adequacy of Coverage

April 30, 2025

	UMB Bank	Sunflower Bank	Equity Bank	Bank of the Plains
Non-interest Bearing Accounts				
District Petty Cash	1,500.00			
Operating Checking	6,692,860.74			
Salina Head Start Petty Cash	1,415.00			
Salina High School South		294,903.64		
Total Non-Interest Bearing Accounts	6,695,775.74	294,903.64	-	
Interest Bearing Accounts				
Operating-Repurchase Agreement Account	41,058,000.00			
Salina Central High School	472,528.13			
Lakewood Middle School	83,224.26			
Stewart Library CD	31,470.47		-	
Stewart Library Savings Account	3,422.36			
Special Education Cooperative		12,348.76		
Salina South Middle School		88,207.60		
First Bank CD		1,000,000.00		
Sunflower Bank CDs				2,000,000.00
Bank of the Plains CD			2,154.12	
Heusner Elementary Student Council				
Total Interest Bearing Accounts	41,648,645.22	1,100,556.36	2,154.12	\$ 2,000,000.00
Total All Accounts	48,344,420.96	1,395,460.00	2,154.12	\$ 2,000,000.00
*Less FDIC Insurance	(250,000.00)	(500,000.00)	(2,154.12)	(250,000.00)
Pledging Required	48,094,420.96	895,460.00	-	1,750,000.00
Market Value of Pledged Securities	58,592,985.44	1,346,473.80	-	2,136,496.47
Over (Under) Secured Deposits	10,498,564.48	451,013.80	-	386,496.47

*Per Banking Institution

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MONTHLY CASH BALANCE

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SALINA CENTRAL H.S. ACTIVITY

BUDGET YEAR 25 DATE 050525

FUND TYPE= ALL

LEDGER DATES 040125 - 043025

FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. =CASH BALANCE	PREV. & CURR. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
001	CHEERLEADERS	3437.94	789.04	.00	980.65	3246.33	.00	3246.33
002	GIRLS BASKETBALL	7153.57	574.00	.00	1404.63	6322.94	.00	6322.94
003	INDUSTRIAL METAL	47.46	131.83	.00	143.56	35.73	.00	35.73
004	GIRLS TENNIS	.00	.00	.00	.00	.00	.00	.00
005	MUSTANG V-BALL	3741.20	943.71	.00	.00	4684.91	.00	4684.91
006	DEBATE	2727.16	.00	.00	.00	2727.16	.00	2727.16
007	HOSA: FUTURE HEA	1941.84	587.00	.00	1168.00	1360.84	.00	1360.84
008	FUTURE FARMERS	5868.36	1180.00	.00	1405.06	5643.30	.00	5643.30
009	CONDITIONING	3312.85	100.00	.00	39.98	3372.87	.00	3372.87
010	S.E.L.L.S.	10545.07	.00	.00	.00	10545.07	.00	10545.07
011	LINK (FRESHMAN O	40.78	.00	.00	.00	40.78	.00	40.78
012	ACCT CLASS	.00	.00	.00	.00	.00	.00	.00
013	STUDENT COUNCIL	6405.49	.00	.00	30.98	6374.51	.00	6374.51
014	THE HEAD LOCK CL	6488.57	1074.30	.00	673.48	6889.39	.00	6889.39
015	CLASS OF 2025	3620.78	.00	.00	1590.58	2030.20	.00	2030.20
017	VET CLUB	2987.82	70.00	.00	680.66	2377.16	.00	2377.16
018	CLASS OF 2028	2185.64	137.30	.00	169.30	2153.64	.00	2153.64
019	TRI M	85.24	.00	.00	.00	85.24	.00	.00
020	ADV.PLACE FUND	.00	.00	.00	.00	.00	.00	261.31
021	FELLOWSHIP OF CH	261.31	.00	.00	.00	261.31	.00	261.31
022	SC PRIDE WEIGHTR	505.90	1550.00	.00	.00	2055.90	.00	2055.90
023	KEY CLUB	651.85	.00	.00	.00	651.85	.00	651.85
024	GAY STRAIGHT ALL	163.96	.00	.00	.00	163.96	.00	163.96
025	LITERACY FUND	.87	.00	.00	.00	.87	.00	.87
026	JOURNALISM CONVE	390.00	.00	.00	.00	390.00	.00	390.00
027	CLASS OF 2026	2777.53	9451.66	.00	452.69	11776.50	.00	11776.50
028	CLASS OF 2027	1730.75	.00	.00	.00	1730.75	.00	1730.75
029	COLOR GUARD	6497.09	1500.00	.00	2690.00	5307.09	.00	5307.09
030	FCCLA FAMILY,CAR	3304.48	.00	.00	.00	3304.48	.00	3304.48
031	EARL BANE SCHOLA	3288.00	250.00	.00	250.00	3288.00	.00	3288.00
032	ALUMNI POST.FUND	7156.94	.00	.00	.00	7156.94	.00	7156.94
033	LIBRARY SERVICE	821.79	.00	.00	.00	821.79	.00	821.79
034	FOOD SERVICE	.00	9.20	.00	.00	9.20	.00	9.20
035	BOOK RENT	50.00	100.00	.00	50.00	100.00	.00	100.00
037	LOST & DAMAGED B	.00	.00	.00	.00	.00	.00	.00
040	POSTAGE	151.80	273.24	.00	425.04	.00	.00	.00
042	CHROMEBOOK DAMAG	140.00	.00	.00	140.00	.00	.00	13.28
043	THE BOWLING FUND	1241.69	154.92	.00	1383.33	13.28	.00	5176.31
044	WELFARE FUND	4739.77	500.00	.00	63.46	5176.31	.00	9932.57
046	BEAUTIFY CENTRAL	9932.57	.00	.00	.00	9932.57	.00	4180.54
047	SALES TAX FUND	515.06	4068.59	.00	403.11	4180.54	.00	29.20
048	ASSET BUILDING T	29.20	.00	.00	.00	29.20	.00	29.20
049	PHOTOS-ATHLETIC/	1522.44	.00	.00	.00	1522.44	.00	1522.44
051	LIBRARY BOOK CLU	1096.81	.00	.00	.00	1096.81	.00	1096.81

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MONTHLY CASH BALANCE

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SALINA CENTRAL H.S. ACTIVITY

BUDGET YEAR 25 DATE 050525		FUND TYPE= ALL		LEOGER DATES 040125 - 043025				
FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. =CASH BALANCE	PREV. & Curr. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
052 CS FB CONC EQU.		1685.30	.00	.00	.00	1685.30	.00	1685.30
053 GENERAL FUND		25139.05	4201.28	.00	2371.36	26968.97	.00	26968.97
054 TRAIL		20041.21	1797.97	.00	.00	21839.18	.00	21839.18
055 WOODS FUND		30.00	252.94	.00	278.34	4.60	.00	4.60
056 D.E.C.A.		1929.13	.00	.00	.00	1929.13	.00	1929.13
057 BOYS SOCCER		4282.21	.00	.00	.00	4282.21	.00	4282.21
058 GAME DAY SCHOLAR		1921.79	78.21	.00	2500.00	-500.00	.00	-500.00
059 GIRLS GOLF		1149.43	.00	.00	.00	1149.43	.00	1149.43
060 ART CLUBS		2202.77	75.00	.00	1359.29	918.48	.00	918.48
061 PHOTOJOURNALISM		986.71	204.00	.00	.00	1190.71	.00	1190.71
062 TESTING FEES		369.32	.00	.00	231.76	137.56	.00	137.56
063 SPANISH CLUB		221.04	.00	.00	-375.00	596.04	.00	596.04
064 N. F. L.		1908.09	30.00	.00	336.00	1602.09	.00	1602.09
065 NAT'L HONOR SOC.		1383.11	.00	.00	1029.99	353.12	.00	353.12
066 DUNGEONS AND DRA		121.38	.00	.00	.00	121.38	.00	121.38
067 QUIZ BOWL		1273.81	.00	.00	10.00	1263.81	.00	1263.81
068 PYLON		1687.41	.00	.00	.00	1687.41	.00	1687.41
069 S.A.D.D.		1508.23	.00	.00	.00	1508.23	.00	1508.23
070 ATHLETIC FUND		125546.52	9193.23	.00	19315.51	115424.24	.00	115424.24
071 BASKETBALL CONCE		4249.39	771.62	.00	63.47	4957.54	.00	4957.54
072 MUSTANG C-COUNTR		2882.15	.00	.00	.00	2882.15	.00	2882.15
073 MUSTANG GOLF		947.18	70.00	.00	171.29	845.89	.00	845.89
074 SPIRIT COUNCIL		95.70	.00	.00	.00	95.70	.00	95.70
075 RACKET, INC.		3046.50	680.00	.00	1801.00	1925.50	.00	1925.50
076 SPLISH-SPLASH CL		1460.73	.00	.00	.00	1460.73	.00	1460.73
077 THE BASEBALL		6489.36	2585.00	.00	65.50	9008.86	.00	9008.86
078 THE SOFTBALL FUN		5595.15	1367.00	.00	5423.74	1538.41	.00	1538.41
079 FOOTBALL CONCESS		.00	.00	.00	.00	.00	.00	.00
080 PREVENTION FUNDS		1637.90	.00	.00	.00	1637.90	.00	1637.90
081 COURTYARD PROJEC		4536.44	.00	.00	.00	4536.44	.00	4536.44
082 FRENCH CLUB		793.97	.00	.00	451.20	342.77	.00	342.77
083 CLIMATE/PBIS		156.86	.00	.00	.00	.00	.00	.00
084 ROBOTICS CLUB		30375.43	.00	.00	.00	30375.43	.00	30375.43
085 FOOTBALL FUND		4445.65	5087.46	.00	.00	9533.11	.00	9533.11
086 GIRLS SOCCER FUN		5456.27	330.00	.00	1064.36	4721.91	.00	4721.91
087 MUSTANG B-BALL		11292.48	.00	.00	1231.72	10060.76	.00	10060.76
088 MUSTANG TRACK CL		4206.33	13716.09	.00	4672.22	13250.20	.00	13250.20
089 DRAMATIC CLUB		218.37	.00	.00	.00	218.37	.00	218.37
090 FR SPIRIT SING.		1649.63	.00	.00	.00	1649.63	.00	1649.63
091 INSTR. MUSIC		6501.37	7495.32	.00	368.00	13628.69	.00	13628.69
092 ORCHESTRA		18432.77	3572.83	.00	1819.80	20185.80	.00	20185.80
093 VOCAL MUSIC		5560.83	.00	.00	720.06	4840.77	.00	4840.77
094 PRODUCTION FUND		1968.01	3943.63	.00	2521.40	3390.24	.00	3390.24
096 CENTRAL PERK		4558.74	102.56	.00	.00	4661.30	.00	4661.30
097 SC BOOSTER		9158.66	.00	.00	.00	9158.66	.00	9158.66
098 PBD		97.06	.00	.00	.00	97.06	.00	97.06
099 CHESS CLUB		216.16	.00	.00	.00	216.16	.00	216.16
100 TWIRLER FUND		18.40	.00	.00	.00	18.40	.00	18.40
101 SPRING CONCESSIO		92.53	2739.46	.00	1300.87	1531.12	.00	1531.12
102 METAL ART CLUB		343.18	.00	.00	340.00	3.18	.00	3.18

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MAPP2
MONTHLY CASH BALANCE

PAGE 3

SALINA CENTRAL H.S. ACTIVITY

BUDGET YEAR 25 DATE 050525		FUND TYPE= ALL			LEDGER DATES 040125 ~ 043025		
FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. PREV. & Curr. =CASH BALANCE -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
103	SKILLS USA	704.94	.00	.00	699.18	5.76 .00	5.76
104	ESPORTS	400.00	.00	.00	248.00	152.00 .00	152.00
105	FOOD PANTRY FUND	545.12	.00	.00	102.90	442.22 .00	442.22
		439079.35	81738.39	.00	64266.47	456551.27 .00	456551.27

Cardine Dow 5/5/2025

Mattie Aby 5/6/25

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MAPP2
MONTHLY CASH BALANCE

PAGE 1

SALINA HIGH SCHOOL-SOUTH

BUDGET YEAR 25 DATE 050525		FUND TYPE= ALL				LEDGER DATES 040125 - 043025		
FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. =CASH BALANCE	PREV. & CURR. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
010	LIBRARY	.00	19.00	.00	.00	19.00	.00	19.00
011	ADVANCED PLACEME	538.00	99.00	.00	538.00	99.00	.00	99.00
013	M MACHINES	.00	40.00	.00	.00	40.00	.00	40.00
015	REIMBURSABLE LUM	126.09	164.81	.00	126.09	164.81	.00	164.81
016	TEXTBOOK RENTAL	.00	140.00	.00	.00	140.00	.00	140.00
017	TEXTBOOK L&D	.00	.00	.00	.00	.00	.00	.00
018	ACTIVITY TICKETS	27.46	.00	.00	27.46	.00	.00	.00
019	ATHLETICS	79150.62	12763.40	.00	8973.81	82940.21	.00	82940.21
020	COUGAR SPEED & S	45.59	1590.00	.00	.00	1635.59	.00	1635.59
021	CHEERLEADERS	868.05	.00	.00	370.00	498.05	.00	498.05
022	CHROMEBOOKS L&D	153.00	10.00	.00	153.00	10.00	.00	10.00
023	PEPPERS	4019.82	.00	.00	.00	4019.82	.00	4019.82
024	BASEBALL	4521.26	680.00	.00	9.94	5191.32	.00	5191.32
025	BOYS BASKETBALL	405.46	650.00	.00	.00	1055.46	.00	1055.46
026	GIRLS BASKETBALL	6420.31	330.00	.00	1090.44	5659.87	.00	5659.87
027	TRACK	10721.99	680.00	.00	.00	11401.99	.00	11401.99
028	FOOTBALL	4504.16	.00	.00	298.34	4205.82	.00	4205.82
029	BOYS GOLF	1673.50	228.85	.00	923.40	978.95	.00	978.95
030	BOYS SWIM	1713.46	603.30	.00	.00	2316.76	.00	2316.76
031	GIRLS SWIM	933.19	603.30	.00	69.59	1466.90	.00	1466.90
032	GIRLS TENNIS	1195.01	.00	.00	.00	1195.01	.00	1195.01
033	CROSS COUNTRY	2905.39	.00	.00	.00	2905.39	.00	2905.39
034	GIRLS SOCCER	1333.37	3407.69	.00	1259.95	3481.11	.00	3481.11
035	VOLLEYBALL	1336.10	.00	.00	.00	1336.10	.00	1336.10
036	CONDITIONING	1657.23	214.95	.00	108.15	1764.03	.00	1764.03
037	WRESTLING	9406.76	680.00	.00	519.01	9567.75	.00	9567.75
038	INTERNATIONAL CU	302.66	.00	.00	.00	302.66	.00	302.66
039	BOWLING	1295.92	680.00	.00	.00	1975.92	.00	1975.92
040	SAFE	851.39	.00	.00	.00	851.39	.00	851.39
041	ST. ASSOCIATION	6422.50	.00	.00	48.76	6373.74	.00	6373.74
042	COFFEE BAR	812.00	.00	.00	.00	812.00	.00	812.00
043	BIG BROTHERS BIG	120.44	.00	.00	120.44	.00	.00	.00
044	POSITIVE REWARDS	2217.38	.00	.00	.00	2217.38	.00	2217.38
045	DEBATE/FORENSICS	1945.49	1133.00	.00	828.58	2249.91	.00	2249.91
046	NHS	8393.71	172.88	.00	403.85	8162.74	.00	8162.74
047	CONCESSIONS-FB	403.05	1650.03	.00	895.88	1157.20	.00	1157.20
048	PROM	1591.61	5784.90	.00	3054.08	4322.43	.00	4322.43
049	SCIENCE OLYMPIAD	128.32	.00	.00	128.32	.00	.00	.00
050	FCA	1752.09	.00	.00	.00	1752.09	.00	1752.09
051	BAND	11795.85	403.00	.00	9762.20	2436.65	.00	2436.65
053	JAZZ BAND	161.50	.00	.00	.00	161.50	.00	161.50
054	ORCHESTRA	3538.17	.00	.00	2955.61	582.56	.00	582.56
055	VOCAL	5261.96	10138.58	.00	6663.07	8737.47	.00	8737.47
056	DRAMA	5048.09	395.00	.00	522.69	4920.40	.00	4920.40
057	PRODUCTIONS	9160.94	330.00	.00	423.22	9067.72	.00	9067.72
058	CLASS OF 2026	86.80	.00	.00	.00	86.80	.00	86.80

Amanda Hatchett 5/5/25
Ginger Jones 5/5/25

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MAPP2
MONTHLY CASH BALANCE

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SALINA HIGH SCHOOL-SOUTH

BUDGET YEAR 25 DATE 050525		FUND TYPE= ALL				LEDGER DATES 040125 - 043025		
FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. =CASH BALANCE	PREV. & Curr. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
060	CLASS OF 2027	211.20	.00	.00	.00	211.20	.00	211.20
061	CLASS OF 2028	231.17	.00	.00	.00	231.17	.00	231.17
062	CLASS OF 2025	1373.71	.00	.00	600.00	773.71	.00	773.71
063	QUIZ BOWL	806.07	680.00	.00	.00	1486.07	.00	1486.07
064	CRIMSTOPPERS	95.52	.00	.00	95.52	.00	.00	.00
065	SWIM TEAM DISPLAY	1206.60	.00	.00	1206.60	.00	.00	.00
066	LIBRARY SERVICE	1615.70	.00	.00	.00	1615.70	.00	1615.70
067	CULINARY ARTS	103.60	385.69	.00	.00	489.29	.00	489.29
068	UNIFIED BOWLING	884.18	.00	.00	.00	884.18	.00	884.18
070	GRAPHIC DESIGN D	9659.99	165.00	.00	.00	9824.99	.00	9824.99
071	KAY CLUB	.00	680.00	.00	.00	680.00	.00	680.00
072	FCCLA	4294.33	9.15	.00	.00	4303.48	.00	4303.48
074	CATERING	.00	.00	.00	.00	.00	.00	.00
075	FRENCH CLUB	316.85	.00	.00	.00	316.85	.00	316.85
077	EARL BANE MICRO-	.00	.00	.00	.00	.00	.00	.00
078	PREENER	8109.47	2419.57	.00	5834.68	4694.36	.00	4694.36
079	TRIPODUM	535.26	.00	.00	345.00	190.26	.00	190.26
080	CONCESSIONS-BB	6649.83	212.00	.00	6120.00	741.83	.00	741.83
081	STUDENT NEEDS	5384.79	954.94	.00	105.00	6234.73	.00	6234.73
082	SALES TAX	911.01	3034.58	.00	911.04	3034.55	.00	3034.55
083	SIT FUNDS	20000.00	.00	.00	.00	20000.00	.00	20000.00
085	BPA CLUB	2548.69	.00	.00	.00	2548.69	.00	2548.69
086	BOYS SOCCER	3222.54	.00	.00	701.95	2520.59	.00	2520.59
087	FLAG TEAM	48.33	.00	.00	.00	48.33	.00	48.33
088	ROBOTICS CLUB	2518.33	.00	.00	.00	2518.33	.00	2518.33
089	SOFTBALL	5718.73	8740.74	.00	5264.47	9195.00	.00	9195.00
090	TWIRLING	1424.20	680.00	.00	.00	2104.20	.00	2104.20
091	PAW MART	1986.28	400.64	.00	149.24	2237.68	.00	2237.68
093	SCHOOL AESTHETIC	46.20	.00	.00	.00	46.20	.00	46.20
094	MULTIMEDIA	1043.40	10.00	.00	.00	1053.40	.00	1053.40
095	GIRLS GOLF	915.15	.00	.00	.00	915.15	.00	915.15
097	JAG	1643.63	.00	.00	.00	1643.63	.00	1643.63
202	BLACK STUDENT UN	303.87	18.50	.00	.00	322.37	.00	322.37
203	TREE HUGGERS	.00	.00	.00	.00	.00	.00	.00
204	HOSA	1593.02	680.00	.00	.00	2273.02	.00	2273.02
205	PBD	11.00	.00	.00	.00	11.00	.00	11.00
206	GAY-STRAIGHT ALL	1119.14	.00	.00	.00	1119.14	.00	1119.14
207	FLC	334.15	.00	.00	262.25	71.90	.00	71.90
208	SUMMER SCHOOL-DR	.00	.00	.00	.00	.00	.00	.00
210	D & D CLUB	340.27	.00	.00	.00	340.27	.00	340.27
211	BULLY PREVENTION	193.37	.00	.00	193.37	.00	.00	.00

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MAPP2
MONTHLY CASH BALANCE

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SALINA HIGH SCHOOL-SOUTH

BUDGET YEAR 25 DATE 050525

FUND TYPE= ALL

LEDGER DATES 040125 - 043025

FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. =CASH BALANCE	PREV. & CURR. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
214	SUBSTANCE PREVEN	2535.94	.00	.00	.00	2535.94	.00	2535.94
215	BOYS TENNIS	8.30	.00	.00	.00	8.30	.00	8.30
218	ART FUND	2078.80	204.50	.00	100.00	2183.30	.00	2183.30
221	TEEN BUILDERS	565.03	.00	.00	.00	565.03	.00	565.03
222	FNS MEAL REPLACE	.00	35.00	.00	.00	35.00	.00	35.00
		287533.34	62902.00	.00	62163.00	288272.34	.00	288272.34

LAKEWOOD MIDDLE SCHOOL

BUDGET YEAR 25 DATE 050525		FUND TYPE= ALL				LEDGER DATES 040125 - 043025		
FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. =CASH BALANCE	PREV. & CURR. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
010	TEXTBOOK RENTAL	246.00	80.00	.00	.00	326.00	.00	326.00
012	PRINCIPAL'S FUND	7849.61	296.44	.00	486.83	7659.22	.00	7659.22
013	LOST/DAMAGED TEX	142.70	.00	.00	.00	142.70	.00	142.70
015	RAINBOW SPECTRUM	114.01	.00	.00	.00	114.01	.00	114.01
016	LOST LIBRARY BOO	44.65	21.00	.00	.00	65.65	.00	65.65
017	CHROMEBOOK DAMAG	522.00	.00	.00	.00	522.00	.00	522.00
019	ACADEMIC COACHES	140.96	.00	.00	.00	140.96	.00	140.96
022	LAKE PROJECT	.00	.00	.00	.00	.00	.00	.00
027	7TH FOOTBALL FUN	.00	.00	.00	.00	.00	.00	.00
028	ATHLETIC	32951.78	24.99	.00	780.01	32196.76	.00	32196.76
029	FOOTBALL FUNDRAI	.00	26.25	.00	.00	26.25	.00	26.25
030	GIRLS BBALL FUND	5118.46	.00	.00	.00	5118.46	.00	5118.46
031	TENNIS FUNDRAISE	505.12	1.88	.00	507.00	.00	.00	.00
032	BOYS' BBALL FUND	641.54	.00	.00	.00	641.54	.00	641.54
033	VOLLEYBALL FUNDR	1310.68	.00	.00	981.58	329.10	.00	329.10
034	FCA	628.34	.00	.00	.00	628.34	.00	628.34
035	STUDENT PREVENTI	375.80	.00	.00	.00	375.80	.00	375.80
036	SCIENCE FIELD TR	2951.82	.00	.00	.00	2951.82	.00	2951.82
037	STUCO	824.38	.00	.00	.00	824.38	.00	824.38
043	SOCIAL STUDIES F	851.03	.00	.00	.00	851.03	.00	851.03
044	ALC FUNDRAISER	166.81	.00	.00	.00	166.81	.00	166.81
045	CAREERS & LIFE F	96.55	.00	.00	.00	96.55	.00	96.55
046	BAND	5927.48	.00	.00	549.05	5378.43	.00	5378.43
049	FACS DEPT	1588.07	.00	.00	.00	1588.07	.00	1588.07
050	ORCHESTRA	312.11	.00	.00	.00	312.11	.00	312.11
052	9TH HOUR	368.79	.00	.00	.00	368.79	.00	368.79
064	PE DEPT	242.90	.00	.00	.00	242.90	.00	242.90
070	ENRICHMENT/GIFTE	48.25	.00	.00	.00	48.25	.00	48.25
076	STANG GANG-MUSIC	112.71	.00	.00	.00	112.71	.00	112.71
078	DODGEBALL TOURNA	444.32	.00	.00	.00	444.32	.00	444.32
079	ROBOTICS CLUB	2134.60	.00	.00	.00	2134.60	.00	2134.60
082	CHOCOLATE FUNDRA	12201.45	.00	.00	1215.66	10985.79	.00	10985.79
083	CROSS COUNTRY FU	9.68	.00	.00	.00	9.68	.00	9.68
084	STANG STORE	428.99	.00	.00	388.25	40.74	.00	40.74
085	STUDENT SUPPLY	1107.48	.00	.00	.00	1107.48	.00	1107.48
091	SALES TAX	782.97	11.85	.00	-.02	794.84	.00	794.84
094	PUBLICATIONS	386.09	143.58	.00	.00	529.67	.00	529.67
097	CONCESSIONS	2554.02	.00	.00	399.99	2154.03	.00	2154.03
098	CHEERLEADERS	2697.90	.00	.00	.00	2697.90	.00	2697.90

*Scott C.
Frank*

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MAPP2
MONTHLY CASH BALANCE

PAGE 2

LAKEWOOD MIDDLE SCHOOL

BUDGET YEAR 25 DATE 050525		FUND TYPE= ALL			LEDGER DATES 040125 - 043025		
FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. PREV. & Curr. =CASH BALANCE -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
117 TEST		.00	408.00	.00	.00	408.00	.00
123 MUSIC/GUITAR		43.57	.00	.00	.00	43.57	.00
		86873.62	1013.99	.00	5308.35	82579.26	.00
							82579.26

*Scott A.
Frank*

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MAPP2
MONTHLY CASH BALANCE

PAGE 1

SALINA SOUTH MIDDLE SCHOOL

BUDGET YEAR 25 DATE 050625

FUND TYPE= ALL

LEDGER DATES 040125 - 043025

FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. -CASH BALANCE	PREV. & CURR. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
010	YEARBOOK	4538.28	178.49	.00	3826.40	890.37	.00	890.37
011	TEXTBOOK RENTAL	420.00	42.50	.00	.00	462.50	.00	462.50
012	FS MEAL REPLACEM	59.51	5.49	.00	.00	65.00	.00	65.00
013	LOST BOOKS	16.48	.00	.00	.00	16.48	.00	16.48
014	ATHLETICS	36690.39	.00	.00	505.00	36185.39	.00	36185.39
015	STUDENT FUNDRAIS	13440.84	304.15	.00	1114.93	12630.06	.00	12630.06
016	MATH COUNTS	193.97	.00	.00	.00	193.97	.00	193.97
017	FLC	1127.70	.00	.00	22.60	1105.10	.00	1105.10
018	LIBRARY BOOK FAI	574.41	218.35	.00	376.78	415.98	.00	415.98
019	SMS SCHOOL IMPRO	4076.79	.00	.00	40.00	4036.79	.00	4036.79
020	ART CLUB	3767.70	.00	.00	73.18	3694.52	.00	3694.52
021	CONCESSIONS	1702.74	.00	.00	.00	1702.74	.00	1702.74
022	VOCAL MUSIC	996.40	.00	.00	.00	996.40	.00	996.40
023	BAND	2897.42	184.00	.00	1160.00	1921.42	.00	1921.42
024	SCHOOL SAFETY	198.64	.00	.00	.00	198.64	.00	198.64
025	FAMILY & CONSUME	206.82	.00	.00	.00	206.82	.00	206.82
026	STUDENT COUNCIL	3843.42	1537.76	.00	1470.62	3910.56	.00	3910.56
027	SALES TAX	318.42	201.58	.00	49.64	470.36	.00	470.36
028	CHEERLEADERS	385.01	.00	.00	.00	385.01	.00	385.01
029	SCIENCE CLUB	612.53	.00	.00	.00	612.53	.00	612.53
030	LOST LIBRARY BOO	15.56	.00	.00	.00	15.56	.00	15.56
031	FOOTBALL	1800.47	.00	.00	.00	1800.47	.00	1800.47
032	VOLLEYBALL	524.21	.00	.00	.00	524.21	.00	524.21
033	WRESTLING	1015.49	.00	.00	.00	1015.49	.00	1015.49
034	BOYS BASKETBALL	573.41	.00	.00	.00	573.41	.00	573.41
035	GIRLS BASKETBALL	1789.70	.00	.00	.00	1789.70	.00	1789.70
036	TRACK	167.97	.00	.00	.00	167.97	.00	167.97
037	TENNIS	250.26	100.00	.00	.00	350.26	.00	350.26
038	ORCHESTRA	3825.01	124.00	.00	1848.45	2100.56	.00	2100.56
039	CROSS COUNTRY	698.39	.00	.00	.00	698.39	.00	698.39
040	PHYSICAL EDUCATI	375.45	.00	.00	.00	375.45	.00	375.45
041	GUITAR CLASS GRA	2367.01	.00	.00	.00	2367.01	.00	2367.01
042	LIBRARY MEMORIAL	829.06	.00	.00	.00	829.06	.00	829.06
043	PRINCIPAL'S OFFI	24.96	.00	.00	.00	24.96	.00	24.96
044	GIFTED PROGRAM	845.36	.00	.00	114.03	731.33	.00	731.33
045	FCA	134.75	.00	.00	.00	134.75	.00	134.75
046	TRI-M MUSIC HONO	232.21	.00	.00	.00	232.21	.00	232.21
047	CHROMEBOOK DAMAG	224.00	168.00	.00	.00	392.00	.00	392.00
048	STUDENT MEALS	40.00	.00	.00	.00	40.00	.00	40.00
049	STUDENT BELONGIN	762.25	810.76	.00	576.00	997.01	.00	997.01
050	KAY CLUB	876.93	.00	.00	64.02	812.91	.00	812.91
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		93439.92	3875.08	.00	11241.65	86073.35	.00	86073.35

