

**Board of Education Agenda
Wichita Public Schools · USD 259
September 14, 2026 · 6:00 p.m.
Alvin E. Morris Administrative Center
903 S. Edgemoor · Wichita KS**



Wichita Public Schools will be the premier district of choice, and inspire each student and staff member to thrive and become future ready within the greater community.

I. Roll Call

- A. Moment of Silence
- B. Pledge of Allegiance – Southeast High School Color Guard

II. Public Hearing on the 2026-27 Intent to Exceed the Revenue Neutral Rate

Contact: Addi Lowell

Summary: State statute requires the Board to hold a public hearing on the intent to exceed the Revenue Neutral Rate in the 2026-27 Budget. The purpose of the hearing is to hear and answer objections of taxpayers relating to the tax rate in mills in the proposed budget which exceeds the Revenue Neutral Rate provided by the Sedgwick County Clerk. The proposed budget documents and the Budget at a Glance are available for review online and at the Alvin E. Morris Administrative Center at 903 S. Edgemoor in Wichita. Members of the public who have registered to speak in accordance with requirements published in tonight's agenda may address the Board. Following receiving of statements by the public, the Board President will close the public hearing. The Board will have the opportunity to ask questions, if necessary, following the Public Hearing. A resolution authorizing a levy of property taxes to finance the 2026-27 budget exceeding the Revenue Neutral Rate is required after the public hearing under K.S.A. 79-2988.

Recommendation: No action will be taken during the Public Hearing.

Speakers who want to address the Board during the Public Hearing on Revenue Neutral Rate may register to speak by calling the Clerk of the Board at 973-4553 by noon on the day of the BOE meeting, or they may register at the location of the BOE meeting until 10 minutes before the meeting begins. A speaker's comments will be limited to the budget, will not include personnel matters concerning district employees and/or matters that would violate the privacy of students, and will not exceed 3 minutes. Speakers will provide twelve (12) copies of any handouts to the Clerk of the Board's table for distribution at the Board table.

III. Public Hearing on 2026-27 Proposed Budget

Contact: Addi Lowell

Summary: State statute requires the Board to hold a public hearing on the proposed 2026-27 Budget. The purpose of the hearing is to hear and answer objections of taxpayers relating to the proposed budget and for purposes of considering amendments to the proposed budget. The proposed budget documents and the Budget at a Glance are available for review online and at the Alvin E. Morris Administrative Center at 903 S. Edgemoor in Wichita. Members of the public who have registered to speak in accordance with requirements published in tonight's agenda may

address the Board. Following receiving of statements by the public, the Board President will close the public hearing. The Board will have the opportunity to ask questions, if necessary, during the Finance presentation. The Board will be asked to adopt the 2026-27 Budget following the public hearing.

Recommendation: No action will be taken during the Public Hearing.

Speakers who want to address the Board during the Public Hearing on the Budget may register to speak by calling the Clerk of the Board at 973-4553 by noon on the day of the BOE meeting, or they may register at the location of the BOE meeting until 10 minutes before the meeting begins. A speaker's comments will be limited to the budget, will not include personnel matters concerning district employees and/or matters that would violate the privacy of students, and will not exceed 3 minutes. Speakers will provide twelve (12) copies of any handouts to the Clerk of the Board's table for distribution at the Board table.

IV. Presentations

A. Good News – Thriving Students and Staff

1. Recognizing Major Program Grants Awarded During the 2025-26 School Year

Presenter: Addi Lowell

Summary: Recognizing grants awarded last school year, including new grant partner United Way, providing an update on the Department of Energy grant and presenting the annual grant report.

2. National Merit Semifinalists

Presenter: Loren Hatfield

Summary: Wichita Public Schools is celebrating nine National Merit semifinalists.

3. West High School Students Artwork Selected

Presenter: Daren Hammond

Summary: Two West High School graphic design students were selected as winners for the Be Air Aware sticker design contest sponsored by the City of Wichita.

B. United Teachers of Wichita

C. Service Employees International Union

V. Public Communications

A member of the public (speaker) may address the Board during the Public Communications section of the BOE Agenda. Comments by public speakers made during the Public Communications will be limited to items on the BOE Agenda or items within the jurisdiction of the Board. The number of speakers who speak during Public Communications will not exceed ten. A speaker, in lieu of speaking during Public Communications, may speak during an agenda item. Comments during an agenda item will be limited to the topic of the agenda item. Speakers may register to speak by calling the Clerk of the Board at 973-4553 by noon on the day of the BOE meeting, or they may register at the location of the BOE meeting until 10 minutes before the meeting begins. When registering to speak, a speaker will identify the topic the speaker wishes to address. A speaker's comments at a meeting will not exceed 3 minutes, will be limited to the registered topic, and will not include personnel matters concerning district employees and/or matters that would violate the privacy of students. Speakers will provide twelve (12) copies of any handouts to the Clerk of the Board for distribution at the Board table. For more information and restrictions, please see BOE Policy 0200 - BOE Agendas and Meetings.

VI. Superintendent's Report

VII. Education – Strategic Plan

A. Strategic Plan Update: High School Academic Growth

Diligent 7.1

Contact: Loren Hatfield

Purpose: This report will review the high school academic growth strategic plan goal baseline data on ACT, ACT WorkKeys, and ASVAB from the Class of 2026.

Recommendation: This strategic plan update is for the Board's information.

VIII. Reports

A. 2026-27 Budget Report and Adoption

Appendix 1

Diligent 8.1

Contact: Addi Lowell

Funding Source: N/A

Purpose: Administration will provide a final presentation of the proposed 2026-27 budget, including information relating to the annual Needs Assessment and State Assessment evaluation and use in the budget approval process.

Recommendation: It is recommended that the board adopt the Revenue Neutral Rate Resolution, the Local Option Budget (LOB) Resolution, and the 2026-27 Budget as presented.

B. 2026 Bond Update

Diligent 8.2

Contact: Gil Alvarez

Purpose: This presentation will provide the Board of Education with a general update and community engagement efforts on progress related to the 2026 bond proposal.

Recommendation: This presentation is for the Board's information only. No action is requested.

IX. Consent

A. Human Resources

1. Human Resources Report

Appendix 2

Diligent 9.1

Contact: Stephen Christian

Purpose: Report

Recommendation: Board approval.

B. Finance

1. Treasury Warrants: July and August 2026

Appendix 3

Diligent 9.2

Contact: Addi Lowell

Funding Source: N/A; 2026-27 Budget

Purpose: Monthly Report

Recommendation: Board approval.

2. Monthly Finance Report: July and August 2026

Appendix 4

Diligent 9.3

Contact: Addi Lowell

Funding Source: N/A; 2026-27 Budget

Purpose: This is a monthly report to the Board on the budget and finances of the district.

Recommendation: The report is provided for the Board's information. No action is requested.

3. 457 Amendment/Restatement for Secure 2.0

Appendix 5

Diligent 9.4

Contact: Addi Lowell

Funding Source: N/A

Purpose: Today's agenda includes a resolution adopting an amendment to the district's 457(b) retirement plan. IRS rules require that the 457(b) Plan Document be updated to implement changes contained in the Setting Every Community Up for Retirement Enhancement 2.0 Act of 2022 ("SECURE 2.0"); the Setting Every Community Up for Retirement Enhancement Act of 2019 ("SECURE"), the Coronavirus Aid, Relief, And Economic Security Act ("CARES") and the Bipartisan American Miners Act ("BAMA" as enacted in Division M of the Further Consolidated Appropriations Act of 2019). The Amendment acts as a plan restatement.

Resolution 2026-09-14-03 is to adopt the provisions set forth in the Amendment as provided by Empower, who assists with plan administration.

Recommendation: It is recommended the Board adopt Resolution 2026-09-14-03 provided in Appendix.

4. Capitol Strategies Agreement (Renewal)

Diligent 9.5

Contact: Kelly Bielefeld

Funding Source: General Fund; 2026-27 Budget

Purpose: The purpose of this item is to renew our contract with Capitol Strategies, a government relations firm based in Topeka, Kansas. The district has partnered with Capitol Strategies since 2017, with Capitol Strategies representing USD 259 interests both during the legislative session and throughout the year with legislative representatives.

Recommendation: It is recommended that the Board approve renewal of the contract for the 2026-27 fiscal year with Capitol Strategies for government relations services in an amount of \$6,166 per month plus expenses, not to exceed \$78,000, which represents no cost increase for the last five years.

5. FY27 Schools for Fair Funding Membership Dues

Diligent 9.6

Contact: Kelly Bielefeld

Funding Source: Supplemental General/Local Option Budget; 2026-27 Budget

Purpose: As a member of Schools For Fair Funding (SFFF), the District in the past provided funds to SFFF that were used by SFFF and its members to pursue litigation in state and appellate courts to compel the state legislature to fund Kansas schools in an equitable and adequate manner, as required by Article 6 of the Constitution of the State of Kansas. Litigation effectively concluded in June of 2019, with the Kansas Supreme

Court's holding that legislative efforts in 2017, 2018, and 2019 had achieved constitutionally-required minimums. Since then, SFFF has continued to monitor school finance-related developments to ensure continued compliance with the school funding formula. This agenda item requests approval of payment of the District's membership assessment in the amount of \$56,780.88.

Recommendation: It is recommended the board approve and authorize the President to pay an amount not to exceed \$56,780.88 as membership dues to SFFF.

6. 403(b) Adoption Agreement Resolution for Secure 2.0

Appendix 6

Diligent 9.7

Contact: Addi Lowell

Funding Source: N/A

Purpose: Today's agenda includes a resolution adopting a restated plan document for the 403(b) retirement plan. IRS rules require that the 403(b) Plan Document be updated to implement changes contained in the Setting Every Community Up for Retirement Enhancement 2.0 Act of 2022 ("SECURE 2.0"); the Setting Every Community Up for Retirement Enhancement Act of 2019 ("SECURE"), the Coronavirus Aid, Relief, And Economic Security Act ("CARES") and the Bipartisan American Miners Act ("BAMA" as enacted in Division M of the Further Consolidated Appropriations Act of 2019).

Resolution 2026-09-14-04 is to adopt the provisions set forth in the Amendment as provided by US Omni and TSACG Compliance Services, who assist with plan administration.

Recommendation: It is recommended the Board adopt Resolution 2026-09-14-04 provided in the appendix.

C. Facilities

1. Facilities Consent

Appendix 7

Diligent 9.8

Contact: Steve Noble

Purpose: Report

Recommendation: Board approval.

Summary:

Description of Products/Services	Amount	Responsible Party
1. Hadley K-8 – Long-Lead HVAC Equipment Purchase	~~\$1,156,780~~ \$1,196,790	Steve Noble
2. K-8 – Design Services – Furniture Standard Development	\$29,500	Steve Noble
3. Structural Repairs at North High School – Construction Manager at Risk – GMP #5	\$7,128,165	Steve Noble
4. Owner's Representative Services – November 2026 Bond Program	\$689,192	Steve Noble
5. School Service Center – Operational Space Alignment	\$121,325	Steve Noble
6. East High School – Design Services - Exterior Restoration Phase 5	\$108,500	Steve Noble
7. United States Department of Energy Renew	\$18,669,128	Steve Noble

America's Schools Grant – Budget Period 2		
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2. Carpenter Stadium – Press Box Roof Damage

Diligent 9.9

Contact: Stephen Christian

Funding Source: 49 Fund – Self Funded Insurance Reserve; 2026-27 Budget

Purpose: On January 8, 2026, high winds damaged the press box roof at South High School's Carpenter Stadium. Reconstruction Services, Inc. was retained to perform necessary repairs.

Recommendation: It is recommended that the Board approve an amount not to exceed \$145,000 to be paid to Reconstruction Services, Inc. for repairs at Carpenter Stadium

D. Operations

1. Student Safety and Wellness Monitoring Software – Securly Aware

Diligent 9.10

Contact: Rob Dickson

Funding Source: Capital Outlay and Supplemental General; 2026-27 Budget

Purpose: Securly Aware is a student safety and wellness monitoring platform currently utilized by the district's Safety Services administrative team to identify potential student safety concerns through the analysis of online activity. The system generates alerts based on flagged online searches, allowing staff to review and respond to possible indicators of student risk.

Continuing the use of Securly Aware will support Safety Services, administrators, and support staff by enabling timely awareness and response to student needs. This proactive monitoring enhances the district's ability to maintain a safe and supportive learning environment while strengthening student well-being efforts. The platform improves efficiency in identifying and reviewing potential concerns and supports district expectations for student safety and response protocols.

Recommendation: It is recommended the Board of Education approve the purchase and continued use of Securly Aware from CDW Government in an amount not to exceed \$36,500 for the 2026–27 school year. Securly Aware is used to be bundled into our existing contract but now is a separate item.

2. Purchasing Consent – Annual Renewals

Appendix 8

Diligent 9.11Purpose: ReportRecommendation: Board approval.

Summary

Description of Products/Services	Amount	Responsible Party
1. Athletic Charter Bus	\$125,000.00	Loren Hatfield
2. Translation Services	\$80,000.00	Rachel Bell
3. Microsoft School Service Agreement	\$1,950,000.00	Rob Dickson
4. Ticketing Software	\$196,340.71	Rob Dickson
5. User Licenses for Oracle PBSC & EPRCS	\$37,864.80	Rob Dickson
6. Security Services	\$500,000.00	Terri Moses

7. Behavior Threat Case Management System	\$58,667.00	Terri Moses
8. Weather Monitoring and Notification Services	\$21,275.76	Fabian Armendariz
9. Student Transportation Services Contract Amendment		Fabian Armendariz
10. Recycling and Shredding Services	\$115,000.00	Fabian Armendariz

3. Purchasing Consent

Appendix 9

Diligent 9.12Purpose: ReportRecommendation: Board approval.Summary

Description of Products/Services	Amount	Responsible Party
1. North High Wrestling Mats	\$35,000.00	Loren Hatfield
2. Two-Way Radios & Accessories	\$125,000.00	Terri Moses
3. Robot Auto scrubber	\$114,752.00	Steve Nobel
4. Food – July 2026	\$3,298,755.47	Fabian Armendariz
5. Food - August 2026	\$376,835.82	Fabian Armendariz
6. Cafeteria, Classroom, Office Furniture & Supplies – August 2026	\$31,606.34	Fabian Armendariz
7. Supply Warehouse Stock – July 2026	\$346,569.36	Fabian Armendariz
8. Supply Warehouse Stock – August 2026	\$181,257.02	Fabian Armendariz
9. Facilities Shop Stock – August 2026	\$48,214.76	Steve Noble
10. HVAC Parts and Supplies – July-August 2026	\$72,866.28	Steve Noble
11. Bulk Technology	\$2,070,887.00	Rob Dickson
12. Audio Visual Equipment, Printer, Accessories & Software Aug 2026	\$39,460.00	Rob Dickson

E. Renewals

1. Destination Innovation (Renewal)

Diligent 9.13

Contact: Gil Alvarez

Funding Source: General Fund; 2026-27 Budget

Purpose: Destination Innovation, Inc., formerly known as Rise Up for Youth/RUFY, provides one-on-one mentoring and accountability relationships for district students. Two core components of the program are Brotherhood and Sisterhood, mentoring programs for youth ages 14-18 designed to promote education, motivation, healthy lifestyle choices, and positive life outcomes. Students are referred to the program and partner with Destination Innovation staff who provide guidance, support, and accountability where there may be gaps in a student's experience. The organization currently serves students in eight Wichita Public Schools high schools: East, Heights, North, Northeast, South, Southeast, Sowers, and West.

Recommendation: It is recommended that the Board approve the agreement with Destination Innovation, Inc. to provide mentoring and accountability programs at eight

high schools in an amount not to exceed \$21,000.

2. The Pando Initiative (Renewal)

Diligent 9.14

Contact: Holly Ingram

Funding Source: Federal Funds and State At Risk, 2026-27 Budget

Purpose: The Pando Initiative works with at-risk youth to learn, stay in school and prepare for life by connecting these students with community resources. The Pando and district support staff form a multi-disciplinary team to offer at-risk students and their family access to services needed to address social, educational, health and emotional challenges. Pando's goals directly support all three district goals at all grade levels. The following schools are renewals for the 2025-2026 school year; Cloud, Colvin, Harry Street, Jackson, Jefferson, Lawrence, Stanley, Woodman, Franklin, White, Washington Hamilton, Marshall, Truesdell, Curtis, Pleasant Valley Middle, North, Southeast, and West. New additions for the 2026-27 school year include; Linwood, Mueller, Gardiner, Beech, Coleman, and Mead.

Recommendation: The recommendation is that the Board authorize the district to enter into an agreement with The Pando Initiative for contracted services to support student growth in the amount not to exceed \$1,441,000.

3. Peacekeeper Training (Renewal)

Diligent 9.15

Contact: Gil Alvarez

Funding Source: Federal Funds; 2026-2027 Budget Year

Purpose: To support the district goal of safety and belonging, a handful of Title I school improvement middle schools have elected to engage in the Peacekeeper training to help strengthen Restorative Practices among the student body. The training empowers students to gain the skills to use conflict resolution skills with their peers. This item proposes a one-year contract to implement the program at; Robinson, Wilbur and College Hill and continued support to; Hamilton, Curtis, Pleasant Valley, Coleman and Truesdell.

Recommendation: It is recommended that the Board authorize the district to enter into an agreement with Restorative Practices Consultants, LLC for Peacekeeper Training and support, in an amount not to exceed \$100,000.

4. Untamed Athletes (Renewal)

Diligent 9.16

Contact: Holly Ingram

Funding Source: Federal Funds; 2026-27 Budget

Purpose: Untamed Athletes provides intense mentoring and support services to at-risk youth identified by school staff as needing individual, school-based mentoring and goal setting. Students meet regularly with their mentor and in a group setting to help provide peer support. The focus is on prosocial skills, goal setting, academic improvement and behavior modifications. All schools participating are identified as Schools on Improvement. Renewal schools are Bryant, Enterprise, Linwood, Stucky, CHET and Gateway. New schools - Anderson and Spaght.

Recommendation: It is recommended that Board authorize the district to enter into a contract for services agreement with Untamed Athletes, in an amount not to exceed \$307,500.

5. Mental Health Intervention Team (Renewal)

Diligent 9.17

Contact: Vince Evans

Funding Source: Federal Funds; 2026-27 Budget

Purpose: In 2026, the Kansas Legislature renewed the Mental Health Intervention Team Program (MHIT) grant for 2026-2027. The Kansas Department for Aging and Disability Services (KDADS) manages the program and has selected the Wichita Public Schools as a recipient of the grant. This is the seventh consecutive year that WPS has been selected. One of the requirements for the grant is that the district must have agreements with Sedgwick County through Comcare and with TAG Treatment Center, LLC, d/b/a Therapeutic Alliance Group (TAG) who will provide mental health services for students. Under the agreement, compensation to Comcare will not exceed \$451,412 and compensation to TAG will not exceed \$90,956. The grant will fund all compensation that will be paid to Comcare and TAG.

Recommendation: It is recommended the Board approve the contract for mental health services between Sedgwick County and the district in an amount not to exceed \$451,412 and TAG and the District in an amount not to exceed \$90,956., as provided in the appendix.

F. Agreements, Fees, Services, Settlements

1. Legal Services: Fleeson, Gooing, Coulson & Kitch, LLC and McDonald Tinker PA

Diligent 9.18

Contact: Stephen Christian

Funding Source: 49 Fund – Risk Management Reserve Fund, 42 Fund – Special Liability, 52 Fund – Workers' Compensation Reserve Fund; 2026-27 Budget

Purpose: Fleeson, Gooing, Coulson & Kitch, LLC have submitted a statement for July 2026 legal services and expenses for Civil Litigation in the amount of \$28,106.80.

McDonald Tinker PA have submitted a statement for July 2026 legal services and expenses for Workers' Compensation in the amount of \$17,044.22.

This brings the 2026-27 fiscal year-to-date total to \$28,106.80 for Civil Litigation services and \$17,044.22 for Workers' Compensation services.

Recommendation: It is recommended that the Board authorize payment for legal services and expenses for Civil Litigation and Workers' Compensation under the school district's self-insured programs for July 2026 in the amount of \$28,106.80 to Fleeson, Gooing, Coulson & Kitch, LLC and the amount of \$17,044.22 to McDonald Tinker PA.

2. Workers' Compensation Settlement: [S.S.]

Diligent 9.19

Contact: Stephen Christian

Funding Source: 52 Fund; 2026-2027 Budget

Purpose: S.S. sustained an injury to the right shoulder during their employment with USD 259 on August 22, 2024. A settlement order has been issued for \$30,060.00 as the Award for this litigated case. This does not close out future medical on this claim, nor does it include a global release.

Recommendation: It is recommended that the Board approve this agreed upon award for S.S.'s 2024 work injury totaling in the amount of \$30,060.00.

3. Workers' Compensation Settlement: [J.S.]

Diligent 9.20

Contact: Stephen Christian

Funding Source: 52 Fund; 2026-2027 Budget

Purpose: J.S. sustained an injury to the left lower leg during their employment with USD 259 on August 14, 2024. A settlement order has been issued for \$40,000.00 as the final settlement for this litigated case. This does close out future medical on this claim but does not include a global release.

Recommendation: It is recommended that the Board approve this agreed upon award for J.S.'s 2024 work injuries totaling in the amount of \$40,000.00.

G. Routine Items

1. BOE Meeting Minutes for August 7, 2026 Board Workshop

Appendix 10

Diligent 9.21

Contact: Litona Hoyt

Purpose: The BOE Meeting Minutes for the August 7, 2026 Board Workshop are attached in the Appendix.

Recommendation: Board approval.

2. BOE Meeting Minutes for August 10, 2026 Board Meeting

Appendix 11

Diligent 9.22

Contact: Litona Hoyt

Purpose: The BOE Meeting Minutes for the August 10, 2026 Board Meeting are attached in the Appendix.

Recommendation: Board approval.

3. BOE Meeting Minutes for August 28, 2026 Board Workshop

Appendix 12

Diligent 9.23

Contact: Litona Hoyt

Purpose: The BOE Meeting Minutes for the August 28, 2026 Board Workshop are attached in the Appendix.