Janie Jackson

Dan Doolley

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MAPP2
MONTHLY CASH BALANCE

PAGE 1

SE COOP ACT FUND

BUDGET YEAR 25 DATE 050225

FUND TYPE= ALL

LEDGER DATES 040125 - 043025

FUND	NAME	BEG. PER. CASH BALANCE	CURRENT +REVENUES	PREV. YEAR -PO EXPENSES	CURRENT -EXPENSES	END. PER. =CASH BALANCE	PREV. & CURR. -ENCUMBRANCES	UNENCUMBERED =CASH BALANCE
010	OPPORTUNITY NOW	540.07	.00	.00	.00	540.07	.00	540.07
020	EXCEPTIONAL CATE	4601.07	377.43	.00	259.51	4718.99	.00	4718.99
060	TRANSITIONS	6308.52	1051.12	.00	1479.36	5880.28	.00	5880.28
099	SALES TAX FUND	429.00	74.40	.00	336.14	167.26	.00	167.26
		-----	-----	-----	-----	-----	-----	-----
		11878.66	1502.95	.00	2075.01	11306.60	.00	11306.60

Nancy K. Spinx 5-2-25
5-2-25
[Signature]

Sponsors

Principal

UMB
USD #305 HEALTH INSURANCE TRUST
PORTFOLIO APPRAISAL
as of 4/30/2025

Units	Description	Maturity Date	Total Cost	Unit Price	Market Value
375,000	US Treasury Note/Bond 4.25% 31 May 2025	5/31/2025	\$ 370,739.26	0.999760	\$ 374,910.00
225,000	US Treasury Note/Bond 2.875% 15 Jun 2025	6/15/2025	\$ 216,228.52	0.998240	\$ 224,604.00
225,000	US Treasury Note/Bond 3% 15 Jul 2025	7/15/2025	\$ 217,520.50	0.997240	\$ 224,379.00
225,000	US Treasury Note/Bond 4.75% 31 Jul 2025	7/31/2025	\$ 224,314.45	1.001000	\$ 225,225.00
325,000	US Treasury Note/Bond 2% 15 Aug 2025	8/15/2025	\$ 306,744.14	0.993180	\$ 322,783.50
300,000	US Treasury Note/Bond 5% 31 Aug 2025	8/31/2025	\$ 300,190.08	1.001910	\$ 300,573.00
325,000	United States Treasury Note/Bond 5% 30 Sep 2025	9/30/2025	\$ 324,111.33	1.003060	\$ 325,994.50
325,000	US Treasury Note/Bond 4.5% 15 Nov 2025	11/15/2025	\$ 324,669.92	1.001700	\$ 325,552.50
175,000	United States Treasury Note/Bond 4.875% 30 Nov 2025	11/30/2025	\$ 175,714.04	1.004280	\$ 175,749.00
250,000	United States Treasury Note/Bond 4.25% 31 Jan 2026	1/31/2026	\$ 250,122.24	1.001550	\$ 250,387.50
300,000	US Treasury Note/Bond 6% 15 Feb 2026	2/15/2026	\$ 304,239.06	1.015940	\$ 304,782.00
300,000	United States Treasury Note/Bond 4.625% 28 Feb 2026	2/28/2026	\$ 298,910.16	1.004930	\$ 301,479.00
250,000	United States Treasury Note/Bond 4.5% 31 Mar 2026	3/31/2026	\$ 249,121.10	1.005020	\$ 251,255.00
225,000	United States Treasury Note/Bond 4.875% 30 Apr 2026	4/30/2026	\$ 225,163.95	1.009320	\$ 227,097.00
225,000	US Treasury Note/Bond 4.125% 15 Jun 2026	6/15/2026	\$ 222,407.23	1.003010	\$ 225,677.25
175,000	US Treasury Note/Bond 1.5% 15 Aug 2026	8/15/2026	\$ 169,319.34	0.971370	\$ 169,989.75
200,000	US Treasury Note/Bond 6.75% 15 Aug 2026	8/15/2026	\$ 208,298.30	1.038950	\$ 207,790.00
150,000	United States Treasury Note/Bond 3.5% 30 Sep 2026	9/30/2026	\$ 149,396.48	0.996680	\$ 149,502.00
325,000	US Treasury Note/Bond 1.125% 31 Oct 2026	10/31/2026	\$ 307,023.43	0.962540	\$ 312,825.50
325,000	United States Treasury Note/Bond 4.125% 31 Jan 2027	1/31/2027	\$ 324,124.02	1.007770	\$ 327,525.25

U.S. GOVERNMENT & AGENCY BONDS \$ 5,168,357.55 \$ 5,228,080.75

AND EQUIVALENTS

Federated Hermes Government Obligations Fund \$ 2,202,157.02 \$ 2,202,157.02

TAL PORTFOLIO

\$ 7,370,514.57 \$ 7,430,237.77

		DEBIT	CREDIT	
DATE	AMOUNT	SACCT	SACCT	DESCRIPTION
Electronic Payments-Operating Checking				
4/29/2025	1,029,107.49	00117	00101	Apr - Transfer Employee and Employer Paid Contributions to Health Insurance Trust Account
Fund to Fund Transfers				
4/15/2025	1,171,525.00	27100	39080	Transfer to Special Education Fund (Spec Ed State Aid)
4/30/2025	24,397.84	27200	75500	Transfer to Preschool-Aged At-Risk Fund
4/30/2025	1,386,417.68	27180	43000	Transfer to At-Risk K-12 Fund
4/30/2025	71,769.48	32380	80080	Transfer to Bilingual Fund
4/30/2025	34,140.32	32390	33202	Transfer to Virtual Education Fund
4/30/2025	59,273.96	32360	57040	Transfer to Career & Post Secondary Education Fund
Other Allocations, Reclassifications and Adjustments(\$20,000 and above)				
4/15/2025	1,171,525.00	39650	51320	Payment to CKCIE (Sped Ed State Aid)
4/15/2025	954,700.00	VARIOUS	VARIOUS	Allocate At-Risk Certified Salaries
4/22/2025	33,520.00	31715	22170	Allocate LOB Salaries
4/30/2025	2,772,412.00	39640	51380	Salina CKCIE Assessment

V.-g. Consent Agenda

Approve Encumbrance Listings

Encumbrance Listings
Items Over \$20,000 Not Requiring Formal Bid Per K.S.A. 72-1151

Vendor	Item Description & Quantity	Amount
Dell	ASSY, CVR, ANT, WLAN, MINI, 3110, #; 30 @ \$25.54	\$766.20
	ASSY, PLMRST, TP, MINI, 3110, #; 30 @ \$29.19	\$875.70
	CBL, Battery, 3110/3110V; 30 @ \$25.54	\$766.20
	CBL, EDP, NTCH, 6P, MINI, 3110; 30 @ \$34.82	\$1,044.60
	Dell 3-Cell 42 Wh Lithium-Ion Replacement Battery for Select Laptops; 200 @ \$82.12	\$16,424.00
	Dell 11.6" HD Non-Touch Anti-Glare LCD; 200 @ \$43.79	\$8,758.00
	Dell English-US Non-Backlit Keyboard with 74-Keys; 200 @ \$25.54	\$5,108.00
	Dell 3-Cell 42 Wh Lithium-Ion Replacement Battery for Select Laptops; 200 @ \$82.12	\$16,424.00
	Dell LCD Back Case/Rear Cover; 30 @ \$25.54	\$766.20
	Dell Palmrest Assembly Without LTE; 30 @ \$36.49	\$1,094.70
	CBL, Battery, 3100/3100V, V2; 30 @ \$25.54	\$766.20
	Dell Embedded Display Port Cable for Non-Touch LCD; 30 @ \$34.82	\$1,044.60
	Total	\$53,838.40

An estimate of repair and replacement equipment for Dell Chromebooks was created by looking at past experience and the age of existing equipment. This purchase represents the anticipated needs to work through the summer and the start of school to repair Chromebooks. The needs include batteries, keyboards, displays and display covers.

This purchase is being made using the Kansas State agreement with Midwestern Higher Education Compact. The Contract Number is MNWNC-108 / 40400. The use of this Dell contract meets all requirements of the Kansas State Bid Laws.

Vendor	Item Description	Amount
Frontline Technology	Annual Maintenance Agreement Renewal for Applicant Tracking, Professional Learning Management, Employee Evaluation Management, Absence, Substitute and Time Solution, Frontline Central, Human Capital Analytics (7/1/25-6/30/26)	\$148,109.83

The maintenance renewal includes ongoing support, software updates and software enhancements. The amount that Kelly Education Services will pay for the substitute solution is still being finalized and isn't reflected in this estimate. This estimate is for the full renewal pricing. The district will only pay the net amount once it is finalized and that amount will be reflected on the bills list.

Vendor	Item Description & Quantity	Amount
Curriculum Associates, Inc.	i-Ready Assessment and Personalized Instruction Math and Reading Site Licenses; 8 Elementary Licenses i-Ready Assessment and Personalized Instruction Math and Reading Site Licenses; 2 Middle School Licenses i-Ready Assessment and Personalized Learning Math Intervention; 165 High School Licenses i-Ready Assessment Reading; High School Ninth Graders	\$205,111

Elementary, middle and high schools will continue to use i-Ready programming to provide specialized online instruction. The program is a comprehensive assessment and instruction program that empowers educators with the resources they need to help all students succeed.

By connecting diagnostic data and personalized instruction, i-Ready saves educators time and makes differentiated instruction achievable in every classroom. It provides user-friendly dashboards and clear reports with actionable data that give teachers a foundational understanding of students' strengths and areas of need. i-Ready enables educators to determine each student's on-grade level proficiency based on state and national standards. It delivers online lessons that provide tailored instruction and practice for each student to accelerate growth. i-Ready supports teachers with in-the-moment resources for remediation and reteaching at individualized, small group and whole-class levels of instruction.

Vendor	Item Description	Amount
Imagine Learning	Virtual Classroom and Web Administrator Site Licenses for Secondary Programming	\$49,150

Imagine Learning (formally Edgenuity) is an instructional software that provides specialized online instruction. The program is used at the secondary level in the PBD lab, credit recovery courses, extended year programs, diploma completion and online course credit for homebound students.

Imagine Learning is a leading provider of one-to-one online instruction in core and elective courses. The courseware is aligned to state and national standards and helps students recover and accrue credits for graduation. It combines best-practice pedagogy with technology that enables schools to customize content and settings while providing an opportunity for students to learn at their own pace.

This is year three of our three-year commitment agreement.

Vendor	Item Description & Quantity	Amount
CharacterStrong	Tier 1 and Tier 2 Resource and Lesson Access with Online Implementation Support; 8 Elementary, 2 Middle School, 2 High School	\$61,180.80

CharacterStrong K-12 is an evidence-based, multi-tiered solution designed to support whole-child success through comprehensive social-emotional learning (SEL) curricula. CharacterStrong is a data driven framework aligned with Multi-Tiered Systems of Support (MTSS) that improves student behavior, increases school safety and strengthens mental health supports.

Resource materials include:

- Tier 1 Supports: Universal curriculum and resources for all teachers to implement across K-12 classrooms. These supports focus on key competencies including social skills, emotional regulation and goal-setting to ensure all students are equipped for academic and personal success.
- Tier 2 Supports: Targeted resources and interventions specifically for counselors and social workers to address the needs of students requiring additional support beyond the universal Tier 1 instruction.

The funds to purchase this resource are provided by the Stronger Connections Grant and supports ongoing efforts to identify strategies and interventions to address the needs of students and create a positive learning environment.

Vendor	Item Description	Amount
Kansas Educational Technology Consortium	WebKIDSS IEP Software for 2025-2026; Pro-Package	\$25,330.87

WebKIDSS is the online software package that CKCIE uses for all official special education documentation including Individual Education Plans (IEPs), evaluation reporting, providing parent notices and obtaining consent for actions, etc. This software package renewal includes access to the program for users including student and historical data, as well as ongoing support, software updates and software enhancements.

Vendor	Item Description & Quantity	Amount
Walker Bookstore	Illustrative Math; Grades 6-8 Student Editions; 1,190 Editions	\$24,309.99

Illustrative Math student editions (consumables) will support an additional year of the 2019 adopted mathematics resource implementation. During the 2025-2026 school year, middle school and high school teachers will make a recommendation for a new mathematics textbook adoption. Providing the consumable resource will allow teachers to continue with their current instruction during the 2025-2026 school year as they work through the standards alignment and curriculum adoption process.

Vendor	Item Description & Quantity	Amount
Savvas	My Perspectives Textbooks; Grades 6-8; 270 Textbooks	\$31,784.40

Additional classroom copies of adopted text for middle school reading and English Language Arts (adopted by the board at the February 18, 2025 meeting).

Vendor	Item Description & Quantity	Amount
Scholastic Education	Eager Reader – Take Home-Readers <ul style="list-style-type: none"> • PreK – 220 • Kdg – 530 • Grade 1 – 490 • Grade 2 – 514 	\$74,982.12

Children need a large variety of engaging, high-quality books in their homes. This purchase will provide students in PreK through grade two with a book to be taken home each month that the student gets to keep. These efforts support early literacy skills for developing readers.

This purchase is made possible through the donation from the Don C. and Florence M. McCune Foundation (approved by the board at the May 13, 2025 meeting).

Vendor	Item Description	Amount
Southeast Kansas Education (Greenbush)	Specialized Learning Services – Participation Level Intensive II	\$24,000

Service contract for customizable training and coaching to meet professional development needs in the area of social-emotional learning, students with diverse learning needs and mental health support. The funds for the service contract are provided by the Stronger Connections grant and meet the requirements of the grant guidelines.

Vendor	Item Description	Amount
Lakeshore	Preschool Classroom Furniture, Furnishings and Educational Materials	\$27,759.78

Heartland Early Education would like to purchase all preschool classroom furniture, furnishings and educational materials for the new preschool classroom at Cottonwood Elementary School for the 2025-2026 school year. Lakeshore's quote includes free shipping, unpacking and assembly of all furniture and materials, supervised classroom setup and debris removal. Funding is from the 2024-2025 Kansas Preschool Pilot (KPP) Grant funds.

This purchase is made using TIPS Contract # 230301. The use of this contract meets all requirements of the State of Kansas Bid Laws.

Vendor	Item Description	Amount
BSN Sports	Provide and Install Ten Weight Room Racks and Adjustable Benches to Replace Current Equipment at South High School	\$50,620

This purchase of ten weight racks and benches will be funded with the \$35,000 raised by the South High School Booster Club (approved by the board on May 13, 2025). The remaining balance of \$15,620 will be covered by the building's capital outlay fund. The purchase does not require a bid as it will be made using the OMNIA purchasing contract #R201101.

Vendor	Item Description	Amount
Johnson Controls	CCTV/Electronic Entry Service Contract	\$40,467.25

This is the annual service agreement with Johnson Controls for maintenance and repair of CCTV/Electronic Entry Systems. This service will be purchased under Sourcewell Purchasing Cooperative Contract #030421.

Vendor	Item Description	Amount
ROI Energy	Provide and Install LED Lighting Fixtures and Lamps; Replacing All Fluorescent Fixtures and Lighting; South High School and South Middle School	\$424,138

This proposal is to contract with ROI Energy to replace lighting fixtures and bulbs at South High School and South Middle School, in accordance with TIPS statewide purchasing contract #24060302.

Although this purchase is included in the Capital Improvement Plan for the 2025-2026 school year, we are advancing the timeline for these two larger schools to take advantage of an additional \$84,833 incentive from Evergy, which expires on August 11, 2025. The project is expected to take approximately six weeks to complete.

The incentive savings for these schools are significant, representing a 100% increase for South High School and a 20% increase for South Middle School. These schools were specifically chosen due to the availability of these enhanced rebates, as well as scheduling considerations. Lakewood Middle School is undergoing other major projects that would interfere with timely completion and Central High School will be hosting summer school during most of the available construction period.

Vendor	Item Description	Amount
F&A Food Sales Inc.	Projected Total Expenses for Food and Non-Food Supplies for 2025-2026	\$2,015,000

Food and Nutrition Services requests board approval to reaffirm the prime vendor contract with F&A Food Sales Inc. for the period effective July 1, 2025 through June 30, 2026. The contract was approved by the board in June 2023 and may be renewed annually for up to four successive one-year terms, subject to board approval.

The prime vendor contract is available in the office of the director of food and nutrition services.

Vendor	Item Description	Amount
Hiland Dairy Foods	Projected Total Expenses for Milk for 2025-2026	\$342,000

Food and Nutrition Services requests board approval to reaffirm the dairy vendor contract with Hiland Dairy Foods for the period effective July 1, 2025 through June 30, 2026. The contract was approved by the board in June 2023 and may be renewed annually for up to four successive one-year terms, subject to board approval.

The dairy vendor contract is available in the office of the director of food and nutrition services.

Vendor	Item Description	Amount
Accurate Companies	Projected Total Expenses for Chemicals for 2025-2026	\$38,000

Food and Nutrition Services requests board approval to reaffirm the chemical vendor contract with Accurate Companies for the period effective July 1, 2025 through June 30, 2026. The contract was approved by the board in June 2023 and may be renewed annually for up to four successive one-year terms, subject to board approval.

The chemical vendor contract is available in the office of the director of food and nutrition services.

Vendor	Item Description	Amount
Swenson Meat Processing LLC	Projected Total Expenses for Ground Beef for 2025-2026	\$62,000

Sourcing local ground beef in Child Nutrition Program meals provides students with a nutritious, fresh taste and high-quality product while supporting farm-to-plate and the local economy.

Vendor	Item Description	Amount
Pahls Enterprises Inc, DBA as Walt's Refg, Htg & AC	Projected Total Expenses for Equipment Repairs and Maintenance for 2025-2026	\$60,000

Food service equipment requires ongoing service for repairs and maintenance to successfully operate the Child Nutrition Programs.

Premium Summary			
Line of Business	Carrier	7/1/2024-7/1/2025	7/1/2025-7/1/2026
Commercial Property, Inland Marine, General Liability, Commercial Auto, Crime, School Leaders E&O, Cyber Liability, Crisis Protection, Pollution Liability	KERMP dba KICS	\$1,071,923	\$1,060,510
Workers Compensation	United Heartland	\$238,062	\$315,093
Package Total		\$1,309,985	\$1,375,603
Student Accident - Preschool	National Union Fire	\$2,139	\$2,139
Student Accident – Out-of-State Field Trip	National Union Fire	Included in Preschool	Included in Preschool
Student Accident - Catastrophic	KASB-First Agency	\$7,811	\$7,817
Bonds	C.N.A./Zurich	\$671	\$671

Lawyers Professional	National Union Fire	\$6,053	\$6,053
Fiduciary	Chubb	\$2,850	\$2,850
All Other Lines Total		\$19,524	\$19,530
Annual Total for All Lines		\$1,329,509	\$1,395,133

This is the annual proposal for the total insurance package for Salina Public Schools (SPS). Iron Insurance Partners continues to provide SPS with consultative broker services and risk management support across all insurance lines. For the ninth consecutive year, SPS will participate in the Kansas Educational Risk Management Pool, LLC (KERMP), doing business as the Kansas Insurance Cooperative for Schools (KICS). KICS is a protected self-insurance risk management program that offers member districts long-term premium stability, enhanced coverage options and expert claims support.

Premiums paid to KERMP are used to purchase insurance for the collective pool of member districts, with a portion allocated to a loss fund. Contributions to the loss fund are determined in part by the district's five-year loss history. Currently, KICS has grown to approximately 152 member districts, an increase driven in part by its strategic partnership with KASB. This growth strengthens the pool's purchasing power and contributes to favorable pricing and coverage terms.

In recent years, the national commercial insurance market has faced significant challenges due to record-setting catastrophic weather events such as hurricanes, tornados, hailstorms, wildfires and flooding. Additionally, inflation has driven up property replacement values. These market pressures have made it increasingly difficult for many districts to obtain affordable or comprehensive insurance coverage. SPS's total insured property value for this renewal is \$423,288,037.

Thanks to the combined expertise of KICS and Iron Insurance Partners, multiple carriers were engaged to provide competitive renewal quotes. As a result, SPS secured favorable terms and even experienced reductions in certain premiums, particularly in property, auto and liability lines. Notably, many non-pool districts are struggling to find coverage at all.

For the ninth year, United Heartland will continue to serve as the district's workers compensation provider; however, the district will experience an increase in workers compensation premiums this year due to a rise in the experience modification factor. The low claim volume from the 2020 COVID-19 year has rolled out of the experience rating period, contributing to the premium increase.

Through the collaborative efforts of district leadership, KICS and Iron Insurance Partners, SPS has built a proactive and strategic risk management program. This program effectively monitors coverage, controls cost and ensures adequate protection for our students, staff, facilities and community.

It is recommended that you approve the Encumbrance Listings as presented.

Policy Term	7/1/2024-7/1/2025	7/1/2025-7/1/2026
Carrier	Commercial Property	
	KICS	KICS
Buildings and Business Personal Property		
Building Limit - All locations	\$385,228,066	\$391,504,623
Business Personal Property - All locations	\$31,815,859	\$31,783,414
Total Limit of Buildings and Business Personal Property	\$417,043,925	\$423,288,037
Valuation	Replacement Cost	Replacement Cost
Deductible - All Perils except Wind/Hail	\$50,000	\$50,000
Deductible - Wind/Hail	\$100,000	\$100,000
Deductible - Water	\$50,000	\$50,000
Broad Form Flood (Exclusions Apply)	\$25,000,000	\$50,000,000
Deductible	\$50,000	\$50,000
Equipment Breakdown		
Equipment Breakdown Limit	\$417,043,925	\$423,288,037
Valuation	Replacement Cost	Replacement Cost
Business Income/Extra Expense Included	Yes	Yes
Spoilage	\$1,000,000	\$1,000,000
Ammonia Contamination/Hazardous Substance	\$5,000,000	\$5,000,000
Deductible	\$5,000	\$5,000
Electronic Data Processing		
Equipment	\$9,655,280	\$9,655,280
Data & Media (Including Separately Stored Duplicates)	Included in Blanket	Included in Blanket
Deductible	\$50,000	\$50,000
Business Income & Extra Expense		
Business Income & Extra Expense Limit	\$1,000,000	\$1,000,000
Blanket	Yes	Yes
Ordinary Payroll Included	Yes	Yes
Deductible	72 Hours	72 Hours
Inland Marine		
Carrier	KICS	KICS
Contractors Equipment		
Unscheduled Misc. Limit	\$100,000	\$100,000
Fine Arts Limit	\$291,550	\$291,550
Valuation	Actual Cash Value	Actual Cash Value
Deductible	\$50,000	\$50,000
Annual Premium	Included	Included
Crime		
Carrier	KICS	KICS
Employee Dishonesty - Per Loss	\$1,000,000	\$1,000,000
Forgery and Alteration	\$1,000,000	\$1,000,000
Monies and Securities - Inside the premise	\$1,000,000	\$1,000,000
Monies and Securities - Outside the premise	\$1,000,000	\$1,000,000
Burglary & Theft - Inside the premise	\$1,000,000	\$1,000,000
Burglary & Theft - Outside the premise	\$1,000,000	\$1,000,000
Computer Fraud	\$1,000,000	\$1,000,000
Funds Transfer Fraud	\$1,000,000	\$1,000,000
Deductible	\$0	\$0
General Liability		
Carrier	KICS	KICS
Limits of Liability		
Coverage Form	Occurrence	Occurrence
General Aggregate	\$4,000,000	\$4,000,000
Products/Completed Operations Aggregate	\$4,000,000	\$4,000,000
Bodily Injury, Property Damage Each Occurrence Limit	\$2,000,000	\$2,000,000
Personal/Advertising Injury Limit	\$2,000,000	\$2,000,000
Fire Legal Liability	\$1,000,000	\$1,000,000
Medical Expense per person/accident	\$5,000	\$5,000

Deductible Amount	\$0	\$0
Sexual Abuse/Molestation		
Coverage Form	Claims Made	Claims Made
Each Wrongful Act Limit	\$2,000,000	\$2,000,000
Aggregate Limit	\$4,000,000	\$4,000,000
Deductible Amount	\$0	\$0
Retro Date	7/1/2015	7/1/2015
Employee Benefit Liability		
Coverage Form	Claims Made	Claims Made
Each Wrongful Act Limit	\$2,000,000	\$2,000,000
Aggregate Limit	\$4,000,000	\$4,000,000
Deductible Amount	\$1,000	\$1,000
Retro Date	Full Prior Acts	Full Prior Acts
Commercial Auto		
Carrier	KICS	KICS
Auto Liability		
Any Auto Symbol 1 Included	Yes	Yes
Combined Single Limit (BI&PD)	\$2,000,000	\$2,000,000
Uninsured/Underinsured	\$1,000,000	\$1,000,000
Personal Injury Protection	\$4,500	\$4,500
Medical Payments	\$5,000	\$5,000
Hired and Non Owned Auto Liability	\$2,000,000	\$2,000,000
Auto Physical Damage		
Comprehensive Deductible - All units	\$1,000	\$1,000
Collision Deductible - All units	\$1,000	\$1,000
Hired Car Physical Damage Limit	\$50,000	\$50,000
Hired Car Physical Damage Deductible	\$1,000	\$1,000
Garagekeepers - Legal Liability		
Limit of Insurance	Included; Excess Coverage	Included; Excess Coverage
Comprehensive Deductible	\$1,000	\$1,000
Collision Deductible	\$1,000	\$1,000
School Leaders Errors & Omissions		
Carrier	KICS	KICS
General Aggregate	4,000,000	4,000,000
Each Occurrence	2,000,000	2,000,000
Deductible	2,500	2,500
IEP Hearing Limit	Included	Included
Desegregation Limit	Included	Included
Breach of Contract Limit	Included	Included
Breach of Fiduciary Duty Limit	Included	Included
Cyber Liability		
Carrier	KICS	KICS
Limits of Liability		
Coverage Form	Claims-Made	Claims-Made
Deductible	\$50,000	\$50,000
Insuring Clause 1 - Cyber Incident Response		
Incident Response Costs	\$2,000,000	\$2,000,000
Legal and Regulatory Costs	\$2,000,000	\$2,000,000
IT Security and Forensics Costs	\$2,000,000	\$2,000,000
Crisis Communication Costs	\$1,000,000	\$1,000,000
Privacy Breach Management Costs	\$2,000,000	\$2,000,000
Insuring Clause 2 - System Damage and Business Interruption		
System Damage and Business Interruption	\$2,000,000	\$2,000,000
Income Loss and Extra Expense	\$2,000,000	\$2,000,000
Dependent Business Interruption	\$2,000,000	\$2,000,000
Consequential Reputational Harm	\$1,000,000	\$1,000,000
Insuring Clause 3 - Network Security and Privacy Liability		
Network Security Liability	\$2,000,000	\$2,000,000