Recommendation: Board approval.

4. Resolution: Alignment of BOE Policies (Renewal)

Appendix 13

Diligent 9.24

Contact: Kelly Bielefeld

Funding Source: N/A

Purpose: The proposed Resolution 2026-09-14-05 authorizes the Superintendent to approve limited revisions to the Administrative Implemental Procedures (AIPs) and Administrative Responsibility of BOE Policies that relate to the organizational chart, other staff positions noted in AIPs, standard district terminology, building addresses, cross-referencing, and renumbering of policies. The revisions will help the Board, district staff, and the public understand policies according to the current organization. Upon approval by the Superintendent, the Clerk of the Board will publish all revised policies on the BOE Policies web site and send updates to Board members, Administration, principals, and school office staff. Board Counsel has reviewed the proposed Resolution.

Recommendation: It is recommended the Board approve Resolution 2026-09-14-05: Alignment of BOE Policies, as provided in the appendix.

H. Board Policies

1. Board Policies - Various

Appendix 14

Diligent 9.25

Contact: Litona Hoyt

Funding Source: N/A

Purpose: The following board policies are recommended for updates.

- P6105 Experimental Instructional Materials - to remove the reference for a position.
- P7350 School Trips and Transportation - changes to align with current district practices.
- P1220 Eligibility of Students on Special Assignments - to update language to reflect current KSHSAA policies.
- P6730 Social Studies Education - changes to align with current district practices.

Recommendation: Board approval.

X. **Action**

A. P1413 – Coordination with the WPS Foundation

Appendix 15

Diligent 10.1

Contact: Addi Lowell

Purpose: Presented for discussion at the last regular board meeting was new policy 1413 Coordination with the WPS Foundation which establishes guidelines to ensure coordination and transparency between WPS and WPS Foundation, providing a framework for collaboration that supports the district's educational mission which maintaining accountability, legal compliance, and appropriate organizational independence.

Recommendation: Board approval.

XI. **Reports and Requests**

A. New Business and Board of Education Requests

XII. **Adjournment**

**WICHITA PUBLIC SCHOOLS
UNIFIED SCHOOL DISTRICT NO. 259
WICHITA, KANSAS**

RESOLUTION 2026-09 14 02
UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY, KANSAS
September 14, 2026

A resolution expressing the property taxation policy of USD 259 (Wichita) Sedgwick County, Kansas (“USD 259”), with respect to the Revenue Neutral Tax Rate for financing the annual budget for 2026-2027

K.S.A. 79-2988, provides that a levy of property taxes to finance the 2026-2027 budget of USD 259 exceeds the Revenue Neutral Tax Rate to finance the 2026-2027 budget of USD 259, be authorized by resolution.

NOW, THERFORE, BE IT RESOLVED, by the Board of Education of USD 259, that a levy of property taxes exceeding the Revenue Neutral Tax Rates calculated for 2026-2027, as adjusted pursuant to K.S.A. 79-2988 is hereby authorized for the 2026-2027 budget.

Adopted this 14th day of August 2026.

UNIFIED SCHOOL DISTRICT NO. 259,
SEDGWICK COUNTY, KANSAS

By _____
Stan Reeser, President of the Board

Litona Hoyt, Clerk of the Board

Board Member Name	Vote	
	Yes	No
1.Diane Albert		
2.Julie Hedrick		
3.Vacancy		
4.Stan Reeser		

Board Member Name	Vote	
	Yes	No
5.Amy Jensen		
6.Amy Warren		
7.Sheila Brown-Kinnard		

**WICHITA PUBLIC SCHOOLS
UNIFIED SCHOOL DISTRICT NO. 259
WICHITA, KANSAS**

RESOLUTION 2026-09 14 01
UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY, KANSAS
September 14, 2026

Resolution to Adopt LOB Percentage

Be It Resolved that:

The above-named school board shall be authorized to make a Local Option Percentage in an amount of 33 percent for the 2026-2027 school year.

Adopted this 14th day of September, 2026.

UNIFIED SCHOOL DISTRICT NO. 259,
SEDGWICK COUNTY, KANSAS

By _____
Stan Reeser, President of the Board

Litona Hoyt, Clerk of the Board

Board Member Name	Vote	
	Yes	No
1.Diane Albert		
2.Julie Hedrick		
3.Vacancy		
4.Stan Reeser		

Board Member Name	Vote	
	Yes	No
5.Amy Jensen		
6.Amy Warren		
7.Sheila Brown-Kinnard		

CERTIFICATE
TO THE CLERK of Sedgwick County, State of Kansas
We, the undersigned, duly elected, qualified and acting officers of
Unified School District 259

certify that: (1) the hearing mentioned in the attached proof of publication was held; (2) after the Budget Hearing this budget was duly approved and adopted as the maximum expenditure for the various funds for the year 2026-2027; and (3) the Amount(s) of 2026 Tax to be Levied are within statutory limitations.

TABLE OF CONTENTS	K.S.A.	Code 01 Line	2026-2027 Adopted Budget		
			1 Expenditures	2 2026 Tax to be Levied	3 County Clerk's Use Certified Mill Rate
General ¹	72-5142	06	462,628,514	71,574,451	20.000 ²
Federal Funds	12-1663	07	48,958,200		
Supplemental General (LOB) ³	72-5147	08	153,360,112	76,733,223	
Adult Education	74-32,259	10	0	0	
Preschool-Aged At-Risk	72-5154	11	9,583,538		
Adult Supplemental Education	74-32,261	12	0		
At Risk Education Fund	72-5153	13	134,756,035		
Bilingual Education	72-3613	14	19,412,130		
Virtual Education	72-3715	15	3,838,937		
Capital Outlay	72-53, 113	16	143,822,715	36,631,945	
Driver Training	72-5163	18	0		
Declining Enrollment	72-5160	19	0		
Extraordinary School Program	72-3239	22	7,324,266		
Food Service	72-5164	24	38,684,216		
Professional Development	72-2552	26	7,236,934		
Parent Education Program	72-4165	28	937,940		
Summer School	72-3238	29	360,905		
Special Education	72-3422	30	177,454,821		
Cost of Living ⁴	72-5159	33	0	0	
Career and Postsecondary Education	72-5162	34	14,172,301		
Gifts and Grants	72-1142	35	14,150,136		
Special Liability Expense Fund	72-1179	42	1,070,000	43,968	
Extraordinary Growth Facility	72-5158	45	0	0	
Special Reserve Fund	72-1180	47			
KPERS Special Retirement Contribution	74-4939a	51	58,719,024		
Contingency Reserve	72-5165	53			
Textbook & Student Material Revolving	72-3355	55			
Activity Funds	72-1178	56			
DEBT SERVICE					
Bond and Interest #1	10-113	62	53,580,160	27,823,696	
Bond and Interest #2	10-113	63	0	0	
No Fund Warrant ⁵	79-2939	66	0	0	
Special Assessment	12-6a10	67	11	0	
Temporary Note	72-5457	68	0	0	

1. The amount computed on Form 150 is the limit of the 2026-2027 General Fund Expenditures.

2. The General Fund levy must be 20 mills. County clerks can't change this levy.

3. Date of Resolution ADOPTED to exceed 32.4 % 2/25/2019 authorizing 33.00% expires 9999
Date of ELECTION to exceed 32.4 % _____ authorizing 0.00% expires _____

4. Date the Board adopted Cost of Living Resolution authorized by 72-5159 _____

5. See K.S.A. 79-2939, order # _____ dated _____ / _____ / _____.

		2026-2027 Adopted Budget			
		1	2	3	
TABLE OF CONTENTS	K.S.A.	Code 01 Line	Expenditures	2026 Tax to be Levied	County Clerk's Use Certified Mill Rate
COOPERATIVES					
Special Education	72-3412	78	0		
Total USD		100	1,350,050,895	212,807,283	
OTHER					
Historical Museum	12-1684	80	0	0	
Public Library Board/District	72-1420/12-12,118	82	0	0	
Public Library Board Emp Bnfts	12-16,102	83	0	0	
Recreation Commission	12-1927	84	0	0	
Rec Comm Emp Bnfts & Spec Liab	12-1928/75-6110	86	0	0	
Total Other		105	0	0	

Municipal Accounting Use Only	
Received _____	
Reviewed by _____	
Follow-up: Yes _____ No _____	

Assisted by:

Attest: _____, 2026

_____ Board President

_____ County Clerk

_____ Clerk of the Board

FINAL VALUATION
(County Clerk's Use Only)

County	Final Assessed Valuation		Bond and Interest	
	General Fund ¹	Other Funds	#1	#2
		\$		
		\$		
		\$		
		\$		
		\$		
TOTAL	\$0	\$0	\$0	\$0

1. General Fund Assessed Valuation excludes \$75,000 of appraised value on residential property.

Computation of Delinquency

2024 Delinquent Tax Percentage	2.890 %	Rate Used in this Budget for 2026-2027	2.890 %
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**REPORT TO THE SUPERINTENDENT FROM
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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Adams,Patrice Lavonne	HIR	In-State College	8/1/2026	Southeast	Social Worker	1.00
Allen,Blaire Jestine	HIR	Temporary Assignment	8/5/2026	Isely	Temp Latchkey 1 - Support	
Allen,Maria Grace	HIR	Regular Hire	8/24/2026	Price	Para Sped High Incidence	0.88
Amador,Ana Ali	HIR	Temporary Assignment	8/5/2026	Griffith	Temp Latchkey 1 - Support	
Andrade,Brenda Gisell	HIR	Temporary Assignment	8/3/2026	AMAC	Temp Aide - Language Support	
Andrade,Esmeralda	HIR	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Andrade,Guadalupe Christina	HIR	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Arambula,Mia Gisell	HIR	Temporary Assignment	8/1/2026	Griffith	Temp Latchkey 1 - Support	
Arambula,Miranda	HIR	Regular Hire	8/5/2026	Heights	Paraeducator	0.88
Arce,Lorena Del Socorro	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Arevalo,Angelica	REH	Temporary Assignment	8/1/2026	Ortiz	Temp Teacher - STEALTH	
Asegede,Tadelech Hailu	REH	Temporary Assignment	8/3/2026	Ortiz	Temp Aide - STEALTH	
Atwood,Jaelyn R	HIR	Temporary Assignment	8/1/2026	Earhart	Temp Latchkey 1 - Support	
Baars,Amy Christine	HIR	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Baker,Cortiga Deshawn	HIR	Regular Hire	8/5/2026	Southeast	Para Sped Low Incidence	0.88
Bandy,Tabitha Lynn	HIR	Temporary Assignment	8/1/2026	South	Temp Aide - Supplemental	
Banuelos-Perez,Daniela	HIR	Regular Hire	8/19/2026	Stanley	Paraeducator ESL	0.88
Barleen,Rachel Marie	HIR	Regular Hire	8/24/2026	Griffith	Para Sped High Incidence	0.88
Bauer,Malazia Shavonna Lourett	HIR	Temporary Assignment	8/1/2026	Coll Hill	Temp Latchkey 1 - Support	
Beach,April Marie	HIR	Temporary Assignment	8/1/2026	Dodge	Temp Latchkey 1 - Support	
Bell,Alicia Yvonne	HIR	Temporary Assignment	8/1/2026	Black Trad	Temp Latchkey 1 - Support	
Bergman,Andre Anthony	HIR	Regular Hire	8/17/2026	SSC	Crewperson 3	1.00
Betancourt,Stephanie	HIR	Temporary Assignment	8/10/2026	AMAC	Temp Aide - Language Support	
Blanton,Kimberly Ann	HIR	Temporary Assignment	8/1/2026	Enders	Temp Latchkey 1 - Support	
Bonham,Hanah K	HIR	Regular Hire	8/10/2026	Curtis	Paraeducator	0.88
Boom,Elijah Amadeo	HIR	Temporary Assignment	8/5/2026	Dodge	Temp Aide - Co-op	
Borman,Kelsey Nichole	HIR	Regular Hire	8/5/2026	Mead	Para Sped Low Incidence	0.88
Bosley,Stephanie Lynn	HIR	Regular Hire	8/24/2026	Cessna	Para Sped High Incidence	0.88
Bouton,Elizabeth Anne	HIR	Temporary Assignment	8/1/2026	Coll Hill	Temp Latchkey 1 - Support	
Boyle,Alliyah Marie	HIR	Regular Hire	8/17/2026	White	Para Sped High Incidence	0.75
Bradley,Dwaune James	REH	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Brannan,Josephina Scarlet Beatrice	HIR	Regular Hire	8/10/2026	White	Asst Para - Title	0.74
Bridges,Gillian Madison	HIR	Regular Hire	8/31/2026	Allen	Asst Para - LRE	0.50
Brown,Kristin Dashawn	HIR	Temporary Assignment	8/1/2026	Lawrence	Temp Latchkey 1 - Support	

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Brown,Nyra Dejanae	HIR	Temporary Assignment	8/1/2026	Griffith	Temp Latchkey 1 - Support	
Brown,Zana J	HIR	Regular Hire	8/5/2026	White	Para Sped High Incidence	0.81
Buck,Addison Lea	REH	Temporary Assignment	8/1/2026	Coll Hill	Temp Latchkey 1 - Support	
Burton,Sarah Rose	HIR	Out-of-State District	8/1/2026	Mayberry	Science-Middle	1.00
Caballero,Angel	HIR	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Calderon Valencia,Carlos Anderson	HIR	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Camacho,Edith	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Campa Martinez,Miriam Araliz	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Canupp,Abby Nicole	HIR	Regular Hire	8/10/2026	PV Middle	Paraeducator ESL	0.88
Carroll,Wade Nehemiah	HIR	Temporary Term	8/31/2026	Coleman	Temp Aide - AVID	
Carter-Marks,Sherri Ann	HIR	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Castanon,Denise	HIR	Regular Hire	8/31/2026	Colvin	Paraeducator Pre-K	0.88
Cato,Collin J	REH	Rehire	8/17/2026	Cessna	Para Sped High Incidence	0.88
Condella,Leah Jo	HIR	Regular Hire	8/24/2026	Enders	Para Sped Low Incidence	0.88
Cook,Ellen Marie	HIR	Regular Hire	8/3/2026	Food Prod	Aide 3 - F S	1.00
Cooley,Auston Trey	HIR	Temporary Assignment	8/1/2026	Anderson	Temp Latchkey 1 - Support	
Corbett,Kelli Shea	HIR	Regular Hire	8/5/2026	West	Asst Para - Low Incidence	0.74
Cornelious,Christy Jo-Dawn	HIR	Regular Hire	8/17/2026	Mayberry	Aide 2 - F S	0.69
Coronado Reyna,Nathalia	HIR	Regular Hire	8/24/2026	Little	Paraeducator Pre-K	0.88
Cox,Stephanie Maria	HIR	Temporary Assignment	8/3/2026	Cessna	Temp Aide - STEALTH	
Coy Teni,Juan Francisco	REH	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Crowe,Kaci Leigh	HIR	Temporary Assignment	8/1/2026	Enders	Temp Latchkey 1 - Support	
Cruz Jaquez,Idania	HIR	Regular Hire	8/12/2026	West	Aide 2 - F S	0.50
Cruz-Maldonado,Aleida Ivette	HIR	Regular Hire	8/4/2026	Hamilton	Aide 2 - F S	0.66
Cunningham,Amy R	REH	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Dang,Thi Van Anh	HIR	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Davis,Keagan Ray	HIR	Temporary Assignment	8/1/2026	Washington	Temp Latchkey 1 - Support	
Degraw,Tawny R	HIR	Temporary Assignment	8/1/2026	Mueller	Temp Latchkey 1 - Support	
Del Muro Balderas,Amira Joselin	HIR	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Dixon,Natasha Renee	LOA	Health of Employee	7/25/2026	AMAC	Paraeducator	0.88
Dixon-Harding,Trina Lashelle	HIR	Temporary Assignment	8/1/2026	Coleman	Temp Aide - Supplemental	
Dominguez-Montano,Mayra Lizeth	HIR	Temporary Assignment	8/1/2026	Harry St	Temp Latchkey 1 - Support	
DuBose,Jacquelahn Dantejah	HIR	Temporary Assignment	8/1/2026	Hamilton	Temp Aide - Supplemental	
Dudley,Deron Ralph	HIR	Regular Hire	8/17/2026	South	Asst Para - High Incidence	0.74

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Earl,Ketura Amariah Arnetta	HIR	Temporary Assignment	8/1/2026	GordonPark	Temp Teacher - STEALTH	
Earle,Cheryl May	HIR	Temporary Assignment	8/3/2026	Jefferson	Temp Aide - STEALTH	
Embrey,Sydney Elaine	HIR	Temporary Assignment	8/1/2026	Griffith	Temp Latchkey 1 - Support	
Escobar Loera,Karina	HIR	Regular Hire	8/12/2026	Food Prod	Cook 2	1.00
Esparza-Aranda,Damian	REH	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Espinoza,Janette Silvia	REH	Temporary Assignment	8/1/2026	Enders	Temp Latchkey 1 - Support	
Ewart,Jacob Albert	HIR	Temporary Term	8/31/2026	East	Temp Aide - Coach	
Fabac,Mary K	HIR	Out-of-State College	8/10/2026	South	Drama-Sr High	1.00
Favela Ramos,Daniela	HIR	Regular Hire	8/5/2026	East	Para Sped High Incidence	0.88
Felihkatubbe,Jason M	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 3 - Director	
Fernandez,Stephanie	HIR	Temporary Term	8/24/2026	Mead	Temp Aide - AVID	
Fibelkorn,Brianna Nicole	HIR	Temporary Assignment	8/1/2026	Hyde	Temp Latchkey 1 - Support	
Field,Jessica Lynn	HIR	Regular Hire	8/24/2026	AMAC	Behavior Education Assistant	1.00
Flores,Rachel Olivia	HIR	Temporary Assignment	8/1/2026	Hyde	Temp Latchkey 1 - Support	
Fowler,Crystal Darcel	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Fraire,Briana	REH	Temporary Assignment	8/1/2026	Adams	Temp Aide - STEALTH	
Frambers,Ava Pauline	REH	Rehire	8/31/2026	Curtis	Para Sped High Incidence	0.88
Gaither,Langston Malik	HIR	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Galarza-Sustaita,Samantha	HIR	Temporary Assignment	8/1/2026	Washington	Temp Latchkey 1 - Support	
Garcia Hernandez,Monica	REH	Temporary Assignment	8/24/2026	McAuliffe	Temp Aide - Custodian	
Garcia,Carmella Davinalynn	REH	Temporary Assignment	8/1/2026	Hyde	Temp Latchkey 1 - Support	
Garcia,Jasmine	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Garcia,Josephine Mescina Rae	HIR	Regular Hire	8/24/2026	Mayberry	Para Sped High Incidence	0.75
Garcia-Villa,Jesus	HIR	Temporary Assignment	8/19/2026	East	Athletic Coach	
Garrett,KeAnna Inez	HIR	Temporary Assignment	8/1/2026	Griffith	Temp Latchkey 1 - Support	
Gaytan,Rosa Linda	HIR	Regular Hire	8/5/2026	McCollom	Para Sped Low Incidence	0.88
Gingerich,Ashton James	HIR	Regular Hire	8/12/2026	West	Para Sped High Incidence	0.81
Girrens,Tera Lynn	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 2 - Assist Dir	
Gochenour,Ashley Monique	HIR	Regular Hire	8/12/2026	East	Aide 2 - F S	0.72
Goebel,Katherine Ann	HIR	Temporary Assignment	8/5/2026	Riverside	Temp Latchkey 1 - Support	
Golac,Diana Marie	HIR	Hired From Private School	8/1/2026	Irving	Second Grade	1.00
Gomez,Brianna	HIR	Temporary Assignment	8/1/2026	Seltzer	Temp Latchkey 1 - Support	
Gomez,Nathaly A	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Gonzalez,Kenia Julissa	HIR	Temporary Assignment	8/3/2026	Ortiz	Temp Aide - STEALTH	

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Greasham,Taytlyn Joann	HIR	Temporary Assignment	8/1/2026	Seltzer	Temp Latchkey 1 - Support	
Green,Abigail	HIR	Regular Hire	8/10/2026	Adams	Asst Para - Title	0.74
Grimes,Kiara	HIR	Temporary Assignment	8/4/2026	Buckner	Temp Aide - STEALTH	
Grimes,Taylor Nicole	REH	Rehire	8/12/2026	South	Aide 2 - F S	0.69
Griswold,Jannea Aileen	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Groebe,Caleb John	HIR	In-State District	8/1/2026	Truesdell	Winds-Middle	1.00
Guevara Rosas,Maria Guadalupe	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Hale,Vonda Sue	HIR	In-State College	8/5/2026	Mueller	Third Grade	1.00
Harrod,Rhyaiden M.	HIR	Regular Hire	8/19/2026	Griffith	Para Sped High Incidence	0.88
Hay,Dawn Louise	HIR	Temporary Assignment	8/1/2026	Minneha	Temp Latchkey 1 - Support	
Hayes Jr,Fred	REH	Rehire	8/10/2026	PV Middle	Para Title Instruction Support	0.88
Heincker,Kacie Christine	HIR	Temporary Assignment	8/1/2026	Dunbar	Temp Teacher	
Hernandez Rubero,Bryan Joel	REH	Temporary Assignment	7/1/2026	AMAC	Summer Teacher	
Hernandez,Emani Grace	REH	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Hernandez,Neida	HIR	Regular Hire	8/31/2026	Buckner	Paraeducator Pre-K	0.88
Hertel,Addybelle Brook	HIR	Regular Hire	8/5/2026	Jefferson	Para Sped High Incidence	0.88
Hill,Joziah Azontae	HIR	Temporary Assignment	8/5/2026	Northwest	Athletic Coach	
Hobaugh,Sarah Mae	REH	Temporary Assignment	8/4/2026	Cessna	Temp Aide - STEALTH	
Hogan-Turner,Skylyn	HIR	Regular Hire	8/5/2026	GordonPark	Para Sped High Incidence	0.88
Hohl,Elizabeth Grace	HIR	Temporary Assignment	8/1/2026	Black Trad	Temp Latchkey 1 - Support	
Holcomb,Alianna Marie	HIR	Out-of-State College	8/5/2026	Adams	Third Grade	1.00
Holguin,Leticia	HIR	Temporary Assignment	8/1/2026	Kelly	Temp Latchkey 1 - Support	
Holmes,Barbara Elizabeth	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Holmes,Shanna Yvonne	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Hovey,Elissa Marie	HIR	In-State District	8/12/2026	Minneha	Psychologist-Elem	1.00
Hudspeth Jr,Durrell Jay	HIR	Regular Hire	8/24/2026	Adams	Custodian 1	1.00
Hughes,Janelle Renee	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Hunt,Brianna Luann	HIR	Temporary Assignment	8/1/2026	Woodman	Temp Latchkey 1 - Support	
Hunt,Nicholas	HIR	Temporary Assignment	8/3/2026	Jefferson	Temp Aide - STEALTH	
Huynh,Ashley Jane	REH	Rehire	8/5/2026	AMAC	504 Program Manager	1.00
Jackson,Keelan Labraun	HIR	Temporary Assignment	8/4/2026	Buckner	Temp Aide - STEALTH	
Jacobs,Alice Ragena	REH	Rehire	8/3/2026	Food Prod	Aide 3 - F S	1.00
Jahay,Sasha Elisabeth	REH	Temporary Assignment	8/1/2026	Hyde	Temp Latchkey 1 - Support	
Johnson,Ran'Dee Kristeen Dale	REH	Temporary Assignment	8/1/2026	Adams	Temp Teacher - STEALTH	