Privacy Liability	\$2,000,000	\$2,000,000
Regulatory Fines	\$2,000,000	\$2,000,000
PCI Fines, Penalties, and Assessments	\$2,000,000	\$2,000,000
Insuring Clause 4 - Multimedia Liability		
Defamation	\$2,000,000	\$2,000,000
Intellectual Property Rights Infringement	\$2,000,000	\$2,000,000
Insuring Clause 5 - Court Attendance Costs		
Court Attendance	\$100,000	\$100,000
Insuring Clause 6 - Cyber Extortion		
Social Engineering	Included	Included
Crisis Protection		
Carrier	KICS	KICS
Limits of Liability		
Tower 1 - First Party - Terrorism, Civil Commotion, Sabotage, Vicious Attack	\$500,000	\$500,000
Tower 2 - Third Party - Judgement, Settlements & Defense Costs	Maximum 15% of Tower 1: Any One Claim	Maximum 15% of Tower 1: Any One Claim
Tower 3 - Consultant Costs	\$1,000,000	\$1,000,000
Retention	\$10,000	\$10,000
Pollution Liability		
Insurance Company	KICS	KICS
Limits of Liability		
Policy Aggregate Limit	\$5,000,000	\$5,000,000
Per School Aggregate Limit	\$1,000,000	\$1,000,000
Coverage A: Third Party Claims for Bodily Injury, Property Damage or Remediation Expenses		
Aggregate	\$5,000,000	\$5,000,000
Each Incident	\$1,000,000	\$1,000,000
Deductible	\$50,000	\$50,000
Coverage B: First Party Remediation Expenses		
Aggregate	\$5,000,000	\$5,000,000
Each Incident	\$1,000,000	\$1,000,000
Deductible	\$50,000	\$50,000
Coverage C: Emergency Responses Expenses		
Aggregate	\$5,000,000	\$5,000,000
Each Incident	\$1,000,000	\$1,000,000
Deductible	\$50,000	\$50,000
Coverage D: Business Interruption		
Limit (Days)	180 Days	180 Days
Limit (Amount)	\$1,000,000	\$1,000,000
Deductible	5 Days	5 Days
Coverage E: Disinfection Event Expenses		
Aggregate	\$250,000	\$250,000
Each Incident	\$250,000	\$250,000
Deductible	\$100,000	\$100,000
Image Restoration Expenses:		
Aggregate	\$250,000	\$250,000
Each Incident	\$250,000	\$250,000
Bonds		
Carrier	C.N.A./Zurich	C.N.A./Zurich
Position Bond - Clerk of the Board	100,000	100,000
Position Bond - Treasurer	100,000	100,000
Lawyer's Professional		
Carrier	National Union Fire	National Union Fire
General Aggregate	\$1,000,000	\$1,000,000
Each Occurrence	\$1,000,000	\$1,000,000
Deductible	\$25,000	\$25,000

Student Accident		
Student Accident-Catastrophic	KASB - First Agency	KASB - First Agency
Total Medical Expense Limit	5,000,000	5,000,000
Accident Death Benefit	10,000	10,000
Accident Dismemberment Benefit	20,000	20,000
Deductible	25,000	25,000
Coverage Form	Excess	Excess
Student Accident-Preschool	National Union Fire	National Union Fire
Total Medical Expense Limit	250,000	250,000
Accident Death Benefit	15,000	15,000
Accident Dismemberment	30,000	30,000
Dental Expense Limit	\$250/Tooth/Accident	\$250/Tooth/Accident
Deductible	NONE	NONE
Student Accident-Out of State Field Trips	National Union Fire	National Union Fire
Total Medical Expense Limit	25,000	25,000
Accident Death Benefit	15,000	15,000
Accident Dismemberment	30,000	30,000
Dental Expense Limit	\$250/Tooth/Accident	\$250/Tooth/Accident
Deductible	None	None
Fiduciary Liability		
Carrier	Chubb	Chubb
Limits of Liability		
Coverage Form	Claims-Made	Claims-Made
Designated Benefit Plan Fiduciary Liability Limit	\$1,000,000	\$1,000,000
Aggregate Limit	\$1,000,000	\$1,000,000
Settlement Program Limit of Liability	\$250,000	\$250,000
HIPAA Limit of Liability	\$1,000,000	\$1,000,000
502© Penalties Limit of Liability	\$250,000	\$250,000
Retention	\$0	\$0
Workers Compensation		
Carrier	United Heartland	United Heartland
Employer Liability Limits		
Bodily Injury by Accident	\$500,000	\$500,000
Bodily Injury by Disease-Each Employee	\$500,000	\$500,000
Bodily Injury by Disease-Policy Limit	\$500,000	\$500,000
Experience Modification	0.57	0.76
Kansas	Renewal Payroll	Renewal Payroll
7380 - Drivers	\$205,000	\$185,000
8868 - School Professional	\$71,500,000	\$75,500,000
9101 - School all other	\$4,600,000	\$4,600,000
TOTAL PAYROLL	\$76,305,000	\$80,285,000
Deductible Amount	\$10,000	\$10,000

V.-h. Consent Agenda

Approve CKCIE Contract with Presence

The Central Kansas Cooperative in Education (CKCIE) has 2.0 FTE position vacancies in the speech language pathology (SLP) department. There continues to be a tremendous shortage of certified SLPs in the state and nationwide. To compound the shortage within the school setting, SLPs have the ability to work in both the educational and medical environments. Many SLPs in this area have chosen to work in the medical environment due to higher salaries paid. This has forced the administrative team at CKCIE to look for other options to serve students, one being tele-therapy. Tele-therapy occurs when a SLP with a Kansas license is located at a remote site and services are delivered to our local students by monitor/webcam. A paraeducator sits with the child during the therapy sessions.

During the last several school years, CKCIE utilized this service through Presence (formerly Presence Learning Corporation). Presence provided services for 145 students this past school year. CKCIE is pleased with the quality of therapy provided to our students by Presence. For the 2025-2026 school year, it is recommended that CKCIE contract with Presence to serve approximately 110 students who have a need for speech therapy.

In addition, CKCIE purchases Kanga licenses from Presence. Kanga is the online learning platform utilized by our own, internally hired tele-therapists and online special education teacher. The cost of 10 Kanga licenses is \$23,100.

The total estimated cost of Presence tele-therapy services and the Kanga platform is approximately \$271,971.22 (cost per hour is \$83.00-\$91.50).

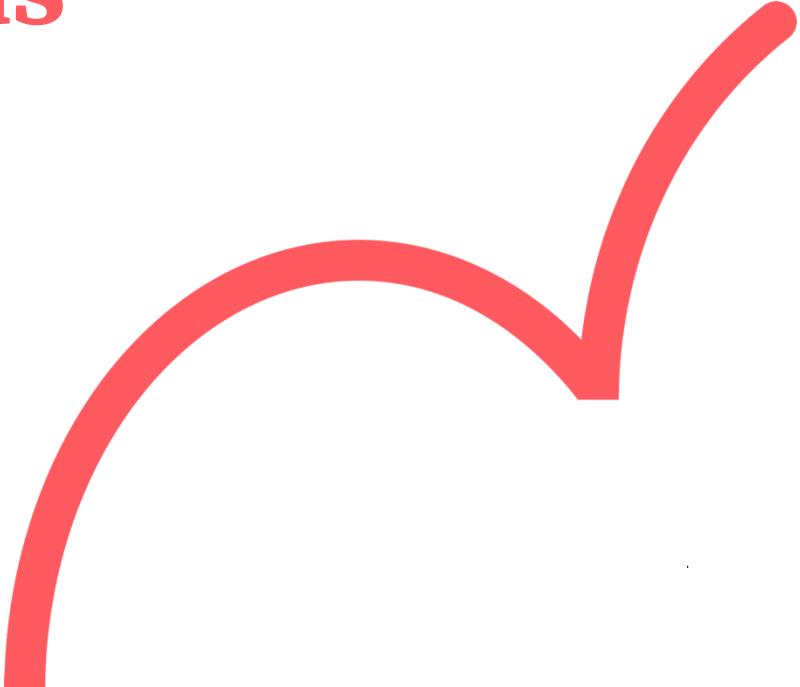
This contract is for one school year and will be revisited annually to see if the tele-therapy services are needed again for the following school year. Our goal is to continue to hire local speech therapists to reduce or eliminate the need for a tele-therapy contract.

It is recommended that you approve the contract with Presence for the 2025-2026 school year as presented.



**Empowering all who
serve students with
diverse needs**

Presence.com



Comprehensive telepractice for PreK-12 schools

Presence is excited to partner with Central Kansas Cooperative In Education (CKCIE) - KS to implement comprehensive teletherapy programs that support students across the district. As the leading provider of online special education-related services since 2009, Presence has pioneered teletherapy solutions with schools across the country.

7M+
sessions delivered

10K+
schools supported

2,000+
clinicians in network

From special education services to mental health counseling, we bring customized solutions to your district

We offer a full range of remote services (from observations and assessments to counseling and therapy) that help meet your district's speech-language, occupational, psychoeducational and mental health service needs.

Our clinical network brings a complete scope of practice to support schools with services that include:

- Student screening, observation, identification, and evaluation
- Development and management of Response to Intervention (RTI) programs
- Case management and contribution to writing and updating of IEPs and 504 plans
- Full evaluations or re-evaluations utilizing standardized assessment tools
- Leading, attending, and/or contributing to meetings
- Individual or group therapy services
- Virtual classroom push-in services
- Completing paperwork for IEPs, review of records and Medicaid billing

Solutions customized to meet student needs— backed by school-based experience and innovative technology

Services that help fill assessment and therapy gaps

- Evaluations are delivered remotely using the largest library of digital assessments from trusted publishers like Pearson®, Riverside Insights®, and Pro-Ed®*
- Customized teletherapy plans are based on your district's diverse student and staffing needs

Clinically-led teams, trusted by 10,000+ schools

- Our national network of 2,000+ licensed speech-language pathologists, occupational therapists, school psychologists, and mental health clinicians brings services that support unique needs—including bilingual, deaf, and hard-of-hearing specializations
- Every district and clinician is backed by a dedicated clinical support team with years of experience implementing teletherapy solutions and navigating PreK-12 school systems

Innovative technology, built specifically for students

- An award-winning, interactive teletherapy platform with access to engaging content from Hasbro®, Highlights®, and more*
- Track student attendance to therapy sessions, documentation and progress to ensure compliance with IDEA
- HIPAA and FERPA compliant teletherapy platform technology

*All product names and registered trademarks are the property of their respective owners.



Give your district team tools to conduct their own therapy sessions with Kanga. Built-in tools reduce the time and stress of scheduling, caseload management, data organization, and session planning. Students and clinicians can engage in a collaborative, virtual space with access to thousands of curated articles, games, and digital assessments.



Service Order

PRESENTED TO

Jeff Hayes

Central Kansas Cooperative In Education (CKCIE) - KS

ISSUE DATE

5/9/2025

BY

Michael Lowers

Senior Customer Success Manager - Central

mike.lowers@presence.com



Service Order Summary

This Service Order (the "Service Order") is incorporated and made part of the Master Services Agreement (the "MSA") between PresenceLearning, Inc. ("Presence") and Central Kansas Cooperative In Education (CKCIE) - KS. Capitalized terms not defined in this Service Order shall have the meanings set forth in the MSA. In the event of a conflict between this Service Order and the MSA, unless specifically referenced herein, the MSA shall govern.

SERVICE ORDER TERM

7/1/2025 - 6/30/2026

ANNUAL EST

Weekly Dedicated Services	\$228,416.00
----------------------------------	---------------------

Weekly Hours: 80

Weekly Subtotal: \$6,640

Weeks of Service: 34.4

Dedicated Services Period: 8/7/2025-5/22/2026

Kanga	\$23,100.00
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Estimated Annual Clinical Services Coordination Fee*	\$11,318.22
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Estimated Total Program Implementation Fee**	\$9,137.00
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Total Estimated Cost	ANNUAL \$271,971.22
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*Smart Start and Implementation Fee are one-time fees, billed upon the Service Order Execution Date.

**Facilitator Services and Service Coordination Fee are billed monthly beginning in the first month in which Services are rendered.



Service Order Details

SERVICE ORDER TERM

7/1/2025 - 6/30/2026

Dedicated Services Summary

Clinical Services	Rate	Hours	Total
Speech-language therapy	\$83.00	80.00	\$6,640.00
Weekly total of Clinical Services		80.00	\$6,640.00
		Weeks	34.40

--- Continued on next page ---



Service Order Details

SERVICE ORDER TERM

7/1/2025 - 6/30/2026

Flexible hourly rates with Dedicated Services

Services provided in addition to, or in excess of, any Weekly Dedicated Hours shall be invoiced at the applicable hourly rate(s) set forth in this Service Order.

Clinical Services	Per hour
Speech-language therapy	\$91.50

--- Continued on next page ---



Service Order Details

SERVICE ORDER TERM

7/1/2025 - 6/30/2026

Kanga

License Type	Cost per License	Number of Licenses	Total
Kanga - Pro	\$2,310.00	10	\$23,100.00
Estimated total			\$23,100.00

Assessment Components

	Per Service
SLP Assessments Bundle	
Screening by SLP	\$79.00
Bilingual Screening by SLP	\$133.00
Evaluation Coordination and Results Summary by SLP	\$273.00
Evaluation Coordination and Results Summary by Bilingual SLP	\$309.00
Review of Records by SLP	\$133.00
Articulation Standard Assessment by SLP	\$116.00
Auditory Processing Assessment by SLP	\$128.00
Early Childhood Language Assessment by SLP	\$175.00
Fluency Standard Assessment by SLP	\$160.00
Language Standard Assessment by SLP	\$228.00
Pragmatic Language Standard Assessment by SLP	\$133.00
Phonological Process Analysis by SLP	\$67.00
Phonological Processing Assessment by SLP	\$116.00
Supplemental Language Screener by SLP	\$62.00
Spanish Language Standard Assessment by SLP	\$228.00
Spanish Language Select Subtests by SLP	\$96.00
Spanish Auditory Processing Select Subtests by SLP	\$130.00
Additional Bilingual Assessment by SLP	\$96.00
Spanish Articulation Measures (SAM) by SLP	\$91.00
Spanish Articulation Standard Assessment by SLP	\$106.00
Extended Coordination by SLP	\$67.00
Language Difference vs. Disorder Analysis by SLP	\$101.00
Unplanned Student Absence SLP	\$54.00
Parent Interview by SLP	\$67.00
Teacher Interview by SLP	\$67.00
Student Interview by SLP	\$67.00
Results Meeting by SLP	\$133.00
Bilingual Evaluation: Special Considerations	\$35.00

Rating Scale Assessment by SLP	\$133.00
AAC Evaluation: Special Considerations	\$35.00
AAC: Device analysis	\$67.00
AAC: Device trial	\$35.00
AAC: Feature matching trials	\$35.00
Speech-Language Sample by SLP	\$133.00
Observation by SLP	\$101.00
Schoolwide Support by SLP	\$72.00
Goal Writing by SLP	\$57.00
Additional Bilingual Meeting by SLP	\$57.00
Additional Bilingual Paperwork by SLP	\$57.00
Additional Requested Meetings by SLP	\$57.00
Additional Requested Paperwork by SLP	\$57.00
Bilingual Parent Interview by SLP	\$57.00
Bilingual Results Meeting by SLP	\$113.00
Bilingual Student Interview by SLP	\$57.00

Service Order Signature Page

Except as expressly set forth in this Service Order, the parties agree to be bound by the terms of the MSA.

The parties have executed this Service Order as of the date of the latter signature ("Service Order Effective Date").

PRESENCELEARNING, INC: DocuSigned by:	CUSTOMER: Signed by:
<p>By:  Fletcher Hutson A9625E5023E249B... Name: Fletcher Hutson Title: Chief Revenue Officer Date: 2025-05-09</p>	<p>By:  Jeff Hayes 669B6D83C97A4D9... Name: Jeff Hayes Title: CKCIE Exec Director Date: 2025-05-09</p>

Amendment to Clinical Services Schedule

This Amendment (“Amendment”), between PresenceLearning, Inc. (“Presence”) and Central Kansas Cooperative In Education (CKCIE) - KS (“Customer”), amends the Clinical Services Schedule to the Master Services Agreement (the “MSA”) between Presence and Customer and is effective as of the date of the latter below signature (the “Effective Date”). Capitalized terms used in this Amendment and not defined shall have the meanings set forth in the MSA.

WHEREAS, the parties desire to amend the Clinical Services Schedule.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

1. Amendment to Clinical Services Schedule. Section 2 of the Clinical Services Schedule (titled Fees and Payment Terms) is hereby amended and restated in its entirety to read as below set forth:

“2. **Fees and Payment Terms**. Customer shall pay all Fees as specified in the applicable Service Order. Fees for Clinical Services include the use of Platform for Customer’s student users and staff (collectively, “Authorized Users”).

2.1 **Annual Flat Fee**. The Service Order may provide for the payment of all, or a portion of, the Fees set forth in the applicable Service Order upon execution of the Agreement, if so, all such Fees shall be non-refundable.

2.2 **Weekly Dedicated Hours**.

2.2.1 **Dedicated Services Period; Available Clinicians**. The Service Order may provide for a specified number of hours per week (collectively, “Weekly Dedicated Hours”) of dedicated Clinical Services (collectively, “Weekly Dedicated Services”) for a specified number of weeks (the “Dedicated Services Period”). During the Dedicated Services Period, Customer will be charged for the Weekly Dedicated Hours for Clinicians qualified to provide the applicable Clinical Services within the Customer’s state (each, an “Available Clinician”). Customer may reduce the number of weekly dedicated hours upon sixty (60) days’ notice to Presence.

2.2.2 **Additional Verifications and Credentialing**. If Customer requires an Available Clinician to obtain any additional verifications or credentials (such as district fingerprinting or Board of Education certifications), (i) Customer must inform Presence and provide all necessary information or instructions with respect to such additional verifications or certifications to Presence in a timely manner, (ii) all such additional verifications and credentialing will be completed using Weekly Dedicated Hours, and (iii) any additional fees and expenses attributable to obtaining any requested additional verifications and credentialing shall be at Customer’s sole cost and expense.

2.2.3 **Initial Assessments**. Weekly Dedicated Services shall include initial assessments for the applicable Weekly Dedicated Services and all such initial assessments shall be conducted within the Weekly Dedicated Hours.

2.2.4 **Speech-Language Pathology Therapy Specializations**. Speech-language pathology Weekly Dedicated Services shall include Services for students requiring Augmentative Alternative Communication (AAC), American Sign Language (ASL), Deaf and Hard of Hearing (DHH), and Visually Impaired (VI) assistance.

2.2.5 **Additional Services**. Services provided in addition to, or in excess of, any Weekly Dedicated Hours shall be invoiced at the applicable hourly rate(s) set forth in the Service Order. Any assessments conducted outside of Weekly Dedicated Hours shall be invoiced on a per component basis at the applicable rate(s) set forth in the Service Order.

2.3 **Flexible Hours**.

2.3.1 Flexible Hourly Services. The Service Order may provide for flexible hourly services (“Flexible Hourly Services”) for a particular Service, the applicable Fees for which shall be based on a per hour, per Clinician basis.

2.3.2 Additional Verifications and Credentialing. If Customer requires any Clinician providing Flexible Hourly Services to obtain any additional verifications or credentials (such as district fingerprinting or Board of Education certifications), (i) Customer must inform Presence and provide all necessary information or instructions with respect to such additional verifications or certifications to Presence in a timely manner, (ii) all such additional verifications and credentialing will be completed at the applicable hourly rate, and (iii) any additional fees and expenses attributable to obtaining any requested additional verifications and credentialing shall be at Customer’s sole cost and expense.

2.3.3 Clinician Availability. Presence will use commercially reasonable efforts to provide the Flexible Hourly Services throughout the Service Order Term.

2.3.4 Unplanned Student Absences. If Customer cancels a session with less than 24 hours advance notice, a session does not occur due to a student absence, or if a student fails to attend a session (each such instance, an “Unplanned Student Absence”), Customer agrees to pay Presence (i) if the Unplanned Student Absence is from a therapy session, the applicable rate for the duration of such therapy session or (ii) if the Unplanned Student Absence is from an assessment, the applicable fee shall be invoiced at the applicable rate set forth in the Service Order.

2.4 Assessments. If applicable, the Service Order may specify that Presence will provide assessments (e.g., behavioral mental health, occupational therapy, Psychoeducational, speech-language pathology, etc.). The applicable rates for assessments will be set forth in the Service Order.

2.5 Assessment Commitment. Except with respect to Psychoeducational Assessments, the Service Order may specify a minimum assessment fee (the “Assessment Commitment Fee”) for (i) behavioral and mental health assessments (each, a “BMH Assessment” and, collectively, “BMH Assessments”), (ii) occupational assessments (each, an “OT Assessment” and, collectively, “OT Assessments”), and/or (iii) speech-language pathology assessments (each, an “SLP Assessment” and, collectively, “SLP Assessments”) for the Service Order Term. Screenings, review of records, and evaluations may count towards the Assessment Commitment. At the end of the Service Order Term, Presence will reconcile the Assessment Commitment Fee with the actual fees billed for the applicable BMH Assessments, OT Assessments, and/or SLP Assessments, and Customer will be invoiced for the difference between the Assessment Commitment Fee and the actual assessment fees billed. After the Customer has met the Assessment Commitment Fee, additional Assessments shall continue to be invoiced at the applicable rates set forth in the Service Order, without the need for a new Service Order.

2.6 Psychoeducational Assessment Commitment. The Service Order may specify a minimum fee (the “Psychoeducational Assessment Commitment Fee”) for psychoeducational assessments (each, a “Psychoeducational Assessment” and, collectively, “Psychoeducational Assessments”) for the Service Order Term. At the end of the Service Order Term, Presence will reconcile the Psychoeducational Assessment Commitment Fee with actual Psychoeducational Assessment fees billed, and Customer will be invoiced for the difference between the Psychoeducational Assessment Commitment Fee and the actual Psychoeducational Assessment fees billed. After the Customer has met the Psychoeducational Assessment Commitment Fee, additional Psychoeducational Assessments shall continue to be invoiced at the applicable rates set forth in the Service Order, without the need for a new Service Order.

2.7 Supporting Documentation. Customer agrees to provide all pertinent school records in a timely manner to enable Presence to begin providing Clinical Services.

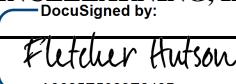
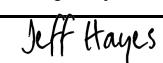
2.8 Program Implementation Fee. At the beginning of the Service Order Term, Presence will invoice Customer for a non-refundable Program Implementation Fee for technology onboarding, Clinician onboarding, training onsite support, developing procedures, and gathering data to create service handbooks. Customer will be invoiced for a Program Implementation Fee for each additional clinical discipline of Services purchased during the Service

Order Term.

2.9 Service Coordination Fee. Beginning in the first month in which Services are provided, each monthly invoice will include a non-refundable Service Coordination Fee for ongoing scheduling and referral management, support for school personnel, and district-level communication to Clinicians.”

2. Remaining Terms. Except as specifically modified or amended by this Amendment, the remaining terms and conditions of the Clinical Services Schedule shall remain in full force and effect in accordance with the terms thereof.

IN WITNESS WHEREOF, the parties have executed this Amendment as of the Effective Date.

PRESENCELEARNING, INC: DocuSigned by:	CUSTOMER: Signed by:
By:  Fletcher Hutson A9625E5023E249B... Name: Fletcher Hutson Title: Chief Revenue Officer Date: 2025-05-09	By:  Jeff Hayes 669B6D83C97A4D9... Name: Jeff Hayes Title: CKCIE Exec Director Date: 2025-05-09

V.-i. Consent Agenda

Approve 2025-2026 Meal Program Prices

Food and Nutrition Services is proposing the following meal prices for the 2025-2026 school year.

Category	Breakfast	Lunch
Elementary Student	\$2.35	\$3.55
Middle School Student	\$2.50	\$3.75
High School Student	\$2.50	\$3.95
Adult/Guest	\$3.50	\$5.50

Factors considered in determination of the meal prices include food, supply and labor costs, federal and state reimbursement rates and inflation.

It is recommended that you approve the 2025-2026 Meal Program Prices as presented.

V.-j. Consent Agenda

Approve Gift from Emmanuel Foursquare Church for Unpaid Meal Charges

Emmanuel Foursquare Church in Salina donated \$25,000 to go toward unpaid meal charges.

It is recommended that you approve the gift of \$25,000 from the Emmanuel Foursquare Church in Salina as presented.

V.-k. Consent Agenda

Approve Food Service Program Agreement

A new Program Agreement must be signed for the 2025-2026 school year. It has been several years since an agreement has been updated.

It is recommended that you approve the Food Service Program Agreement as presented.

Child Nutrition & Wellness
Kansas State Department of Education

2026 PROGRAM AGREEMENT

**National School Lunch Program, School Breakfast Program, Special Milk Program,
Afterschool Snack Program, Cash-in-lieu-of Commodities, Child and Adult Care
Food Program, At-Risk Afterschool Meals, Fresh Fruit and Vegetable Program,
Summer Food Service Program and Seamless Summer Option**

Instructions:

1. Two copies of this agreement must be completed, signed and submitted to Child Nutrition & Wellness, Kansas State Department of Education (KSDE), Landon State Office Building, 900 SW Jackson Street, Suite 251, Topeka, KS 66612-1212. Original signatures are required. A signature stamp is acceptable only if it is registered with the Kansas Secretary of State.
2. When this agreement is approved, a copy will be returned for the Sponsor's files.

Please print.

Sponsor Number D0305 Sponsor Name Salina Public Schools

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A. Additional Documents Incorporated Into this Agreement

The following separate documents are incorporated herein by reference and are a part of this agreement. The Sponsor shall complete these documents using instructions provided by Child Nutrition & Wellness, Kansas State Department of Education (KSDE). The Sponsor agrees to seek approval from KSDE prior to using a modified version of any form or attachment listed below.

All School Nutrition Programs (via the KN-CLAIM computer system):

- Sponsor Application
- Site Application(s)
- Monthly/Annual Financial Report
- Wellness Impact Tool
- Food Safety Training Record
- Pre-Verification Worksheet
- Post Verification Results
- Community Eligibility Provision Notification
- Paid Lunch Equity Tool

National School Lunch Program (NSLP), School Breakfast Program (SBP), Cash-in-lieu-of Commodities:

- Letter to Household
- Application Packet for Free and Reduced Price School Meals
- Notify Household about School Meal Benefits
- Consent for Disclosure
- Announcement of Child Nutrition Programs
- Appointment of a New Authorized Representative
- Confirm Your Eligibility for Free/Reduced Price Meals
- We Have Reviewed Your Application (Verification Results Letter)
- Procurement Plan
- Written Standards of Conduct
- Sponsor Unpaid Meal Charge Policy

Child & Adult Care Food Program (CACFP):

- Management Plan
- Budget
- Purchasing Plan
- Written Standards of Conduct
- Verification of CACFP Staff Training
- Recordkeeping Forms
- Meal Contract (if applicable)

Summer Food Service Program (SFSP):

- Letter to Health Department
- Budget
- Purchasing Plan and Written Standards of Conduct
- Training Certification
- Vended Meal Contract, if applicable
- Letter to Household, if applicable
- Waiver to Unitized Meals, if applicable

Special Milk Program (SMP) - Paid and Free Milk:

- Special Milk Only – Application Packet for Free Milk
- Special Milk – Information for Households with Kindergarten or Pre-K Students
- Notification of Eligibility Determination
- Consent for Disclosure
- Announcement of Child Nutrition Programs
- Appointment of a New Authorized Representative
- Letter to Household about Direct Certification
- Letter to Household about Benefit Decrease

B. Definitions

For the purpose of this agreement, the following definitions apply.

1. **Adult:** A person who meets any of the following criteria: (a) a staff member or employee of a school, including all faculty, supervisory, and other personnel, or (b) a person who is 21 years of age or older, or (c) a person who is not a student of high school grade or under.

"Adults enrolled for care and training" means (a) students enrolled in school classes above the 12th grade level, and (b) all persons 21 years or older receiving care and training as enrollees of institutions.

2. **Afterschool Snack Program:** The National School Lunch Program (NSLP) offers cash reimbursement to help schools serve snacks to children after their regular school day ends.
3. **At-Risk Afterschool Meals:** The At-Risk Afterschool Meals component of the Child and Adult Care Food Program (CACFP) offers Federal funding to afterschool programs that serve a meal or snack to children in low-income areas.
4. **Categorically Eligible Child:** A child who is eligible for free meal benefits because they, or any household member, receive benefits under Assistance Programs or the child is designated as a member of the Other Source Categorically Eligible Programs. An individual child's eligibility under any of the Other Source Categorically Eligible Programs does not convey to other children in the household. There are two ways a child may be classified as categorically eligible:
 - a) Through participation in Assistance Programs- Food Assistance (FA), Temporary Assistance to Children (TAF), or the Food Distribution Program on Indian Reservations (FDPIR)- (a child or any member of the household, receives benefits as determined through direct certification or an application with appropriate case numbers); or
 - b) Through Other Source Categorically Eligible designation:
 - A child enrolled in a Head Start or Even Start program on the basis of meeting that program's low-income criteria
 - A homeless child as determined by the Sponsor's homeless liaison or by the director of a homeless shelter
 - A migrant child as determined by the State
 - A runaway child who is receiving assistance from a program under the Runaway and Homeless Youth Act and is identified by the local educational liaison
 - A foster child who is under the legal responsibility of a foster care agency or court
5. **Child:** (a) A student of high school grade or under as determined by the State, who is enrolled in an educational unit of high school grade or under as described in paragraphs (a) and (b) of the definition of "school", including students who are mentally or physically handicapped as defined by the State and who are participating in a school program established for the mentally or physically disabled; or (b) a person under 21 chronological years of age who is enrolled in an institution or center as described in paragraph (c) of the definition of "school".
6. **Child Nutrition Programs (CNP):** The following Federal CNPs are administered at the State-level by KSDE: National School Lunch Program, School Breakfast Program, Special Milk Program, Cash-in-lieu-of Commodities, Child and Adult Care Food Program, Fresh Fruit and Vegetable Program, Seamless Summer, and Summer Food Service Program. The Afterschool Snack Program is a provision of the National School Lunch Program. At-Risk Afterschool Meals (snack and/or supper) is a provision of the Child and Adult Care Food Program.
7. **Community Eligibility Provision (CEP):** An alternative to household applications for free and reduced price meals in Sponsors and schools in high poverty areas. To be eligible, sponsors and/or schools must meet a minimum level (40%) of identified students for free meals in the year prior to implementing CEP; agree to serve free lunches and breakfasts to all students; not collect free and reduced price applications from households in participating schools and agree to cover with non-Federal funds any costs of providing free meals to all students above amounts provided in Federal assistance. Reimbursement is based on claiming percentages derived from the identified student percentage.

8. **Competitive Food:** All food and beverages other than meals reimbursed under programs authorized by the Richard B. Russell National School Lunch Act and the Child Nutrition Act of 1966 available for sale to students on the School Campus during the School Day. School Day means, for the purpose of competitive food standards implementation, the period from the midnight before, to 30 minutes after the end of the official school day. School Campus means, for the purpose of competitive food standards implementation, all areas of the property under jurisdiction of the school that are accessible to students during the school day.
9. **DCF:** Department for Children and Families is the State agency (formerly SRS) that administers the Food Assistance Program and Temporary Assistance for Needy Families (TAF).
10. **Direct Certification:** The process of determining children eligible for free benefits based on documentation obtained directly from the appropriate State or local agency or other individual authorized to certify that the children are members of a household receiving Food Assistance or assistance under FDPIR or TAF. Children certified as foster children, homeless, migrant, runaway or income-eligible for Head Start/Even Start are also directly certified.
11. **FDPIR:** Food Distribution Program on Indian Reservations.
12. **Federal fiscal year:** A period of twelve months beginning with October 1 of any calendar year and ending with September 30 of the following calendar year.
13. **Food service area:** the cafeteria or any other areas in the school where reimbursable meals are prepared, served, and/or eaten.
14. **Foster Child:** A child whose care and placement is the responsibility of an agency that administers a State plan under part B or E of title IV of the Social Security Act, or a foster child who a court has placed with a caretaker household. These provisions only apply to children formally placed in foster care by a State child welfare agency or a court. They do not apply to informal arrangements such as caretaker arrangements or permanent guardianship placements that may exist outside of or as a result of State or court-based systems. Whether placed by the State child welfare agency or a court, in order for a child to be considered categorically eligible for free meals, the state must retain legal custody of the child. A foster child is categorically eligible for free meals without further application. For purposes of determining eligibility for school meals for other children in the household, the foster child is considered a member of the household in which they reside. The foster child's income is only considered when the foster family applies for meal benefits for the non-foster children in the household.
15. **Free meal:** A meal served in the National School Lunch Program or School Breakfast Program to a child eligible for benefits under 7 CFR Part 245. Neither the child nor any member of the household pays or is required to work in the school or in the school's food service.
16. **Free milk:** Milk served in the SMP to a child eligible for free milk under 7 CFR Part 245. Neither the child nor any member of the household pays or is required to work in the school or in the school's food service.
17. **Fresh Fruit & Vegetable Program (FFVP):** The Fresh Fruit and Vegetable Program provides all students in selected elementary schools with free fresh fruits and vegetables during the school day.
18. **Homeless:** A child is considered homeless if she/he is identified as lacking a fixed, regular and adequate nighttime residence by the Sponsor's homeless liaison, or by the director of a homeless shelter.
19. **KSDE:** As used in this agreement, KSDE refers to the Child Nutrition & Wellness Section of the Kansas State Department of Education.
20. **Income:** All money received by or accruing to the nonprofit food service program including, but not limited to, children's payments, adults' payments, earnings on investments, other local revenue, State reimbursement and Federal reimbursement.

21. **Income Eligibility Guidelines:** Household size and income levels prescribed annually by the U.S. Secretary of Agriculture for determining eligibility for reduced price and free meals and for free milk. The free guidelines are at or below 130 percent of the Federal poverty guidelines and the reduced price guidelines are between 130 and at or below 185 percent of the Federal poverty guidelines.
22. **Independent Review of Applications:** Sponsors that demonstrate high levels of, or a high risk for administrative error associated with certification, verification and other administrative processes during an administrative review will be required to conduct an independent review of initial eligibility determinations for free and reduced price school meal applications for accuracy prior to notifying households of eligibility.
23. **Local Educational Agency (LEA):**
 - The public board of education or other public or private nonprofit authority legally constituted within a State for the administrative control of public or nonprofit schools in a political subdivision of a State.
 - An administrative agency or a combination of school districts or counties that is recognized by the State.
 - Any other public or private nonprofit institution or agency having administrative control and direction of a public or private nonprofit school or residential child care institution
24. **Long-term care facility:** Any hospital, skilled nursing facility, intermediate care facility, or distinct part thereof, which is intended for the care of children confined for thirty (30) days or more.
25. **Meals:** Food served at a school under the indicated program(s) which meets the applicable nutritional requirements set forth in this agreement in Section M, Meal Requirements. The term "meals" refers to lunch, supper and/or breakfast, whichever is applicable.
26. **Migrant:** A child who is enrolled in the migrant education program (MEP) as determined by the state or local MEP coordinator.
27. **Net cash resources:** All money that is available to the Sponsor for the nonprofit food service program less accounts payable. Cash resources include, but are not limited to, cash on hand, cash receivable, accrued earnings on investments, cash on deposit and the value of stocks, bonds or other negotiable securities.
28. **Non-pricing program:** A program that provides meals/milk at no separate charge to children.
29. **Nonprofit food service:** Food service operations conducted by the Sponsor principally for the benefit of children. All income from the nonprofit food service program is used solely for the operation or improvement of such program.
30. **Nonprofit private school:** A nonpublic school exempt from income tax under section 501(c)(3) of the Internal Revenue Code of 1954, as amended.
31. **Overt identification:** Any action that may result in a child being recognized as potentially eligible to receive or certified for free or reduced price meals or free milk. Sponsors must assure that a child's eligibility status is not disclosed at any point in the process of providing free or reduced meals, including notification of the availability of free or reduced price benefits; certification and notification of eligibility; provision of meals in the cafeteria; the point of service; and through method of payment.
32. **Point-of-service:** The point in the food service operation where a determination can accurately be made that a reimbursable paid, reduced price or free meal/snack has been served to an eligible child. In most cases, the "point of service" must be at the end of the serving line, since that is generally the only place where it can be determined that a reimbursable meal/snack has been served.
33. **Pricing program:** A program that sells meals/milk to children. This includes any program in which maximum use is made of CNP reimbursement payments to lower the price children would otherwise pay for meals/milk.

34. Reduced price meal: A breakfast priced at 30 cents or less, a lunch priced at 40 cents or less, or an afterschool snack priced at 15 cents or less and provided to a child eligible for reduced price benefits under 7 CFR Part 245.
35. Residential Child Care Institution (RCCI): Any distinct part of a public or nonprofit private institution that (1) maintains children in residence; (2) operates principally for the care of children; and (3) if private, is licensed by the State or local government to provide residential child care services under the appropriate licensing code. RCCIs are included in the regulatory definition of "school" for the Child Nutrition Programs.
36. Runaway: A runaway child who is receiving assistance from a program under the Runaway and Homeless Youth Act and is identified by the Sponsor's homeless liaison.
37. School:
 - an educational unit of high school grade or under, recognized as part of the educational system in the State and operating under public or nonprofit private ownership in a single building or complex of buildings;
 - any public or nonprofit private classes of preprimary grade when they are conducted in the aforementioned schools;
 - any public or nonprofit private residential child care institution, or distinct part of such institution, which operates principally for the care of children, and, if private, is licensed to provide residential child care services under the appropriate licensing code by the State or a subordinate level of government, except for residential summer camps which participate in the Summer Food Service Program for Children, Job Corps centers funded by the Department of Labor, and private foster homes.
38. School week: The period of time used to determine compliance with the nutrition standards and the appropriate calorie and nutrient levels as specified in 7CFR 210.10. In a school, the period shall be a normal school week of four or five consecutive days. However, to accommodate shortened weeks resulting from holidays and other scheduling needs, the period shall be a minimum of three consecutive days and a maximum of seven consecutive days. Weeks in which school meals are offered less than three times shall be combined with either the previous or the following week.
39. School year: The period between July 1 and June 30
40. Senior high school students: Students (a) of a high school grade level as determined by the Kansas State Board of Education, and (b) enrolled in a "school" as defined in this agreement.
41. Snacks: Meal supplements, as described in Section P and Q of this agreement, served after school to children enrolled in an approved after school care program.
42. Special Milk: Milk served to children, enrolled in a school, for whom no other Child Nutrition Program is available (e.g., split-session kindergartens and schools that provide only milk).
43. Split-session: An educational program operating for approximately one-half of the normal school day.
44. Sponsoring Food Authority (Sponsor herein): The governing body which is responsible for the administration of one or more schools and which has the legal authority to operate a Federal Child Nutrition Program therein.
45. State fiscal year: A period of twelve months beginning with July 1 of any calendar year and ending with June 30 of the following calendar year.
46. TAF: Temporary Assistance for Needy Families
47. USDA: United States Department of Agriculture
48. Verification: Confirmation of eligibility for reduced price or free Child Nutrition Program benefits. At a minimum, verification shall include confirmation of income eligibility, participation in the Food Assistance Program, or current receipt of TAF or FDPIR benefits.

C. Statement of Agreement

This agreement is entered into by the Child Nutrition & Wellness Section of the Kansas State Department of Education (hereinafter referred to as "KSDE") and the Sponsoring Food Authority named on page one of this document (hereinafter referred to as "Sponsor") in order to implement one or more of the Federal Child Nutrition Programs in the Sponsor's school(s) as indicated on the Site Application for each school. KSDE and the Sponsor mutually agree as follows.

1. This agreement shall be effective starting on the month specified on the Sponsor Application for the programs indicated on each of the Sponsor's approved Site Applications and shall continue until modified or terminated in the manner prescribed herein.
2. This agreement may be terminated upon ten (10) days written notice on the part of either party hereto, and KSDE may terminate this agreement upon receipt of evidence that the Sponsor has not fully complied with the terms and conditions of this agreement or of any applicable laws or regulations. Any termination of this agreement by KSDE shall be in accordance with applicable laws and regulations.
3. The terms of this agreement shall not be modified or changed in any way other than by the consent in writing of both parties hereto.
4. KSDE shall promptly notify the Sponsor of any change in the minimum meal requirements or the assigned rates of reimbursement.
5. KSDE shall, to the extent that funds are available, disburse reimbursement to the Sponsor promptly and equitably for reimbursable meals, snacks and Special Milk served to enrolled children participating in the programs indicated on their respective school's approved Site Application. Such reimbursement payments are subject to the following limitations.
 - a. Lunch reimbursement paid to the Sponsor shall not exceed the number of paid, reduced price and free lunches served to eligible children multiplied by the reimbursement rate for each category of lunch.
 - b. Regular Breakfast reimbursement rates are paid to Sponsors for schools not participating in the Severe Need option of the School Breakfast Program. Regular breakfast reimbursement paid to the Sponsor shall not exceed the number of paid, reduced price and free breakfasts served to eligible children multiplied by the regular breakfast reimbursement rate for each category of breakfast.
 - c. Severe Need Breakfast reimbursement rates are paid to Sponsors for schools that are participating in the Severe Need option of the School Breakfast Program. Sponsors qualify when at least 40% of the lunches served 2 years prior were served to students qualifying for free and/or reduced price benefits. During any fiscal year, reimbursement paid to the Sponsor for breakfasts served in approved Severe Need schools shall not exceed the number of reduced price and free Severe Need breakfasts served multiplied by the applicable Severe Need breakfast reimbursement rate.
 - d. Cash-in-lieu-of Commodities reimbursement shall be paid for each reimbursable lunch served.
 - e. Afterschool Snack Program reimbursement paid to Sponsors shall not exceed the number of paid, reduced price and free snacks served to eligible children multiplied by the reimbursement rate for each category of snack. Snacks served at site eligible programs shall be reimbursed at the free snack reimbursement rate.
 - f. Special Milk reimbursement shall be paid to Sponsors for each half-pint milk unit served to students qualifying to participate in the Special Milk Program. Reimbursement for paid milk shall not exceed the number of paid units served to students multiplied by the reimbursement rate. Reimbursement for free milk shall not exceed the number of free units served to students multiplied by the average cost per half-pint unit.
 - g. Fresh Fruit and Vegetable Program reimbursement shall be paid to Sponsors for school(s) participating. Reimbursement shall be no less than \$50 and not exceed \$75 per student for the school year for the purchase of fresh fruits and vegetables and limited non-food costs.
 - h. Summer Food Service Program reimbursement shall be paid to Sponsors for up to 2 summer meals (breakfast, am snack, lunch, pm snack, supper) served to students at sites qualified to participate in the summer food service program.
 - i. Seamless Summer Option – School Nutrition Program free reimbursement shall be paid to Sponsors for up to 2 summer meals (breakfast, a.m. snack, lunch, pm snack, supper) daily served to students at open or enrolled school sites qualified by Summer Food Service Program site qualifications.
 - j. Child and Adult Care Food Program – reimbursement shall be paid to Sponsors for each meal or snack served to children at sites qualified to participate in the Child and Adult Care Food Program including At-Risk Afterschool Meals.

6. KSDE will distribute annually a public media release to local news media and the employment offices statewide. The sponsor will distribute the public media release to any major employers who are contemplating large layoffs in the attendance area of the sponsor when the need is identified.

D. Requirements for All Programs

The Sponsor agrees to:

1. Comply with all provisions of the following that are applicable to the conduct of any Federal Child Nutrition Program in which the Sponsor participates: Chapter 7 Code of Federal Regulations (7CFR) Parts 210, 215, 220, 225, 226, 240, 245, and 250; Chapter 2 Code of Federal Regulations (2CFR) Part 200 as applicable; instructions and guidance issued by USDA or KSDE; statutes of the State of Kansas; regulations of the Kansas State Board of Education; and provisions of this agreement.
2. Certify that each school, camp or child care institution, for which a Site Application is submitted, is nonprofit and exempt from Federal income tax under the Internal Revenue Code as amended.
3. Add, modify or deactivate a site by notifying KSDE of changes needed on the Site Application form.
4. Designate an authorized representative who is fully empowered and has responsibility to:
 - enter into any agreement with KSDE;
 - review and analyze meal/snack/milk counts to ensure accuracy; and
 - prepare and sign program documents, program reports, and reimbursement claims pertaining to implementation and operation of the programs.If the authorized representative changes, the Sponsor shall promptly report the change to KSDE.
5. No exempt fundraiser foods or beverages may be sold in competition with school meals in the food service area during the meal service.
6. Implement the Smart Snacks in School Nutrition Standards for competitive foods sold on the school campus during the school day and comply with the exempt fundraiser limit set by the Kansas State Board of Education. There are no frequency limits on fundraisers during which food items that meet the nutrition standards are sold; nor are there any limits on non-food fundraiser activities.
7. Assure that proceeds from the sale of all competitive foods accrue to the food service fund, to the school, or to approved student organizations.
8. Provide students adequate time to eat.
 - Allow a minimum of 15 minutes from the time a student receives a lunch until he/she is required to leave the food service area. KSDE recommends allowing at least 25 minutes for students to get lunch, eat and pass to class.
 - Allow a minimum of 10 minutes from the time a student receives a breakfast until he/she is required to leave the food service area. KSDE recommends allowing at least 20 minutes for students to get breakfast, eat and pass to class. For schools electing to offer breakfast via an innovative breakfast delivery model the amount of time required can be reduced if students are permitted to eat in the classroom or other common areas.
 - Note: Sponsors are encouraged to adopt policy allowing longer meal
 - Allow students time to wash their hands before eating and to clean up after eating.
9. Maintain necessary facilities for storing, preparing, and serving food.
10. Adhere to proper sanitation, health and food handling standards in conformance with all applicable KSDE, Kansas State Board of Education, State, and Federal laws, regulations and policies. Correct any discrepancies found by health officials or KSDE.
11. Organize and implement activities that involve students and parents in the School Nutrition Program.

12. Require all persons (employees or other persons under the supervision of the Sponsor) who come in regular contact with students to submit a health certification signed by a person licensed in any state to practice medicine or surgery. The certificate must indicate that such person is free from a condition that would conflict with the health, safety, or welfare of the students and that freedom from TB has been established by a chest X-ray or negative skin test. Additional certification may be required whenever the Sponsor has reason to believe that such a person is suffering from an illness that might be detrimental to the health of students.
13. If a contract is made with a food service management company or other commercial enterprise for the preparation or delivery of food, the Sponsor shall maintain responsibility to KSDE for compliance with all statutes, rules, and regulations of the program and any revocations, amendments, or supplements thereto.
14. Provide timely and complete responses to requests from KSDE for corrective action or required information. If the Sponsor has not responded to KSDE's satisfaction within 30 days of the due date, the Sponsor's reimbursement may be withheld until such time as the Sponsor complies with the request.
15. Require cooperation with the United States Department of Agriculture officials and contractors conducting evaluation and research.
16. Certify that required training is completed. Participate in Administrative Training (which includes mandatory annual Civil Rights training) as offered by KSDE, Child Nutrition & Wellness. Maintain current food safety training for all child nutrition personnel.
17. Follow the most recent guidance in KSDE's publication, *Food Service Facts*, and in Update Memos posted on the KSDE website at <https://cnw.ksde.gov>.
18. Sponsors are required by NSLP regulations (7 Code of Federal Regulations 210.12(d)(2)) to conduct annual outreach to households about free meals or snacks available from SFSP sites during the summer. The outreach information must be provided to households prior to the end of each school year, so this information may *not* be distributed via the annual school meals application packet. The information may be distributed prior to the end of each school year by any means normally used to communicate with households, for example email or website.
19. Sponsors that have one or more sites that offer the SBP are required by federal program regulations (7 Code of Federal Regulations 210.12(d)(1)) to inform families about the availability of the breakfast program. This information must be sent to households prior to or at the beginning of each school year, so it may be included in the annual school meals application packet. In addition, schools should send reminders regarding the availability of the SBP multiple times throughout the school year. Schools can provide reminders to children through their public address systems in schools or through means normally used to communicate with the households of enrolled children. Other acceptable outreach activities may include developing or disseminating printed or electronic material to families and school children. For example, information about the SBP should be posted on the school's website.

E. Financial Management

The Sponsor agrees to:

1. Establish a fund called the "Food Service Fund," consisting of all money deposited therein or transferred thereto according to law.
2. Maintain a positive cash balance in the Food Service Fund.
3. Credit all revenue received by the Sponsor for food service and from charges for food service to the Food Service Fund.
4. Pay expenses attributable to the Sponsor's food service from the Food Service Fund.
5. Transfer no money from the Food Service Fund to any other fund.
6. Operate a nonprofit School Nutrition Program.

7. Use only program income from sources other than Federal, State, or children's payments to pay for:
 - wages or benefits of teachers or regularly employed administrative personnel for supervision of the program
 - passenger automotive equipment
 - land
 - acquisition or construction of buildings
 - alterations to existing buildings
8. Limit net cash resources to an amount that does not exceed three months average expenditures for the Sponsor's nonprofit food service program. KSDE shall monitor the net cash resources of the nonprofit food service program of the Sponsor. In the event that such resources exceed three months average expenditures for the Sponsor's nonprofit food service program, KSDE may require the Sponsor to reduce student meal prices, improve food quality, or take other actions to improve the nonprofit food service program. In the absence of any such action, KSDE shall adjust reimbursement rates paid to the Sponsor.
9. Establish a Meal Charge Policy approved by the local board of education and upload in KN-CLAIM as part of the annual program renewal process. Sponsors must make reasonable efforts to collect delinquent debt within a reasonable timeframe and determine the process and timeframe for collecting delinquent debt and include in the written policy. Sponsors must also determine when delinquent debt is uncollectable and will be considered bad debt, transfer funds for bad debt to the food service account from non-federal sources, assume costs of on-going collection fees and legal fees, if applicable, and maintain records related to bad debt (SP 46-2016).
10. The local Meal Charge Policy must be communicated in writing to all households at the start of the school year and to families that transfer in during the school year. Sponsors must communicate to all staff responsible for enforcing any aspect of the policy and maintain records related to the meal charge policy including the written policy, and documentation of the methods used to communicate the policy to households and to staff responsible for policy enforcement. (SP 46-2016).
11. Ensure sufficient funds are provided to the nonprofit school food service account for meals served to students not eligible for free or reduced price meals. There are two ways to meet this requirement: either through the prices charged for "paid" meals or through other non-Federal sources provided to the nonprofit school food service account (7 CFR 210.14(e)).

F. Purchasing

The Sponsor agrees to:

1. Comply with the "Buy American" provision of Section 104(d) of the William F. Goodling Child Nutrition Reauthorization Act of 1998 and regulations implementing the law's requirements as follows: To the maximum extent practicable, the Sponsor shall purchase domestic commodities or products for use in meals served under the National School Lunch Program and the School Breakfast Program. Section 12(n) of the National School Lunch Act (NSLA) defines "domestic commodity or product" as an agricultural commodity that is produced in the United States and a food product that is processed in the United States using substantial agricultural commodities that are produced in the United States. "Substantial" means that over 51 percent of the final processed product consists of agricultural commodities that were grown domestically. Products from Guam, American Samoa, Virgin Islands, Puerto Rico, and the Northern Mariana Islands are allowed under this provision as territories of the United States.
2. When nonprofit food service account funds are used, procurement transactions for food products on the commercial market must comply with the Buy American provision (7 CFR part 210.21(d)), whether food products are purchased by Sponsors or entities that are purchasing on their behalf.
3. The Buy American provision must be included in all product specifications, bid solicitations, requests for proposals, contracts, purchase orders, and other procurement documents issued and applies to all money expended from the Sponsor's Food Service Fund. Sponsors are required by 2 CFR 200.318(b) to monitor contractor performance to ensure compliance with all contractual requirements including the Buy American provision.

4. Use Cash-in-lieu-of Commodities only to obtain foods for use during the State fiscal year in which the funds are made available. Cash-in-lieu-of Commodities is to be used only for the food service programs of those schools of the Sponsor participating in the lunch and breakfast programs.
5. Purchase foods designated as plentiful by KSDE or USDA in the largest quantities as may be efficiently utilized in the food service program.
6. Maintain written standards of conduct for staff awarding and administering the contract. No employee, officer or agent shall participate in selection, or in the award or administration of a contract supported by Federal funds if a conflict of interest, real or apparent, would be involved. The officers, employees or agents will neither solicit nor accept gratuities, favors or anything of monetary value from contractors or potential contractors.
7. Sponsors may use geographic preference when purchasing unprocessed locally grown and locally raised agricultural products.
8. Follow Federal (2 CFR 200, 7 CFR 210), State or local purchasing requirements, whichever are more stringent.
9. A procurement plan (2 CFR 200.318(a)) and written standards of conduct (2 CFR 200.318(c)(1)) must be uploaded into KN-CLAIM as a part of Program Renewal and reviewed by KSDE annually.
10. Participate annually in procurement training as required under the USDA Integrity Final Rule to ensure compliance with federal procurement standards.

G. Accountability, Collection Procedures and Reimbursement Claims

The Sponsor agrees that:

1. The procedure(s) for each school to collect from students who pay for their meals and the point-of-service meal accountability system that ensures daily accuracy of meal counts by category (i.e., paid, reduced price and free) will be implemented as specified on each Site Application of this agreement and approved by KSDE and will prevent the overt identification of the children receiving free or reduced price meals or free milk.
2. Any alterations in the aforementioned approved counting and claiming procedures, will be submitted to KSDE for approval prior to implementation. Such changes shall be effective only upon approval by KSDE.
3. The number of paid, reduced price and free reimbursable meals served to eligible children will be counted at the point of service; or through another counting system only as pre-approved by KSDE.
4. If the Sponsor has more than one food service site, the Sponsor will conduct on-site reviews by February 1 of each year to verify meal accountability and claiming practices at each site where meals are served. If a problem(s) exists, corrective action will be implemented and a follow-up site review will be conducted within 45 calendar days to verify resolution of problem(s).
5. Each school's daily meal count and the Sponsor's monthly meal count will be compared against data which will assist in identifying excess numbers of meals claimed.
6. Claims for reimbursement will be submitted in accordance with procedures established by KSDE and as specified in 7CFR, Part 210.8 and if applicable 7 CFR 215.10, 7 CFR 220.11, 7 CFR 225.16, 7 CFR 225.9(d) and 7 CFR 226.10
7. Reimbursement will be claimed for no more than one breakfast and one lunch per day served to each eligible participant in the National School Lunch Program and School Breakfast Program.
8. Reimbursement will be claimed only for those meals that meet the requirements set forth in this agreement's Section M., Meal Requirements.
9. Reimbursement will be claimed only for meals/snacks/milk served to eligible children.

10. Final claims for reimbursement will be submitted within 60 days following the close of the claim month. Claims received after the 60-day deadline cannot be reimbursed. However, KSDE's Director of Child Nutrition & Wellness can grant an exception to the 60-day rule once during each 36-month period. Requests for exceptions must be submitted in writing and include a corrective action plan. Failure to submit accurate reimbursement claims will result in the recovery of an over-claim and may result in the withholding of payments, suspension or termination of this program as specified in 7 CFR 210.24, 7 CFR 215.15, 7 CFR 220.18 and 7 CFR 226.10 as applicable.
11. If failure to submit accurate claims is the result of embezzlement, willful misapplication of funds, theft, or fraudulent activity, then the penalties specified in 7CFR 210.26, 7 CFR 215.6, 7 CFR 220.6, CFR 225.6 and 7 CFR 226.10 and 226.25 shall apply.