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Johnson,Sarah Marie	REH	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Johnson,Thomas Howard	HIR	Temporary Assignment	8/3/2026	Dodge	Temp Aide - STEALTH	
Johnston,Arvella Clarice	HIR	Regular Hire	8/5/2026	Mueller	Para Sped Low Incidence	0.88
Jones,Braundyn Lyn	REH	Temporary Assignment	8/1/2026	McAuliffe	Temp Latchkey 1 - Support	
Jones,Mitzi Rochelle	HIR	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Kelly,Ashlynn Cora	HIR	Temporary Assignment	8/16/2026	Southeast	Temp Aide - Supplemental	
Khaleel,Rasha Yousef Moh	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Kline,Christopher Todd	HIR	Hired From Private School	8/10/2026	Stucky	English-Middle	1.00
Koppenhaver,Dylan John	HIR	Regular Hire	8/17/2026	Heights	Para Sped Low Incidence	0.88
Laddimore-Valdivia,Myriale Ann	HIR	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Lau,Mei Hang	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Lavin,Mahleah	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Lawson,Matthew	HIR	In-State District	8/1/2026	Gateway	Physical Ed-Sr High	1.00
Leon,Sherri Lynn	REH	Temporary Assignment	8/1/2026	Price	Temp Latchkey 1 - Support	
Leyva Sarmiento,Nicole	HIR	Temporary Term	8/24/2026	South	Temp Aide - AVID	
Limon,Maria C	HIR	Temporary Assignment	8/1/2026	Northeast	Temp Aide - Supplemental	
Loomis,Lyndsey Danielle	REH	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Lopez,Lourdes	HIR	Temporary Assignment	7/27/2026	Cloud	Temp Latchkey 1 - Support	
Lovelace,Amber Elizabeth	HIR	Temporary Assignment	8/12/2026	South	Athletic Coach	
Loveless,Jennifer May	HIR	Temporary Assignment	8/1/2026	Coll Hill	Temp Latchkey 1 - Support	
Loyd,Tammy Sue	HIR	Temporary Assignment	8/1/2026	Black Trad	Temp Latchkey 1 - Support	
Luman,Danielle Katherine	REH	Temporary Assignment	8/1/2026	Riverside	Temp Latchkey 1 - Support	
Luna,Adrianna Rayan	HIR	Regular Hire	8/24/2026	Franklin	Para ESOL Newcomer	0.88
Lymon,Justice Bernard	HIR	Regular Hire	8/12/2026	Heights	Para Sped High Incidence	0.81
Lymon,Justice Bernard	HIR	Temporary Assignment	11/1/2026	Heights	Temp Aide - Coach	
MCGUIRE,CHELSEE S	HIR	Regular Hire	8/10/2026	Bryant	Para Sped High Incidence	0.88
Malone,Nora Katherine	REH	Temporary Assignment	8/1/2026	Riverside	Temp Latchkey 1 - Support	
Maness,Amanda Beth	REH	Temporary Assignment	8/1/2026	Price	Temp Latchkey 1 - Support	
Mariscal,Alana L	HIR	Regular Hire	8/24/2026	West	Para Sped Low Incidence	0.88
Marks,Ricky Denzel	HIR	Regular Hire	8/19/2026	Allison	Custodian 1	1.00
Marquez,Jocelyn	HIR	Regular Hire	7/29/2026	McLean	Aide 2 - F S	0.28
Martinez,Rachel	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Mathias,Susan A	REH	Temporary Assignment	8/1/2026	Chsm Trail	Temp Latchkey 1 - Support	
Matlock,Stephannie Jean-Marie	HIR	Regular Hire	8/3/2026	Food Prod	Aide 3 - F S	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
May, Abby Danielle	HIR	Regular Hire	8/12/2026	North	Para Sped High Incidence	0.88
May, Robert Christopher	REH	Temporary Assignment	8/11/2026	Dodge	Temp Teacher - STEALTH	
Maze, Eboni Aothia	HIR	Temporary Assignment	8/1/2026	McLean	Temp Aide - Supplemental	
Mbugua, Joan Wanjiku	HIR	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
McAdams, Jasmine Nicole	HIR	Temporary Assignment	8/4/2026	Gammon	Temp Latchkey 1 - Support	
McAfee, Amber Brook	REH	Temporary Assignment	8/1/2026	Linwood	Temp Latchkey 1 - Support	
McCorgary, Seneca Marie	HIR	In-State College	8/10/2026	Cloud	Fifth Grade	1.00
McCray, Emily C	REH	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
McCray, Talika Renette	REH	Temporary Assignment	8/1/2026	Coll Hill	Temp Latchkey 1 - Support	
McDaniel, Reginald Lowell	HIR	Temporary Assignment	7/27/2026	Heights	Athletic Coach	
McEwen, Kolbie Jayne	HIR	Regular Hire	8/5/2026	Cessna	Para Sped High Incidence	0.88
McLaren, Christy L	HIR	Regular Hire	8/10/2026	Jackson	Cert Occup Therapist Asst II	1.00
McNeal, Brooklyn Clarissa Lane	HIR	Temporary Assignment	8/1/2026	South	Temp Aide - AVID	
Medina Cadena, Perla J	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Mijares, Karina	HIR	Regular Hire	8/26/2026	Black Trad	Para Sped High Incidence	0.75
Millan, Gabriela Veronica	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Milton, Christal Marie	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Miranda, Cynthia Dawn	HIR	Temporary Assignment	8/1/2026	Cessna	Temp Teacher - STEALTH	
Mitchell, Atlantis	HIR	Regular Hire	8/5/2026	Southeast	Para Sped Low Incidence	0.88
Molina, Daniela	HIR	Temporary Assignment	8/1/2026	Griffith	Temp Latchkey 1 - Support	
Montejano-Molina, Yolanda	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Montes, Adriana	REH	Rehire	8/10/2026	HoraceMann	Asst Para - Title	0.74
Monton, Elizabeth Louise	HIR	Temporary Assignment	8/1/2026	Enders	Temp Latchkey 1 - Support	
Moore, Bailee Nicole	HIR	Temporary Assignment	8/1/2026	Isely	Temp Latchkey 1 - Support	
Moreno, Johnilla Renee	REH	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Morgan, Georgette Latrice	HIR	Temporary Assignment	8/1/2026	Seltzer	Temp Latchkey 1 - Support	
Mork, Scarlet Nicole	REH	Temporary Assignment	8/1/2026	Lawrence	Temp Latchkey 1 - Support	
Morrison, Hannah Mae	HIR	In-State District	8/1/2026	Wells	Nurse-Middle Sch	1.00
Munoz Ayala, Viridiana	HIR	Temporary Assignment	8/1/2026	Dodge	Temp Latchkey 1 - Support	
Munoz- Garcia, Deisy D	HIR	Regular Hire	8/31/2026	West	Administrative Assistant 4	1.00
Murrell, Robjoywin Ruby	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Mweberi, Sophia Elizabeth	HIR	Temporary Term	8/31/2026	East	Temp Aide - AVID	
Nacin, Alexandra Ophelia Marie	HIR	Regular Hire	8/5/2026	East	Paraeducator ESL	0.88
Neal-McFarthing, Devon Bernard Thomas	HIR	Regular Hire	8/31/2026	Southeast	Para In School Suspension	0.88

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Newman,Leisa Patrice	REH	Rehire	8/19/2026	Mead	Para Sped High Incidence	0.88
Nichols,Luisa Y	REH	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Nielsen,Kevin T	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Oglesby,Brandi Leighanne	REH	Temporary Assignment	8/1/2026	Dodge	Temp Latchkey 1 - Support	
Olson,Christina Lea	HIR	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Ontiveros-Nunez,Ruby	HIR	Regular Hire	8/5/2026	White	Para Sped High Incidence	0.75
Ormond,Teresa L	HIR	Regular Hire	8/12/2026	Coll Hill	Para Sped Low Incidence	0.88
Osborn,Rebecca Ann	REH	Temporary Assignment	8/4/2026	Coll Hill	Temp Latchkey 1 - Support	
Painter,Ashley Jean	HIR	Regular Hire	8/12/2026	Jackson	Para Sped Low Incidence	0.88
Patrick,Bobbie Lee	HIR	Regular Hire	8/19/2026	Truesdell	Custodian 1	1.00
Paulson,Brittany Michelle	HIR	Regular Hire	8/19/2026	IST	Asst Para - Instruct Support	0.50
Pelz,Erin M	REH	Temporary Assignment	8/1/2026	GordonPark	Temp Teacher - STEALTH	
Perez Valverde,Nancy Judith	HIR	Regular Hire	8/19/2026	Anderson	Paraeducator ESL	0.88
Perez,Katherine A	HIR	Regular Hire	8/17/2026	CHET CL	Para Title Instruction Support	0.88
Perez-Mata,Jamie Michelle	HIR	Temporary Assignment	8/3/2026	Jefferson	Temp Aide - STEALTH	
Perrine,Joanie Rose	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Perryman,Gavriela	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Petty,Jayna Catherine	HIR	Regular Hire	8/10/2026	GordonPark	Paraeducator	0.88
Pforts,KMiya Lakeeda	HIR	Temporary Assignment	8/1/2026	Adams	Temp Teacher - STEALTH	
Phillips,Irma	REH	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Phillips,Madalyn Elizabeth	HIR	Regular Hire	8/12/2026	Mueller	Para Sped Low Incidence	0.88
Poland,David Allen	HIR	Regular Hire	8/11/2026	White	Custodian 1	1.00
Polite,Marsha A	REH	Temporary Assignment	8/12/2026	Adams	Temp Latchkey 1 - Support	
Powell,Zoe Lynn	HIR	Regular Hire	8/19/2026	Stanley	Para Sped Low Incidence	0.88
Prichard,Piper Sterling	REH	Temporary Assignment	8/1/2026	Woodman	Temp Latchkey 1 - Support	
Quaney,Laura Marie	HIR	Regular Hire	8/19/2026	Robinson	Administrative Assistant 5	1.00
Rader,Jennifer Sue	REH	Temporary Assignment	8/1/2026	Kensler	Temp Latchkey 1 - Support	
Radford,Kenzie Elizabeth	HIR	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Rafferty,Amanda Rae	HIR	In-State College	8/10/2026	Adams	Fourth Grade	1.00
Ramirez,Analicia	HIR	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Ramirez,Samantha Ann	REH	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Ravichandran,Radhika	HIR	Temporary Assignment	8/1/2026	Dodge	Temp Latchkey 1 - Support	
Rayyan,Jasmine Ann	HIR	Regular Hire	9/7/2026	Black Trad	Paraeducator Pre-K	0.88
Reed-Johnson,Deborah A	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Relf,Ronne Ronice	HIR	Temporary Assignment	8/1/2026	North	Temp Aide - Supplemental	
Retana,Danielle Renee	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Reyes Urbano,Diana	HIR	Regular Hire	8/10/2026	Stanley	Aide 2 - F S	0.38
Reyes,Zuriel Jose	HIR	Temporary Assignment	8/1/2026	Washington	Temp Latchkey 1 - Support	
Rhodes,Brooklyn Denise	HIR	Regular Hire	8/5/2026	Mueller	Para Sped Low Incidence	0.88
Rice,Samantha Kaye	HIR	In-State College	8/10/2026	Kelly	Physical Ed - Elem	1.00
Richard,Bryant	HIR	Regular Hire	8/19/2026	Southeast	Asst Para - High Incidence	0.74
Richeson,Abigail Elizabeth	HIR	Regular Hire	8/17/2026	AMAC	Pre-Contract Classified	
Rizo,Victor	REH	Temporary Assignment	7/27/2026	AMAC	Temp Aide - Language Support	
Rochester,Gary Heath	REH	Rehired From Private School	8/5/2026	Griffith	Positive Behavior Suprt - Elem	1.00
Rodriguez,Megan Antoinette	HIR	Regular Hire	8/17/2026	Food Prod	Nutrition Srvcs Distribution 1	1.00
Rodriguez,Miriam De La Paz	REH	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Rohde,William J	REH	Temporary Assignment	7/30/2026	North	Athletic Coach	
Rollings,Faith Lynn	REH	Temporary Assignment	8/1/2026	Lawrence	Temp Latchkey 1 - Support	
Roman,Corina Palmira	HIR	Regular Hire	8/4/2026	Anderson	Aide 2 - F S	0.72
Ross,Alonzo Earl	HIR	Regular Hire	8/12/2026	Coleman	Para Title Instruction Support	0.88
Ross,Shawn Michael	REH	Temporary Assignment	8/4/2026	Dodge	Temp Aide - STEALTH	
Roths,Tabatha Kay	HIR	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Roy,Mallorie Elizabeth	HIR	Temporary Assignment	8/5/2026	Mueller	Temp Latchkey 1 - Support	
Rubio de Lazos,Veronica	HIR	Temporary Assignment	8/5/2026	Cloud	Temp Aide - Lunch Support	
Rudzinski,William Kevin Frank	HIR	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Rueda,Anna	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Rueda,Anna	HIR	Temporary Assignment	8/1/2026	Coll Hill	Temp Latchkey 1 - Support	
Ruiz-Martinez,Andrea Guadalupe	HIR	Regular Hire	8/17/2026	Little	Paraeducator Pre-K	0.88
Salas,Maria Del Rosario	REH	Temporary Assignment	8/4/2026	AMAC	Temp Aide - Language Support	
Salcido-Caballero,Arelly	HIR	Regular Hire	8/5/2026	Anderson	Para Sped High Incidence	0.75
Salinas,Briana L.	HIR	Regular Hire	8/31/2026	AMAC	Legal Specialist	1.00
Santillan,Diana M	RFL	Return From Leave	8/5/2026	PV Middle	Counselor-Middle School	1.00
Sarinana,Norma	HIR	Regular Hire	8/19/2026	Franklin	Paraeducator Pre-K	0.88
Schmidt,Catherine Anne	REH	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Scogin,Amberle Michelle	HIR	Temporary Assignment	8/12/2026	North	Athletic Coach	
Scott,Casey Rochelle	HIR	Temporary Assignment	8/1/2026	Chsm Trail	Temp Latchkey 1 - Support	
Scott,Katherine Joan	REH	Temporary Assignment	8/1/2026	Bostic	Temp Latchkey 1 - Support	
Sellers,Ivy Elizabeth	REH	Temporary Assignment	8/1/2026	GordonPark	Temp Teacher - STEALTH	

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Shayo,Matilda Rehema	HIR	Temporary Assignment	8/1/2026	Kelly	Temp Latchkey 1 - Support	
Shepherd,Traci Danielle	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Shook,Vickie Lynn	REH	Temporary Assignment	8/1/2026	Peterson	Temp Latchkey 1 - Support	
Silvers,Nicole Leigh	REH	Temporary Assignment	8/1/2026	South	Temp Aide - AVID	
Simmons,Rebekah Anne	REH	Temporary Assignment	8/5/2026	Cessna	Temp Aide - STEALTH	
Sims,Ashley Renee	REH	Temporary Assignment	8/1/2026	Washington	Temp Teacher - STEALTH	
Small,Kyle Raymond	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Smith,Amie Lynn	REH	Temporary Assignment	8/1/2026	Bostic	Temp Latchkey 2 - Assist Dir	
Smith,Ayden J.	HIR	Regular Hire	8/5/2026	Benton	Para Sped High Incidence	0.88
Smith,Breanna Renee	HIR	Regular Hire	8/5/2026	Truesdell	Para Sped High Incidence	0.88
Snow,Rosia Marie	HIR	Temporary Assignment	8/1/2026	Adams	Temp Teacher - STEALTH	
Snow,Walter Albert	HIR	Regular Hire	8/17/2026	Truesdell	Para Sped High Incidence	0.88
Soliz,Isabella Rae	HIR	Temporary Assignment	8/1/2026	Southeast	Temp Aide - Coach	
Sones-Lovelace,Molly	HIR	Regular Hire	8/5/2026	Jefferson	Para Title Instruction Support	0.88
Sosa,Rena Brienne	REH	Temporary Assignment	8/1/2026	Franklin	Temp Latchkey 1 - Support	
Spears,Jaden Alyssa	REH	Rehire	8/31/2026	Linwood	Para Title Instruction Support	0.88
Sperger,Stephanie Joyce	HIR	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Stecklein,Jake A	REH	Temporary Assignment	8/4/2026	Dodge	Temp Teacher - STEALTH	
Stephens,Joann M	REH	Temporary Assignment	8/1/2026	Stanley	Temp Latchkey 1 - Support	
Stevenson,Josiah Denzel	HIR	Regular Hire	8/26/2026	East	Custodian 1	1.00
Stewart,Braydon Scott	HIR	Temporary Assignment	8/3/2026	North	Athletic Coach	
Stewart,Douglass Ryan	HIR	Regular Hire	8/5/2026	Spaght	Para Sped Low Incidence	0.88
Strong,Stephanie Renee	REH	Temporary Assignment	8/1/2026	Buckner	Temp Teacher - STEALTH	
Sullivan,Taylor Elexis	REH	Temporary Assignment	8/1/2026	South	Temp Aide - Supplemental	
Swartz,Mattelyn Mae	HIR	Regular Hire	8/5/2026	IST	Asst Para - Instruct Support	0.50
Swift,Emma Lee	HIR	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Tagliareni,Kimberly Anne	HIR	Regular Hire	8/31/2026	Wells	Para Sped High Incidence	0.88
Tay,Lily	HIR	New Administrator	8/17/2026	AMAC	Director Budgeting	1.00
Thomason,Jenny Dianne	REH	Temporary Assignment	8/1/2026	Peterson	Temp Latchkey 1 - Support	
Thompson,Victoria Ann	HIR	Temporary Assignment	8/1/2026	Black Trad	Temp Latchkey 1 - Support	
Tinker,Charlotte Mae	HIR	Regular Hire	8/24/2026	Truesdell	Para Sped Low Incidence	0.88
Tobar,Jennifer LeRay	HIR	Temporary Assignment	8/1/2026	McLean	Temp Aide - Supplemental	
Tobbe,Christina	HIR	Temporary Assignment	8/1/2026	Hyde	Temp Latchkey 1 - Support	
Torres-Ramirez,Jennifer	HIR	Temporary Term	8/31/2026	East	Temp Aide - AVID	

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Trammel,Taylor Skye	HIR	Regular Hire	8/5/2026	Jackson	Para Sped Low Incidence	0.88
Trombley,Rachel R	REH	Temporary Assignment	8/1/2026	Jefferson	Temp Teacher - STEALTH	
Trotter,Alyzia Janay	HIR	Regular Hire	8/17/2026	Griffith	Para Sped High Incidence	0.88
Tuggerson,Kizzy Alaaya	HIR	Regular Hire	8/5/2026	Cessna	Para Title Instruction Support	0.88
Uhrmacher,Jacob Allan	REH	Temporary Assignment	8/2/2026	Linwood	Temp Latchkey 1 - Support	
Valencia de Calderon,Dora Alicia	REH	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Valverde,Oswvaldo	REH	Rehire	8/5/2026	East	Para One to One	0.88
Vazquez,Courtney Lane	HIR	Regular Hire	8/4/2026	Northwest	Aide 2 - F S	0.69
Vernon,Ke'shaun Carlos	HIR	In-State College	8/1/2026	L'Ouvertur	Physical Ed - Elem	1.00
Villa,Angelita Alyce	HIR	Temporary Assignment	8/3/2026	Washington	Temp Aide - STEALTH	
Villa,Mirela Angela	HIR	Regular Hire	8/24/2026	Irving	Paraeducator Pre-K	0.88
Villagrana,Adis Vanessa	REH	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Villegas,Nicole Louise	REH	Temporary Assignment	8/1/2026	Dodge	Temp Teacher - STEALTH	
Vontress,Shannon	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Waggoner,Anna Nichole	HIR	Temporary Assignment	8/1/2026	AMAC	Temp Teacher	
Wagner,Tia Chanese	REH	Temporary Assignment	8/1/2026	Cloud	Temp Latchkey 1 - Support	
Walker,Aidan Alan	HIR	Regular Hire	8/12/2026	East	Crowperson 3	0.50
Wallace,Martha Liliana	HIR	Temporary Term	8/24/2026	HoraceMann	Temp Aide - Lunch Support	0.41
Wallace,Sara Anna	REH	Rehire	8/13/2026	White	Para Title Instruction Support	0.88
Walters,Reneah Britain	HIR	Out-of-State District	8/1/2026	Beech	Interrelated-Elem	1.00
Walton,Jessica Renee	REH	Out-of-state District	8/10/2026	Enders	Fourth Grade	1.00
Warren,Meya Belicia Rose Lynn	HIR	Regular Hire	8/10/2026	L'Ouvertur	Para Sped High Incidence	0.88

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Wedel,Kaley Adele	HIR	Temporary Assignment	8/3/2026	Cessna	Temp Aide - STEALTH	
Weikel,Jordan Nicole	HIR	Regular Hire	8/17/2026	Wilbur	Para Sped High Incidence	0.81
Welch,Katelyn Bryce	HIR	Regular Hire	8/24/2026	Brooks	Para Sped High Incidence	0.88
Wentworth,Wendy Lynn	REH	Temporary Assignment	8/12/2026	West	Athletic Coach	
Westley,Sarah Renee	HIR	Regular Hire	8/17/2026	Jackson	Administrative Assistant 4	1.00
Whitney,Casey	REH	Temporary Assignment	8/1/2026	Peterson	Temp Latchkey 1 - Support	
Williams,Candra Monique	HIR	Temporary Assignment	8/10/2026	GordonPark	Temp Aide - Supplemental	
Williams,Shayla Renee	HIR	Regular Hire	8/5/2026	Coleman	Paraeducator	0.88
Wilson,Aaron Robert	HIR	Temporary Assignment	8/1/2026	Southeast	Temp Aide - Coach	
Wilson,Elizabeth	REH	Temporary Assignment	7/26/2026	Dunbar	Temp Aide - ESY	
Wise,Deayzha Laniece	LOA	Personal - Unspecified	8/5/2026	AMAC	Paraeducator	0.88
Wistuba,Amanda Lynn	HIR	Temporary Assignment	8/17/2026	West	Athletic Coach	
Wolfe,Jessica Ann	HIR	Out-of-State District	8/1/2026	McAuliffe	Fifth Grade	1.00
Wood,Alexia Nicole	HIR	Temporary Assignment	8/12/2026	Coleman	Temp Aide - AVID	
Zamorano-Martinez,Naomi Yeraldin	HIR	Regular Hire	8/19/2026	Riverside	Paraeducator	0.75

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Armstrong Jr,Derrick James	ADD PAY	Certificate-Cust Masters	7/28/2026	Hamilton	Custodian 1	1.00
Armstrong Jr,Derrick James	END PAY	Certificate-Cust Masters	7/28/2031	Hamilton	Custodian 1	1.00
Atkins,Nashid Lateef Che	ADD PAY	Additional Comp - Admin	8/1/2026	Sowers	Asst Principal	1.00
Atkins,Nashid Lateef Che	END PAY	Additional Comp - Admin	7/31/2027	Sowers	Asst Principal	1.00
Auge,Thomas T	ADD PAY	Administrator Addendum Day	7/20/2026	Heights	Asst Principal	1.00
Auge,Thomas T	END PAY	Administrator Addendum Day	8/7/2026	Heights	Asst Principal	1.00
Auge,Thomas T	ADD PAY	Additional Comp - Admin	8/1/2026	Heights	Asst Principal	1.00
Auge,Thomas T	END PAY	Additional Comp - Admin	7/31/2027	Heights	Asst Principal	1.00
Baldwin,Amy Danae	ADD PAY	Additional Comp - Admin	8/1/2026	Southeast	Asst Principal	1.00
Baldwin,Amy Danae	END PAY	Additional Comp - Admin	7/31/2027	Southeast	Asst Principal	1.00
Balton,Shana Adriana	ADD PAY	Teacher-Addendum Days	8/1/2026	AMAC	Roving Teacher	1.00
Balton,Shana Adriana	END PAY	Teacher-Addendum Days	7/31/2027	AMAC	Roving Teacher	1.00
Bartsch,Charlotte L	ADD PAY	Additional Comp - Admin	8/1/2026	North	Asst Principal	1.00
Bartsch,Charlotte L	END PAY	Additional Comp - Admin	7/31/2027	North	Asst Principal	1.00
Beard,Deanna Marie	ADD PAY	Additional Comp	8/1/2026	AMAC	Manager, Info Management	1.00
Beard,Deanna Marie	END PAY	Additional Comp	7/31/2027	AMAC	Manager, Info Management	1.00
Begley McCall,Kelley Hoyt	ADD PAY	Administrator Addendum Day	7/20/2026	Chsm Trail	Asst Principal	1.00
Begley McCall,Kelley Hoyt	END PAY	Administrator Addendum Day	8/7/2026	Chsm Trail	Asst Principal	1.00
Benton,Kelsey Lee	ADD PAY	Additional Comp - Admin	8/1/2026	West	Asst Principal	1.00
Benton,Kelsey Lee	END PAY	Additional Comp - Admin	7/31/2027	West	Asst Principal	1.00
Bohorquez de Camacho,Sereina Josefina	ADD PAY	Certificate-Cust Masters	7/30/2026	Gardiner	Custodian 1	1.00
Bohorquez de Camacho,Sereina Josefina	END PAY	Certificate-Cust Masters	7/30/2031	Gardiner	Custodian 1	1.00
Bowyer,Kristina	ADD PAY	Additional Comp - Admin	8/1/2026	Dunbar	Director	1.00
Brack,Cory Dean	ADD PAY	Administrator Addendum Day	7/20/2026	West	Athletic Assistant Principal	1.00
Brack,Cory Dean	END PAY	Administrator Addendum Day	8/7/2026	West	Athletic Assistant Principal	1.00
Brack,Cory Dean	ADD PAY	Additional Comp - Admin	8/1/2026	West	Athletic Assistant Principal	1.00
Brack,Cory Dean	END PAY	Additional Comp - Admin	7/31/2027	West	Athletic Assistant Principal	1.00
Brehm,Thomas Clifford	ADD PAY	Additional Comp	8/1/2026	AMAC	Technician Behavior Support	1.00
Brehm,Thomas Clifford	END PAY	Additional Comp	7/31/2027	AMAC	Technician Behavior Support	1.00
Bright,Kelly Laine	ADD PAY	Administrator Addendum Day	7/20/2026	Mead	Asst Principal	1.00
Bright,Kelly Laine	END PAY	Administrator Addendum Day	8/7/2026	Mead	Asst Principal	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Brown Sr,Rodney	ADD PAY	Certificate-Cust Masters	7/30/2026	Beech	Custodian 1	1.00
Brown Sr,Rodney	END PAY	Certificate-Cust Masters	7/30/2031	Beech	Custodian 1	1.00
Brown,Jaden Alexandra	ADD PAY	Administrator Addendum Day	7/20/2026	GordonPark	Asst Principal	1.00
Brown,Jaden Alexandra	END PAY	Administrator Addendum Day	8/7/2026	GordonPark	Asst Principal	1.00
Burden,Connor Alexander	ADD PAY	Administrator Addendum Day	7/20/2026	Caldwell	Asst Principal	1.00
Burden,Connor Alexander	END PAY	Administrator Addendum Day	8/7/2026	Caldwell	Asst Principal	1.00
Bustos,Pancho R	ADD PAY	Administrator Addendum Day	7/1/2026	AMAC	Principal	1.00
Bustos,Pancho R	END PAY	Administrator Addendum Day	8/31/2026	AMAC	Principal	1.00
Calderon,Juan Daniel	ADD PAY	Certificate-Cust Masters	7/28/2026	Cloud	Custodian 1	1.00
Calderon,Juan Daniel	END PAY	Certificate-Cust Masters	7/28/2031	Cloud	Custodian 1	1.00
Canales-Morales,Rogelio	ADD PAY	Certificate-Cust Masters	7/28/2026	Woodman	Custodian 1	1.00
Canales-Morales,Rogelio	END PAY	Certificate-Cust Masters	7/28/2031	Woodman	Custodian 1	1.00
Chalashtari,Christopher Jason	ADD PAY	Additional Comp - Admin	8/1/2026	Levy	Principal	1.00
Chalashtari,Christopher Jason	END PAY	Additional Comp - Admin	7/31/2027	Levy	Principal	1.00
Close,John Luke	ADD PAY	Additional Comp - Admin	8/1/2026	Northwest	Asst Principal	1.00
Close,John Luke	END PAY	Additional Comp - Admin	7/31/2027	Northwest	Asst Principal	1.00
Cole,Jamie L	ADD PAY	Administrator Addendum Day	7/1/2026	AMAC	Principal	1.00
Cole,Jamie L	END PAY	Administrator Addendum Day	8/31/2026	AMAC	Principal	1.00
Coleman,Tony Levon	ADD PAY	JROTC Instructor - Non Comm	8/24/2026	Northeast	ROTC Instructor	1.00
Coleman,Tony Levon	END PAY	JROTC Instructor - Non Comm	12/13/2026	Northeast	ROTC Instructor	1.00
Collier,Clinton C	ADD PAY	Certificate-Cust Masters	8/24/2026	SSC	Custodian 4 - Relief	1.00
Collier,Clinton C	END PAY	Certificate-Cust Masters	12/15/2028	SSC	Custodian 4 - Relief	1.00
Cooley,Trudy L	ADD PAY	Additional Comp - Admin	8/1/2026	West	Asst Principal	1.00
Cooley,Trudy L	END PAY	Additional Comp - Admin	7/31/2027	West	Asst Principal	1.00
Crayton,Fredrick William	ADD PAY	Additional Comp - Admin	8/1/2026	Northwest	Asst Principal	1.00
Crayton,Fredrick William	END PAY	Additional Comp - Admin	7/31/2027	Northwest	Asst Principal	1.00
Cretcher,Caitlin Lilith	ADD PAY	Certificate-Cust Masters	7/28/2026	Mayberry	Custodian 5	1.00
Cretcher,Caitlin Lilith	END PAY	Certificate-Cust Masters	7/28/2031	Mayberry	Custodian 5	1.00
Deckinger,Lance Albert	ADD PAY	Additional Comp - Admin	8/1/2026	Northwest	Athletic Assistant Principal	1.00
Deckinger,Lance Albert	END PAY	Additional Comp - Admin	7/31/2027	Northwest	Athletic Assistant Principal	1.00
Dieckgrafe,Ryan Emery	ADD PAY	Additional Comp - Admin	8/1/2026	Heights	Asst Principal	1.00
Dieckgrafe,Ryan Emery	END PAY	Additional Comp - Admin	7/31/2027	Heights	Asst Principal	1.00
Dietrich,Kenneth Benjamin	ADD PAY	Certificate-Cust Masters	7/30/2026	McAuliffe	Custodian 2	1.00
Dietrich,Kenneth Benjamin	END PAY	Certificate-Cust Masters	7/30/2031	McAuliffe	Custodian 2	1.00
Dixon,Alecia K	ADD PAY	Certificate-Cust Masters	7/30/2026	Robinson	Custodian 6	1.00
Dixon,Alecia K	END PAY	Certificate-Cust Masters	7/30/2031	Robinson	Custodian 6	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Dreiling,Heidi Lee	ADD PAY	Additional Comp - Admin	8/1/2026	East	Asst Principal	1.00
Dreiling,Heidi Lee	END PAY	Additional Comp - Admin	7/31/2027	East	Asst Principal	1.00
Dugan,Catherine J	ADD PAY	Administrator Addendum Day	7/20/2026	Northwest	Asst Principal	1.00
Dugan,Catherine J	END PAY	Administrator Addendum Day	8/7/2026	Northwest	Asst Principal	1.00
Dugan,Catherine J	ADD PAY	Additional Comp - Admin	8/1/2026	Northwest	Asst Principal	1.00
Dugan,Catherine J	END PAY	Additional Comp - Admin	7/31/2027	Northwest	Asst Principal	1.00
Dusenbery,Robert W	ADD PAY	Teacher Additional Pay	6/1/2026		Technology Educ-Sr High	1.00
Dusenbery,Robert W	END PAY	Teacher Additional Pay	8/31/2026		Technology Educ-Sr High	1.00
Evans,Hannah Marie	ADD PAY	Administrator Addendum Day	7/20/2026	Woodman	Asst Principal	1.00
Evans,Hannah Marie	END PAY	Administrator Addendum Day	8/7/2026	Woodman	Asst Principal	1.00
Flores,Everardo	ADD PAY	Additional Comp - Admin	8/1/2026	Heights	Asst Principal	1.00
Flores,Everardo	END PAY	Additional Comp - Admin	7/31/2027	Heights	Asst Principal	1.00
Fluker,Joanne Lynette	ADD PAY	Additional Comp - Admin	8/1/2026	Heights	Asst Principal	1.00
Fluker,Joanne Lynette	END PAY	Additional Comp - Admin	7/31/2027	Heights	Asst Principal	1.00
Frederic,Lauren Christine	ADD PAY	Administrator Addendum Day	7/20/2026	McAuliffe	Asst Principal	1.00
Frederic,Lauren Christine	END PAY	Administrator Addendum Day	8/7/2026	McAuliffe	Asst Principal	1.00
Fulton,George E	ADD PAY	Additional Comp - Admin	8/1/2026	West	Asst Principal	1.00
Fulton,George E	END PAY	Additional Comp - Admin	7/31/2027	West	Asst Principal	1.00
Gallaway,Allen R	ADD PAY	Teacher-Addendum Days	8/1/2026	AMAC	Fourth Grade	1.00
Gallaway,Allen R	END PAY	Teacher-Addendum Days	7/31/2027	AMAC	Fourth Grade	1.00
Ghram,Michael K	ADD PAY	Additional Comp - Admin	8/1/2026	North	Athletic Assistant Principal	1.00
Ghram,Michael K	END PAY	Additional Comp - Admin	7/31/2027	North	Athletic Assistant Principal	1.00
Gilmore,Malcolm Umanah	ADD PAY	Certificate-Cust Masters	7/28/2026	Brooks	Custodian 2	1.00
Gilmore,Malcolm Umanah	END PAY	Certificate-Cust Masters	7/28/2031	Brooks	Custodian 2	1.00
Gomez,Esther	ADD PAY	Certificate-Cust Masters	7/30/2026	Ortiz	Custodian 1	1.00
Gomez,Esther	END PAY	Certificate-Cust Masters	7/30/2031	Ortiz	Custodian 1	1.00
Gonzalez,Luis	ADD PAY	Certificate-Cust Masters	7/30/2026	Bostic	Custodian 1	1.00
Gonzalez,Luis	END PAY	Certificate-Cust Masters	7/30/2031	Bostic	Custodian 1	1.00
Grieb,Bobbi Jo Marie	ADD PAY	Administrator Addendum Day	7/20/2026	McAuliffe	Asst Principal	1.00
Grieb,Bobbi Jo Marie	END PAY	Administrator Addendum Day	8/7/2026	McAuliffe	Asst Principal	1.00
Guzman Nuno,Jose	ADD PAY	Certificate-Cust Masters	7/30/2026	Marshall	Custodian 2	1.00
Guzman Nuno,Jose	END PAY	Certificate-Cust Masters	7/30/2031	Marshall	Custodian 2	1.00
Halling,Jason Cade	ADD PAY	Additional Comp - Admin	8/1/2026	South	Asst Principal	1.00
Halling,Jason Cade	END PAY	Additional Comp - Admin	7/31/2027	South	Asst Principal	1.00
Harrell,Brent Leigh	ADD PAY	Administrator Addendum Day	7/20/2026	Gateway	Principal	1.00
Harrell,Brent Leigh	END PAY	Administrator Addendum Day	8/7/2026	Gateway	Principal	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Harvey,Nathanael Jesse	ADD PAY	Additional Comp - Admin	8/1/2026	South	Asst Principal	1.00
Harvey,Nathanael Jesse	END PAY	Additional Comp - Admin	7/31/2027	South	Asst Principal	1.00
Haworth,Shawn Micheal	ADD PAY	Certificate-Cust Masters	7/28/2026	Enders	Custodian 1	1.00
Haworth,Shawn Micheal	END PAY	Certificate-Cust Masters	7/28/2031	Enders	Custodian 1	1.00
Hays,Ethan Davis	ADD PAY	Certificate-Cust Masters	7/28/2026	Marshall	Custodian 1	1.00
Hays,Ethan Davis	END PAY	Certificate-Cust Masters	7/28/2031	Marshall	Custodian 1	1.00
Heckman,Derrick Allen	ADD PAY	Additional Comp - Admin	8/1/2026	East	Asst Principal	1.00
Heckman,Derrick Allen	END PAY	Additional Comp - Admin	7/31/2027	East	Asst Principal	1.00
Henning,Jacob M	ADD PAY	Additional Comp - Admin	8/1/2026	South	Asst Principal	1.00
Henning,Jacob M	END PAY	Additional Comp - Admin	7/31/2027	South	Asst Principal	1.00
Hill,Sonya Kay	ADD PAY	Certificate-Cust Masters	7/28/2026	Southeast	Custodian 2	1.00
Hill,Sonya Kay	END PAY	Certificate-Cust Masters	7/28/2031	Southeast	Custodian 2	1.00
Hollimon,LeBaron Arrol	ADD PAY	Additional Comp - Admin	8/1/2026	Southeast	Asst Principal	1.00
Hollimon,LeBaron Arrol	END PAY	Additional Comp - Admin	7/31/2027	Southeast	Asst Principal	1.00
Huber,Shanele R	ADD PAY	Clerical Prof Growth Prg Lvl 1	8/10/2026	AMAC	Accounting Clerk	1.00
Huber,Shanele R	END PAY	Clerical Prof Growth Prg Lvl 1	6/30/2030	AMAC	Accounting Clerk	1.00
Iverson,Nancy Grace	ADD PAY	Additional Comp - Admin	8/1/2026	AMAC	Director	1.00
Jaradat,Malik Adam	ADD PAY	Teacher Additional Pay	8/1/2026		Acting Asst Principal	1.00
Jaradat,Malik Adam	END PAY	Teacher Additional Pay	7/31/2027		Acting Asst Principal	1.00
Johnson,Jilica Nadine	ADD PAY	Certificate-Cust Masters	7/30/2026	Kelly	Custodian 1	1.00
Johnson,Jilica Nadine	END PAY	Certificate-Cust Masters	7/30/2031	Kelly	Custodian 1	1.00
Johnston,Jacob Victor	ADD PAY	Additional Comp - Admin	8/1/2026	McAuliffe	Principal	1.00
Johnston,Jacob Victor	END PAY	Additional Comp - Admin	7/31/2027	McAuliffe	Principal	1.00
Kelley-Davies,Michelle Jewellianna	ADD PAY	Administrator Addendum Day	7/20/2026	Bryant	Asst Principal	1.00
Kelley-Davies,Michelle Jewellianna	END PAY	Administrator Addendum Day	8/7/2026	Bryant	Asst Principal	1.00
Kelley-Davies,Michelle Jewellianna	ADD PAY	Additional Comp - Admin	8/1/2026	Bryant	Asst Principal	1.00
Kelley-Davies,Michelle Jewellianna	END PAY	Additional Comp - Admin	7/31/2027	Bryant	Asst Principal	1.00
Kelly,Matthew A	ADD PAY	Additional Comp - Admin	8/1/2026	Southeast	Athletic Assistant Principal	1.00
Kelly,Matthew A	END PAY	Additional Comp - Admin	7/31/2027	Southeast	Athletic Assistant Principal	1.00
Laske,Katherine Marie	ADD PAY	Teacher-Addendum Days	8/1/2026	AMAC	Roving Teacher	1.00
Laske,Katherine Marie	END PAY	Teacher-Addendum Days	7/31/2027	AMAC	Roving Teacher	1.00
Ledbetter,Brenda S	ADD PAY	Additional Comp	8/1/2026		Tech Title I	1.00
Ledbetter,Brenda S	END PAY	Additional Comp	7/31/2027		Tech Title I	1.00
Lolling,Bruce L	ADD PAY	Additional Comp - Admin	8/1/2026	West	Asst Principal	1.00
Lolling,Bruce L	END PAY	Additional Comp - Admin	7/31/2027	West	Asst Principal	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Longstaff,Dustin James	ADD PAY	Certificate-Cust Masters	7/28/2026	AMAC	Custodian 3	1.00
Longstaff,Dustin James	END PAY	Certificate-Cust Masters	7/28/2031	AMAC	Custodian 3	1.00
Lorenson,Zachary S	ADD PAY	Additional Comp - Admin	8/1/2026	Wells	Principal	1.00
Lorenson,Zachary S	END PAY	Additional Comp - Admin	7/31/2027	Wells	Principal	1.00
Mabry,Pierre Xavier	ADD PAY	Certificate-Cust Masters	7/28/2026	Truesdell	Custodian 1	1.00
Mabry,Pierre Xavier	END PAY	Certificate-Cust Masters	7/28/2031	Truesdell	Custodian 1	1.00
Maddux,Robert Wesley	ADD PAY	Administrator Addendum Day	7/20/2026	Jackson	Asst Principal	1.00
Maddux,Robert Wesley	END PAY	Administrator Addendum Day	8/7/2026	Jackson	Asst Principal	1.00
Maldonado,Eva	ADD PAY	Clerical Prof Growth Prg Lvl 2	7/27/2026	AMAC	Administrative Assistant 6	1.00
Maldonado,Eva	END PAY	Clerical Prof Growth Prg Lvl 2	6/30/2030	AMAC	Administrative Assistant 6	1.00
Manning,Victoria Lynn	ADD PAY	Additional Comp - Admin	8/1/2026		Dir, Empl Relations & Training	1.00
Manning,Victoria Lynn	END PAY	Additional Comp - Admin	7/31/2027		Dir, Empl Relations & Training	1.00
Margheim,Nicole Marie	ADD PAY	Additional Comp - Admin	8/1/2026	Wells	Asst Principal	1.00
Margheim,Nicole Marie	END PAY	Additional Comp - Admin	7/31/2027	Wells	Asst Principal	1.00
Martin II,Johnny Lee	ADD PAY	Additional Comp - Admin	8/1/2026	South	Athletic Assistant Principal	1.00
Martin II,Johnny Lee	END PAY	Additional Comp - Admin	7/31/2027	South	Athletic Assistant Principal	1.00
Mattern,Marlin Dale	ADD PAY	Additional Comp	8/1/2026	SSC	Supv School/Police Liaison	1.00
Mattern,Marlin Dale	END PAY	Additional Comp	7/31/2027	SSC	Supv School/Police Liaison	1.00
McCann,Isaac Abram	ADD PAY	Administrator Addendum Day	7/20/2026	Southeast	Asst Principal	1.00
McCann,Isaac Abram	END PAY	Administrator Addendum Day	8/7/2026	Southeast	Asst Principal	1.00
McCann,Isaac Abram	ADD PAY	Additional Comp - Admin	8/1/2026	Southeast	Asst Principal	1.00
McCann,Isaac Abram	END PAY	Additional Comp - Admin	7/31/2027	Southeast	Asst Principal	1.00
McGlory,Tiffany Diane	ADD PAY	Additional Comp	7/1/2026	AMAC	Payroll/HR Systems Analyst-Sr	1.00
McGlory,Tiffany Diane	END PAY	Additional Comp	8/9/2026	AMAC	Payroll/HR Systems Analyst-Sr	1.00
McGlory,Tiffany Diane	ADD PAY	Additional Comp	8/10/2026	AMAC	Payroll/HR Systems Analyst-Sr	1.00
McGlory,Tiffany Diane	END PAY	Additional Comp	6/30/2027	AMAC	Payroll/HR Systems Analyst-Sr	1.00
McHugh,Iain Damian	ADD PAY	Additional Comp - Admin	8/1/2026	East	Asst Principal	1.00
McHugh,Iain Damian	END PAY	Additional Comp - Admin	7/31/2027	East	Asst Principal	1.00
Miles,Kerri Deshaun	ADD PAY	Additional Comp - Admin	8/1/2026	East	Athletic Assistant Principal	1.00
Miles,Kerri Deshaun	END PAY	Additional Comp - Admin	7/31/2027	East	Athletic Assistant Principal	1.00
Miller,Audrey Rae Connell	ADD PAY	Administrator Addendum Day	7/1/2026	AMAC	Principal	1.00
Miller,Audrey Rae Connell	END PAY	Administrator Addendum Day	8/31/2026	AMAC	Principal	1.00
Moore,Leondre Dontelle	ADD PAY	Certificate-Cust Masters	7/30/2026	Jackson	Custodian 1	1.00
Moore,Leondre Dontelle	END PAY	Certificate-Cust Masters	7/30/2031	Jackson	Custodian 1	1.00
Moore,Travis R	ADD PAY	Additional Comp - Admin	8/1/2026	Bryant	Principal	1.00
Moore,Travis R	END PAY	Additional Comp - Admin	7/31/2027	Bryant	Principal	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Morin Mendez,Maria R	ADD PAY	Certificate-Cust Masters	7/28/2026	PV Middle	Custodian 1	1.00
Morin Mendez,Maria R	END PAY	Certificate-Cust Masters	7/28/2031	PV Middle	Custodian 1	1.00
Mork,Lindsey Luanne	ADD PAY	Clerical Prof Growth Prg Lvl 1	7/27/2026	Cessna	Administrative Assistant 5	1.00
Mork,Lindsey Luanne	END PAY	Clerical Prof Growth Prg Lvl 1	6/30/2030	Cessna	Administrative Assistant 5	1.00
Murphy,Aaron Daniel	ADD PAY	Administrator Addendum Day	7/20/2026	Enders	Asst Principal	1.00
Murphy,Aaron Daniel	END PAY	Administrator Addendum Day	8/7/2026	Enders	Asst Principal	1.00
Murray,Kristina Rebecca	ADD PAY	Additional Comp - Admin	8/1/2026	North	Principal	1.00
Murray,Kristina Rebecca	END PAY	Additional Comp - Admin	7/31/2027	North	Principal	1.00
Nance,Morgan Marie	ADD PAY	Additional Comp - Admin	8/1/2026	Sowers	Principal	1.00
Nance,Morgan Marie	END PAY	Additional Comp - Admin	7/31/2027	Sowers	Principal	1.00
Neal-McFarthing,Melissa Gertrude Nicole	ADD PAY	Additional Comp - Admin	8/1/2026	Southeast	Asst Principal	1.00
Neal-McFarthing,Melissa Gertrude Nicole	END PAY	Additional Comp - Admin	7/31/2027	Southeast	Asst Principal	1.00
Newman,Charles Raymond	ADD PAY	Additional Comp	8/1/2026	SSC	Security Services Supervisor	1.00
Newman,Charles Raymond	END PAY	Additional Comp	7/31/2027	SSC	Security Services Supervisor	1.00
Newton,Laurie Ann	ADD PAY	Teacher Additional Pay	8/1/2026	IST	Instructional Technology Spec	1.00
Newton,Laurie Ann	END PAY	Teacher Additional Pay	7/31/2027	IST	Instructional Technology Spec	1.00
Nguyen,John Khanh	ADD PAY	Certificate-Cust Masters	7/28/2026	Colvin	Custodian 3	1.00
Nguyen,John Khanh	END PAY	Certificate-Cust Masters	7/28/2031	Colvin	Custodian 3	1.00
Norwood,Larahshala K	ADD PAY	Certificate-Cust Masters	7/28/2026	Seltzer	Custodian 1	1.00
Norwood,Larahshala K	END PAY	Certificate-Cust Masters	7/28/2031	Seltzer	Custodian 1	1.00
Olson,Dawn Marie	ADD PAY	Additional Comp	8/1/2026	AMAC	Data Analyst	1.00
Pena,Arnold David	ADD PAY	JROTC Instructor - Non Comm	8/1/2026		ROTC Instructor	1.00
Pena,Arnold David	END PAY	JROTC Instructor - Non Comm	12/13/2026		ROTC Instructor	1.00
Peterson,Shayla Nicole	ADD PAY	Certificate-Cust Masters	7/28/2026	Truesdell	Custodian 1	1.00
Peterson,Shayla Nicole	END PAY	Certificate-Cust Masters	7/28/2031	Truesdell	Custodian 1	1.00
Philbrick,Carrie D	ADD PAY	Additional Comp	7/13/2026	IST	Customer Service Lead	1.00
Philbrick,Carrie D	END PAY	Additional Comp	6/30/2027	IST	Customer Service Lead	1.00
Phillips,Michelle R	ADD PAY	Clerical Prof Growth Prg Lvl 2	8/10/2026	AMAC	Administrative Assistant 5	1.00
Phillips,Michelle R	END PAY	Clerical Prof Growth Prg Lvl 2	6/30/2028	AMAC	Administrative Assistant 5	1.00
Pittman,Seth C	ADD PAY	Additional Comp - Admin	8/1/2026	North	Asst Principal	1.00
Pittman,Seth C	END PAY	Additional Comp - Admin	7/31/2027	North	Asst Principal	1.00
Price,Kayla Marie	ADD PAY	Additional Comp - Admin	8/1/2026	Levy	Asst Principal	1.00
Price,Kayla Marie	END PAY	Additional Comp - Admin	7/31/2027	Levy	Asst Principal	1.00
Quick,Stephanie Loran	ADD PAY	Additional Comp	8/1/2026	SSC	Supervisor, Safe and Drug Free	1.00
Quick,Stephanie Loran	END PAY	Additional Comp	7/31/2027	SSC	Supervisor, Safe and Drug Free	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Ramirez,Ivan	ADD PAY	Certificate-Cust Masters	7/30/2026	PV Middle	Custodian 1	1.00
Ramirez,Ivan	END PAY	Certificate-Cust Masters	7/30/2031	PV Middle	Custodian 1	1.00
Ramirez,Lance M	ADD PAY	Additional Comp - Admin	8/1/2026	North	Asst Principal	1.00
Ramirez,Lance M	END PAY	Additional Comp - Admin	7/31/2027	North	Asst Principal	1.00
Ramsey,Christie L Buckley	ADD PAY	Additional Comp - Admin	8/1/2026	Northwest	Asst Principal	1.00
Ramsey,Christie L Buckley	END PAY	Additional Comp - Admin	7/31/2027	Northwest	Asst Principal	1.00
Rappard,Kelli Suzanne	ADD PAY	Administrator Addendum Day	7/20/2026	South	Asst Principal	1.00
Rappard,Kelli Suzanne	END PAY	Administrator Addendum Day	8/7/2026	South	Asst Principal	1.00
Rappard,Kelli Suzanne	ADD PAY	Additional Comp - Admin	8/1/2026	South	Asst Principal	1.00
Rappard,Kelli Suzanne	END PAY	Additional Comp - Admin	7/31/2027	South	Asst Principal	1.00
Reid,Krishna M	ADD PAY	Clerical Prof Growth Prg Lvl 3	8/17/2026	Colvin	Administrative Assistant 5	1.00
Reid,Krishna M	END PAY	Clerical Prof Growth Prg Lvl 3	6/30/2030	Colvin	Administrative Assistant 5	1.00
Renner,Alison Deanne	ADD PAY	Additional Comp - Admin	8/1/2026	AMAC	Principal	1.00
Renner,Alison Deanne	END PAY	Additional Comp - Admin	7/31/2027	AMAC	Principal	1.00
Renner,Alison Deanne	ADD PAY	Additional Comp - Admin	8/1/2026	Isely	Principal	1.00
Renner,Alison Deanne	END PAY	Additional Comp - Admin	7/31/2027	Isely	Principal	1.00
Reynolds,Kendra Bendowsky	ADD PAY	Administrator Addendum Day	7/20/2026	Curtis	Asst Principal	1.00
Reynolds,Kendra Bendowsky	END PAY	Administrator Addendum Day	8/7/2026	Curtis	Asst Principal	1.00
Richard,AntJuane Renae	ADD PAY	Certificate-Cust Masters	7/30/2026	Southeast	Custodian 1	1.00
Richard,AntJuane Renae	END PAY	Certificate-Cust Masters	7/30/2031	Southeast	Custodian 1	1.00
Richardson,Sara Jane	ADD PAY	Additional Comp - Admin	8/1/2026	East	Principal	1.00
Richardson,Sara Jane	END PAY	Additional Comp - Admin	7/31/2027	East	Principal	1.00
Roebuck,Corrien Nicole	ADD PAY	Certificate-Cust Masters	7/30/2026	Price	Custodian 2	1.00
Roebuck,Corrien Nicole	END PAY	Certificate-Cust Masters	7/30/2031	Price	Custodian 2	1.00
Rogers,Travis James	ADD PAY	Administrator Addendum Day	7/1/2026	AMAC	Principal	1.00
Rogers,Travis James	END PAY	Administrator Addendum Day	8/31/2026	AMAC	Principal	1.00
Ross,Darrin James	ADD PAY	Additional Comp - Admin	8/1/2026	North	Asst Principal	1.00
Ross,Darrin James	END PAY	Additional Comp - Admin	7/31/2027	North	Asst Principal	1.00
Ross,Rashida Tahirah	ADD PAY	Certificate-Cust Masters	7/28/2026	McAuliffe	Custodian 1	1.00
Ross,Rashida Tahirah	END PAY	Certificate-Cust Masters	7/28/2031	McAuliffe	Custodian 1	1.00
Seeber,Misty Jean	ADD PAY	Additional Comp	7/13/2026	Dunbar	Adult Ed and Literacy Advocate	1.00
Seeber,Misty Jean	END PAY	Additional Comp	6/13/2027	Dunbar	Adult Ed and Literacy Advocate	1.00
Shively,Elizabeth Nicole	ADD PAY	Clerical Prof Growth Prg Lvl 2	8/10/2026	AMAC	Administrative Assistant 5	1.00
Shively,Elizabeth Nicole	END PAY	Clerical Prof Growth Prg Lvl 2	6/30/2030	AMAC	Administrative Assistant 5	1.00
Shores,Erica Laine	ADD PAY	Additional Comp	8/1/2026	AMAC	Mediation Due Process Supv	1.00
Shores,Erica Laine	END PAY	Additional Comp	7/31/2027	AMAC	Mediation Due Process Supv	1.00