H. Record Keeping

The Sponsor agrees to:

1. Maintain full and accurate records of operations under this agreement, including those set forth in this section, to serve as a basis for claims for reimbursement.
2. Retain all such records for a period of five (5) years after the date of the final claim for reimbursement for the fiscal year to which they pertain. However, if audit or review findings have not been resolved, the records shall be retained as long as required for the resolution of the issues raised by the audit or review.
3. Maintain records of income receipts and expenditures in a manner that documents the nonprofit status of the food service program.
4. Upon request, make all accounts and records pertaining to the food service operation available to KSDE representatives for audit or review at a reasonable time and place.
5. Request and receive annual approval from KSDE prior to using alternate forms/records in place of those provided by KSDE. The Sponsor may request approval to use alternate forms at times other than during the annual program approval process.
6. Maintain accurate records of the following:
 - a. Meal/milk counts identified by program(s) and attendance center(s):
 - Daily number of meals/milks served to children by school and by type of meal
 - Daily number of paid meals/milks served to eligible children
 - Daily number of reduced price meals served to eligible children
 - Daily number of free meals/milks served to eligible children
 - Daily number of meals served to adults
 - b. Income identified by program and attendance centers from:
 - Children's payments for meals/milk
 - Federal reimbursement including Cash-in-lieu-of Commodities
 - State reimbursement
 - Other program sales/income
 - Non-program foods
 - Transfers from the Sponsor's General Fund or other funds
 - c. Expenditures identified by program and allocated to preparation centers (supported by invoices, receipts, or other evidence) for:
 - Food/milk
 - Direct labor
 - Equipment
 - Food service contractual services
 - Other direct program costs
 - Non-program foods
 - Indirect costs
 - d. Income and expenditures reconciled with the Food Service Fund account each month
 - e. Number of children in each school who are currently approved for reduced price or free benefits
 - f. Applications submitted by households for reduced price or free benefits

- g. Value of all donations to program
- h. Accountability records pertaining to receipt of Cash-in-lieu-of Commodities
- i. Menu planning and food production records to document the menus served and quantities of food planned and served
- j. Production records to demonstrate that only one reimbursable breakfast/lunch/snack per child is provided per day
- k. Summary of eligibility verification, including procedures used, total number of approved applications on file October 1, total number of students in each eligibility category as of October 31 and percentage or number of applications verified
- l. On-site meal accountability review forms
- m. Paid Lunch Equity Tool (if applicable)
- n. Food Service Management Company Monitoring Forms and documentation of any contract addendums or amendments (if applicable)
- o. Community Eligibility Provision Notification Data
- p. Annual Report of Independent Review of Applications, detailing the number of free and reduced price applications subject to a second review, the number and percentage of reviewed applications for which eligibility determinations was changed and a summary of the type of changes made by October 31 (if applicable).
- q. Procurement Plan and Written Standards of Conduct
- r. Meal Charge Policy

I. Reduced Price and Free Policy

The Sponsor agrees to:

1. Provide reduced price or free benefits to enrolled children (a) who qualify based upon household size and income using the current federal Income Eligibility Guidelines or (b) who are directly certified or categorically eligible as defined in part B of this Agreement Addendum. The charge for reduced price meals shall not exceed 40 cents for lunch, 30 cents for breakfast and 15 cents for after school snacks.
2. Make no physical segregation of, nor any other discrimination against, any child because of his/her inability to pay the full price of the meal. The names of the children eligible to receive reduced price or free benefits shall not be published, posted, distributed or announced in any manner and there shall be no overt identification of any such children by use of special tokens or tickets or any other means. Further assurance is given that children eligible for reduced price or free benefits shall not be required to:
 - Work for their meals/milk
 - Use a separate food service area
 - Go through a separate serving line
 - Enter the food service area through a separate entrance
 - Consume meals/milk at a different time
 - Eat a meal different from the one sold to children paying the full price

When more than one lunch or breakfast or type of milk is offered which meets program requirements, a child eligible for reduced price or free benefits shall have the same choice of meals and/or milk that is available to a child who pays the full price for his/her meal/milk.

3. Prohibit the denial of paid, reduced price or free benefits as a disciplinary action to all students in attendance at participating schools.
4. Assure that the reduced price and free benefit eligibility status of all students will be maintained in a confidential manner and will be accessible to only persons who have direct administrative or enforcement responsibility in the food service program, Federal education programs, State health or education programs or Federal, State or local means-tested nutrition programs with eligibility standards comparable to the National School Lunch Program.
5. Agrees to avoid any policy or practice that has the effect of overtly identifying eligible children in the sale of competitive foods. If competitive foods are sold, the sale of competitive foods will not inadvertently result in eligible children being identified. Ways to limit overt identification related to the sale of competitive foods include:

- Limit competitive foods to those also offered as part of reimbursable meals on the reimbursable meals lines;
- Offer competitive foods on the same lines as reimbursable meals are offered; or
- Only allow competitive foods to be purchased with a pre-paid card.

6. The Letter to Household must be distributed to the households of children attending the school. This letter tells families which Child Nutrition Programs are available and notifies households that meals may be available free or at a reduced price. All Sponsors must be able to provide households with paper applications and instructions (Application Packet for Free and Reduced Price School Meals) for meals and for Special Milk Only. The Letter to Household may be distributed by the postal service, emailed to the parent/guardian or included in the information packet provided to students.
7. Letters and applications cannot be sent home at the end of the school year for the next year, nor can the sponsor begin accepting and processing applications before July 1; except that year-round schools operating from July 1 through June 30 may distribute these materials in June.
8. The letter and application described in item 6 above cannot be distributed to households before July 1.
9. If the sponsor uses paper applications, an application form and instructions **must** be included with the letter to households.
10. If the sponsor uses a computer or web-based system to process applications, the letter must inform the household how to access the system in order to apply for benefits. In addition, the letter **must** explain to the household how to obtain and submit a paper application. This may be done by including a telephone number or a form to return requesting that an application be sent.
11. Publicly announce any changes in Child Nutrition Program eligibility criteria in the same manner used at the beginning of the school year.
12. Maintain such applications and documentation of action taken for five (5) years after the end of the fiscal year to which they pertain.
13. Allow applications for reduced price or free benefits to be submitted at any time during the year. Any parent/guardian enrolling a child in a school at any time during the year shall be supplied with the application documents. If a child transfers from one school to another under the jurisdiction of the same Sponsor, the eligibility for reduced price or free benefits shall be transferred to and honored by the receiving school.
14. Obtain a copy of the application from the transferring Sponsor or require a new application for reduced price or free benefits to be completed and make a new eligibility determination for any student transferring from another Sponsor.
15. Provide the same benefits to all children found to be income eligible on a household's application for reduced price or free benefits. Within ten (10) working days of the receipt of the application, notify the parent/guardian individually of the approval or denial of the application. Provide reduced price or free benefits immediately to children upon determination of their eligibility.
16. Use approved applications from the prior year to establish student eligibility for up to 30 operating days of the current school year. A new eligibility determination in the current school year supersedes the carry-over eligibility. This policy applies to those students eligible based on direct certification or categorical and income eligible applications.
17. Comply with the provisions for direct certification in Section J. of this agreement for all students certified eligible for free or reduced meals through the direct certification process.
18. Designate a determining official to review applications, determine eligibility, and to sign and date applications.
19. Designate a confirming official to review and confirm eligibility determinations made by the determining official on applications selected for verification.

20. Designate an independent individual or entity that did not make the original eligibility determination to conduct a second review of applications if required due to a high level of or high risk for administrative error as determined by KSDE.
21. Designate a hearing official who shall not be involved in the original eligibility determination.
22. Inform parents/guardians in writing when an application is denied, of the reason for denial and about the hearing procedure.
23. During appeals and hearings the children shall continue to receive reduced price or free benefits.
24. Provide an opportunity for the parent/guardian or Sponsor to request an informal conference prior to initiating the formal hearing procedure. The conference shall be used to discuss the situation, present information, obtain an explanation of data submitted in the application and of decisions rendered. Such a conference shall not in any way prejudice or diminish the right to a fair hearing.
25. Develop a formal hearing procedure that provides:
 - a. A publicly announced, simple method for making an oral or written request for a hearing.
 - b. An opportunity to be assisted or represented by an attorney or other person.
 - c. An opportunity to examine, prior to and during the hearing, the documents and records presented to support the decision under appeal.
 - d. Reasonable promptness and convenience in scheduling a hearing and adequate notice as to the time and place of the hearing.
 - e. An opportunity to present oral or documentary evidence and arguments supporting the presenter's position.
 - f. An opportunity to question or refute any testimony or other evidence and to confront and cross-examine any adverse witnesses.
 - g. A hearing official, who did not participate in the decision under appeal, to conduct hearings and make a decision.
 - h. That the decision of the hearing official is based on USDA eligibility guidelines, and that the oral and documentary evidence is presented at the hearing and made a part of the hearing record.
 - i. That the decision of the hearing official is binding.
 - j. That the parties concerned and any designated representatives thereof will be notified in writing within five (5) days of the decision of the hearing official.
 - k. That for each hearing an accurate written record will be prepared, including (1) the decision under appeal, (2) any documentary evidence and a summary of any oral testimony presented at the hearing, (3) the decision of the hearing official and the reasons therefore, and (4) a copy of the notification to the parties concerned of the hearing official's decision.
 - l. That such written record shall be preserved for a period of five (5) years and shall be available for examination by the parties concerned or their representatives at any reasonable time and place during such period.
26. Notify households of the eligibility determination for reduced price or free benefits and include all information as printed in Notify Household about School Meal Benefits.
27. Verify the eligibility status of reduced price and free benefit recipients in accordance with provisions set forth in 7CFR Part 245 and to use forms prescribed by KSDE.
28. Develop procedures to ensure to the maximum extent practicable, that the sale of competitive foods and the method of payment do not inadvertently result in children being identified by their peers as receiving free or reduced price meal benefits.
29. Ensure there are no barriers for participation in Child Nutrition Programs for Limited English Proficient families. Sponsors are required to communicate with parents and guardians in a language they can understand throughout certification and verification processes.
30. Provide KSDE with a list of all elementary schools under its jurisdiction in which 50 percent or more of enrolled children have been determined eligible for reduced price or free meals as of September 20 of each year. The KSDE Principal's Building Report will be used to collect this information from public schools and KSDE will provide private schools with an alternative reporting mechanism.

31. Provide information on the boundaries of the attendance areas for the elementary schools identified as having 50 percent or more of enrolled children certified eligible for reduced price or free benefits, upon the request of a sponsoring organization of day care homes in the Child and Adult Care Food Program (CACFP).
32. A foster child is categorically eligible for free meals and may be included as a member of the foster family if the foster family chooses to also apply for benefits for other children. Foster care children can be included as household members and help other children in the household qualify for free or reduced price meals. If the foster family is not eligible for free or reduced price meal benefits, it does not prevent a foster child from receiving free meal benefits.
33. Households with children who are categorically eligible through Migrant, Homeless, Head Start and Runaway Programs should contact the school for assistance in receiving benefits and mark the relevant box on the application to indicate their status.

J. Direct Certification for Child Nutrition Program Benefits

The Sponsor agrees to:

1. Designate staff to complete activities associated with the direct certification process.
2. Assure KSDE that the information received about directly certified students shall be kept confidential and shall be used only for determining eligibility for Child Nutrition Program benefits or for optional benefits for which the child's parent/guardian has specifically waived confidentiality.
3. Access the Direct Certification electronic files and/or reports available in KN-CLAIM and:
 - Use the electronic file and/or report of matched students to approve these students for benefits.
 - Use the individual student look-up feature to certify any student who was not automatically matched but whose parent/guardian provides a Food Assistance/TAF case number.
4. Provide all households of directly certified students with written notification (Notify Household about School Meal Benefits) that these students are eligible for free meal benefits; that no further application is required; and that they may decline these benefits if they choose. Maintain a file of these notification letters.
5. Maintain full and accurate records of direct certification procedures and activities, including the KN-CLAIM information and certification letters from KSDE and retain such records for a period of five (5) years after the current year or as long as required to resolve audit or review issues.

K. Civil Rights

The Sponsor agrees to:

1. "The program applicant hereby agrees that it will comply with Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.), Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.), Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794), the Age Discrimination Act of 1975 (42 U.S.C. § 6101 et seq.); all provisions required by the implementing regulations of the Department of Agriculture; Department of Justice Enforcement Guidelines, 28 CFR Part SO.3 and 42; and FNS directives and guidelines, to the effect that, no person shall, on the grounds of race, color, national origin, sex, age, or disability, be excluded from participation in, be denied benefits of, or otherwise be subject to discrimination under any program or activity for which the program applicant receives Federal financial assistance from FNS; and hereby gives assurance that it will immediately take measures necessary to effectuate this agreement." "By accepting this assurance, the Program applicant agrees to compile data, maintain records, and submit reports as required, to permit effective enforcement of nondiscrimination laws and permit authorized USDA personnel during hours of program operation to review such records, books, and accounts as needed to ascertain compliance with the nondiscrimination laws. If there are any violations of this assurance, the Department of Agriculture, FNS, shall have the right to seek judicial enforcement of this assurance. This assurance is binding on the Program applicant, its successors, transferees, and assignees as long as it receives assistance or retains possession of any assistance from USDA. The person or persons whose signatures appear below are authorized to sign this assurance on the behalf of the Program applicant."

2. Comply with U.S. Department of Agriculture, Food and Nutrition Service Civil Rights Instruction 113-1 and the Kansas Act Against Discrimination and rules and regulations implementing the same to the effect that, no person shall, on the grounds of race, color, national origin, sex, age, or disability, be excluded from participation in, be denied benefits of, or otherwise be subject to discrimination under any program or activity of the Sponsor to which assistance is provided by KSDE. Compile data, maintain records and submit reports, as required, to permit effective enforcement of the civil rights and nondiscrimination laws and permit authorized State and Federal personnel during normal working hours to review such records, books and accounts as needed to ascertain compliance with the nondiscrimination laws. In the case of any compliance violations, KSDE or the State of Kansas shall have the right to seek judicial enforcement of this assurance. This assurance is binding on the Sponsor and its successors, transferees and assignees, as long as they receive assistance or retain possession of any assistance from KSDE.
3. Use the current nondiscrimination statement for Child Nutrition Programs:

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at:

<https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

(1) mail

U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or

(2) fax:

(833) 256-1665 or (202) 690-7442; or

(3) email:

program.intake@usda.gov

This institution is an equal opportunity provider.

4. Apply this civil rights provision to admission and recruitment policies.
5. Comply with the USDA's regulations regarding nondiscrimination in employment (7CFR Parts 15, 15a, and 15b; 7CFR Parts 210.9(b), 210.9(b)(11), 215.7(d), 215.7(d)(3), 220.7(e) and 220.7(e)(15)).
6. When a complaint of discrimination is received or to file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: [U.S. Department of Agriculture USDA Program Discrimination Complaint Form](https://www.usda.gov/sites/default/files/documents/ad-3027.pdf), by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, basis of the complaint, date that alleged discrimination occurred, name of the individual(s) or entity of the alleged discrimination and the agency or recipient that employs that/those individual(s) and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

(1) **Mail**

U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or

(2) **online:**

[Program Discrimination Complaint Electronic Submission Portal | Home](#)

(3) **email:**

program.intake@usda.gov

This institution is an equal opportunity provider.

7. Provide Civil Rights training to all individuals identified as directly involved in the Child Nutrition Program and submit documentation to KSDE on an annual basis as a part of program renewal.
8. Make modifications to accommodate disabilities in child nutrition programs (SP 59-2016, SP 26-2017). Sponsors must work with school food service staff to implement procedures for parents or guardians to request modifications to meal service for children with disabilities and to resolve grievances (7CFR 15b.25 and 15b.6(b)).
9. Sponsors that employ 15 or more individuals must designate at least one person (often referred to as the Section 504 Coordinator) to coordinate compliance with disability requirements (7 CFR 15b.6).
10. Sponsors must obtain a written medical statement from a State licensed healthcare professional in order to receive reimbursement for meal modifications when the modified meal does not meet Program meal pattern requirements (7 CFR 210.10). Schools may receive reimbursement for a meal modification request without a medical statement when the accommodation can be made within the Program meal pattern.
11. Meal modifications to accommodate a food preference for religious, ethnic, moral, or other reasons may be reimbursed provided these meals adhere to the standards found in Program regulations (7 CFR 210.10 (m)(2)).
12. Sponsors are required to take reasonable steps to ensure meaningful access to their programs and activities by persons with Limited English Proficiency (LEP). Failure to do so could be discrimination on the basis of national origin.

L. Menu Planning Requirements

The Sponsor agrees that:

1. All participating schools must follow the Nutrition Standards for School Meals meal pattern requirements. For specific information, refer to Food Service Facts, Chapter 16 and Child Nutrition Programs: Meal Patterns Consistent with the 2020-2025 Dietary Guidelines for Americans final rule.
 - All of Sponsor's staff who plan menus and maintain production records will attend KSDE required training.
 - Sponsor's staff will provide KSDE staff with sufficient information to evaluate each menu's contribution to the required calorie and nutrition standards.
 - Sponsor's staff shall maintain food production records. Production records document required number of food components and food or menu items offered on a given day.
2. All schools that serve Pre-K students or cater meals for local day care centers must follow the Child and Adult Care Food Program meal patterns for children 0-5 years old as set forth in the Child and Adult Care Food Program: Meal Pattern Revisions Related to the Healthy Hunger-Free Kids Act of 2010 Final Rule unless co-mingled. "Offer vs Serve" is not an option for this age group unless co-mingled.

M. Meal Requirements

The Sponsor agrees that:

1. All breakfasts served to children in Kindergarten and older shall, at a minimum, meet the nutrition standards and the appropriate level of calories for established age/grade groups as set forth in 7CFR Part 220. Compliance shall be determined by averaging nutritional information for breakfasts offered over a period of a school week.
2. All lunches served to children in Kindergarten and older shall, at a minimum, meet the nutrition standards and the appropriate level of calories for established age/grade groups as set forth in 7CFR Part 210. Compliance shall be determined by averaging nutritional information for lunches offered over a period of a school week.
3. All meals and snacks served to Pre-K children 0 to 5 years of age shall at a minimum meet the Child and Adult Care Food Program meal patterns set forth in the Child and Adult Care Food Program: Meal Pattern Revisions Related to the Healthy, Hunger-Free Kids Act of 2010 Final Rule unless co-mingled. "Offer versus Serve" is not an option for the Pre-K age group unless co-mingled.
4. Water must be available during meal service to children at no charge in the place where lunch meals are served and when breakfast is served in the cafeteria.
5. Meals will be priced as a unit.
6. KSDE will be notified in the event of a natural disaster or other emergency condition which prevents a school from temporarily obtaining delivery of a food component or menu item. Under these circumstances, KSDE may approve reimbursement for meals that do not meet the requirements in this section.
7. Substitutions in foods specified in 7CFR Part 210 and Part 220 shall be made for students who have a disability and whose disability restricts their diet. However, such substitutions shall be made on a case-by-case basis only when supported by a statement of the need for substitutions from a licensed medical authority that includes recommended alternate foods.
8. Milk substitutions may be made for those students not having a disability but are limited to lactose free milk or non-dairy beverages that meet USDA substitution criteria (nutritionally equivalent to cow's milk).

N. Offer vs Serve

The Sponsor agrees that:

1. Students in each school approved to "offer" menu items under the "offer versus serve" provision will be taught how to select menu/food items to assemble a reimbursable meal.
2. In each school participating in the School Breakfast Program that is approved to "offer" rather than "serve" menu items:
 - Students will be offered a complete breakfast as required under 7CFR Part 220.
 - The Nutrition Standards for School Meals Menu Planning system will be used and the guidance provided in Chapter 16 of Food Service Facts will be followed.
 - A student's decision to decline a menu item shall not affect the charge for the breakfast.
3. In each school participating in the National School Lunch Program that is approved to "offer" rather than "serve" menu items:
 - Students will be offered a complete lunch as required under 7CFR Part 210.
 - The Nutrition Standards for School Meals Menu Planning system will be used and the guidance provided in Chapter 16 of Food Service Facts will be followed.
 - A student's decision to decline a menu item shall not affect the charge for the lunch.
4. Offer vs Serve is not an option for the Pre-K 0-5 year old age group following the Child and Adult Care Food Program meal pattern.

O. Professional Standards Rule

The Sponsor agrees that:

1. All new and current employees including Authorized Representatives will meet minimum continuing education standards as specified in the Professional Standards Final Rule at <http://www.fns.usda.gov/school-meals/professional-standards>. All training taken must be in the key areas of nutrition, operations, administration and/or communications/marketing. USDA may require specific training to address Program integrity and other critical issues. Supporting documentation for all completed trainings must be maintained on file.
2. An Authorized Representative or Food Service Director advertised for and hired after July 1, 2015 must meet the hiring standards based upon the school district size as specified in the Professional Standards Final Rule and the Hiring Flexibility Under Professional Standards Final Rule. New Food Service Directors are also required to have eight hours food safety training either not more than five years prior to their starting date or completed within 30 days of the employee's start date.

P. Afterschool Snack Program Requirements

If the Sponsor participates in the Afterschool Snack Program, the Sponsor agrees to:

1. Accept full responsibility for meeting all Afterschool Snack Program requirements.
2. Identify on the Site Application each serving site that will participate in the Afterschool Snack Program.
3. Conduct an after school care program that provides education or enrichment activities in an organized, structured and supervised environment for enrolled students.
4. Maintain documentation of program eligibility by one of the following two methods:
 - a. **Individual eligibility** of students participating in the Afterschool Snack Program based on their individual eligibility status for Child Nutrition Program benefits, or
 - b. **Site eligibility** based on the Afterschool Snack Program site's location in the attendance area of a school (elementary, middle, junior high, or high) in which at least 50 percent of the enrolled students are approved for Child Nutrition Program reduced price or free benefits.
5. Maintain records of:
 - Each student's attendance on a daily basis (e.g. a list, roster, sign-in sheet).
 - Daily and monthly snack counts taken at the point of service. Report to KSDE on a monthly basis the number of reimbursable snacks served to enrolled students.
 - Menus and production records to document compliance with meal pattern requirements.
 - On-site reviews of the program site conducted by the Sponsor twice per year including a review made during the first four weeks of operation each school year.
6. Claim reimbursement for only:
 - Snacks served to eligible participants (i.e. enrolled students from birth to age 18, or enrolled students of any age who are mentally or physically disabled).
 - One snack per day per eligible participant.
 - Snacks that consist of at least two of the four meal components served in the required amounts: meat/meat alternate, fruit/vegetable, grain/bread, and fluid milk.
 - Snacks served in approved after school care programs on days when school is in session.

Q. Child and Adult Food Program Requirements

If the Sponsor participates in the Child & Adult Care Food Program, the Sponsor agrees to:

1. Accept full responsibility for meeting all Child and Adult Food Program Requirements (7CFR Part 226).
2. Identify on the CACFP Site Application(s) each site participating.
3. For At-Risk Afterschool Meals, obtain documentation indicating that each school that will be offering after school meals through CACFP offers educational or enrichment activities and is a school where at least 50 percent of the children are eligible for free or reduced price school meals or is located in the attendance area of an eligible school as required by 7 CFR 226.17a(i). Sites will be identified and documentation provided on the KN-CLAIM site application.

4. Certify that during the last 7 years, the Sponsor and the individual responsible for the food service have not been declared ineligible to participate in any other publicly funded program by reason of violating that program's requirements or provide documentation that it was later reinstated or determined eligible for the program or convicted of any activity that indicated a lack of business integrity.
5. Attend CACFP Administrative training annually.
6. For At-Risk Afterschool Meals, document service of one meal and/or snack in the program operated after school or on days that school is not in session. Follow the meal pattern requirements for CACFP [7 CFR 226.20] or NSLP meals [7 CFR 210.10(a)(1)(i)].
7. Claim Reimbursement only for meals served to eligible enrolled participants in each income category within the limits of the license issued by the Kansas Department of Health and Environment or appropriate federal authority. No more than 2 meals and 1 snack or 2 snacks and 1 meal per participant shall be claimed. For At-Risk, 1 meal and 1 snack may be claimed.
8. Abide by all of the requirements for procurement found in 7 CFR 210.21 in lieu of CACFP procurement standards at 7 CFR 226.22. Disburse all Child Nutrition Program reimbursements to pay expenses related to Child Nutrition Programs without the requirement to allocate programs separately. Charge indirect costs appropriately to the nonprofit school food service account.
9. Maintain full and accurate records regarding its food service to serve as a basis for the claim for reimbursement and for audit and review purposes. The records to be kept include the following:
 - Menus and production records to document compliance with meal pattern requirements
 - Daily Attendance Records
 - Daily counts of the number of meals served to enrolled children taken at the point of service
 - Program Income (receipts)
 - Program Expenditures
 - Enrollment Forms which are current and complete with ethnic/racial data
 - Annual certification documents and management plan
 - Applicable Income Eligibility Forms
10. Operate in accordance with guidance provided in the CACFP Administrative Handbook and Monthly Updates available at <https://cnw.ksde.gov>.
11. Independent centers and sponsoring organizations of centers which charge separately for meals shall develop a policy statement for determining eligibility for free and reduced price meals which shall include all the requirements of 7 CFR 226.23.

R. Special Milk Program Requirements

If the Sponsor participates in the Special Milk Program, the Sponsor agrees to:

1. Accept full responsibility for meeting all Special Milk Program requirements.
2. Make maximum use of the reimbursement payments to reduce the price of the milk served to children as a means of encouraging milk consumption.
3. Report the "cost of milk" to KSDE, which shall be the average purchase price per half-pint unit paid by the Sponsor to the milk supplier for milk delivered to the school or child care institution. This shall not include any amount paid to the milk supplier for servicing, rental or installment purchase of milk service equipment.
4. Use forms and instructions provided by KSDE to maintain complete and accurate records of Special Milk usage, program income and expenditures.

S. Fresh Fruit and Vegetable Program Requirements

If the Sponsor is selected to participate in the Fresh Fruit and Vegetable Program, the Sponsor agrees to:

1. Use FFVP funds only for the purposes authorized by Section 19 of the Richard B. Russell National School Lunch Act.

2. Abide by all of the requirements for administering the FFVP as stated in Section 19 of the Richard B. Russell National School Lunch Act.
3. Provide funds to the school(s) selected to participate under its jurisdiction for the service of approved fresh fruits and vegetables in accordance with local, State, and Federal regulations and requirement.
4. Implement the program in accordance with the plan outlined in the signed School Application for the Fresh Fruit and Vegetable Program and the Fresh Fruit and Vegetable Program Handbook.
5. Participate in FFVP training annually as offered by KSDE, Child Nutrition & Wellness.

T. Summer Food Service Program or Seamless Summer Option Requirements

If the Sponsor participates in the Summer Food Service Program (SFSP) or Seamless Summer Option (SSO), the Sponsor agrees to:

1. Accept full responsibility for meeting all Summer Food Service Program or Seamless Summer requirements (7 CFR Part 225, 7 CFR Part 210, SP 09-2017).
2. Identify on the Summer Site Applications each serving site that will participate in the Summer Food Service Program or on the SNP Site Application for Seamless Summer.
3. Conduct a summer food service program that provides meals to children when school is not in session.
4. Qualify each serving site by one of the following methods:
 - **Area eligibility** documenting more than 50% of students in a school or census area are eligible for reduced price and/or free meals, or
 - **Enrolled eligibility** based on the eligibility of reduced price or free meals of the students participating in the summer food service program at the site, or
 - **Residential Camp** based on the eligibility of individual participants.
 - **Conditional Non-Congregate based on** free or reduced price meals in an area that does not meet the definition of "areas in which poor economic conditions exists" and is not a "camp" as defined in 7 CFR 225.2. If the site qualifies as a conditional non-congregate site, documentation of the number of children enrolled in the Program who individually meet the Program's income standards is required.
5. Maintain non-congregate meal service integrity by implementing procedures that document meals are only distributed, to a reasonable extent, to eligible children and that duplicate meals are not distributed to any child, if the applicant sponsor is electing to use the non-congregate meal service options described in 7 CFR 225.16(i)(1) and (2).
6. Maintain records of:
 - Daily participation meal counts taken at the point of service. Report to KSDE on a monthly basis the number of reimbursable meals served to children.
 - Menus and production records to document compliance with meal pattern requirements.
 - Notification of the local health department
 - Site visits and site reviews conducted by the Sponsor
 - Training completed by all administrative and site personnel
 - Ethnic/racial participation
 - Administrative and operational costs
7. Claim reimbursement for:
 - Allowable meals (breakfast, snack, lunch, supper) that meet requirements served to children from the ages of 1 thru 18
 - Congregate Meals Only: Second complete meals up to 2% of the total first meals for the SFSP and up to 2% of second complete breakfast meals only for SSO.
8. Use forms and instructions provided by KSDE in the Summer Food Service Program Administrative Handbook and School Nutrition Programs Food Service Facts to maintain complete and accurate records of Summer Food Service Program or Seamless Summer Option activity.
9. Promote the Summer Food Service Program at all program sites.

10. Comply with the USDA's regulations regarding nondiscrimination in employment (7CFR Parts 15, 15a, and 15b; 7CFR Parts 225.7.9(n).

U. Residential Child Care Institution (RCCI) Requirements

The provisions in this section are applicable only to RCCI Sponsors.

1. When the RCCI serves only resident children, the Sponsor:
 - Shall not complete forms or provisions related to applications for free meal benefits.
 - Shall comply with all other provisions of this agreement.
 - Shall provide documentation to support that each resident is eligible for free meals based on the individual resident's personal use income.
2. When the RCCI serves both day students and resident children:
 - For resident children, the Sponsor shall comply with the requirements of this agreement stated in Section U. 1.
 - For day students, the Sponsor shall comply with all provisions of this agreement including those related to applications for reduced price and free meal benefits and verification.

V. Provision 2

The Sponsor agrees to:

1. Indicate on each Site Application if the school will participate in Provision 2 and specify the Base School Year for the site (i.e. the first year of a four-year Provision 2 cycle).
2. Serve free meals to all students, enrolled in a school participating in Provision 2 for a four-year period regardless of their eligibility for CNP benefits.
3. Pay the difference between the cost of providing the meal and the total reimbursement received for each student meal using funds other than State reimbursement, Federal reimbursement or student payments.
4. Distribute letters and applications for reduced price or free CNP benefits to households of all enrolled students prior to or at the beginning of the Base School Year and determine eligibility of applicants. Households need not be notified of the eligibility determination.
5. Account daily during the Base School Year for student lunches and breakfasts served by eligibility category and establish monthly claiming percentages for paid, reduced price and free lunches, breakfasts and after school snacks.
6. Apply the monthly claiming percentages from the Base School Year to the corresponding monthly total meal count for lunches, breakfasts, and after school snacks served during the second, third and fourth consecutive school years.
7. Establish procedures during the second, third and fourth consecutive school years to count student meals served at the point of service, and maintain daily meal counts of total lunches, breakfasts and snacks served to students. Daily meal counts by income category are not required in the second, third and fourth consecutive school years.
8. Establish a new Base School Year (i.e. determine new claiming percentages based on actual counts of meals served in each income eligibility category) if applications for CNP Benefits are collected in the second, third or fourth consecutive school years.
9. Notify parents if the Sponsor chooses to discontinue Provision 2 and return to the standard CNP Reduced Price and Free Policy in the second, third or fourth consecutive school year following the Base School Year.
10. Complete verification requirements once during the four-year Provision 2 cycle.

W. Community Eligibility Provision

If the Sponsor elects the Community Eligibility Provision, the Sponsor agrees to:

1. Indicate on the Sponsor Application if the Sponsor, a school or a group of schools will participate in the Community Eligibility Provision and complete the Community Eligibility Application in KN-CLAIM prior to June 30. To be eligible, the Sponsor and/or schools must meet a minimum level (25%) of identified students for free meals in the year prior to implementing the Community Eligibility Provision.
2. Serve free breakfast and lunch meals to all students, enrolled in a school participating in Community Eligibility Provision regardless of their eligibility for CNP benefits.
3. Not collect free and reduced price applications from households in participating schools
4. Cover the difference between the cost of providing the meals and the total reimbursement received for each student meal using non-Federal funds.
5. Reimbursement is based on claiming percentages derived from the identified student percentages. Schools apply the claiming percentages to the total number of lunch and the total number of breakfast meals served to determine the number of meals claimed at the free and paid rates.
6. The claiming percentages established for a school in the first year may be used for a period of four school years and may be increased each year if the identified student percentages rise for the Sponsor and/or school.
7. The percentage of identified students is multiplied by a factor of 1.6 to determine the total percentage of meals reimbursed at the Federal free reimbursement rate (The percentage derived from this calculation must not exceed 100 percent). The remaining percentage of meals, equaling up to 100 percent, is reimbursed at the Federal paid reimbursement rate.

X. Smart Snacks in Schools Rule

The Sponsor agrees to:

1. Implement Section 10 of the Child Nutrition Act of 1966, 42 USC 1779, as amended by the Healthy, Hunger-Free Kids Act of 2010 which requires that all food sold outside of the school meal program, on the school campus and at any time during the school day must meet the nutrition standards set forth in the Final Rule titled "National School Lunch Program and School Breakfast Program: Nutrition Standards for All Foods Sold in School as Required by the Healthy, Hunger-Free Kids Act of 2010."
2. Follow the exempt fundraiser frequency established by the Kansas State Board of Education. "One exempt fundraiser per school organization per semester that does not meet the Nutrition Standards for All Foods Sold in School during the school day (midnight before to 30 minutes after the end of the school day) on school grounds will be allowed. An organization is defined as a school group that is approved by the local board of education. Length of the organization's exempt fundraiser cannot exceed 2 days." Exempted fundraiser foods or beverages may not be sold in competition with school meals in the food serving area during meal service. There is no frequency or time limit on fundraisers during which food or beverage items that meet the nutrition standards are sold; nor are there any limits on non-food fundraiser activities.
3. Proceeds from the sale of all competitive foods must accrue to the food service fund, to the school, or to approved student organizations.
4. Maintain records such as receipts, nutrition labels and product specifications. Food service maintains records for competitive foods sold under the nonprofit school food service account. The Local Educational Agency maintains records for all other competitive food sales.

Y. Wellness Policy Requirements

The Sponsor agrees to:

1. Implement a local school wellness policy that at a minimum:
 - Includes specific goals for nutrition, nutrition promotion and education, physical activity and other school-based activities that are designed to promote student wellness (7 CFR 210.31(c)(1));
 - Includes standards and nutrition guidelines for all foods and beverages sold on the school campus during the school day that are at a minimum, consistent with Federal regulations for program meals and Smart Snacks in School nutrition standards and designed to promote student health and reduce childhood obesity (7 CFR 210.31(c)(2) and(3));
 - Includes standards and nutrition guidelines for all foods and beverages available but not sold to students on the school campus during the school day (for example classroom parties or rewards). These standards and nutrition guidelines are not required to be consistent with Smart Snacks standards and the Sponsor has the discretion to adopt standards that are consistent with Federal school meals and Smart Snacks nutrition standards or to adopt more or less stringent standards.
 - Includes policies that allow marketing or advertising of only those foods and beverages that may be sold on the school campus during the school day, i.e., those foods and beverages that meet the Smart Snacks in School nutrition standards (7 CFR 210.31(c)(3)(iii));
 - Establishes a plan for measuring implementation of the local wellness policy, including designation of one or more persons at the Sponsor-level or at each school, charged with operational responsibility for ensuring that the school complies with the local wellness policy; and
 - Involves parents, students, representatives of the school nutrition program, teachers of physical education, school health professionals, the school board, school administrators and the public in the development, implementation and evaluation of the local wellness policy.
2. Review and consider evidence-based strategies in determining local school wellness goals (7 CFR 210.31(c)(1)).
3. Involve, inform, and update the public (including parents, students, and other stakeholders) about the content and implementation of the local school wellness policy (7 CFR 210.31(d)(2) and (3));
4. Conduct an assessment annually by updating the Sponsor's status in relation to the Kansas School Wellness Policy Model Guidelines in KSDE's online Wellness Impact Tool, to determine compliance, progress, and the extent to which the policy compares to model local school wellness policies (7 CFR 210.31(e)(2));
5. Designate a Wellness Policy Contact person on the Sponsor Application and enter the Wellness Policy Chair and committee members' names in the Wellness Impact Tool. The Sponsor must designate at least one LEA or school official(s) as responsible for determining the extent to which each school under their jurisdiction is in compliance with their wellness policies (7 CFR 210.31(e)(1)).
6. Update or modify the local school wellness policy as appropriate (7 CFR 210.31(e)(3)). Maintain on file for review or audit records of wellness policy implementation plans and progress.

Z. Contractual Provisions

1. **Terms Herein Controlling Provisions:** It is expressly agreed that the terms of each and every provision in this attachment shall prevail and control over the terms of any other conflicting provision in any other document relating to and a part of the contract in which this attachment is incorporated. Any terms that conflict or could be interpreted to conflict with this attachment are nullified.
2. **Kansas Law and Venue:** This contract shall be subject to, governed by, and construed according to the laws of the State of Kansas, and jurisdiction and venue of any suit in connection with this contract shall reside only in courts located in the State of Kansas.
3. **Termination Due To Lack Of Funding Appropriation:** If, in the judgment of the Director of Accounts and Reports, Department of Administration, sufficient funds are not appropriated to continue the function performed in this agreement and for the payment of the charges hereunder, State may terminate this agreement at the end of its current fiscal year.

State agrees to give written notice of termination to contractor at least thirty (30) days prior to the end of its current fiscal year and shall give such notice for a greater period prior to the end of such fiscal year as may be provided in this contract, except that such notice shall not be required prior to ninety (90) days before the end of such fiscal year. Contractor shall have the right, at the end of such fiscal year, to take possession of any equipment provided State under the contract. State will pay to the contractor all regular contractual payments incurred through the end of such fiscal year, plus contractual charges incidental to the return of any such equipment. Upon termination of the agreement by State, title to any such equipment shall revert to contractor at the end of the State's current fiscal year. The termination of the contract pursuant to this paragraph shall not cause any penalty to be charged to the agency or the contractor.

4. **Disclaimer Of Liability:** No provision of this contract will be given effect that attempts to require the State of Kansas or its agencies to defend, hold harmless, or indemnify any contractor or third party for any acts or omissions. The liability of the State of Kansas is defined under the Kansas Tort Claims Act (K.S.A. 75-6101, et seq.).
5. **Anti-Discrimination Clause:** The contractor agrees: (a) to comply with the Kansas Act Against Discrimination (K.S.A. 44 1001, et seq.) and the Kansas Age Discrimination in Employment Act (K.S.A. 44-1111, et seq.) and the applicable provisions of the Americans With Disabilities Act (42 U.S.C. 12101, et seq.) (ADA), and Kansas Executive Order No. 19-02, and to not discriminate against any person because of race, color, gender, sexual orientation, gender identity or expression, religion, national origin, ancestry, age, military or veteran status, disability status, marital or family status, genetic information, or political affiliation that is unrelated to the person's ability to reasonably perform the duties of a particular job or position; (b) to include in all solicitations or advertisements for employees, the phrase "equal opportunity employer"; (c) to comply with the reporting requirements set out at K.S.A. 44-1031 and K.S.A. 44-1116; (d) to include those provisions in every subcontract or purchase order so that they are binding upon such subcontractor or vendor; (e) that a failure to comply with the reporting requirements of (c) above or if the contractor is found guilty of any violation of such acts by the Kansas Human Rights Commission, such violation shall constitute a breach of contract and the contract may be cancelled, terminated or suspended, in whole or in part, by the contracting state agency or the Kansas Department of Administration; (f) Contractor agrees to comply with all applicable state and federal anti-discrimination laws and regulations; (g) Contractor agrees all hiring must be on the basis of individual merit and qualifications, and discrimination or harassment of persons for the reasons stated above is prohibited; and (h) if it is determined that the contractor has violated the provisions of any portion of this paragraph, such violation shall constitute a breach of contract and the contract may be canceled, terminated, or suspended, in whole or in part, by the contracting state agency or the Kansas Department of Administration.
6. **Acceptance Of Contract:** This contract shall not be considered accepted, approved or otherwise effective until the statutorily required approvals and certifications have been given.
7. **Arbitration, Damages, Warranties:** Notwithstanding any language to the contrary, no interpretation of this contract shall find that the State or its agencies have agreed to binding arbitration, or the payment of damages or penalties. Further, the State of Kansas and its agencies do not agree to pay attorney fees, costs, or late payment charges beyond those available under the Kansas Prompt Payment Act (K.S.A. 75-6403), and no provision will be given effect that attempts to exclude, modify, disclaim or otherwise attempt to limit any damages available to the State of Kansas or its agencies at law, including but not limited to, the implied warranties of merchantability and fitness for a particular purpose.
8. **Representative's Authority To Contract:** By signing this contract, the representative of the contractor thereby represents that such person is duly authorized by the contractor to execute this contract on behalf of the contractor and that the contractor agrees to be bound by the provisions thereof.
9. **Responsibility For Taxes:** The State of Kansas and its agencies shall not be responsible for, nor indemnify a contractor for, any federal, state or local taxes which may be imposed or levied upon the subject matter of this contract.
10. **Insurance:** The State of Kansas and its agencies shall not be required to purchase any insurance against loss or damage to property or any other subject matter relating to this contract, nor shall this contract require them to establish a "self insurance" fund to protect against any such loss or damage. Subject to the provisions of the Kansas Tort Claims Act (K.S.A. 75-6101, et seq.), the contractor shall bear the risk of any loss or damage to any property in which the contractor holds title.

11. **Information:** No provision of this contract shall be construed as limiting the Legislative Division of Post Audit from having access to information pursuant to K.S.A. 46-1101, et seq.
12. **The Eleventh Amendment:** "The Eleventh Amendment is an inherent and incumbent protection with the State of Kansas and need not be reserved, but prudence requires the State to reiterate that nothing related to this contract shall be deemed a waiver of the Eleventh Amendment."
13. **Campaign Contributions / Lobbying:** Funds provided through a grant award or contract shall not be given or received in exchange for the making of a campaign contribution. No part of the funds provided through this contract shall be used to influence or attempt to influence an officer or employee of any State of Kansas agency or a member of the Legislature regarding any pending legislation or the awarding, extension, continuation, renewal, amendment or modification of any government contract, grant, loan, or cooperative agreement.

Signatures on Behalf of Sponsor

Board President

Date

Laine Norris

5/16/2025

Date

Gabe Grant

Print Name of Board President

Laine Norris Director, Food & Nutrition Services

Print Name and Title of Authorized Representative

Signatures on Behalf of KSDE

Commissioner of Education

Date

Director, Child Nutrition & Wellness

Date

VI. PUBLIC FORUM

VII. ACTION AGENDA

A. 2025-2026 Salary and Work Conditions for Certified Staff

The following changes to certified salary and work conditions are being recommended for the 2025-2026 school year:

Appendix D: Certified Salary Schedule

- The addition of \$1,000 to the base of the certified salary schedule (now \$46,250).
- Step and Movement on the salary schedule.
- Modified Audiologist lane on the Related Services Salary Schedule.
- Increased the longevity schedule payments for those with 37 or more years of service.

Appendix E: Supplemental Salary Schedule

- Added the following new supplemental positions:
 - Twirling Sponsor – Level 10
 - Kay Club – Level 9
 - Summer Weights – Level 7
 - HS Wrestling Head Assistant – Level 3
 - HS Wrestling Head, Combined Genders – Level 1
- Eliminated the following supplemental position:
 - HS Wrestling Head – Level 2

Definitions

- Defined Duty Day as 8 hours

Article I, A: Contract Year

- Made modifications to clarify that CKCIE employees assigned to locations other than Salina buildings will follow the contract year of the district in which they are assigned.

Article 1, B: Duty Day and Planning Time

- Made modifications to clarify the CKCIE employees assigned to locations other than Salina buildings will follow the duty day of the district in which they are assigned.
- Added language clarifying that PreK classroom teachers will have 245 minutes of individual planning time each week.
- Added language clarifying that high school teachers will teach a maximum of six class periods plus an ELO period.
- Added language that clarifies teachers receive compensation for lost individual planning time if they are assigned other duties by their administrator during that time.

Article II, Leaves

- Made modifications clarifying that a day of leave equals 8 hours of leave.

- Added language authorizing employees to donate unused hours of PTO to the Illness and Disability pool in lieu of the annual buyback.
- Modified eligibility for leave payout upon resignation or retirement from 15 years to 10 years.
- Modified language defining blackout days to clarify which days are considered as blackout days.
- Added language to clarify the approval process for use of Association Business leave.

Article III, A: Salary Schedule Provisions

- Increased employer-paid health contributions to \$580/month.
- Removed old language regarding automatic placement of SLPs, OTs and PTs that should have been removed after the 24-25 negotiations process.
- Modified language allowing consideration of prior graduate credits for initial placement on salary schedule.
- Added language clarifying that longevity payments are fixed rates and that payment of longevity will be made on the November payroll date each year.
- Added language clarifying duties considered part of the professional obligations of a teaching contract are not subject to additional compensation.
- Added student programs to the list of items eligible for meetings outside the duty day compensation.
- Clarified the process for requesting additions to the supplemental salary schedule.
- Changed the title of Webmaster to Web Editor.

Article IX(H): Safety in Classrooms and Schools

- Added language that clarifies the joint intent of the Board and NEA-Salina to keep all classrooms safe and conducive to a healthy learning environment.

Other non-substantive changes were made throughout the Agreement for grammatical purposes.

It is recommended that you approve the changes to the 2025-2026 Salary and Work Conditions for Certified Staff as presented.

DEFINITIONS
IN
ALPHABETICAL ORDER

The following terms as used in this agreement shall mean:

BOE Board of Education of USD 305

CKCIE Central Kansas Cooperative in Education

CONTRACTS

- **BASE** The professional employee's basic contract for assigned services for the designated number of days established by the district calendar.
- **EXTENDED** A professional employee's contract for additional days worked prior to and/or following the base contract. The daily rate of pay for extended contracts will be the same as the daily rate of pay for the professional employee's base contract.
- **SUPPLEMENTAL** A professional employee's contract(s) for assigned duties during hours that are in addition to those paid for in the professional employee's base contract or extended contract.

DEPENDENT PERSON An individual who, for the taxable year of the professional employee, has as his/her/heir principal place of abode the home of the professional employee, is a member of the professional employee's household and has received over one-half of his/her/heir support from the professional employee.

DUTY DAY **Eight (8) hours**

FAMILY USD 305 uses the federal Family Medical Leave Act (FMLA) definition (see Appendix C).

NEA-SALINA The local affiliate of Kansas - National Education Association and the National Education Association.
(The Association)

INDIVIDUAL PLANNING TIME Non-student contact time in which a teacher independently pursues improvement in students' academic achievement.

PLANNING TIME Non-student contact time, which may include individual planning, collaborative planning, team planning, and school improvement or staff development during the student day.

PRESIDENT, NEA-SALINA President of NEA-Salina or his/her designee.

SUPERINTENDENT The Superintendent of USD 305 or his/her designee.

PROFESSIONAL EMPLOYEE Any professional, certified employee that is under contract with USD 305, subject to the negotiated agreement, and who is required to hold a certificate/license to work in any school district. "Professional Employee" is used interchangeably with "employee" in this document. Professional Employee does not include any supervisors under the authority of KSA 72-1134.

- **FULL-TIME** A full-time professional employee in a certified position for the entire contract day and for the entire contract year.

SUPERINTENDENT

[**The Superintendent of USD 305 or designee.**](#)

USD 305

Unified School District No. 305; Saline County, Salina, Kansas.

ARTICLE I

HOURS AND AMOUNTS OF WORK

A. CONTRACT YEAR

Base contracts for professional employees will be 182 days. A professional employee in the first year of employment in USD 305 may be required to attend up to two additional days prior to the first student contact day and will be compensated at his or her daily rate of pay for each additional day.

Contract days for professional employees working exclusively in Salina buildings or those assigned Salina as a home district by the Central Kansas Cooperative in Education (CKCIE) shall be utilized as follows:

1. 172 student contact days;
2. Five (5) work days:
 - a. The equivalent of 2 days scheduled prior to the first student contact day;
 - b. 1 full day at the end of each semester;
 - c. 1 half-day at the end of the first and third quarters;
 - d. No more than one hour of a full workday may be scheduled for meetings, i.e., IEPs, parent conferences, department meetings, and faculty meetings. No meetings will be scheduled on half-days;
 - e. Hours of attendance will not exceed 8 hours; and
 - f. Other than for scheduled meetings, on-site attendance will not be required of professional employees on workdays provided all work expectations and deadlines are met.
3. Five (5) staff development days:
 - a. The equivalent of 2 days scheduled prior to the first student contact day;
 - b. 3 days scheduled during the district calendar setting process; and
 - c. Hours of attendance will not exceed 8 hours.
4. Professional employees assigned by the CKCIE to a non-Salina work location: The contract year for professional employees working assignments for CKCIE will be controlled by the requirements of the district in which they are assigned. If a professional employee is assigned to multiple districts, CKCIE will assign the home district and the employee will follow that district's contract year.

During the term of the contract year, the following days will not be scheduled as part of the contract:

Labor Day	1 day
Thanksgiving Recess	3 days
Winter Recess	not less than 7 consecutive days
January 2 nd	1 day
Spring Recess	5 days

B. DUTY DAY AND PLANNING TIME

All full-time professional employee shall be on duty for 8 hours per regular workday. The principal in each building shall develop a schedule that ensures individual planning time for specials teachers, classroom teachers, and librarians.

1. PreK classroom teachers shall have 245 minutes of individual planning time per week.

 - a. Such planning time shall not include the teacher's duty-free lunch time, travel time for those assigned to more than one attendance center, or any student supervision.
 - b. Additional time during the school day may be scheduled administratively for reasons such as substituting, collaborative planning, school improvement and staff development.
2. Elementary classroom teachers of grades K-5 shall have individual planning time scheduled in blocks of not less than twenty (20) minutes per day and totaling at least 245 minutes per week.

 - a. Such planning time shall not include before/after school time, lunch release time, travel time for professional employees assigned to more than one attendance center, or any student supervision.
 - b. Additional time during the school day may be scheduled administratively for reasons such as substituting, collaborative planning, school improvement, and staff development.
Professional employees who volunteer to substitute for other professional employees may do so on an unlimited basis. Those professional employees who volunteer and who complete a substitute assignment will be moved to the bottom of the mandatory substitute rotation. Mandatory substituting assignments shall be limited to three (3) times per calendar month per professional employee.
 - c. The BOE encourages the development of individual scheduling plans at the elementary sites for the purpose of increasing planning time.
- 1.3. A sixth, seventh and eighth grade middleMiddle school teachers will teach a maximum of six (6) class periods plus an advisory period daily. Middle school professional employees shall have a minimum of 245 individual planning minutes per week and there will be individual planning time daily.

 - a. Such planning time shall not include before/after school time, lunch release time, travel time for professional employees assigned to more than one attendance center, or any student supervision.
 - b. Additional time during the school day may be scheduled administratively for substituting, collaborative planning, school improvement, and staff development. Professional employees who volunteer to substitute for teachers may do so on an unlimited basis. Those professional employees who volunteer and who complete a substitute assignment will be moved to the bottom of the mandatory substitute rotation. Mandatory substituting assignments shall be limited to three (3) times per calendar month per professional employee.
- 2.4. High school teachers on block schedule will teach a maximum of six (6) class periods plus an ELO period daily. Block schedule professional employees shall have a minimum of 245 minutes of individual planning time per week and there will be individual planning time daily.

 - a. Such planning time shall not include before/after school time, lunch release time, travel time for professional employees assigned to more than one attendance center, or any student supervision.
 - b. Additional time during the school day may be scheduled administratively for substituting, collaborative planning, school improvement, and staff development. Professional employees who volunteer to substitute for other professional employees may do so on an unlimited basis. Those professional employees who volunteer and who complete a substitute assignment will be moved to the bottom of the mandatory substitute rotation. Mandatory substituting assignments shall be limited to three (3) times per calendar month per professional employee.

~~3.1. Elementary classroom teachers of grades K-5 shall have individual planning time scheduled in blocks of not less than twenty (20) minutes per day and totaling at least 245 minutes per week.~~

~~a. Such planning time shall not include before/after school time, lunch release time, travel time for professional employees assigned to more than one attendance center, or any student supervision.~~

~~b.a. Additional time during the school day may be scheduled administratively for reasons such as substituting, collaborative planning, school improvement, and staff development. Professional employees who volunteer to substitute for other professional employees may do so on an unlimited basis. Those professional employees who volunteer and who complete a substitute assignment will be moved to the bottom of the mandatory substitute rotation. Mandatory substituting assignments shall be limited to three (3) times per calendar month per professional employee.~~

4.5. The BOE encourages the development of individual scheduling plans at the elementary sites for the purpose of increasing planning time. Professional employees assigned to a non-Salina work location by CKCIE: The duty day for professional employees working assignments for CKCIE outside of Salina will be controlled by the duty-day requirements of the district in which they are assigned. If a professional employee is assigned to multiple districts, CKCIE will assign the home district and the employee will follow that district's duty-day.

5.6. Overloads:

- a. In the event that a secondary professional employee accepts an assignment to teach a class during the individual planning time as part of the building master schedule, the professional employee shall be compensated at an additional rate of one-seventh (1/7) of his/her~~their~~ base contract per diem.
- b. In the event that an elementary professional employee cannot be regularly scheduled for individual planning time within the building master schedule, the professional employee shall be compensated at the professional employee's daily rate of pay for whatever portion of individual planning time cannot be so scheduled.

6.7. Professional Employees Substituting for Teachers: Any professional employee who substitutes for another teacher during his/her~~their~~ planning time will be compensated at the rate of \$30 per hour for the time spent substituting for the other teacher. Requests to substitute for another teacher during his/her~~their~~ individual plan time will not be made unless attempts to cover the absence using the USD 305 substitute pool are unsuccessful.

7.8. Each K-12 professional employee will have a duty-free lunch period equal in length to the student lunch period.

9. Elementary classroom and specials teachers who have 1/3 or more of another teacher's classroom students added to their classroom will be compensated proportionally at a rate based on the professional employee substituting for professional employee rate in sub paragraph 65 above.

8.10. Teachers who are assigned other duties by their building principal resulting in actual plan time for a given week dropping below the allotted amount prorated for the actual number of days in the week worked shall be compensated at their hourly rate of pay for the amount of lost plan time.

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ARTICLE II

LEAVES

Each full-time professional employee in USD 305 shall be granted ten (10) days Paid Time Off (PTO) (80 hours) for each school year. Days of leave areLeave entitlement is prorated for professional employees who work less than full-time (1.0 FTE) in a certified position and/or are employed for less than a full contract year. A professional employee's allocated PTO days leave may be used for any reason.

A. PTO Buyback

1. Each year the district will offer a buy-back of up to five (5) days of a professional employee's unused leave at a rate of \$50/day unused PTO leave. All professional employees will be eligible to sell-back up to 50% of their annual PTO allocation at a rate of \$50 per duty day.
2. Professional employees may opt to donate unused PTO leave into the Illness and Disability Pool (see "Leave Use with No Loss of Pay up to Accumulated Leave Balance" section B below)
3. All PTO days hours not sold back to the district or those days remaining unused at the end of each school year will roll over as sick leave. Sick leave shall accumulate to a maximum of one hundred (100) dayseight hundred (800) hours.
4. Those professional employees who have accumulated more than 100 days of sick leave at the end of the 2017-2018 school year will be allowed to retain those excess dayshours; however, no additional accumulation will be allowed while the employee's balance is 100-days800 hours or more.

B. Unused Sick Leave Upon Retirement or Resignation

1. Professional employees with fifteen (15) ten (10) or more years of continuous service in USD 305 shall receive compensation for days of unused sick leave at the rate of \$75 per duty day. Payment shall be made upon retirement or resignation.
2. In the event of the professional employee's death, compensation for the unused accumulated leave shall be paid to the professional employee's survivor as designated under KPERS. Any professional employee who is not covered by KPERS shall designate a survivor at the beginning of employment.

Professional employees are encouraged to request approval for PTO from the building principal at least one week before the intended absence. No more than three (3) professional employees in any elementary building and no more than four (4) professional employees in any secondary building shall be absent for PTO leave on the same day. In buildings with fewer than ten (10) professional employees, no more than one (1) shall be absent for PTO on the same day. The approval of PTO days may be limited based upon the availability of substitutes and the number of professional employees absent from the building. During the last four working weeks of the student attendance year (20 student contact days), professional employees may apply for PTO leave but must state a reason.