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Simmons,Jessica Marie	ADD PAY	Additional Comp - Admin	8/1/2026	Southeast	Asst Principal	1.00
Simmons,Jessica Marie	END PAY	Additional Comp - Admin	7/31/2027	Southeast	Asst Principal	1.00
Sims,Destiney Dawn	ADD PAY	Administrator Addendum Day	7/20/2026	Cessna	Asst Principal	1.00
Sims,Destiney Dawn	END PAY	Administrator Addendum Day	8/7/2026	Cessna	Asst Principal	1.00
Sisco,Rocky Lee	ADD PAY	License - GC A or B	7/2/2026	SSC	Supv Construction Projects	1.00
Sisco,Rocky Lee	END PAY	License - GC A or B	12/31/2026	SSC	Supv Construction Projects	1.00
Steiner,Kevin Joseph	ADD PAY	Additional Comp - Admin	8/1/2026	East	Asst Principal	1.00
Steiner,Kevin Joseph	END PAY	Additional Comp - Admin	7/31/2027	East	Asst Principal	1.00
Tanner,Emily Lynn	ADD PAY	Additional Comp - Admin	8/1/2026	East	Asst Principal	1.00
Tanner,Emily Lynn	END PAY	Additional Comp - Admin	7/31/2027	East	Asst Principal	1.00
Thomas,Linda A	ADD PAY	Certificate-Cust Masters	7/30/2026	Hamilton	Custodian 5	1.00
Thomas,Linda A	END PAY	Certificate-Cust Masters	7/30/2031	Hamilton	Custodian 5	1.00
Uffendell,Stephanie M	ADD PAY	Administrator Addendum Day	7/1/2026	AMAC	Principal	1.00
Uffendell,Stephanie M	END PAY	Administrator Addendum Day	8/31/2026	AMAC	Principal	1.00
Uncapher,Darlene Kay	ADD PAY	Certificate-Cust Masters	7/30/2026	Wells	Custodian 4	1.00
Uncapher,Darlene Kay	END PAY	Certificate-Cust Masters	8/6/2026	Wells	Custodian 4	1.00
Valdez Jr,Luis Enrique	ADD PAY	Certificate-Cust Masters	7/30/2026	Black Trad	Custodian 1	1.00
Valdez Jr,Luis Enrique	END PAY	Certificate-Cust Masters	7/30/2031	Black Trad	Custodian 1	1.00
Vargas,Frank P	ADD PAY	Certificate-Cust Masters	7/30/2026	Franklin	Custodian 1	1.00
Vargas,Frank P	END PAY	Certificate-Cust Masters	7/30/2031	Franklin	Custodian 1	1.00
Warren,Kecia Miyale	ADD PAY	Administrator Addendum Day	7/20/2026	Buckner	Asst Principal	1.00
Warren,Kecia Miyale	END PAY	Administrator Addendum Day	8/7/2026	Buckner	Asst Principal	1.00
Washington,Willie Ray	ADD PAY	Certificate-Cust Masters	7/28/2026	McAuliffe	Custodian 1	1.00
Washington,Willie Ray	END PAY	Certificate-Cust Masters	7/28/2031	McAuliffe	Custodian 1	1.00
Wendt,James C	ADD PAY	Additional Comp - Admin	8/1/2026	AMAC	Executive Director	1.00
Williams II,Glen D	ADD PAY	Administrator Addendum Day	7/1/2026	AMAC	Principal	1.00
Williams II,Glen D	END PAY	Administrator Addendum Day	8/31/2026	AMAC	Principal	1.00

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Pay Adjustment

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION	FTE
Stevens,Rhonda Ann	PAY	Career Ladder Pay	7/1/2025	Hyde	Para Sped High Incidence	0.88

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Transfer Report**

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NAME	ACTION	REASON	EFFT DATE	FROM: LOC / POS / FTE	TO: LOC / POS / FTE
Ackerman, Shawn Cheree	XFR	Transfer	8/4/2026	Cessna / Aide 2 - F S / 0.66	Cessna / Aide 2 - F S / 0.69
Alcoseba Garlick, Jenifer O	XFR	Transfer	8/1/2026	PV Middle / English-Middle / 1	PV Middle / Reading Intervention - MS / 1
Baker Sr, DaQuon Markee	XFR	Transfer	8/24/2026	Unassigned / Sub Paraeducator /	Mead / Para Sped High Incidence / 0.75
Balevre, Marcia Ann	XFR	Transfer	8/1/2026	PV Elem / First Grade / 1	PV Elem / Kindergarten-All Day / 1
Beall, Calista Rose	XFR	Transfer	8/10/2026	Sowers / Para Sped High Incidence / 0.88	Sowers / QBI - Intervention Specialist / 1
Begole, Clinton R	XFR	Transfer	8/1/2026	Unassigned / Roving Teacher / 1	Caldwell / Fifth Grade / 1
Bennett, Dakota James	XFR	Transfer	8/5/2026	West / Accompanist / 0.64	North / Accompanist / 0.74
Bennett, Shantela	XFR	Transfer	8/3/2026	Mayberry / Custodian 1 / 1	Mayberry / Custodian 2 / 1
Berens, Alexa June-Marie	XFR	Transfer	8/5/2026	Linwood / Asst Para - Title / 0.5	Linwood / Para Title Instruction Support / 0.88
Betancourt, Stephanie	XFR	Transfer	8/10/2026	AMAC / Temp Aide - Language Support /	Minneha / Para Title Instruction Support / 0.88
Biehler, Mason Jeffrey	XFR	Transfer	8/1/2026	Linwood / Temp Latchkey 2 - Assist Dir /	Linwood / Temp Latchkey 3 - Director /
Boger, Shane	XFR	Transfer	8/10/2026	SSC / Crewperson 3 / 1	SSC / Crewperson 5 / 1
Boyd, Sondra Sue	XFR	Transfer	8/20/2026	Griffith / Temp Latchkey 1 - Support /	Griffith / Temp Latchkey 2 - Assist Dir /
Brown, Jermaine Lamont	XFR	Transfer	8/3/2026	SSC / Crewperson 4 / 1	SSC / Crewperson 5 / 1
Bruning, Payton Benjamin	XFR	Transfer	8/10/2026	SSC / Crewperson 3 / 1	SSC / Crewperson 4 / 1
Bufford, Alexandra Courtney	XFR	Returning Teacher	8/1/2026	Unassigned / Sub Teacher /	Jefferson / Kindergarten-All Day / 1
Casey, Kalyann Makenna	XFR	Transfer	8/1/2026	Cessna / First Grade / 1	Woodman / First Grade / 1
Chaithonh, Melody Lina	XFR	Transfer	8/10/2026	Unassigned / Sub Teacher /	North / Tutorial Assistant / 1
Coleman, Tony Levon	XFR	From Business or Industry	8/24/2026	McAuliffe / Leadership / 1	Northeast / ROTC Instructor / 1
Collier, Clinton C	XFR	Transfer	8/24/2026	Curtis / Custodian 4 - Night / 1	SSC / Custodian 4 - Relief / 1
Collins, Yolanda V	XFR	Transfer	8/10/2026	Truesdell / Custodian 1 / 1	Southeast / Custodian 1 / 1
Cooke-Stone, Erik Robert	XFR	Transfer	8/1/2026	GordonPark / Vocal Music-Elem / 1	GordonPark / Winds-Middle / 1
Cottrill, Casey Crosby	XFR	Transfer	8/1/2026	McAuliffe / Kindergarten-All Day / 1	McAuliffe / First Grade / 1
Curry, Cynthia Marie	XFR	Transfer	8/1/2026	Price / Kindergarten-All Day / 1	Isely / Kindergarten-All Day / 1
Davies, Lindsey Erin	XFR	Transfer	8/1/2026	Hyde / Temp Latchkey 3 - Director /	Riverside / Temp Latchkey 3 - Director /
Davis, Tinesha M	XFR	Transfer	7/1/2026	Price / Paraeducator Pre-K / 0.88	Price / Paraeducator ESL / 0.88
De la Hoya, Maria Cristina	XFR	Transfer	8/24/2026	Food Prod / Cook 2 / 1	Food Prod / Cook 3 / 1
Deabler, Amanda Claire	XFR	Transfer	8/1/2026	Cessna / Kindergarten-All Day / 1	Linwood / Kindergarten-All Day / 1
Fisher, Angela Renee	XFR	Transfer	8/10/2026	Minneha / Para Sped High Incidence / 0.75	Minneha / Para Sped High Incidence / 0.88
Francisco, Lorie Susan	XFR	Transfer	8/1/2026	Linwood / Temp Latchkey 3 - Director /	Linwood / Temp Latchkey 2 - Assist Dir /
Galarza-Sustaita, Samantha	XFR	Transfer	9/7/2026	Washington / Para ESOL Newcomer / 0.88	South / Para ESOL Newcomer / 0.88
Garcia Hernandez, Monica	XFR	Transfer	8/24/2026	McAuliffe / Temp Aide - Lunch Support / 0.38	McAuliffe / Temp Aide - Lunch Support / 0.41
Garcia, Nohemi Del Socorro	XFR	Transfer	8/4/2026	Southeast / Aide 1 - F S / 0.5	Southeast / Aide 1 - F S / 0.69
Gilstrap, Ronda June	XFR	Transfer	7/1/2026	Bostic / Para Sped Low Incidence / 0.88	PV Middle / Para Sped Low Incidence / 0.88
Glover III, Barry Arnell	XFR	Transfer	7/1/2026	White / Para Title Instruction Support / 0.88	White / Para Sped High Incidence / 0.88
Goertz, Stephanie Dawn	XFR	Transfer	8/1/2026	Dunbar / Curriculum Coach / 1	AMAC / Curriculum Coach / 1
Groff, Alan L	XFR	Transfer	7/27/2026	Truesdell / Custodian 1 / 1	Truesdell / Custodian 4 / 1
Hardyway, NyaJah Lanae	XFR	Transfer	8/17/2026	Unassigned / Sub Paraeducator /	Heights / Paraeducator ESL / 0.88
Hartzler, Erica Lynne	XFR	Transfer	8/1/2026	Dunbar / Curriculum Coach / 1	AMAC / Curriculum Coach / 1
Hoffman, Elizabeth Marie	XFR	Transfer	8/1/2026	Riverside / ESOL-Elementary / 1	O K / ESOL-Elementary / 1
Holcomb, Alianna Marie	XFR	Transfer	8/17/2026	Adams / Third Grade / 1	Griffith / Para Sped High Incidence / 0.81
Holt, Nichole Joy	XFR	Transfer	8/17/2026	South / Aide 2 - F S / 0.56	South / Aide 2 - F S / 0.69
Jacobs, Alexandra Nicole	XFR	Transfer	8/17/2026	Truesdell / Aide 2 - F S / 0.69	South / Nutrition Services Lead / 1
Jaeger, Darcy Ann	XFR	Transition To Teaching	8/1/2026	Unassigned / Sub Teacher /	Southeast / Family and Consumer Science / 1
Jaradat, Malik Adam	XFR	Transfer	8/1/2026	Heights / Physical Ed-Sr High / 1	Southeast / Acting Asst Principal / 1
Johnson, Michelle Renee	XFR	Transfer	8/1/2026	Kensler / Temp Latchkey 3 - Director /	Cloud / Temp Latchkey 3 - Director /
Kemppainen, Duane Michael	XFR	Transfer	8/31/2026	SSC / Crewperson 6 / 1	SSC / Crewperson 6A / 1