The Executive Director of Human Resources, after consultation with the building administrator, shall determine whether to grant the proposed leave.

All leave shall be calculated on the basis of thirty (30) minute periods. Each period or major fraction of the period absent shall be recorded. Such leave time will be calculated on the regular workday for professional employees as defined in Article I.

Professional employees who have worked in the district for one year or more may choose to use Family Medical Leave (Appendix C) for

- a. The birth of a son or daughter.
- b. Adoption or placement of foster children.
- c. Care of son, daughter, spouse or parents of the employee.
- d. Personal illness.
- e. Specific conditions related to military service.

Any professional employee who uses the Family Medical Leave plan may not combine the use of leaves available under Maternity or Adoptive leave.

LEAVE USE WITH NO LOSS OF PAY UP TO ACCUMULATED LEAVE BALANCE*

*For this Section: If the employee's leave balance is depleted and the employee is absent, pay will be reduced by the employee's daily rate of pay for the duration of the absence.

A. ILLNESS

- 1. Any or all leave time may be used for illness of the professional employee.
- 2. A professional employee may use up to twenty (20) days of accumulated leave per year for illness in the professional employee's family. If the professional employee must be at home to care for the family member, after the fifth (5th) consecutive day he/she/they may be asked to provide a physician's written verification for the need. The family member may be under a physician's care, hospitalized, or at a medical appointment.

B. ILLNESS AND DISABILITY POOL

- 1. A professional employee who has exhausted all accumulated leave in a year may use four (4) to twelve (12) days additional leave time if the professional employee has elected to participate in the pool. A complete explanation of the pool and how a professional employee may participate is found in Appendix A of this agreement.
- 2. This pool may be used for illness or disability in the professional employee's family (see A.2 above).
- 3. After May 1, a professional employee participating in the Illness and Disability Pool who has exhausted the maximum number of days allowed from the pool may petition the President of NEA-Salina for up to five additional days. This is contingent on an adequate number of days remaining in the pool and medical certification of the professional employee's serious health condition or of a serious health condition in the professional employee's family. If additional days are granted, they will be granted after the end of the school year.

C. BLACKOUT DAYS

- 1. Professional employees shall not use PTO on:
 - a. A student contact day before or following a regularly scheduled vacation/non-attendance day for students on the official school calendar approved by the board.
 - b. Parent teacher conference days.
 - c. The day(s) of a scheduled district/building in-service day.
- 2. Notwithstanding the above, professional employees may use PTO leave otherwise subject to the blackout rule:
 - a. to attend events/activities involving their own child as defined under the FMLA if the child is participating as a USD 305 student. This rule extends to USD 305 professional employees working in CKCIE districts outside of USD 305 if that employee's child is participating as a student of that same district or as a USD 305 student.
 - b. to attend a funeral.

3. No more than five (5) PTO days may be used consecutively without prior approval of the principal.

D. MATERNITY & ADOPTIVE

Maternity and adoptive leave shall be granted in a manner consistent with federal and state laws. The employee will use personal accumulated sick leave days during maternity or adoptive leave. Disabilities caused or contributed to by pregnancy and recovery therefrom are temporary disabilities and shall be subject to provisions under the sick leave policy. Legal proceedings involving the adoption of a child shall be subject to provisions under the sick leave policy, and documentation may be required. Maternity and Adoptive leave does not apply to child care.

E. EMERGENCY LEAVE, ABSENCE DURING ORIENTATION WEEK AND OTHER LEAVES

1. Leave may be granted when unforeseen or emergency situations prevent the professional employee from fulfilling contractual duties. If PTO is available, such leave shall be used first. If not, emergency leave will be deducted from sick leave.
2. Professional employees who have worked one or more years in USD 305 may be granted leave during orientation week to complete eight or more hours of college credit in summer school classes during this week if (1) prior approval is obtained from the Executive Director of Human Resources, and (2) the professional employee has attended summer school during June and/or July.
3. The Executive Director of Human Resources shall make the decision regarding the leaves in subsections above in conference with the professional employee. In the absence of the Executive Director of Human Resources, the decision shall be made by the Superintendent.

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LEAVES WITH LOSS OF FULL PAY BUT NO LOSS OF ACCUMULATED LEAVES

A. NON-EDUCATIONAL CONVENTIONS

The professional employee may attend a convention or a business meeting with his/her^{their} spouse once every five (5) years.

B. CHILD CARE LEAVE

1. Child care leave, without pay, of not more than one school year may be granted with agreement of the BOE that the professional employee who has been employed in the district three (3) to six (6) years will be returned to service at the end of the leave if a position is open for which the professional employee is qualified. A professional employee who has been employed in the district seven (7) or more years will be guaranteed a position in the district at the end of child care leave.
2. A professional employee returning from child care leave will be placed on the salary schedule at the same placement he/she was^{they were} entitled at the time the leave was granted. The professional employee's application for child care leave must be filed with the Executive Director of Human Resources on or before May 10.
3. No later than March 1, the professional employee who is on child care leave must declare in writing his/her^{their} intentions to return. It is expected that if a professional employee who has

indicated his/her intention to return to the district has been offered a contract, the contract will be signed and returned within fourteen (14) days after its receipt.

C. EXCHANGE TEACHING

Professional employees who have been employed by USD 305 for at least five (5) years may apply for a one (1) year leave without pay as an exchange teacher through a recognized program. The pay provisions may be waived depending upon the provisions of the exchange.

D. EXTENDED HEALTH LEAVE

1. Professional employees whose personal illness, including disability, or contributed to by pregnancy or recovery therefrom or serious health condition of a family member (child, spouse, or parent of the professional employee) may be granted a leave of absence without pay for the remainder of the contract year once all accumulated leave, FMLA leave, and days granted from the sick leave pool are exhausted.
2. The applicant for extended health leave shall submit a physician's statement setting forth the nature of the illness or incapacity.
3. Upon return, the professional employee may also be required to submit a physician's statement certifying his/her capacity to assume professional duties.

E. ASSOCIATION BUSINESS

Professional employees who are members of a recognized teachers' organization may be granted a leave without pay to serve as a president of the state or national affiliate in a necessary role for the local, state, or national affiliate. The leave shall be limited to the terms of the office allowed by the affiliate for the role in which the professional employee is serving. Upon request for Association Business leave, the approving entity within the BOE will contact the current president of the recognized teachers' organization for final approval of the use of the Association Business leave time.

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ARTICLE III

SALARY AND ADDITIONAL COMPENSATION

A. SALARY SCHEDULE PROVISIONS

The USD 305 salary schedule is an index schedule that includes salary based on experience and training, additional compensation, and longevity pay. Personnel shall be placed on the salary schedule using the following criteria:

1. Vertical placement shall be determined as follows:
 - a. Upon entering the system, each professional employee shall be given full credit for all complete years of teaching in any school accredited by a state department of education or a college or university provided that the professional employee held a valid teaching certificate from a state department of education. Professional employees given full credit for all complete years of teaching, as described above, shall not be eligible to receive credit for prior work experience provided by section (f) below, regardless of whether the professional employee is teaching a course in a CTE pathway.

- b. Partial years of teaching outside USD 305 shall not be considered as years for vertical credit on the salary schedule.
- c. Partial years of USD 305 employment, either full or part-time, shall be counted as a full year for vertical credit if the total days under contract are 80 or more. Part-time contracts for the total school year within USD 305 shall be counted for vertical movement for each year of service.
- d. A professional employee who obtains the maximum step for any column may move only one step vertically in any one year after qualifying for the next column of advanced degree status.
- e. Upon entering the school system, each non-teaching employee licensed to practice independently shall be given credit on the salary schedule for all professional experience in his/her/their field.
- f. Upon entering the system, professional employees hired to teach courses in USD 305-approved CTE pathways must maintain enrollment in an accredited college with a Transition to Teaching program or as required by the CTE specialized certificate program as outlined by the Kansas State Department of Education (KSDE). Such professional employees may be given credit for work experience in their field that directly relates to their teaching duties. Written verification of qualifying employment experience shall be provided before credit will be given. Degreed CTE professional employees, or those with occupational licenses, or those with industry recognized credentials (as established for CTE licensure by KSDE) who have accumulated "relevant" work experience, defined as experience that directly relates to their teaching duties and which is aligned with the job description and course content in the CTE pathway taught, shall be granted one (1) year of credit for each full-time year of such prior related experience up to step "E."

To establish credit for relevant work experience based on self-employed experience, the applicant must provide letters from three individuals who regularly engaged in doing business with the applicant and the school district will cross-reference the CTE professional employee's name and any known business names with the Better Business Bureau. Written references from the three (3) individuals must attest to the nature of the applicant's business, the length of time of their association, and the quality of the work provided. Contact information for those giving references must be provided. Attestations from the applicant's employees or family members are not acceptable.

- 2. Horizontal placement on the scale shall be determined as follows:
 - a. Initial placement will be based on the professional employee's highest degree and graduate hours earned following the awarding of the degree.
 - b. Occupational and physical therapists will be placed on the MS+60 Column. School psychologists who have achieved the EDS degree and SLPs will be placed on the MS+30 Column.
 - c. Advancement to an intermediate column higher than a degree column is contingent upon the professional employee having earned the additional number of graduate credit hours or PDP points. PDP points or graduate hours may be used solely or in combination for horizontal advancement. Any graduate hours must be earned following the awarding of the graduate degree and recorded on the official PDC transcript (Frontline/Professional Growth) before they may be used for advancement.
 - d. Credit hours earned from the accumulation of points for application and impact may be used for horizontal movement on the salary schedule. Professional development points shall

be awarded as defined in the USD 305 Professional Development Handbook. Upon the professional employee's successful completion of application, one-fourth of the knowledge points earned will be awarded for salary movement; at the impact level, three-fourths of the knowledge points will be awarded.

e.d. The Executive Director of Human Resources may approve selected undergraduate and graduate credits for horizontal advancement other than those required for licensure, if the credits earned beyond the BA degree for horizontal advancement if such hours are deemed relevant and beneficial to the professional employee's assignment, and the courses are not available for graduate credit.

f.e. Professional employees who earn master's degrees which require a minimum of sixty (60) graduate semester hours (or their equivalent in quarter or third hours) shall qualify for placement on the MS+30 column of the salary schedule. This provision is applicable only when the professional employee is working in the area of this MS degree.

g.f. Social workers who are required to earn continuing education units to maintain their license and when such units cannot be part of an individual development plan may count the hours worked outside regular contract hours in lieu of board credit hours for the purpose of horizontal salary advancement. Twenty hours of continuing education work completed on off-contract hours will be equal to one board credit.

h.g. Not later than April 1 of the school year preceding the anticipated move, teaching staff shall notify the Executive Director of Human Resources of their intent to move horizontally on the salary schedule. A form will be provided by the Executive Director of Human Resources for intent to move horizontally. Any professional employee who fails to so notify the Executive Director of Human Resources shall be ineligible to move horizontally during the next contract year.

i.h. Official notification of additional hours must be reported to the Executive Director of Human Resources no later than October 1 if the professional employee is to gain horizontal movement for the year.

j.i. Any transcript of college credit and any transcript of professional development credit submitted by high school teachers for the purpose of salary movement (as outlined in this agreement) may be shared with post-secondary institutions in order to certify the teacher to teach concurrent credit courses (courses taught on USD 305 campus by USD 305 teacher) approved by the district.

3. Longevity: Credit for longevity will be given on the basis of one year credit for each full year of teaching in any non 305 school accredited by a state department of education, and one year credit for each full or partial year (80 or more days) of teaching in USD 305. Longevity payment amounts are fixed based on the longevity payment salary schedule and are prorated based on the employee's FTE. Longevity payments shall be made with the regular November payroll date each year. The payment date may be changed with at least 60 days' notice to NEA-Salina.
4. Employer-Paid Health Benefit: For benefits eligible employees, the district will contribute \$560 580 per month toward the employee's elected premium level.
5. Substitute Teacher Pay: USD 305 professional employees under contract will be paid \$30 an hour for substituting.

B. EXTENDED CONTRACT

1. Contracts which extend a certified employee's work days beyond the base teaching contract, i.e., extended-day contracts, are subject to the provisions of KSA 72-2217, Supplemental Contracts of Employment: Authority, and shall be reviewed annually by the Board of Education.

The BOE shall have the discretion to grant or discontinue extended days. The discretion to accept or refuse any or all of the extended days rests with the professional employee.

2. A professional employee will be compensated at his or her daily rate of pay for each extended contract day.
3. By March 15, the Human Resources Office shall mail notification to professional employees whose contracts will be modified for the ensuing school term, and a complete listing shall be sent to the NEA-Salina President.
4. The BOE shall, by September 1 of each year, provide the NEA-Salina President with a list of bargaining unit members who have extended contracts for the current school year. The list shall include the name, position, building assignment(s), and length of the extension for each extended contract recipient.

C. REQUIRED MEETINGS OUTSIDE THE DUTY DAY

All professional obligations inherent to the teacher's role, including, but not limited to, parent-teacher conferences, schoolwide events such as math/reading nights, open houses, graduations, and other meetings with parents, whether group or individual, that are integral to core job responsibilities and are encompassed within the agreed-upon salary, therefore, are not eligible for additional compensation.

For professional employees assigned to USD 305 K-12 attendance centers, identified meetings outside the duty day initiated by administrators shall be compensated at the rate of \$20 per hour. Attendance at such meetings shall be required when building administrators and a majority of professional employees impacted agree to times and dates. Professional employees absent for any reason will not be compensated and may be asked to acquire information/knowledge missed. Absences must have the principal's approval prior to the meeting. Employees will receive written notification from the requesting entity for any required events listed below.

In order for K-12 professional employees to receive compensation, meetings shall fall under one of the following categories:

1. Staff development/staff meetings
2. School improvement
3. Grade level meetings or district-wide department meetings
4. School initiative, such as poverty, reading first, literacy first, etc.
5. Grading state assessments (only when assigned outside the duty day)
6. Curriculum committees
7. Committees selecting textbooks
- 7-8. Student programs held outside of the duty day

Professional employees may volunteer for other tasks outside the duty day with the understanding that compensation will not be offered.

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D. ADDING NEW SUPPLEMENTAL POSITIONS

The Board-Board of Education may create new supplemental positions as necessary. Requests for the addition of athletic supplemental positions will be made to the building's athletic director.

Requests for the addition of all other supplemental positions will be made to the building principal. Once received, receiving administrator may either deny the request or present the request to the Athletic Board for consideration. If approved, the Superintendent will calculate a salary amount for that position that is in keeping with the supplemental salary schedule, immediately notify the bargaining unit, and submit this new salary to the Supplemental Salary Committee for review upon the opening of regular negotiations.

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P. SCHOOL WEBMASTER-WEB EDITOR PROVISION

Certified elementary school webmasters-web editors will be compensated at \$20 per hour for a maximum of 10 hours per month for 10 months (August through May), or no more than a total of 100 hours. Certified secondary school webmasters-web editors will be compensated at \$20 per hour for a maximum of 15 hours per month for 10 months (August through May), for no more than a total of 150 hours. School webmasters-web editors will submit a monthly log based on hours worked in this capacity to their school principal for approval.

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ARTICLE IX
OTHER PROVISIONS

A. DURATION OF AGREEMENT

This agreement shall bind the parties for a period of one year from July 1 through June 30 of the contract year and shall not be amended except by mutual agreement and in writing.

B. LIQUIDATED DAMAGES

1. Professional employees who resign after June 5 will be liable for \$5000 in damages.
2. If the district owes the professional employee any remaining salary, the district will deduct liquidated damages from that payment. If not, the professional employee shall remit payment to USD 305 within 15 days after Board approval of the resignation.
3. The BOE may waive application of this damage clause under extreme or emergency circumstances.

C. EARLY NOTIFICATION INCENTIVE

Professional employees who notify the Executive Director of Human Resources of their intent to retire or resign at the end of the current contract year shall receive a bonus. To be eligible, the notice must be received in the Human Resources office by one of the deadlines listed below **and** the professional employee must fully complete his/her current contract.

Notice Deadline	Incentive Bonus
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Last contract day before winter break.	\$750
February 1 st	\$500

D. DISTRICT COMMITTEES

All district committee members shall be appointed by the Superintendent. When such committees include professional employee representation, the majority of the professional employees selected as representatives for said committees will be appointed from a list of professional employees submitted to the Superintendent by the President of NEA-Salina. These committees may make recommendations to the BOE and NEA-Salina negotiating teams.

1. The district Benefits Committee will have its members appointed in accordance with the process described above. The committee will meet not fewer than four (4) times per school year. The committee will distribute minutes of each of its meetings to all staff.

E. CONTRACT WAIVER

The executive committee of NEA-Salina and the Board may agree to grant one or two-year waivers from the negotiated agreement for selected schools. Schools desiring a waiver of selected negotiated agreement provisions may make application for such a waiver on the district-adopted waiver form.

F. POSTING OF VACANCIES

1. Definition – A vacancy is a specific current position that is unfilled or a newly-created position that needs to be filled.
2. The Human Resources Department shall post vacancies weekly/daily. These vacancy notices shall be placed on on the Human Resources' websiteApplitrack and notifications sent to the President of NEA-Salina. The notification of vacancies, including newly-created positions and summer school, will indicate title, grade level, qualification(s) desired, location(s), and date by which applications must be submitted.
3. In-building transfers may occur before the posting of any vacancy.
4. A professional employee who desires to apply for a vacancy shall file an online internal application/transfer form through the Human Resources' websiteApplitrack and specify the vacancy for which they are applying.

G. SAFE SAFETY IN CLASSROOMS AND SCHOOLS

1. The Board of Education and NEA-Salina have a shared commitment, through board policy, to the maintenance of safe schools and classrooms by supporting educators who experience student-related violence or threats. Cooperatively, the BOE and NEA-S recognize the importance of maintaining a safe and conducive learning environment by prohibiting any conduct that causes substantial disruption or obstruction of any lawful function of the school.
2. Building Administrators retain authority to address student behavior through applicable policies, restorative practices and individualized interventions while supporting district employees.

3. Following an incident of gross behavior i.e. an act that threatens the general discipline and/or safety of the classroom, the affected teacher may request and is entitled to a visit with the building principal or assistant principal, prior to the student returning to the affected teacher's classroom, provided the principal or assistant principal is on site. In the event the building principal or assistant principal is not on site, a designated alternative administrator will be utilized.

4.4. If a professional employee is hospitalized or at home under doctor's orders due to an assault arising out of and in the course of his/her employment, no loss of pay or accumulated leave time will occur.

2.5. Professional employees shall not possess, carry, or operate firearms of any type while carrying out their professional duties. Nothing in this section shall prohibit any professional employee from taking possession of a firearm discovered on school property, for the sole purpose of notifying and turning over the discovered firearm to building administration.

H. APPROPRIATE ATTIRE

Teaching is a profession and professional employees are expected to act and dress as professional individuals. It is recommended that professional employees reflect the attitude and purpose of their employment. It shall be the duty of the principal to consult with professional employees who do not dress in a professional manner.

I. PERSONNEL FILES

Professional employees shall have access to their own personnel file maintained in the Human Resources Office with the exception of confidential references/recommendations. The procedure shall be as follows:

1. The employee shall contact the Human Resources Office to schedule an appointment during regular business hours.
2. A photo ID must be presented at the time of the review.
3. The review will be made in the presence of a Human Resources staff member.
4. The employee may make notes of the contents of his/her file.
5. The employee may request a Human Resources staff member to make copies of specific documents.
6. The employee may not remove any of the contents of the file nor alter any document.
7. The employee shall sign and date a document indicating that the review has occurred.

J. ADVOCATE

Any employee that follows board policy to address complaints or concerns is permitted an individual representative to attend conferences to act as an advocate.

K. REOPENER

This agreement may be reopened for alterations, changes, deletions, additions, or modifications only by mutual consent of both parties. Requests for such amendments by either party must be in writing and must include a summary and explanation of the proposed amendment. The other party must accept or reject the request to reopen negotiations in writing within fifteen (15) calendar days. If either party rejects a request to reopen, that decision will be considered final and any such rejection is not grievable under this agreement.

CLASSROOM SAFETY

1. Following an incident of gross behavior i.e. an act that threatens the general discipline and/or safety of the classroom, the affected teacher may request and be entitled to a visit with the building principal or assistant principal, prior to the student returning to the affected teacher's classroom, provided the principal or assistant principal is on site. In the event the building principal or assistant principal is not on site, a designated alternative administrator will be utilized.

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APPENDIX D: SALARY SCHEDULES

2024-2025 CERTIFIED SALARY SCHEDULE

CERTIFIED SY 26	BACHELORS	BACHELORS + 15	MASTERS	MASTERS + 10	MASTERS + 20	MASTERS + 30	MASTERS + 45	MASTERS + 60
A	\$ 46,250	\$ 48,375	\$ 49,934	\$ 51,451	\$ 53,012	\$ 54,528	\$ 56,132	\$ 58,040
B	\$ 47,204	\$ 49,717	\$ 51,235	\$ 52,838	\$ 54,355	\$ 55,917	\$ 57,432	\$ 59,341
C	\$ 48,156	\$ 51,061	\$ 52,621	\$ 54,139	\$ 55,743	\$ 57,259	\$ 58,820	\$ 60,727
D	\$ 49,544	\$ 52,448	\$ 53,965	\$ 55,526	\$ 57,043	\$ 58,603	\$ 60,163	\$ 62,071
E	\$ 50,844	\$ 53,748	\$ 55,351	\$ 56,869	\$ 58,430	\$ 59,947	\$ 61,507	\$ 63,372
F	\$ 52,231	\$ 55,136	\$ 56,652	\$ 58,214	\$ 59,773	\$ 61,334	\$ 62,852	\$ 64,758
G	\$ 53,575	\$ 56,479	\$ 58,040	\$ 59,556	\$ 61,118	\$ 62,634	\$ 64,238	\$ 66,145
H	\$ 54,919	\$ 57,823	\$ 59,341	\$ 60,943	\$ 62,461	\$ 64,020	\$ 65,538	\$ 67,488
I	\$ 56,262	\$ 59,167	\$ 60,727	\$ 62,245	\$ 63,847	\$ 65,365	\$ 66,924	\$ 68,833
J		\$ 60,553	\$ 62,071	\$ 63,674	\$ 65,149	\$ 66,709	\$ 68,269	\$ 70,220
K			\$ 63,414	\$ 64,975	\$ 66,536	\$ 68,053	\$ 69,613	\$ 71,520
L			\$ 64,758	\$ 66,319	\$ 67,879	\$ 69,440	\$ 70,955	\$ 72,907
M			\$ 66,145	\$ 67,662	\$ 69,222	\$ 70,740	\$ 72,344	\$ 74,251
N						\$ 72,126	\$ 73,644	\$ 75,594
O						\$ 73,471	\$ 75,030	\$ 76,938

AMENDED JUNE 10, 2025

20245-20256 RELATED SERVICES SALARY SCHEDULE

RELATED SERVICES SY 26	SCHOOL PSYCH SLP AUDIOLOGIST	OT PT	SOCIAL WORKER -LBSW	SOCIAL WORKER -LMSW	NURSE	COUNSELOR SPECIALIST
1	\$ 57,268	\$ 57,578	\$ 48,290	\$ 51,831	\$ 46,246	\$ 51,831
2	\$ 58,700	\$ 59,017	\$ 49,496	\$ 53,127	\$ 47,401	\$ 53,127
3	\$ 60,167	\$ 60,493	\$ 50,734	\$ 54,454	\$ 48,587	\$ 54,454
4	\$ 61,672	\$ 62,006	\$ 52,002	\$ 55,817	\$ 49,801	\$ 55,817
5	\$ 63,213	\$ 63,556	\$ 53,302	\$ 57,212	\$ 51,047	\$ 57,212
6	\$ 64,793	\$ 65,144	\$ 54,635	\$ 58,641	\$ 52,322	\$ 58,641
7	\$ 66,413	\$ 66,773	\$ 56,002	\$ 60,108	\$ 53,630	\$ 60,108
8	\$ 68,073	\$ 68,442	\$ 57,401	\$ 61,610	\$ 54,971	\$ 61,610
9	\$ 69,775	\$ 70,154	\$ 58,837	\$ 63,150	\$ 56,346	\$ 63,150
10	\$ 71,520	\$ 71,908	\$ 60,307	\$ 64,729	\$ 57,754	\$ 64,729
11	\$ 73,308	\$ 73,706	\$ 61,815	\$ 66,347	\$ 59,198	\$ 66,347
12	\$ 75,141	\$ 75,548	\$ 63,360	\$ 68,006	\$ 60,678	\$ 68,006
13	\$ 77,019	\$ 77,437	\$ 64,944	\$ 69,707	\$ 62,195	\$ 69,707
14	\$ 78,944	\$ 79,373	\$ 66,568	\$ 71,449	\$ 63,750	\$ 71,449
15	\$ 80,918	\$ 81,357	\$ 68,232	\$ 73,235	\$ 65,344	\$ 73,235

2025-2026 LONGEVITY SALARY TABLE

SY 26 LONGEVITY	
YEARS COMPLETED	AMOUNT
16-17	\$ 250.00
18-20	\$ 500.00
21-24	\$ 750.00
25-28	\$ 1,250.00
29-32	\$ 1,750.00
33-36	\$ 2,250.00
37-40	\$ 2,750.00
41-44	\$ 3,250.00
45-49	\$ 3,750.00
50+	\$ 4,250.00

20245-20256 RELATED SERVICES SALARY SCHEDULE

RELATED SERVICES SY 26	SCHOOL PSYCH SLP AUDIOLOGIST	OT PT	SOCIAL WORKER -LBSW	SOCIAL WORKER -LMSW	NURSE	COUNSELOR SPECIALIST
1	\$ 57,035	\$ 57,339	\$ 48,250	\$ 51,715	\$ 46,250	\$ 51,715
2	\$ 58,461	\$ 58,773	\$ 49,456	\$ 53,008	\$ 47,406	\$ 53,008
3	\$ 59,923	\$ 60,242	\$ 50,693	\$ 54,333	\$ 48,592	\$ 54,333
4	\$ 61,421	\$ 61,748	\$ 51,960	\$ 55,692	\$ 49,807	\$ 55,692
5	\$ 62,956	\$ 63,291	\$ 53,259	\$ 57,084	\$ 51,051	\$ 57,084
6	\$ 64,529	\$ 64,873	\$ 54,590	\$ 58,510	\$ 52,327	\$ 58,510
7	\$ 66,143	\$ 66,495	\$ 55,955	\$ 59,973	\$ 53,635	\$ 59,973
8	\$ 67,797	\$ 68,158	\$ 57,354	\$ 61,473	\$ 54,977	\$ 61,473
9	\$ 69,491	\$ 69,862	\$ 58,788	\$ 63,010	\$ 56,351	\$ 63,010
10	\$ 71,229	\$ 71,609	\$ 60,258	\$ 64,585	\$ 57,760	\$ 64,585
11	\$ 73,010	\$ 73,399	\$ 61,764	\$ 66,200	\$ 59,204	\$ 66,200
12	\$ 74,835	\$ 75,234	\$ 63,308	\$ 67,855	\$ 60,684	\$ 67,855
13	\$ 76,706	\$ 77,115	\$ 64,891	\$ 69,551	\$ 62,201	\$ 69,551
14	\$ 78,624	\$ 79,043	\$ 66,513	\$ 71,290	\$ 63,756	\$ 71,290
15	\$ 80,589	\$ 81,019	\$ 68,176	\$ 73,072	\$ 65,350	\$ 73,072

**2025-2026 LONGEVITY
SALARY TABLE**

SY 26 LONGEVITY	
YEARS COMPLETED	AMOUNT
16-17	\$ 250.00
18-20	\$ 500.00
21-24	\$ 750.00
25-28	\$ 1,250.00
29-32	\$ 1,750.00
33-36	\$ 2,250.00
37-40	\$ 2,750.00
41-44	\$ 3,250.00
45-49	\$ 3,750.00
50+	\$ 4,250.00

APPENDIX E: SUPPLEMENTAL PAY SCHEDULE

2024-20252025-2026

BASE \$456,250

SY 26	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	LEVEL 7	LEVEL 8	LEVEL 9	LEVEL 10
	17%	15%	12%	10%	8%	7%	6%	5%	4%	2%
1	\$ 7,863	\$ 6,938	\$ 5,550	\$ 4,625	\$ 3,700	\$ 3,238	\$ 2,775	\$ 2,313	\$ 1,850	\$ 925
2	\$ 8,098	\$ 7,146	\$ 5,717	\$ 4,764	\$ 3,811	\$ 3,335	\$ 2,858	\$ 2,382	\$ 1,906	\$ 953
3	\$ 8,341	\$ 7,360	\$ 5,888	\$ 4,907	\$ 3,925	\$ 3,435	\$ 2,944	\$ 2,453	\$ 1,963	\$ 981
4	\$ 8,592	\$ 7,581	\$ 6,065	\$ 5,054	\$ 4,043	\$ 3,538	\$ 3,032	\$ 2,527	\$ 2,022	\$ 1,011
5	\$ 8,849	\$ 7,808	\$ 6,247	\$ 5,205	\$ 4,164	\$ 3,644	\$ 3,123	\$ 2,603	\$ 2,082	\$ 1,041
	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	LEVEL 7	LEVEL 8	LEVEL 9	LEVEL 10
	HS BASKETBALL HEAD	BASEBALL, HEAD	HS CROSS COUNTRY, HEAD	HS BASKETBALL ASST	HS CHEER SPONSOR, ASST	MS BASKETBALL, ASST	MS CROSS COUNTRY, ASST	MS CHEER SPONSOR, ASST	JUNIOR CLASS SPONSOR	HS COLORGUARD
	HS FOOTBALL HEAD	HS CHEER SPONSOR	HS FOOTBALL HEAD ASST	HS BOWLING, HEAD	BASEBALL, ASST	HS BOWLING, ASST	PDC PRES, SECRETARY, VP	MS CONCESSIONS, PER SEASON	SENIOR CLASS SPONSOR	FRESHMAN CLASS SPONSOR
	SWIMMING HEAD, COMBINED SCHOOLS	SCCOCER, HEAD	SWIMMING ASST, COMBINED	HS DEPT CHAIRS	HS CONCESSIONS PER SEASON	MS CHEER SPONSOR	ROBOTICS	ELEMENTARY AREA COORD	MS SCHOLARS BOWL	HONOR SOCIETY
	HS TRACK HEAD	SOFTBALL, HEAD	HS TRACK, HEAD ASST	HS DANCE TEAM	MS CROSS COUNTRY, HEAD	HS CROSS COUNTRY, ASST	HS LINK CREW	LIBRARY MEDIA COORD	MS STUCO	SOPH CLASS SPONSOR
	HS WRESTLING HEAD, COMBINED GENDERS	HS VOLLEYBALL, HEAD	HS WRESTLING, HEAD ASSISTANT	HS FOOTBALL ASST	DEBATE, ASST	MS FOOTBALL, ASST	E-SPORTS, ASST	NURSE COORD	MS TENNIS, ASST	TWIRLING SPONSOR, COMBINED SCHOOLS
				MS FOOTBALL, HEAD	FORENSICS, ASST	GOLF, ASST	MS TENNIS, HEAD	SOCIAL WORK COORD	UNIFIED BOWLING, ASST	
				MS BASKETBALL, HEAD	QUIZ BOWL SPONSOR	HS TENNIS, ASST	HS TEXTBOOK MANAGER	MS TEXTBOOK MANAGER	KAY CLUB	
				GOLF, HEAD	SOFTBALL, ASST	THEATRE ASST, PER SEMESTER	MS TRACK, ASST			
				SOCcer, ASST	HS TRACK, ASST	E-SPORTS, HEAD	MS VOLLEYBALL, ASST			
				HS TENNIS, HEAD	HS VOLLEYBALL, ASST	HS SCHOLARS BOWL, ASST	MS WRESTLING, ASST			
				MS TRACK, HEAD	MS VOLLEYBALL, HEAD	HS STUCO	UNIFIED BOWLING, HEAD			
				TRAINER PER SEASON	MS WRESTLING, HEAD		SUMMER WEIGHTS			
				HS WRESTLING ASST.						

VII. ACTION AGENDA

B. 2025-2026 Salaries and Benefits for Classified, Professional/Technical and Substitutes

The following considerations are being recommended for the 2025-2026 school year:

Classified Employees including Administrative Office Personnel, Education Office Personnel, Instructional Support Staff, Maintenance and Operations, and Food Service

- 2.2% added to the base of the Classified Salary Schedule (New Base \$14.31).
- Allow for single step movement.
- Increase monthly employer-paid health insurance contribution to \$580/month per employee for eligible employees.

Professional/Technical Employees

- 2.2% added to the base of the Professional/Technical Salary Schedule (New Base \$54,085).
- Allow for single step movement.
- Increase monthly employer-paid health insurance contribution to \$580/month per employee for eligible employees.

Head Start Teachers

- 2.2% added to the base pay (New Base \$46,250).
- Allow for single step movement.
- Increase monthly employer-paid health insurance contribution to \$580/month per employee for eligible employees.

Substitutes

- 2.2% added to the base pay.

It is recommended for the 2025-2026 school year that you approve wage and benefit increases as stated above and allow for single step movement on salary schedules as presented.

VII. ACTION AGENDA

C. 2025-2026 Salaries and Benefits for Administrators

The following considerations are being recommended for the 2025-2026 school year:

- 2.2% added to the base pay.
- Allow for single step movement.
- Increase monthly employer-paid health insurance contribution to \$580/month per employee for eligible employees.

It is recommended for the 2025-2026 school year that you approve the salary and benefit changes for administrators as presented.

VII. ACTION AGENDA

D. 2025-2026 Professional/Technical Handbook

The following changes are being recommended for the 2025-2026 school year.

- In Section 4.2 Paid Holidays, for employees working less than 260 days, the term *Christmas Holiday* was changed to *Winter Holiday*. The total number of paid days during the Winter Holiday for employees working less than 260 days was increased to two. Additionally, the number of paid days during each holiday is specified for positions working less than 260 days.
- In section 4.3 Inclement Weather, up to two paid inclement weather days for school-year positions was added. The existing matrix outlining employee reporting requirements during inclement weather was removed. Employees will be directed to follow guidance from their supervisor.
- In Section 5.3.3. Payment for Unused Sick Leave, reduced the eligibility requirement for payment of unused sick leave upon leaving employment from 15 years of service to 10 years. Payment for unused sick leave was increased from \$50 per day to \$75 per day.

It is recommended that you approve the 2025-2026 Professional/Technical Handbook as presented.

4.2 Paid Holidays

During the term of the contract year, professional/technical employees that work 260 or more days have the following paid holidays:

Independence Day	1 day	Spring Break	1 day
Labor Day	1 day	Memorial Day	1 day
Thanksgiving	3 days	Juneteenth	1 day
Winter Holiday	5 days	Floating Holiday	1 day
New Year's Holiday	2 days		

All other Professional/technical employees will be paid for the following holidays:

Labor Day	1 day
Thanksgiving Day	1 day
Christmas Day Winter Holiday	2 days
New Year's Day	1 day
Last Day of Spring Break	1 day
Memorial Day*	1 day

***(Only if during work agreement)**

4.3 Inclement Weather

Employee Group	Work Schedule	Leave Protocols
260-Day Employees	Report at the regularly scheduled time.	Vacation or discretionary leave may be used if hazardous conditions prevent travel.
School Year Professional/Technical Staff	Do not report to work.	Leave not required.*
Maintenance and Operations Staff	Report to work as directed by the Executive Director of Operations.	Vacation or discretionary leave may be used if hazardous conditions prevent travel.
District Office and CKCIE Office Employees	Report to work at the regularly scheduled time.	Vacation or discretionary leave may be used if hazardous conditions prevent travel.

***In the event that a makeup day is necessary, these employees are expected to be on duty on the makeup date.**

Late Start: When the superintendent calls for a late start due to inclement weather, the following employee work schedules and leave procedures shall be followed.

Employee Group	Expectations
School Year Professional/Technical Staff	Report to work 25 minutes prior to student arrival.
Maintenance and Operations Staff	Report to work as directed by the Executive Director of Maintenance & Operations.
District Office and CKCIE Office Employees	Report to work at the regularly scheduled time.
All Other 260-Day Employees	Report to work at the regularly scheduled time.

Supervisors will communicate inclement weather reporting requirements to employees. Employees who are unsure if they should report during inclement weather should seek clarification from their supervisor. School year employees who are not required to report to work due to inclement weather will be compensated at their normal rate of pay for two (2) days per year due to inclement weather cancellation. Paid inclement weather days only apply if school is cancelled for the entire day. If the number of inclement weather days in a school year exceeds two (2) days, employees will need to leverage their discretionary leave to receive compensation for the inclement weather day.

5.3.3 Payment for Unused Sick Leave

Employees who retire or resign after ~~15~~ 10 or more consecutive years of service with Salina USD 305 immediately prior to resignation or retirement, shall receive payment for days of unused accumulated sick leave at the rate of ~~\$50~~ \$75 per day. This amount will be prorated for employees working fewer than eight hours a day.

VII. ACTION AGENDA

E. 2025-2026 Support Staff Handbook

The following changes are being recommended for the 2025-2026 school year.

- In Section 4.4 Paid Holidays, added one additional paid holiday during winter break for school-year positions (employees working less than 260 days). Specific holiday dates were removed and replaced with a stated number of paid holiday days.
- In Section 4.5 Inclement Weather, provided up to two paid inclement weather days for school-year positions. The existing matrix outlining employee reporting requirements during inclement weather was removed. Employees will be directed to follow guidance from their supervisor.
- In Section 5.7 Payment for Unused Sick Leave, reduced the eligibility requirement for payment of unused sick leave upon leaving employment from 15 years to 10 years.

It is recommended that you approve the 2025-2026 Support Staff Handbook as presented.

25-26 Support Staff Handbook Changes

4.4 Paid Holidays

The following holidays will be paid holidays for all positions scheduled to work **fewer than 260 days**. The specified employees are eligible for the paid holiday if such holiday falls during the employees' work agreement. The paid holiday will be equivalent to the employee's normal hours worked per day.

Labor Day	September 2, 2024	1 Day
Thanksgiving Day	November 28, 2024	1 Day
Winter Holiday	December 25, 2024	2 Days
New Year's Holiday	January 1, 2025	1 Day
Last Day of Spring Break	March 21, 2025	1 Day
Memorial Day*	May 26, 2025	1 Day

*(Only if during work agreement)

The following holidays will be paid holidays for all positions scheduled to work **260 or more days**. The paid holiday will be equivalent to the employee's normal hours worked per day.

Independence Day	July 4, 2024	1 Day
Labor Day	September 2, 2024	1 Day
Day Before Thanksgiving	November 27, 2024	1 Day
Thanksgiving Day	November 28, 2024	1 Day
Day After Thanksgiving	November 29, 2024	1 Day
Winter Holiday	December 24, 2024	1 Day
	December 25, 2024	5 Days
	December 26, 2024	
	December 27, 2024	
	December 30, 2024	
New Year's Holiday	December 31, 2024	2 Days
	January 1, 2025	
Last Day of Spring Break	March 21, 2025	1 Day
Memorial Day	May 26, 2025	1 Day
Juneteenth	June 19, 2025	1 Day
Floating Holiday	One day to be scheduled at the convenience of the employee AND the supervisor.	

4.5 Inclement Weather

School Closing: When the superintendent calls for school closure due to inclement weather, the following employee work schedules and leave procedures shall be followed.

Employee Group	Work Schedule	Leave Protocols
260 Day Employees	Report at the regularly scheduled time.	Vacation or discretionary leave may be used if hazardous conditions prevent travel.
Secretaries or Building Assistants (working less than 260 days per year) ³	Report to work if requested by the building principal/ director.	Vacation or discretionary leave may be used if hazardous conditions prevent travel.

Paraprofessionals and Instructional Assistants ^{1,2}	Do not report to work.	May use available discretionary leave or remain unpaid.
Food & Nutrition Services ^{1,2}	Staff do not report. Kitchen managers and supervisors should report to their kitchens to receive food deliveries.	May use available discretionary leave or remain unpaid.
Custodial/Maintenance Staff	Report to work as directed by the executive director of operations.	Vacation or discretionary leave may be used if hazardous conditions prevent travel.
District Office and CKCIE Office Employees	Report to work at the regularly scheduled time.	Vacation or discretionary leave may be used if hazardous conditions prevent travel.

¹In the event that a makeup day is necessary, these employees are expected to be on duty and will be paid for time worked.

²Classified staff who work will be compensated for their time. Classified staff may use vacation or discretionary leave.

Late Start: When the superintendent calls for a late start due to inclement weather, the following employee work schedules and leave procedures shall be followed.

Employee Group	Expectations
Secretaries or Building Assistants ¹	Report to work 2 hours later than the regularly scheduled time UNLESS directed by the building principal to report at the regular time.
Certified Staff	Report to work 25 minutes prior to student arrival.
Paraprofessionals and Instructional Assistants ¹	Report to work 15 minutes prior to student arrival.
Food & Nutrition Services ¹	All FNS employees who work at a production kitchen will report to work at their regularly scheduled times. Employees who work breakfast at an elementary school will not report to work until their regularly scheduled time prior to lunch. Employees who only work lunch at an elementary school will report to work at their regularly scheduled times. Bookkeepers who work at an elementary school will report to work at 9:30 a.m.
Custodial/Maintenance Staff	Report to work as directed by the executive director of operations.
District Office and CKCIE Office Employees	Report to work at the regularly scheduled time.

¹Classified staff who work will be compensated for their time. Classified staff may use vacation or discretionary leave to cover time not worked due to the late start.

Supervisors will communicate inclement weather reporting requirements to employees. Employees who are unsure if they should report during inclement weather should seek clarification from their supervisor. School year employees who are not required to report to work due to inclement weather will be compensated at their normal rate of pay for two (2) days per year due to inclement weather cancellation. Paid inclement weather days only apply if school is cancelled for the entire day. If the number of inclement weather days in a school year exceeds two (2) days, employees will need to leverage their discretionary leave to receive compensation for the inclement weather day.

5.7 Payment for Unused Sick Leave

Employees who retire or resign after 15 10 or more consecutive years of service with Salina USD 305 immediately prior to resignation or retirement, shall receive payment for days of unused accumulated sick leave at the rate of \$50 per day. This amount will be prorated for employees working fewer than eight hours a day.

VIII. DISCUSSION AGENDA

A. Policy Review

The law regarding school site councils in K.S.A. 72-5170 no longer requires the board to approve each school's site council. This approval was removed from Policy IB – School Site Councils.

IB **School Site Councils**

(See KA)

IB

A site council shall be established in each building in the district. Each council shall be responsible for providing advice and counsel for evaluating state, school district, and school site performance goals and objectives and in recommending methods **which that** may be employed at the school site to meet these goals and objectives. Discussions may include allocations of the school budget and administrative and management functions.

The membership of each council shall include, at a minimum, the building principal, and representatives of: teachers and other school personnel, parents of pupils attending the school, the business community, and community leaders.

The principal shall recommend site council members for **board superintendent** approval.

Each site council shall establish meeting schedules. Each council **shall may make recommendations and proposals to the board report to the superintendent at least annually.**

Approved: January 6, 1993

Revised: June 12, 2001

Revised: July 12, 2005

Revised: April 26, 2011

Reviewed: October 14, 2014

Revised: October 11, 2022

Revised: _____

VIII. DISCUSSION AGENDA

B. Elementary Science Adoption

Amplify Science for grades K–5 is a comprehensive, standards-aligned curriculum that engages students in hands-on investigations, literacy-rich activities and interactive digital tools to cultivate scientific inquiry and critical thinking. Each unit immerses students in a real-world problem where they take on the role of a scientist or engineer, investigating scientific phenomena, collaborating with peers and developing models or explanations to arrive at evidence-based solutions. The program integrates print and digital resources to support both online and offline learning, making it highly adaptable to a variety of instructional settings. Amplify Science is designed to be user-friendly and flexible, providing educators with the tools and support needed to tailor instruction effectively and meet the diverse needs of all learners.

Adopting this curriculum resource furthers SPS's continued growth in meeting the state science requirements, as well as supporting all students across the district with comprehensive science materials. It will be a foundational resource to build upon during dedicated science time at all elementary buildings. Amplify is a research-based curriculum that meets the state High Quality Instructional Materials guidelines.

Title	Vendor	Materials	Total
Amplify Science 2023	Amplify	Grades K-5 Material Sets – 8 Elementary <ul style="list-style-type: none">• Science Kits• Student Book Sets• Teacher Guide Sets• Teacher Digital Access Student Digital Access	\$225,017.76

IX. SCHOOL BOARD REPORTS AND UPCOMING DATES OF IMPORTANCE

A. Thursday, June 26, SAEC Graduation, 7:00 pm, South High

X. SUPERINTENDENT'S REPORT

XI. INFORMATION AGENDA

A. Heartland Early Education Update

Heartland Early Education >>> Director's Report

Lesa Larson
June 2025



1) Enrollment ending 4.30.2025

Early Head Start: 87/91
Head Start: 222/256
KEHS-Home Visitation: 24/20
KEHS-Child Care Partners: 25/27

2) Attendance Rates ending 4.30.2025

EHS Center-Based: 96%
EHS Home-Based: 98%
Head Start: 93%
KEHS-Home Visitation: 97%
KEHS-Child Care Partners: 89%

3) Snacks and meals served (April)

School	Breakfast	Lunch	PM Snack	Total	Revenue Received
Enterprise	174	171	167	512	1,423.28
Ellsworth	184	198	196	578	1,609.78
Salina Education Center	207	217	217	641	1,779.57
Salina Heartland EHS/HS	2,876	3,143	2,761	8,780	25,023.32
Total CACFP Meals	3,441	3,729	3,341	10,511	29,835.95

4) New Hires

Name	Position	Effective
Cortes Gonzalez, Emiliano	Night Custodian	5/7/2025
Dominguez-Herrera, Francisca	EECES	8/1/2025

Transfers

Name	Old Position	New Position	Effective
NA			

Separation of Employment

Name	Position	Effective
Ediger, Rachel	Child Development Specialist	5/23/2025
Kahre, Katie	Substitute - Heartland	5/22/2025
Larsen, Sharon	EECES/CDA	7/16/2025

5) Dawson Maring, Deputy District Director for Congressman Tracey Mann, toured the Heartland facility wanting to learn more about Head Start.

6) Our annual Big Truck Night was May 8. As always there is lots of excitement for the children and families who have an opportunity to get up close and personal with trucks and vehicles that typically aren't accessible.



7) Heartland celebrated 60 years of Head Start with our enrolled children and families on May 20th. We provided a photo opportunity with a fun yard sign and handed out cookies after school. Our outlying sites, Ellsworth, Enterprise and SEC, celebrated at their individual locations as well.



Attachments:

- May '25 Financials (three pages)
- May '25 Policy Council minutes

USD 305 Heartland Early Education



CACFP MEALS CLAIMED - MARCH 2025

	# of Meals	Breakfast	Lunch	PM snack	Total Meals	Revenue Rec'd
Enterprise	157	157	127	441	1,268.37	
Ellsworth	124	123	122	369	1,023.29	
Salina Education Center	179	180	178	537	1,491.01	
Salina Heartland	2,471	2,668	2,383	7,522	21,359.34	
Total CACFP Meals	2,931	3,128	2,810	8,869	\$ 25,142.01	

CREDIT CARD CHARGES - MARCH 2025

	Vendor name	WEX Inc.	Walmart	Dillon's	Gene's IGA	Wests C Mart
	Date Paid	3/14/2025	3/28/2025	3/7/2025	3/31/2025	3/31/2025
	Vendor #	vendor # 801	vendor # 7517	vendor # 1152	vendor # 3060	vendor # 905
Account #	DESCRIPTION					
42275	Parents as Teachers					
73480	playground / outdoor supplies					
73490	classroom misc. supplies - HS		79.84			
73530	HS classroom supplies - room 106					
73540	HS classroom supplies - room 108					
73585	HS classroom supplies - room 112		6.60			
73580	HS classroom supplies - room					
73640	HS classroom supplies - Enterprise		4.62			
73680	HS classroom supplies - SA Educ Center		51.13			
73720	EHS classroom supplies - room 904					
73730	EHS classroom supplies - room 808		49.46			
73731	EHS classroom supplies - room 810					
73732	EHS classroom supplies - room 812		5.86			
73780	EHS Home Visit Supplies					
73930	diapers / supplies					
73950	Building Supplies		66.01			
74380	Policy Council Meetings					
74440	Parent Meetings - HS					
74470	Parent Meetings - EHS Center Based					
74480	Parent Meetings - EHS socializations		80.28			
74485	Parent Meetings - EHS home based					
74490	Fatherhood / Mothers Group					
74520	Other Activities - Program					
74524	Other Activities - Staff					
74630	Staff Heartwarmers		27.96			
74680	vehicle fuel	438.76				
74685	bus fuel	136.84				
74720	Training - Staff					
75757	State PreK / KPP classroom supplies					75.74
77510	Diaper Supplies - child care partners					
81860	CACFP - non food supplies		16.92		1.49	
81880	CACFP - Food Expenses		438.69		398.23	18.68
		575.60	827.37	-	399.72	94.42



Heartland Early Education Financial Summary

for Fiscal Year 7/01/24 through 6/30/25

as of March 31, 2025





VISA Credit Card Statement

3/15/2025

ACCOUNT	DESCRIPTION	AMOUNT	CREDIT CARD NAME	AMOUNT
42220	Parents as Teachers			
73440	Office Supplies			
73460	Classroom Supplies -room 101 Madison			
73470	Classroom Supplies - room 103 Szyndlar			
73520	Classroom Supplies - room 105 Libby		Hellmuth, Michelle	
73540	Classroom Supplies - room 108 Tonya D		Holecek, Cindy	
73560	Classrooom Supplies- room 110 Casi		Larson, Lesa	
73580	Classroom Supplies - room 111 Jackie		Loret, Linda	2,025.30
73640	Classroom Supplies - Enterprise		Wagoner, Megan	
73530	Classroom Supplies - room 106 Nicole			
73700	Misc. Expense			
73720	Classroom Supplies- Room 904 Marquesa			
73780	EHS Home Visitor Supplies	32.93	Abilene #2 (office)	
73790	Literacy Supplies - Classroom	395.56	Abilene #3 (LeAnn F)	
73840	Medical/Dental Supplies			
73950	Building Supplies		Salina #1	666.36
74380	Policy Council Meetings	314.51	Salina #2	125.00
74400	Volunteer Appreciation		Salina #3	470.98
74430	Parent Meetings - Ellsworth			
74440	Parent Meeting - Saline County			
74470	Parent Meeting - High School		Reward Credit	
74480	Socializations - EHS HB	4.99		
74487	Parent Meetings - EHS HB DK CO			
74490	Fatherhood/Motherhood Support Group	351.85		
74520	Other Activities			
74524	Other Activities Michelle HS			
74580	Subscriptions			
74620	Advertising - Human Resources			
74630	Staff Heartwarmers Program			
74640	Human Resources - Testing Fees			
74670	Transp Vehicle Expenses			
74700	Training - Leadership			
74710	Training - Mid Manager			
74720	Training - Staff	1,300.00		
74740	Training - Conscious Discipline			
74820	Training - Health / Mental Health			
74870	Training - Policy Council			
74890	Training / CDA Fees	162.50		
75470	Weekend Food Bags	725.30		
75798	Training - Staff Development KPP			
	TOTAL	3,287.64	10 Visa Cards	3,287.64

Heartland Early Education Policy Council Minutes
05.01.2025

VOTING MEMBERS PRESENT:

Jenny Reyes, Pelton Smalls, Chelsea Luffman, Shelby Hermosillo, Kelly Mobray, Shelly Peters, Candice Sauers, Sarah Crowley

NON-VOTING MEMBERS:

Udana Arceo, Sherrie Scott, Shanna Rector, Bonnie Schamberger, Lesa Larson, Linda Loretta, Adriana Aranda

GUESTS:

Amanda Preeo, Michelle Hellmuth, Alondra Alvarado

CALL TO ORDER:

Udana Arceo called the meeting to order at 5:02 p.m.

CHANGES AND ADDITIONS TO THE AGENDA:

There were no changes or additions to the agenda.

APPROVAL OF CONSENT AGENDA ITEMS:

Chelsea Luffman motioned to approve the Consent Agenda Items as presented. Shelly Hermosillo seconded the motion, which passed.

TRAINING:

Kindergarten Transition

Michelle Hellmuth explained the process Heartland created to help children who feel anxious and have mixed emotions about the transition to kindergarten. Teachers use different strategies within the classroom, like graphing the schools where children are going, and helping children talk about the emotions they are experiencing. They practice using lunch trays to develop their independent skills, and students have the opportunity to visit the elementary school they will be attending. This allows them to meet school personnel and to familiarize themselves with their new school. Head Start teachers also compile a packet to provide teachers with information about each child.

DIRECTOR REPORT:

Lesa Larson informed:

- Lesa Larson received information about the presidential intention to remove federal funding from Head Start. Letters about this issue were sent out to parents and staff. Information is also posted on our website and Facebook page. Lesa provided a handout about the government budget approval process.
- Sarah Crowley was recognized for serving as a Head Start Policy Council member for five years. Sarah shared her personal story about the difference Head Start services made for her and her children.

OLD BUSINESS:**OHS letter received**

- Lesa shared a letter from the Office of Head Start was received informing that, given the progress towards full enrollment, the base grant will not be reduced.

Under Enrollment Plan Update

Sherrie Scott reported that the current enrollment is 219 out of 256 (86%). 132 applications are waiting to be processed for the 2025-2026 school year.

NEW BUSINESS:**2025-2026 Past Parents Election**

Lesha explained that Policy Council past parents are individuals whose child will continue to be enrolled at Heartland, or will transition to another school, and desires to continue serving on the Policy Council. Past parents serve as community representatives and mentors/leaders for new PC parents. They provide continuity and stability. PC members can serve up to 5 years. Jenny Reyes and Chelsea Luffman were proposed as past parent members for Policy Council for the 2025-2026 school year. Sarah Crowley made a motion to approve the proposed members. Pelton seconded the motion. The motion passed.

2025-2026 Community Representative Roster

Lesha inquired about possible Policy Council community representatives for Dickinson, Ellsworth, and Saline County for the 2025-2026 school year. The following members were identified as possible community representatives.

- Jessica Scott
- Aleshia Jester
- Miranda Bachman

Pelton Smalls made a motion to approve the names to be added to the PC community representatives roster for the 2025-2026 school year. Sarah Crowley seconded the motion. The motion passed.

Director Evaluation

Udana Arceo provided Policy Council Members with a Director's evaluation for the 24-25 school year.

Parent/Community Reports

- Jenny Reyes shared that her daughter will continue her education in the nursing program at Kansas Wesleyan University.
- Candice Sauer shared that there will be a Mental Health Block Party on Saturday, May 3, 2025, from 4 to 9 pm. This party will be in Downtown Salina.
- Kelly Mobray informed that English language class enrollment will be in June. Interested individuals need to enroll as soon as possible. These classes fill up on day one.
- Lesa invited members to admire the Art that our Head Start children made for our yearly Art Walk.

Meeting adjourned at 6:00 p.m., motion made by Jenny Reyes and seconded by Pelton Smalls.

EXECUTIVE SESSION
District Office
June 10, 2025

STUDENT MATTERS

I move that the Board of Education go into executive session at _____ for _____ minutes for the purpose of discussing matters relating to actions adversely or favorably affecting a person as a student because if this matter were discussed in open session, it might invade the privacy of those discussed and that the Board of Education reconvene into open session at _____ in the SEC Room.

PERSONNEL

I move that the Board of Education go into executive session at _____ for _____ minutes for the purpose of discussing personnel matters of non-elected personnel and their contractual obligations because if this matter were discussed in open session, it might invade the privacy of those discussed and that the Board of Education reconvene into open session at _____ in the SEC Room.

XIII. ACTION AGENDA II

A. Approval of any Action Deemed Necessary As A Result of Executive Session