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NAME	ACTION	REASON	EFFT DATE	FROM: LOC / POS / FTE	TO: LOC / POS / FTE
Kerschen,Laura Marie	XFR	Transfer	8/1/2026	McAuliffe / First Grade / 1	McAuliffe / Fourth Grade / 1
Komen,Maria Guadalupe	XFR	Transfer	8/3/2026	Mead / Aide 2 - F S / 0.69	Food Prod / Aide 3 - F S / 1
LaViolette,Patricia Lynn	XFR	Transfer	7/1/2026	White / Para Sped High Incidence / 0.88	White / Para Title Instruction Support / 0.88
Laghoui,Manal	XFR	Transfer	8/13/2026	O K / Asst Para - Low Incidence / 0.74	O K / Para Sped Low Incidence / 0.88
Lee,Nathan Isaiah	XFR	Transition To Teaching	8/10/2026	Unassigned / Sub Teacher /	East / Science-Sr High / 1
Linnebur,Casey Marie	XFR	Transfer	8/1/2026	Minneha / Temp Latchkey 2 - Assist Dir /	Minneha / Temp Latchkey 1 - Support /
Lipsey,Karry Denelle	XFR	Transfer	8/31/2026	ISC / Security Officer / 1	SSC / Roving Security / 1
Loganbill,Patrick James	XFR	Transfer	8/1/2026	Linwood / Temp Latchkey 2 - Assist Dir /	Linwood / Temp Latchkey 3 - Director /
Luna,Adrianna Rayan	XFR	Transfer	8/31/2026	Franklin / Para ESOL Newcomer / 0.88	Colvin / Para ESOL Newcomer / 0.88
Maldonado,Anahi	XFR	Transfer	7/1/2026	Franklin / Paraeducator Pre-K / 0.88	Colvin / Para Title Instruction Support / 0.88
Maldonado,Perla Elizabet	XFR	Transfer	7/1/2026	Franklin / Para ESOL Newcomer / 0.88	Colvin / Para Sped High Incidence / 0.88
Martinez Munoz,Jose	XFR	Transfer	8/5/2026	South / Temp Aide - AVID /	West / Paraeducator ESL / 0.88
Martinez,Melissa Sue	XFR	Transfer	8/31/2026	AMAC / Family Support Worker / 1	Adams / Coordinator Community School / 1
Meek,Alexander Morgan	XFR	Transfer	8/1/2026	McAuliffe / Winds-Middle / 1	Southeast / Winds-Sr High / 1
Meyer,Delores A	XFR	Transfer	8/4/2026	Wilbur / Aide 2 - F S / 0.44	Wilbur / Aide 2 - F S / 0.47
Moreno,Nelly Esmy	XFR	Transfer	8/31/2026	AMAC / Family Support Worker / 1	Price / Administrative Assistant 3 / 1
Morris,Mariah Nevaeh	XFR	Transfer	8/31/2026	Unassigned / Sub Paraeducator /	Sowers / Para Sped High Incidence / 0.88
Palacio,Jennifer Taeko	XFR	Transfer	8/10/2026	West / Administrative Assistant 4 / 1	Northwest / Administrative Assistant 4 / 1
Perez Olivares,Dolores A	XFR	Transfer	8/24/2026	Robinson / Aide 1 - F S / 0.63	Robinson / Aide 1 - F S / 0.69
Phillips,Madalyn Elizabeth	XFR	Transfer	8/17/2026	Mueller / Para Sped Low Incidence / 0.88	Mueller / Para Title Instruction Support / 0.88
Phillips,Sequoia Le-reese	XFR	Transfer	7/1/2026	GordonPark / Paraeducator / 0.88	GordonPark / Paraeducator Pre-K / 0.88
Pyles,Veronica Ealey	XFR	Transfer	8/5/2026	Black Trad / Para Sped High Incidence / 0.75	Enterprise / Asst Para - LRE / 0.5
Rainger,Kerry Lamont	XFR	Transfer	8/10/2026	Minneha / Custodian 1 / 1	Coleman / Custodian 1 / 1
Ramirez,Zhia Navaeh	XFR	Transfer	8/7/2026	Unassigned / Sub Paraeducator /	Dodge / Paraeducator Pre-K / 0.88
Retana,Adrian	XFR	Transfer	8/1/2026	PV Middle / Reading Intervention - MS / 1	PV Middle / English-Middle / 1
Reynolds Reason,Arsenio DeMarko	XFR	Transfer	8/21/2026	Colvin / Para Title Instruction Support / 0.88	Levy / Para Sped Low Incidence / 0.88
Robinson,Isaac Ross	XFR	Transfer	8/31/2026	Sowers / Para Sped High Incidence / 0.88	SSC / Crewperson 3 / 1
Romero,Dania Lisseth	XFR	Transfer	7/27/2026	Hamilton / Aide 2 - F S / 0.69	Hamilton / Nutrition Services Lead / 1
Ross,Dina Renee	XFR	Transfer	8/1/2026	Wilbur / Strings/Winds-Middle / 1	PV Middle / Strings/Winds-Middle / 1
Schall,Melanie Dianne	XFR	Transfer	8/1/2026	Chsm Trail / Fourth Grade / 1	Ortiz / Fourth Grade / 1
Schroeder,Joshua Alan	XFR	Transfer	7/27/2026	SSC / Crewperson 3 / 1	SSC / Crewperson 4 / 1
Schroeder,Susan D	XFR	Transfer	8/1/2026	McLean / Temp Latchkey 1 - Support /	McLean / Temp Latchkey 3 - Director /
Schumacher,Hope Elizabeth	XFR	Transfer	8/17/2026	Colvin / Para Sped High Incidence / 0.88	Colvin / Para Title Instruction Support / 0.88
Stone,Michelle Marie	XFR	Transfer	8/10/2026	Gardiner / Para Title Instruction Support / 0.88	Gardiner / Para Sped High Incidence / 0.88
Sutton,Michaela Jordan	XFR	Transfer	8/19/2026	Mueller / Mixed Abilities-Elem / 1	Mueller / Third Grade / 1
Taylor,Angela Christine	XFR	Transfer	8/13/2026	Unassigned / Sub Teacher /	Northeast / Para Sped Low Incidence / 0.88
Taylor,Angela Marie	XFR	Transfer	8/1/2026	Washington / Temp Teacher - STEALTH /	Washington / Temp Latchkey 1 - Support /
Terhune,Jaden William	XFR	Transfer	8/5/2026	Unassigned / Sub Paraeducator /	West / Para Sped High Incidence / 0.88
Terrill,Alexis Renee	XFR	Transfer	8/1/2026	Kensler / Kindergarten-All Day / 1	Peterson / Kindergarten-All Day / 1
Tilson,Angelina Justine	XFR	Transfer	8/3/2026	Robinson / Administrative Assistant 5 / 1	AMAC / Accounts Payable Clerk / 1
Torres,Noeli	XFR	Transfer	8/24/2026	Woodland / Para Title Instruction Support / 0.88	Woodland / Para Title Instruction Support / 0.75
Urbina,Lisa Kathleen	XFR	Transfer	8/1/2026	Anderson / Psychologist-Elem / 1	Dodge / Psychologist-Elem / 1
Vail,Brianne	XFR	Returning Teacher	8/24/2026	Unassigned / Sub Teacher /	Marshall / Qualified Bhvr Interventionist / 1
Valverde,Oswaldo	XFR	Transfer	8/31/2026	East / Para One to One / 0.88	East / Para Sped High Incidence / 0.88
Vedula,Geethavani	XFR	Transfer	8/5/2026	Unassigned / Sub Paraeducator /	Linwood / Para Title Instruction Support / 0.88
Vega,Estela	XFR	Transfer	8/17/2026	McCollom / Aide 2 - F S / 0.5	McCollom / Aide 2 - F S / 0.56
Venkatesan,Priyatharshini	XFR	Transfer	8/5/2026	Unassigned / Sub Paraeducator /	Allen / Para Sped High Incidence / 0.88

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Watson,Piper Simone	XFR	Transfer	8/5/2026	Hamilton / Para Sped High Incidence / 0.75	Hamilton / Para Sped High Incidence / 0.88
Whitcomb,Jennifer M	XFR	Transfer	8/17/2026	Wells / Administrative Assistant 4 / 1	Southeast / Administrative Assistant 4 / 1
Willis,Daniel Josiah	XFR	Transfer	8/10/2026	Curtis / Reading Intervention - MS / 1	Heights / Para Sped High Incidence / 0.81
Womack,Raven Jade	XFR	Transfer	8/7/2026	Unassigned / Sub Paraeducator /	Dodge / Para Sped High Incidence / 0.88
Wood,Traci Diane	XFR	Transfer	8/24/2026	Southeast / Manager 4 / 1	Food Prod / Tech Asst, Nutrition Services / 1
Young,Amanda Jo	XFR	Transfer	8/17/2026	Allison / Para Sped Low Incidence / 0.88	Isely / Para Sped High Incidence / 0.88
Young-Whittemore,Kimme L	XFR	Transfer	8/1/2026	Robinson / Strings/Winds-Middle / 1	Mead / Strings/Winds-Middle / 1

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Abraham,Rima N Helou	SEP	Health of Employee	8/7/2026	Curtis	Paraeducator ESL
Adams,Sonnya Natria	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Adger,Jorryn Dane	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Adger,Kyan Josiah	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Adkism,LaCondra Renee	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 1 - Support
Aguilar,Denysse Anik	SEP	Temporary End of Assignment	7/31/2026	West	Temp Aide - Coach
Allen,Alicia Marie	SEP	Other Position - Non Teacher	9/4/2026	AMAC	Marketing Coordinator
Allen,Jessica Debrelle	SEP	Leave Profession	9/11/2026	Colvin	Intervention Specialist - BHSL
Alvarado,Esmeralda	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Ammerman,Madison Mae	SEP	Leave Profession	7/31/2026	Earhart	Temp Latchkey 1 - Support
Anderson,Isabella Diana	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Armitage,Tresea Ann	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Arnce,Elizabeth	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Atherton,Jennifer Paulette	SEP	Temporary End of Assignment	7/31/2026	O K	Temp Teacher
Barker,Chrissie Hogan	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Teacher - STEALTH
Barnes,Mario C	SEP	Temporary End of Assignment	7/31/2026	West	Temp Aide - Coach
Barnes,Mario C	SEP	Temporary End of Assignment	7/31/2026	Brooks	Temp Aide - Supplemental
Barnes,Mario C	SEP	Temporary End of Assignment	7/31/2026	Heights	Temp Aide - Supplemental
Bayouth,Leslie Melissa	SEP	Temporary End of Assignment	7/31/2026	Jefferson	Temp Latchkey 1 - Support
Bazzelle,Jennifer Suzanne	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Bell,Teresa Thi	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Benavidez,DAnnaMarie	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Bennett,Andrea Nelle	SEP	Temporary End of Assignment	7/31/2026	Black Trad	Temp Latchkey 1 - Support
Berner,Elizabeth Gail	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Latchkey 1 - Support
Berry,Deonte Raychon	SEP	Leave Profession	9/1/2026	East	Para Sped High Incidence
Blackburn,Wade Christian	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Blevins,Cooper Lee	SEP	Temporary End of Assignment	5/31/2026	Black Trad	Temp Aide - Supplemental
Bolton,Yasmeen Iman	SEP	Temporary End of Assignment	7/31/2026	Enterprise	Temp Latchkey 1 - Support
Booker,Sydney Lanae	SEP	Move Out of State	8/10/2026	Mueller	Third Grade
Botkin,Heidi Elizabeth	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Bouchard,Jessica A	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 2 - Assist Dir
Boutz,Eric Duane	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Bowker,Abigail Marie	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Latchkey 1 - Support
Bozarth,Brizeth	SEP	Leave Profession	8/28/2026	AMAC	Temp Aide - Language Support
Brehm,Brittany Renee	SEP	Temporary End of Assignment	6/30/2026	Cessna	Temp Teacher - STEALTH
Breslin,Heather Nicole	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Brickley,Quyncee Jolene	SEP	Other Position - Non Teacher	9/4/2026	PV Middle	Para Sped High Incidence
Brillhart,Lanna Emerson Ruth	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Brinda,Molli Renee	SEP	Temporary End of Assignment	7/31/2026	Earhart	Temp Latchkey 1 - Support
Brooks,Schrita Ladonna	SEP	Temporary End of Assignment	5/31/2026	Southeast	Temp Aide - Supplemental
Brown,Alexander David	SEP	Temporary End of Assignment	7/31/2026	Marshall	Temp Teacher
Brown,Kristin K	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Brown,Laura A	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Brown,Priscella Delice	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Aide - STEALTH
Bruner,Kacie	SEP	Temporary End of Assignment	7/31/2026	Dodge	Temp Latchkey 1 - Support
Bryant,Annie Jeanette	SEP	Temporary End of Assignment	7/31/2026	Linwood	Temp Teacher - STEALTH
Bufford,Alexandra Courtney	SEP	Temporary End of Assignment	7/31/2026	Jefferson	Temp Latchkey 1 - Support
Buttrell,Dustyn Gene	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Caballero,Angel	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Caban,Erlyn Michelle	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Calderon Valencia,Carlos Anderson	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Cardona-De-Loera,Ulysses	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Carriker,Corbin Welle	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Carter,Dennis Lee	SEP	Other Position - Non Teacher	7/24/2026	Buckner	Aide 2 - F S
Caywood,Jamie Kristine	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Cazabat,Paula Jeanne	SEP	Temporary End of Assignment	7/31/2026	GordonPark	Temp Teacher - STEALTH
Cepeda,Jessica	SEP	Leave Profession	9/9/2026	HoraceMann	Asst Para - Title
Cesar De Arambula,Nora E	SEP	Temporary End of Assignment	7/31/2026	HoraceMann	Temp Latchkey 1 - Support
Champion,Rochelle	SEP	Temporary End of Assignment	6/30/2026	Wilbur	Temp Aide - Coach
Chandler Barr,Shawwna Marie	SEP	Health of Employee	7/31/2026	Stanley	Para One to One
Chaney-Farrow,Brietta Yasmin	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Chesrow,Maria Del Rayo	SEP	Take Care of Family	8/4/2026	AMAC	Temp Aide - Language Support
Clark,Elizabeth Lauren Leslie	SEP	Temporary End of Assignment	7/31/2026	Griffith	Temp Latchkey 1 - Support
Clark,Leslie Maymie Maurine	SEP	Temporary End of Assignment	7/31/2026	Griffith	Temp Latchkey 1 - Support
Claudio,Juliana Grace	SEP	Move Out of State	7/30/2026	White	Para Sped High Incidence
Clore,Celeste Melissa	SEP	Temporary End of Assignment	7/31/2026	AMAC	Sub Temp Teacher
Clore,Celeste Melissa	SEP	Temporary End of Assignment	7/31/2026	AMAC	Sub Temp Teacher
Cochran,Julie Marie	SEP	Temporary End of Assignment	7/31/2026	Wilbur	Temp Aide - Supplemental
Cook,Dana Ann	SEP	Temporary End of Assignment	7/31/2026	Linwood	Temp Latchkey 2 - Assist Dir
Corbett,Kelli Shea	SEP	Professional Reasons	8/5/2026	West	Asst Para - Low Incidence
Cox,Dylan Bradley	SEP	Temporary End of Assignment	6/30/2026	Linwood	Temp Aide - STEALTH
Cox,Lauren Nicole	SEP	Temporary End of Assignment	5/31/2026	Bryant	Temp Aide - Supplemental

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Cox,Lindi Nicole	SEP	Temporary End of Assignment	7/31/2026	Linwood	Temp Teacher - STEALTH
Craft,Lynn	RET	Retirement	8/11/2026	AMAC	Paraeducator
Crosby,Darius Jirrod	SEP	Temporary End of Assignment	7/31/2026	East	Temp Aide - Coach
Curry,Torrie Marquise	SEP	Leave Profession	8/3/2026	AMAC	Pre-Contract Classified
Cyphers,Michelle	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Daily,Vernanderse Patricia	SEP	Other Position - Non Teacher	8/7/2026	FRC	Career Navigator - FRC
Dang,Thi Van Anh	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Dannenberg,Hayley Brianne Fields	SEP	Temporary End of Assignment	7/31/2026	Riverside	Temp Latchkey 1 - Support
Davis,Kristen Michelle	SEP	Professional Reasons	8/5/2026	Wells	Para Sped High Incidence
Dean,Adam E	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Teacher - STEALTH
Dean,Stephanie Nicole	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Derber,Brandy Alysia	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Diltz,Abigail Nicole	SEP	Take Care of Family	7/27/2026	Coleman	Para Title Instruction Support
Dixon,Natasha Renee	SEP	Health of Employee	7/24/2026	Minneha	Temp Latchkey 1 - Support
Doshier,Angelica Pamela	SEP	Temporary End of Assignment	7/31/2026	Seltzer	Temp Latchkey 1 - Support
Duarte,Maria Guadalupe	SEP	Leave Profession	8/28/2026	Anderson	Para Title Instruction Support
Duarte,Maria Guadalupe	SEP	Leave Profession	8/28/2026	AMAC	Temp Aide - Language Support
Duarte,Maria Guadalupe	SEP	Leave Profession	8/28/2026	Anderson	Temp Aide - STEALTH
Duarte,Maria Guadalupe	SEP	Temporary End of Assignment	7/31/2026	Anderson	Temp Latchkey 1 - Support
Easter,Benjamin William	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Edeal,Julia Christine	SEP	Temporary End of Assignment	7/31/2026	Earhart	Temp Latchkey 2 - Assist Dir
Elias,Destiny Abreana	SEP	Dismissed for Cause	8/25/2026	Benton	Custodian 1
Enriquez,Zaira Fernanda	SEP	Job Abandonment	8/13/2026	McLean	Aide 2 - F S
Erhart,Jordan Nicole	SEP	Leave Profession	8/7/2026	Mead	Para Sped High Incidence
Escoto,Jennifer Alejandra	SEP	Personal - Unspecified	8/3/2026	HoraceMann	Art-Elementary
Espinal,Edith Monserrath	SEP	Temporary End of Assignment	7/31/2026	Ortiz	Temp Aide - STEALTH
Everett,Lucas M	SEP	Leave Profession	7/24/2026	Adams	Asst Para - Title
Faber,Samantha Kaye	SEP	Return to School	6/30/2026	McCollom	Temp Aide - Co-op
Fischer,Jake Andrew	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Flynn,Janella J	SEP	Temporary End of Assignment	7/31/2026	GordonPark	Temp Teacher - STEALTH
Flynn,Janella J	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Foster,Flannery Rose	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Latchkey 1 - Support
Foster,Michaela Ann	SEP	Move Out of State	8/7/2026	Gammon	Qualified Bhvr Interventionist
Franklin Jr,Renardo Cortez	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Franklin,Keyera	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Frey,Jennifer E	SEP	Temporary End of Assignment	6/30/2026	Black Trad	Temp Aide - Title

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Frye, Leah Rae	SEP	Return to School	5/31/2026	McCollom	Temp Aide - Co-op
Garcia, Davon Marcel	SEP	Other Position - Non Teacher	7/23/2026	SSC	Crewperson 4
Garcia, Gladys	SEP	Temporary End of Assignment	7/31/2026	Dodge	Temp Latchkey 1 - Support
Garner, Mycah Alexander	SEP	Temporary End of Assignment	7/31/2026	L'Ouverture	Temp Latchkey 1 - Support
George, Donna Rexanne	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
George, Melanie Mae	SEP	Leave Profession	7/30/2026	Levy	Para Sped Low Incidence
Gill, Zephyr Chenoa	SEP	Temporary End of Assignment	7/31/2026	Lawrence	Temp Latchkey 1 - Support
Gilmore, Alexandra K	SEP	Temporary End of Assignment	7/31/2026	Ortiz	Temp Teacher - STEALTH
Gilstrap, Ronda June	SEP	Temporary End of Assignment	7/31/2026	Bostic	Temp Latchkey 2 - Assist Dir
Gooch, Sabrina	SEP	Return to School	5/22/2026	Caldwell	Temp Aide - Co-op
Goodpasture, Timothy H	SEP	Leave Profession	8/13/2026	Adams	Coordinator Community School
Gordon, Christi Lynn	SEP	Temporary End of Assignment	7/31/2026	Woodman	Temp Latchkey 1 - Support
Gordon, Noah Robert Myles	SEP	Leave Profession	7/31/2026	Chsm LSC	Student Worker
Grady, DeVonte	SEP	Dismissed	8/17/2026	Southeast	Custodian 1
Granger, Calvin R	SEP	Leave Profession	7/31/2026	Cessna	Temp Latchkey 1 - Support
Grieb, Braelee Ann	SEP	Move Out of State	7/31/2026	PV Middle	Temp Aide - AVID
Gutierrez, Hailey Layne	SEP	Leave Profession	8/5/2026	Enterprise	Asst Para - LRE
Hallam, Natasha Emma Lynn	SEP	Temporary End of Assignment	7/31/2026	Mueller	Temp Latchkey 2 - Assist Dir
Hammerbacher, Jodi Deann	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Hampel, Caitlyn Rose	SEP	Temporary End of Assignment	7/31/2026	Coll Hill	Temp Latchkey 1 - Support
Harper, Malcolm Marcelus	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Harris, Odell Jr	SEP	Temporary End of Assignment	5/31/2026	Hamilton	Temp Aide - Supplemental
Hartwell, Eirene Lantin	SEP	Leave Profession	7/2/2026	Heights	Aide 2 - F S
Hatfield, Shari Lee	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Helmets, Jacquelyn Teresa	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 1 - Support
Helmets, Jacquelyn Teresa	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Henderson, Tracy Anne	SEP	Temporary End of Assignment	6/30/2026	Linwood	Temp Aide - STEALTH
Henry, Jasmine	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Latchkey 2 - Assist Dir
Hernandez Rubero, Bryan Joel	SEP	Temporary End of Assignment	7/31/2026	AMAC	Summer Teacher
Hernandez, Kiera Shunta	SEP	Leave Profession	7/28/2026	Gardiner	Para Title Instruction Support
Hess, Jemma Celia	SEP	Temporary End of Assignment	7/31/2026	Harry St	Temp Latchkey 2 - Assist Dir
Hobaugh, Sarah Mae	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 1 - Support
Horton, Ashlynd Nashay-Lynn	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Teacher - STEALTH
Horton, Natalie Dawn	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 1 - Support
Horton, Natalie Dawn	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Teacher - STEALTH
Houk, Jorja K	RET	Retirement	7/28/2026	Riverside	Paraeducator

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Hubeli,Loretta A	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 1 - Support
Huber,Sheri L	SEP	Temporary End of Assignment	7/31/2026	Chsm Trail	Temp Latchkey 1 - Support
Hull,Caitlyn Ann	SEP	Temporary End of Assignment	7/31/2026	Anderson	Temp Teacher - STEALTH
Iacovetta Locke,Danielle Renee	SEP	Temporary End of Assignment	7/31/2026	Price	Temp Latchkey 1 - Support
Isaac,Christianna Kaye	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Jacobs,Gina Noel	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Jacobs,Paige Elizabeth	SEP	Leave Profession	7/31/2026	Price	Temp Latchkey 1 - Support
James,Jene Rachelle	SEP	Health of Employee	7/24/2026	Colvin	Paraeducator Pre-K
Johnson,Ryan James	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Johnson,Shawn Lemar	SEP	Temporary End of Assignment	7/19/2026	Cloud	Temp Aide - Supplemental
Joiner,Breonna Johlee	SEP	Return to School	8/1/2026	Brooks	Para Sped High Incidence
Jones,LaShona Nicole	SEP	Temporary End of Assignment	7/31/2026	Heights	Temp Aide - Coach
Jones,Makayla Capri Sadie	SEP	Other Position - Non Teacher	9/8/2026	Truesdell	Para Sped High Incidence
Joorabchi,Dannette M	SEP	Temporary End of Assignment	7/31/2026	Griffith	Temp Latchkey 1 - Support
Kang,Ossatha	SEP	Temporary End of Assignment	5/31/2026	Curtis	Temp Aide - Supplemental
Keller,Emma Elizabeth	SEP	Temporary End of Assignment	7/31/2026	Coll Hill	Temp Latchkey 2 - Assist Dir
Killenberg,David A	SEP	Temporary End of Assignment	8/21/2026	Dunbar	Temp Aide - Title
Klein Jr,Theodore Roosevelt	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Klenda,Mallory Christine	SEP	Temporary End of Assignment	5/31/2026	Wilbur	Temp Aide - Supplemental
Knopp,Levi Allen	SEP	Leave Profession	8/1/2026	Griffith	Para Title Instruction Support
Koehn,Marcy Paige	SEP	Temporary End of Assignment	7/31/2026	Black Trad	Temp Latchkey 3 - Director
Laflamme,Jennifer Anne	SEP	Temporary End of Assignment	7/31/2026	Marshall	Temp Teacher
Lamar,Phoenix	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Lampkin,Julie Cristine	SEP	Temporary End of Assignment	6/30/2026	Hyde	Temp Latchkey 2 - Assist Dir
Larios,Destiny Renee	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Lawson,Hayley Krystine	SEP	Leave Profession	7/31/2026	Isely	Temp Latchkey 1 - Support
Lenox,Angela Lee Hilda	SEP	Temporary End of Assignment	7/31/2026	Earhart	Temp Latchkey 1 - Support
Lewis,Jeanette Nicole	SEP	Temporary End of Assignment	8/13/2026	Enterprise	Temp Latchkey 1 - Support
Lincoln,Stephen Wayne	SEP	Temporary End of Assignment	7/31/2026	Black Trad	Temp Latchkey 1 - Support
Linear,Christa Michelle	SEP	Other Position - Non Teacher	9/4/2026	AMAC	Executive Assistant
Loera-Gutierrez,Evelyn Arlet	SEP	Leave Profession	7/31/2026	AMAC	Temp Aide - Language Support
Loffland,Victoria Dawn	SEP	Temporary End of Assignment	7/31/2026	Earhart	Temp Latchkey 1 - Support
Lopez Pompa,Mariana S	SEP	Leave Profession	7/31/2026	AMAC	Temp Aide - Language Support
Love,Katherine A	SEP	Temporary End of Assignment	7/31/2026	Adams	Temp Teacher - STEALTH
Lovings,Emily Joyce	SEP	Temporary End of Assignment	7/31/2026	Black Trad	Temp Latchkey 1 - Support
Macias Rivera,Berenice	SEP	Leave Profession	7/31/2026	AMAC	Temp Aide - Language Support

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Maddox, Kim Lari	SEP	Leave Profession	8/21/2026	Stanley	Para Title Instruction Support
Mai, Huong Ngoc	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Maldonado, Britney Alexis	SEP	Return to School	5/22/2026	PV Elem	Temp Aide - Co-op
Mamon, Jajuan Joseph Johanus	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Mann, Courtleigh M	SEP	Temporary End of Assignment	7/31/2026	Riverside	Temp Latchkey 1 - Support
Maroney-Hays, Katherine L	SEP	To Another School in State	8/2/2026	Buckner	Paraeducator Pre-K
Martin, Candice	SEP	Temporary End of Assignment	7/31/2026	Allen	Temp Latchkey 1 - Support
Martinez, Pamela	SEP	Leave Profession	5/31/2026	Mead	Temp Aide - AVID
Martinez, Vanessa	SEP	Dismissed	8/21/2026	Chsm LSC	Administrative Assistant 5
Masem, Maxwell William	SEP	Temporary End of Assignment	5/31/2026	Mead	Temp Aide - AVID
Masterson, Kelsie Anne	SEP	Temporary End of Assignment	7/31/2026	L'Ouverture	Temp Latchkey 2 - Assist Dir
Masterson, Tracy D	SEP	Temporary End of Assignment	7/31/2026	Seltzer	Temp Latchkey 2 - Assist Dir
Maurer, Abigail Marie	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Mc Gee, Angela Yvonne	SEP	Temporary End of Assignment	7/31/2026	Griffith	Temp Latchkey 1 - Support
McClure, Shelley Lynne	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
McCray, Marcus Duwayne	SEP	Temporary End of Assignment	7/31/2026	East	Temp Aide - Coach
McFadden, Debra L	SEP	Health of Employee	7/22/2026	AMAC	Paraeducator
McGairty, Khari Dynece	SEP	Leave Profession	7/31/2026	GordonPark	Asst Para - Title
McGowan, Janey Marie	SEP	Other Position - Non Teacher	8/28/2026	Levy	Para Sped Low Incidence
McIntosh, Lamont Dane	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
McKenzie-Hays, Chloe Nicole	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 3 - Director
McNeal, Brooklyn Clarissa Lane	SEP	Funding Source	7/31/2026	Truesdell	Temp Aide - AVID
McQueen, Hattie Suzanne	SEP	Temporary End of Assignment	7/31/2026	Harry St	Temp Latchkey 2 - Assist Dir
Menas-Huggins, Marigitsa Sophia	SEP	Temporary End of Assignment	7/31/2026	Price	Temp Latchkey 1 - Support
Mendez, Katie Michelle	SEP	Temporary End of Assignment	6/30/2026	McCollom	Temp Latchkey 1 - Support
Miller, Mary Elizabeth	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Latchkey 1 - Support
Minor, Alexis Lynn	SEP	Leave Profession	7/31/2026	Enterprise	Temp Latchkey 1 - Support
Montejano, Priscila Lucia	SEP	Leave Profession	6/30/2026	Washington	Temp Aide - Lunch Support
Moraine, Nova Anne Marie	SEP	Temporary End of Assignment	7/31/2026	Woodman	Temp Latchkey 1 - Support
Moreno, Johnilla Renee	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Morgan, Jennifer L	SEP	Temporary End of Assignment	7/31/2026	Enterprise	Temp Latchkey 1 - Support
Morrison, Kalika Ann	SEP	Move Out of State	8/14/2026	Price	Temp Aide - Lunch Support
Moss, Jeremy Turonn	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Moxley, Claire Mary	SEP	Temporary End of Assignment	7/31/2026	Linwood	Temp Teacher - STEALTH
Mulryan, Alana Grace	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Murphy, Michelle Rene	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound

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Nagel, Stacy Layne	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Neal-McFarthing, Ambra M	SEP	Temporary End of Assignment	7/31/2026	Jackson	Temp Latchkey 1 - Support
Nelson, Dalton Jay	SEP	Other Position - Non Teacher	8/3/2026	Mueller	Para Title Instruction Support
Nelson, Dalton Jay	SEP	Other Position - Non Teacher	8/3/2026	Mueller	Temp Latchkey 1 - Support
Nesbitt, Osiris M	SEP	Leave Profession	7/31/2026	AMAC	Temp Aide - Language Support
Newman, Lillian Christine	SEP	Temporary End of Assignment	7/31/2026	Anderson	Temp Latchkey 1 - Support
Newman, Luke William	SEP	Other Position - Non Teacher	8/28/2026	SSC	Division Director Facilities
Nicks, Tricia Kay	SEP	Temporary End of Assignment	7/31/2026	McLean	Temp Latchkey 3 - Director
Noll, Kaylyn Dawn	SEP	Move Out of State	10/23/2026	Southeast	Para Sped High Incidence
Nyberg, Deidre Leigh	SEP	Temporary End of Assignment	7/31/2026	Coll Hill	Temp Latchkey 3 - Director
Ollarzabal-Cruz, Tanya	SEP	Return to School	7/25/2026	West	Para Sped Low Incidence
Oneal, Sean Riley	SEP	Temporary End of Assignment	7/31/2026	Marshall	Temp Teacher
Opat, Cynthia Louise	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Orellana Gomez, Nicoll de Jesus	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Padilla, Gabriel Abraham	SEP	Temporary End of Assignment	7/31/2026	West	Temp Teacher
Parker, Karis Nicole	SEP	Temporary End of Assignment	7/31/2026	L'Ouverture	Temp Latchkey 1 - Support
Patton, Aresa Xi	SEP	Leave Profession	5/8/2026	Benton	Para Sped High Incidence
Peakes, Malik	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Pennick, Alysia Nicole Ann	SEP	Temporary End of Assignment	7/31/2026	Spaght	Temp Latchkey 2 - Assist Dir
Percifield, Nathan Reid	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Perez, Guadalupe	SEP	Return to School	5/22/2026	Cloud	Temp Aide - Co-op
Perez, Nicole Rosann	SEP	Dismissed for Cause	8/11/2026	PV Middle	ESOL, Newcomer-Middle
Perry, Madalynn Ashley	SEP	Temporary End of Assignment	7/31/2026	Anderson	Temp Latchkey 1 - Support
Petty, Douglas Christopher	SEP	Temporary End of Assignment	7/31/2026	Dodge	Temp Latchkey 1 - Support
Phillips, Irma	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Phillips, Thsombe Kareem	SEP	Temporary End of Assignment	4/6/2026	AMAC	Temp Aide - Supplemental
Phillips, Thsombe Kareem	SEP	Temporary End of Assignment	4/6/2026	South	Temp Aide - Coach
Pifer, Bonnie Lynn	SEP	Move Out of State	8/3/2026	McAuliffe	Fifth Grade
Pines, David John	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Pomeroy, Emily Grace	SEP	Health of Employee	8/21/2026	Wilbur	Custodian 1
Pritchett, Crystal Dawn	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Relf, Ronne Ronice	SEP	Rescind Resignation	7/28/2026	North	Para Sped Low Incidence
Quintana, Laura A	SEP	Temporary End of Assignment	7/31/2026	Southeast	Temp Aide - Supplemental
Radford, Samantha Elizabeth	SEP	Temporary End of Assignment	7/31/2026	Woodman	Temp Latchkey 3 - Director
Ralston, Janet	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Raval, Manishkumar Rameshchandra	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound

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Reeves,Tiffany Janee	SEP	Temporary End of Assignment	7/31/2026	Anderson	Temp Teacher - STEALTH
Renovato Hernandez,Angel A	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Ressler,Cynthia Denise	SEP	Temporary End of Assignment	7/31/2026	Woodman	Temp Latchkey 1 - Support
Reyes Castaneda,Moises	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Reyes,Jennifer Lynn	SEP	Temporary End of Assignment	6/30/2026	Southeast	Temp Aide - Coach
Reyes,Suzanna Renee	SEP	Temporary End of Assignment	7/31/2026	Enders	Temp Latchkey 1 - Support
Rice,Ayanna L	SEP	Temporary End of Assignment	7/31/2026	GordonPark	Temp Teacher - STEALTH
Richard,Ramiah Collette	SEP	Temporary End of Assignment	7/31/2026	Earhart	Temp Latchkey 2 - Assist Dir
Richeson,Abigail Elizabeth	SEP	Leave Profession	8/26/2026	AMAC	Pre-Contract Classified
Rizo,Victor	SEP	Leave Profession	8/7/2026	Mueller	Paraeducator ESL
Robinson,Henry DeMarcus	SEP	Temporary End of Assignment	7/31/2026	East	Temp Aide - Coach
Rodriguez,Miriam De La Paz	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Roman,Christian Alexander	SEP	Leave Profession	8/28/2026	SSC	Crewperson 6
Ross,Shawn Michael	SEP	Temporary End of Assignment	7/31/2026	Dodge	Temp Latchkey 1 - Support
Rubio de Lazos,Veronica	SEP	Leave Profession	8/25/2026	PV Elem	Aide 2 - F S
Rugumamu,Patience Tionna	SEP	Temporary End of Assignment	7/31/2026	Black Trad	Temp Latchkey 1 - Support
Schall,Melanie Dianne	SEP	Temporary End of Assignment	7/31/2026	Chsm Trail	Temp Latchkey 1 - Support
Schroeder,Susan D	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Schultz,Rebecca Arlene	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Scroggin,Tyson Tyler	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Sebastian Bain,Doris Marisol	SEP	Temporary End of Assignment	7/31/2026	Linwood	Temp Teacher - STEALTH
Semple,Abigail Myril	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Setser,Kathleen Marie	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Shetler,Shelly Knox	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Aide - STEALTH
Shorb,Jami Michelle	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 1 - Support
Sillyman,Emily J	SEP	Temporary End of Assignment	7/31/2026	McLean	Temp Latchkey 2 - Assist Dir
Silva-Gonzalez,Misael	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Smith,Amie Lynn	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Smith,Anthony Edward	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Smith,Emma Rose	SEP	Take Care of Family	8/17/2026	Cloud	Paraeducator Pre-K
Smith,Rachel Renee	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Smith,Tara Cherrisse	SEP	Temporary End of Assignment	7/31/2026	Cessna	Temp Latchkey 1 - Support
Spears,Jaden Alyssa	SEP	Leave Profession	8/1/2026	Linwood	Para Title Instruction Support
Spears,Jaden Alyssa	SEP	Leave Profession	8/1/2026	Linwood	Temp Aide - Title
Spears,Jaden Alyssa	SEP	Leave Profession	8/1/2026	Linwood	Temp Aide - Supplemental
Spears,Jaden Alyssa	SEP	Leave Profession	8/1/2026	Linwood	Temp Latchkey 1 - Support

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Sprecker,Elizabeth Ann	SEP	Temporary End of Assignment	7/31/2026	Jackson	Temp Latchkey 1 - Support
Stauffer,Susan Lea	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Stecklein,Jake A	SEP	Temporary End of Assignment	7/31/2026	Dodge	Temp Latchkey 1 - Support
Stocking,Kelly J	SEP	Temporary End of Assignment	7/31/2026	Seltzer	Temp Latchkey 1 - Support
Story,Megan Renee	SEP	Move Out of State	9/11/2026	Southeast	Counselor-Sr High
Summervill,Melissa Ann	SEP	Temporary End of Assignment	7/31/2026	Enterprise	Temp Latchkey 2 - Assist Dir
Tash,Ronald Wayne	SEP	Professional Reasons	8/21/2026	Northeast	ROTC Instructor
Taylor,Anastasia Marie	SEP	Temporary End of Assignment	7/31/2026	Black Trad	Temp Latchkey 1 - Support
Taylor,Holly Aurora Ha Jung	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Taylor,Lanae Brianne	SEP	Temporary End of Assignment	7/31/2026	Franklin	Temp Latchkey 1 - Support
Taylor,Tate Nicolle	SEP	Leave Profession	7/31/2026	Earhart	Temp Latchkey 1 - Support
Templeton,Learvis	SEP	Temporary End of Assignment	7/31/2026	GordonPark	Temp Teacher - STEALTH
Thomas,Angelina Carmell	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Teacher - STEALTH
Thomas,Jeremy Cordell	SEP	Temporary End of Assignment	7/31/2026	Anderson	Temp Latchkey 1 - Support
Tobar,Jennifer LeRay	SEP	Temporary End of Assignment	7/31/2026	McLean	Temp Latchkey 1 - Support
Tomlin Jr,Joshua Keith	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Toner,Courtney Ann	SEP	Return to School	5/22/2026	Chsm Trail	Temp Aide - Co-op
Torres,Yaneth I	SEP	Return to School	9/4/2026	HoraceMann	Temp Aide - Clerical Support
Tow,Drakeese Michael	SEP	Leave Profession	8/6/2026	Mead	Para Sped High Incidence
Tow,Drakeese Michael	SEP	Temporary End of Assignment	6/30/2026	Mead	Temp Aide - Coach
Trezvant,Terrianna Zhaquell	SEP	Take Care of Family	7/28/2026	Gardiner	Para Sped High Incidence
Uhrmacher,Jacob Allan	SEP	Temporary End of Assignment	7/31/2026	Linwood	Temp Teacher - STEALTH
Uncapher,Darlene Kay	RET	Retirement	8/5/2026	Wells	Custodian 4
Valencia de Calderon,Dora Alicia	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Valenzuela,Ana K	SEP	Temporary End of Assignment	7/31/2026	Ortiz	Temp Aide - STEALTH
Vazquez,Paula Lorene	SEP	Temporary End of Assignment	7/31/2026	Dodge	Temp Latchkey 1 - Support
Vazquez,Victoria	SEP	Leave Profession	7/28/2026	South	Asst Para - High Incidence
Veasey,Nicole A	SEP	Temporary End of Assignment	7/31/2026	GordonPark	Temp Aide - STEALTH
Veatch,Christie Michele	SEP	To Another School in State	8/21/2026	Southeast	Aide 2 - F S
Veloza,Rachel N	SEP	Temporary End of Assignment	7/31/2026	Mueller	Temp Latchkey 2 - Assist Dir
Villanueva,Oscar Enrique	SEP	Job Abandonment	8/12/2026	North	Custodian 1
Villanueva,Oscar Enrique	SEP	Job Abandonment	8/12/2026	AMAC	Temp Aide - Language Support
Vopat,Lindsey Anne	SEP	Temporary End of Assignment	7/31/2026	Isely	Temp Latchkey 1 - Support
Voth,Lora A	SEP	Temporary End of Assignment	7/31/2026	GordonPark	Temp Teacher - STEALTH
Wakefield,Zabrina Marae	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Warner,Whitney Ranae	SEP	Temporary End of Assignment	7/31/2026	Kelly	Temp Latchkey 1 - Support

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Separations

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NAME	ACTION	REASON	EFFT DATE	LOCATION	POSITION
Webster,Dante J	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Welch,Anitra R	SEP	Temporary End of Assignment	6/30/2026	Linwood	Temp Latchkey 2 - Assist Dir
Wells,Cayne Lee	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Whitaker,Wendy	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
White,Farrell Amber	SEP	Temporary End of Assignment	5/31/2026	Hamilton	Temp Aide - Supplemental
White,Tatum Michelle	SEP	Return to School	8/6/2026	Isely	Para Sped High Incidence
White,Tyson Valerie Ann	SEP	Leave Profession	7/31/2026	Earhart	Temp Latchkey 1 - Support
Whitfield,Janetta L	SEP	Temporary End of Assignment	6/30/2026	AMAC	Temp Tchr - Homebound
Whitt,Carla Jane	SEP	Temporary End of Assignment	7/31/2026	Washington	Temp Latchkey 1 - Support
Whitten,Carlin Linnell	SEP	Temporary End of Assignment	7/31/2026	East	Temp Aide - Coach
Wilkinson,Hallie Rae	SEP	Return to School	5/22/2026	Northwest	Temp Aide - Co-op
Wilkinson,Hallie Rae	SEP	Return to School	5/22/2026	South	Temp Aide - Co-op
Wilkinson,Hallie Rae	SEP	Return to School	5/22/2026	Heights	Temp Aide - Co-op
Williams,Dina Fehmi	SEP	Temporary End of Assignment	7/31/2026	AMAC	Temp Aide - Language Support
Wilson,Elizabeth	SEP	Temporary End of Assignment	7/31/2026	Dunbar	Temp Aide - ESY
Wilson,Hayley Alysia	SEP	Leave Profession	8/18/2026	PV Middle	Temp Aide - AVID
Winder,Tessie M	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Winfield,Anyia Marie	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Winter Jr,Robert Joseph	SEP	No Hours 6 Months	8/23/2026	Unassigned	Sub Paraeducator
Winter,Amy Rae	SEP	Temporary End of Assignment	7/31/2026	Dodge	Temp Latchkey 1 - Support
Winzenried,Leslie Elaine	SEP	Temporary End of Assignment	5/31/2026	AMAC	Temp Tchr - Homebound
Wise,Rachael Ann	SEP	Temporary End of Assignment	5/31/2026	AMAC	Temp Tchr - Homebound
Wolfe,Carolyn RaNee	SEP	Health of Employee	7/17/2026	AMAC	Pre-Contract Classified
Wright,Jessica Lynn	SEP	Temporary End of Assignment	7/31/2026	Harry St	Temp Latchkey 1 - Support
Yacenda,Kristen Ashley	SEP	Temporary End of Assignment	7/31/2026	Linwood	Temp Teacher - STEALTH
Yokom,Chloe Savannah Rose	SEP	Temporary End of Assignment	7/31/2026	GordonPark	Temp Teacher - STEALTH
Zapata,Nayeli	SEP	Temporary End of Assignment	7/31/2026	Ortiz	Temp Aide - STEALTH
Zarchan,Tyler Daniel	SEP	Leave Profession	8/6/2026	Chsm LSC	Student Worker
Zeigler,Vickie L	RET	Retirement	7/29/2026	Bryant	Para Sped High Incidence

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Workshop Stipends

NAME	ACTION	REASON	EFFT DATE
Abdul Hamed,Dana Rawhi	WKS	Workshop/Stipend	8/21/2026
Adams,Mikaela Nicole	WKS	Workshop/Stipend	7/31/2026
Agee,Antwinnashia Denice	WKS	Workshop/Stipend	8/21/2026
Ahmed,Sadia Noshin	WKS	Workshop/Stipend	8/21/2026
Aiken,Amy Jo	WKS	Workshop/Stipend	8/21/2026
Aleman,Karla L	WKS	Workshop/Stipend	7/31/2026
Alvarez,Christina	WKS	Workshop/Stipend	7/31/2026
Anderson,Sunseria Antionette	WKS	Workshop/Stipend	8/21/2026
Andres,Crystal Renee	WKS	Workshop/Stipend	8/21/2026
Anyalebechi,Erica Rochelle	WKS	Workshop/Stipend	8/21/2026
Aragon Orona,Andrea G	WKS	Workshop/Stipend	8/21/2026
Arambula,Mia Gisel	WKS	Workshop/Stipend	7/31/2026
Arguelles,Gilda Gisela	WKS	Workshop/Stipend	8/21/2026
Ashley,Olivia Anne	WKS	Workshop/Stipend	7/31/2026
Atkins,Renae Elizabeth	WKS	Workshop/Stipend	8/21/2026
Auchterlonie,Amanda Brooke	WKS	Workshop/Stipend	8/21/2026
Auge,Thomas T	WKS	Workshop/Stipend	7/31/2026
Avery,Brabetta M	WKS	Workshop/Stipend	8/21/2026
Aziz,Saba Imran	WKS	Workshop/Stipend	8/21/2026
Baird,Kity Guliet	WKS	Workshop/Stipend	7/31/2026
Ballard,Jeanette K	WKS	Workshop/Stipend	8/21/2026
Banales,Cynthia Paola	WKS	Workshop/Stipend	7/31/2026
Barron,Mayra Silvia	WKS	Workshop/Stipend	7/31/2026
Barua,Sangjukta	WKS	Workshop/Stipend	8/21/2026
Batchman,Jaden A	WKS	Workshop/Stipend	8/21/2026
Bates-Lytle,Erika Marie	WKS	Workshop/Stipend	8/21/2026
Baumbach,Mary Beth	WKS	Workshop/Stipend	8/21/2026
Begley McCall,Kelley Hoyt	WKS	Workshop/Stipend	7/31/2026
Bell,Pamela Shyna	WKS	Workshop/Stipend	8/21/2026
Bellew,Jacquelyn Rae	WKS	Workshop/Stipend	8/21/2026
Belt,Derisheae Nicole	WKS	Workshop/Stipend	8/21/2026
Bender,Audrianna Jade	WKS	Workshop/Stipend	8/21/2026
Bennett,Bertisha L	WKS	Workshop/Stipend	8/21/2026
Bermejo,Amaris Guadalupe	WKS	Workshop/Stipend	8/21/2026
Berry,Leticia	WKS	Workshop/Stipend	8/21/2026
Berry,Trisha J	WKS	Workshop/Stipend	8/21/2026

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NAME	ACTION	REASON	EFFT DATE
Betzen,Daphne Lyn	WKS	Workshop/Stipend	8/21/2026
Blevins,Cooper Lee	WKS	Workshop/Stipend	8/21/2026
Bock,Elizabeth Marie	WKS	Workshop/Stipend	8/21/2026
Boeding,Julie Ann	WKS	Workshop/Stipend	8/21/2026
Bolanos,Erica Angelica	WKS	Workshop/Stipend	7/31/2026
Bowen,Kowonia Denise	WKS	Workshop/Stipend	8/21/2026
Boyd,Debra Lynn	WKS	Workshop/Stipend	8/21/2026
Boyd,Sondra Sue	WKS	Workshop/Stipend	8/21/2026
Bozarth,Rocio	WKS	Workshop/Stipend	7/31/2026
Bozarth,Rocio	WKS	Workshop/Stipend	8/21/2026
Brack,Cory Dean	WKS	Workshop/Stipend	7/31/2026
Bradford,Marshay Monique	WKS	Workshop/Stipend	8/21/2026
Bright,Kelly Laine	WKS	Workshop/Stipend	7/31/2026
Brosius,Elizabeth Lane	WKS	Workshop/Stipend	7/31/2026
Browder,Kenmia Kayrie	WKS	Workshop/Stipend	8/21/2026
Brown,Jaden Alexandra	WKS	Workshop/Stipend	7/31/2026
Burchett,Stephanie J	WKS	Workshop/Stipend	8/21/2026
Burkhalter,Brenda Kay	WKS	Workshop/Stipend	8/21/2026
Calhoun,Jada Jenae	WKS	Workshop/Stipend	8/21/2026
Campbell,Michael Joseph	WKS	Workshop/Stipend	8/21/2026
Carrera-Morales,Ana Karen	WKS	Workshop/Stipend	8/21/2026
Castillo H,Margarita	WKS	Workshop/Stipend	7/31/2026
Castorena,Maria Carmen	WKS	Workshop/Stipend	8/21/2026
Chandler,Hilda Sofia	WKS	Workshop/Stipend	7/31/2026
Chandler,Hilda Sofia	WKS	Workshop/Stipend	8/21/2026
Chavez,Maria Luisa	WKS	Workshop/Stipend	7/31/2026
Cline,Hayley Marie	WKS	Workshop/Stipend	7/31/2026
Cooper,James David	WKS	Workshop/Stipend	8/21/2026
Cousins,Amanda Marie	WKS	Workshop/Stipend	7/31/2026
Crowell,Claudia Alejandra	WKS	Workshop/Stipend	7/31/2026
Dayton Gerona,Renay Kuuanuhealar	WKS	Workshop/Stipend	8/21/2026
DeFazio,Nancy Jo	WKS	Workshop/Stipend	8/21/2026
Dean,Stacy R	WKS	Workshop/Stipend	8/21/2026
Diaz,Criseli Xiana	WKS	Workshop/Stipend	7/31/2026
Diaz,Priscilla	WKS	Workshop/Stipend	8/21/2026
Doyle,Shea Michelle	WKS	Workshop/Stipend	8/21/2026

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NAME	ACTION	REASON	EFFT DATE
Dugan,Catherine J	WKS	Workshop/Stipend	7/31/2026
Etter,Cynthia Lynn	WKS	Workshop/Stipend	8/21/2026
Eurton,Megan Rachelle	WKS	Workshop/Stipend	8/21/2026
Evans,Hannah Marie	WKS	Workshop/Stipend	7/31/2026
Ewert,Delica Rose	WKS	Workshop/Stipend	8/21/2026
Ewing,Lisa Denise	WKS	Workshop/Stipend	8/21/2026
Fanska,Rachel Leah	WKS	Workshop/Stipend	8/21/2026
Farris,Kimberly Renee	WKS	Workshop/Stipend	8/21/2026
Fernandez,Mayra	WKS	Workshop/Stipend	8/21/2026
Flores Alvarado,Marlin Estefani	WKS	Workshop/Stipend	8/21/2026
Frederic,Lauren Christine	WKS	Workshop/Stipend	7/31/2026
Gails II,Darrell Keith	WKS	Workshop/Stipend	8/21/2026
Galaviz-Ramos,Priscila Judith	WKS	Workshop/Stipend	8/21/2026
Galvan,Angela M	WKS	Workshop/Stipend	7/31/2026
Gilkey,Cora Sue	WKS	Workshop/Stipend	8/21/2026
Gladney,MiKiya Angelise	WKS	Workshop/Stipend	8/21/2026
Gleeson,Kelly Renee	WKS	Workshop/Stipend	8/21/2026
Goff,Michala Gracen	WKS	Workshop/Stipend	7/31/2026
Gonzalez,Maria Del Socorro	WKS	Workshop/Stipend	7/31/2026
Gonzalez,Meghan Janae	WKS	Workshop/Stipend	7/31/2026
Grieb,Bobbi Jo Marie	WKS	Workshop/Stipend	7/31/2026
Griffitts,Deborah L	WKS	Workshop/Stipend	8/21/2026
Griffitts,Scott R	WKS	Workshop/Stipend	8/21/2026
Guerrero,Cynthia Ann	WKS	Workshop/Stipend	8/21/2026
Guevara Rojas,Daisy	WKS	Workshop/Stipend	8/21/2026
Hagerman,Karla N	WKS	Workshop/Stipend	8/21/2026
Hamilton,Sharla Rogene	WKS	Workshop/Stipend	8/21/2026
Hamm Jr,Billy Joe	WKS	Workshop/Stipend	8/21/2026
Hammond,Jennifer S	WKS	Workshop/Stipend	8/21/2026
Harding,Jeanette Rae Ehmke	WKS	Workshop/Stipend	8/21/2026
Harmening,Joann K	WKS	Workshop/Stipend	8/21/2026
Harrell,Brent Leigh	WKS	Workshop/Stipend	7/31/2026
Harris,Candice Rae	WKS	Workshop/Stipend	8/21/2026
Harris,Khalib Jkwon	WKS	Workshop/Stipend	8/21/2026
Heilemann,Sharon Gail	WKS	Workshop/Stipend	8/21/2026
Henderson,Susan Anne	WKS	Workshop/Stipend	8/21/2026

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NAME	ACTION	REASON	EFFT DATE
Hernandez Reza,Miguel	WKS	Workshop/Stipend	7/31/2026
Hernandez,Nicole Denys	WKS	Workshop/Stipend	7/31/2026
Hess,Jemma Celia	WKS	Workshop/Stipend	8/21/2026
Hetzel,Karen Ann	WKS	Workshop/Stipend	8/21/2026
Hidalgo-Corona,Melissa	WKS	Workshop/Stipend	8/21/2026
Hill,Danica Elizabeth	WKS	Workshop/Stipend	8/21/2026
Homan,Kanika D	WKS	Workshop/Stipend	8/21/2026
Hoy,Shamika S	WKS	Workshop/Stipend	8/21/2026
Humphrey,Matt Clayton	WKS	Workshop/Stipend	8/21/2026
Jaba,Sadiya Jahan	WKS	Workshop/Stipend	8/21/2026
Jaradat,Malik Adam	WKS	Workshop/Stipend	7/31/2026
Jayne,Steffanie Renay	WKS	Workshop/Stipend	7/31/2026
Jayne,Steffanie Renay	WKS	Workshop/Stipend	8/21/2026
Johnson,Donna J	WKS	Workshop/Stipend	8/21/2026
Johnson,LaFetra DeAnnne	WKS	Workshop/Stipend	8/21/2026
Johnston,Paula Michelle	WKS	Workshop/Stipend	8/21/2026
Johnston-Hutton,Shawntele L	WKS	Workshop/Stipend	8/21/2026
Jones,A'Keeya Kapric	WKS	Workshop/Stipend	8/21/2026
Jones,Miranda Renee	WKS	Workshop/Stipend	8/21/2026
Jonker,Tina M	WKS	Workshop/Stipend	8/21/2026
Kamalulrahim,Amir Nathaniel	WKS	Workshop/Stipend	8/21/2026
Kana,Konica Sarker	WKS	Workshop/Stipend	8/21/2026
Karpinski,Christine Dell	WKS	Workshop/Stipend	8/21/2026
Kelley-Davies,Michelle Jewellianna	WKS	Workshop/Stipend	7/31/2026
Khanum,Mehnaz	WKS	Workshop/Stipend	8/21/2026
Khanum,Mst Khaleda	WKS	Workshop/Stipend	8/21/2026
Kitt,Amy Alison	WKS	Workshop/Stipend	8/21/2026
Kratz,Matthew P	WKS	Workshop/Stipend	7/31/2026
Kubernath Yadav,Beetu	WKS	Workshop/Stipend	8/21/2026
Laughary,Amanda Brynn	WKS	Workshop/Stipend	8/21/2026
Leal,Maribel	WKS	Workshop/Stipend	8/21/2026
Leichner,Aaron Daniel	WKS	Workshop/Stipend	7/31/2026
Lindenberger,Kyle A	WKS	Workshop/Stipend	8/21/2026
Lipps,Elisa Precious	WKS	Workshop/Stipend	8/21/2026
Little,DeeDee Lynn	WKS	Workshop/Stipend	8/21/2026

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NAME	ACTION	REASON	EFFT DATE
Lopez Parga,Citlalic	WKS	Workshop/Stipend	7/31/2026
Lopez Parga,Citlalic	WKS	Workshop/Stipend	8/21/2026
Lopez,Araceli	WKS	Workshop/Stipend	7/31/2026
Love,Ethra L	WKS	Workshop/Stipend	8/21/2026
Lugo,Remedios	WKS	Workshop/Stipend	7/31/2026
Maddux,Robert Wesley	WKS	Workshop/Stipend	7/31/2026
Malaka,Heba E	WKS	Workshop/Stipend	8/21/2026
Malakh,Haiyam Ibrahim	WKS	Workshop/Stipend	8/21/2026
Maldonado,Brenda	WKS	Workshop/Stipend	7/31/2026
Maldonado,Brenda	WKS	Workshop/Stipend	8/21/2026
Maldonado,Eva	WKS	Workshop/Stipend	8/21/2026
Maldonado,Noemi	WKS	Workshop/Stipend	7/31/2026
Manning,Yalonda C	WKS	Workshop/Stipend	8/21/2026
Martinez,Jolene C	WKS	Workshop/Stipend	7/31/2026
Mattingly,Tara Lynn	WKS	Workshop/Stipend	8/21/2026
McCann,Isaac Abram	WKS	Workshop/Stipend	7/31/2026
McCleary,Robin Leigh	WKS	Workshop/Stipend	7/31/2026
McDaniel,Valada Eloise	WKS	Workshop/Stipend	8/21/2026
McDonald,Pamela Joyce	WKS	Workshop/Stipend	8/21/2026
McShane,Darby Anne	WKS	Workshop/Stipend	8/21/2026
Mills,Ashley Lauren	WKS	Workshop/Stipend	7/31/2026
Mitchell,Catherine A	WKS	Workshop/Stipend	8/21/2026
Mitchell,Jessica A	WKS	Workshop/Stipend	8/21/2026
Moore,Brianne Nicole	WKS	Workshop/Stipend	8/21/2026
Moore,Emma Diane	WKS	Workshop/Stipend	8/21/2026
Moore,Paris	WKS	Workshop/Stipend	8/21/2026
Moreno,Johnilla Renee	WKS	Workshop/Stipend	8/21/2026
Moreno,Nelly Esmy	WKS	Workshop/Stipend	8/21/2026
Morones-Cabral,Dayanara	WKS	Workshop/Stipend	8/21/2026
Morris,Mariah Nevaeh	WKS	Workshop/Stipend	8/21/2026
Mount,Lindsay Michelle	WKS	Workshop/Stipend	8/21/2026
Munoz Granados,Sindy Liliana	WKS	Workshop/Stipend	7/31/2026
Munoz Granados,Sindy Liliana	WKS	Workshop/Stipend	8/21/2026
Murphy,Keshia Marie	WKS	Workshop/Stipend	8/21/2026
Murray,Jacqueline Jeanne	WKS	Workshop/Stipend	8/21/2026
Newkirk,Melinda Sue	WKS	Workshop/Stipend	8/21/2026

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Workshop Stipends

NAME	ACTION	REASON	EFFT DATE
Nguyen,Nhan Van	WKS	Workshop/Stipend	8/21/2026
Nolan,Tyler L	WKS	Workshop/Stipend	8/21/2026
Nunez,Eloisa	WKS	Workshop/Stipend	8/21/2026
Nunez-Morales,Shaden Janeth	WKS	Workshop/Stipend	8/21/2026
Ocon,Jennifer Angelina	WKS	Workshop/Stipend	8/21/2026
Ostrander,Katy Rose	WKS	Workshop/Stipend	8/21/2026
Ozaeta,Norma Yolanda	WKS	Workshop/Stipend	7/31/2026
Pankratz,Brennyn Wade	WKS	Workshop/Stipend	7/31/2026
Patel,Laura Mae	WKS	Workshop/Stipend	8/21/2026
Penn,JacQueline Selice	WKS	Workshop/Stipend	8/21/2026
Perez,Maria Victoria	WKS	Workshop/Stipend	7/31/2026
Perez,Nancy	WKS	Workshop/Stipend	7/31/2026
Petersen,Heidi L	WKS	Workshop/Stipend	8/21/2026
Poke,LaSharelle Amani Denise	WKS	Workshop/Stipend	8/21/2026
Popoca,Emily Abigail	WKS	Workshop/Stipend	8/21/2026
Powell,Tiffany Monique	WKS	Workshop/Stipend	8/21/2026
Prekopa,Jennifer Sue	WKS	Workshop/Stipend	8/21/2026
Probst,Madeline Grace	WKS	Workshop/Stipend	8/21/2026
Rader,Sara	WKS	Workshop/Stipend	8/21/2026
Ramirez,Alejandra	WKS	Workshop/Stipend	7/31/2026
Ramirez,Alexandra Sophia	WKS	Workshop/Stipend	8/21/2026
Rappard,Kelli Suzanne	WKS	Workshop/Stipend	7/31/2026
Raulsten,Samantha Lynne	WKS	Workshop/Stipend	8/21/2026
Raymundo,Rosario	WKS	Workshop/Stipend	8/21/2026
Reaves,Mary Christine	WKS	Workshop/Stipend	8/21/2026
Reed,Amari Nicole	WKS	Workshop/Stipend	8/21/2026
Reed-Johnson,Deborah A	WKS	Workshop/Stipend	8/21/2026
Retana,Danielle Renee	WKS	Workshop/Stipend	7/31/2026
Reyes,Ana Ruth	WKS	Workshop/Stipend	8/21/2026
Reynolds,Kendra Bendowsky	WKS	Workshop/Stipend	7/31/2026
Rios,Lorenza	WKS	Workshop/Stipend	7/31/2026
Roach,Elisebeth Joy	WKS	Workshop/Stipend	8/21/2026
Rocha,Alma	WKS	Workshop/Stipend	8/21/2026
Rodriguez,Karina	WKS	Workshop/Stipend	8/21/2026
Rodriguez,Silvia	WKS	Workshop/Stipend	8/21/2026
Rodriguez,Susan Kay	WKS	Workshop/Stipend	8/21/2026

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Workshop Stipends

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NAME	ACTION	REASON	EFFT DATE
Rojas Moran, Juan Luis	WKS	Workshop/Stipend	8/21/2026
Rojas-Garcia, Leslie	WKS	Workshop/Stipend	8/21/2026
Rosas, Rebecca Lynn	WKS	Workshop/Stipend	8/21/2026
Ross II, Michael Cortez	WKS	Workshop/Stipend	8/21/2026
Ruffin, Vernestine	WKS	Workshop/Stipend	8/21/2026
Ryce, Jayln Lanae	WKS	Workshop/Stipend	8/21/2026
Sadlowski, Taylor Marae	WKS	Workshop/Stipend	8/21/2026
Sagar, Josephine	WKS	Workshop/Stipend	8/21/2026
Schmeidler, Rachel A	WKS	Workshop/Stipend	7/31/2026
Sebastian, Mary B	WKS	Workshop/Stipend	8/21/2026
Self, Justine Rose	WKS	Workshop/Stipend	8/21/2026
Serrano, Mayra Elizabeth	WKS	Workshop/Stipend	7/31/2026
Sessions, Michael Darral	WKS	Workshop/Stipend	7/31/2026
Shaikh, Sumaiya A	WKS	Workshop/Stipend	8/21/2026
Shaw, Kanisha Nicole	WKS	Workshop/Stipend	8/21/2026
Shepard, Carla Nichelle	WKS	Workshop/Stipend	8/21/2026
Shepard, Devola Mae	WKS	Workshop/Stipend	8/21/2026
Shine, Sharon M	WKS	Workshop/Stipend	8/21/2026
Simmons, Sharetta Artice	WKS	Workshop/Stipend	8/21/2026
Simpson, Madison Renee	WKS	Workshop/Stipend	8/21/2026
Simpson, Tarik Matthew	WKS	Workshop/Stipend	8/21/2026
Sims, Destiney Dawn	WKS	Workshop/Stipend	7/31/2026
Slaven, Angela Ann	WKS	Workshop/Stipend	8/21/2026
Smith, Kyle M	WKS	Workshop/Stipend	7/31/2026
Smith, Rachel Marie	WKS	Workshop/Stipend	8/21/2026
Snyder, Siegfried	WKS	Workshop/Stipend	8/21/2026
Spear, Koby J	WKS	Workshop/Stipend	8/21/2026
Spencer, Dianna Lee	WKS	Workshop/Stipend	8/21/2026
Spires, Candice Marie	WKS	Workshop/Stipend	8/21/2026
Sproul, Gabrielle Renee	WKS	Workshop/Stipend	8/21/2026
Stenger, Alyssa Angelina	WKS	Workshop/Stipend	8/21/2026
Sumner, Olivia Nadine	WKS	Workshop/Stipend	7/31/2026
Taylor, Diane	WKS	Workshop/Stipend	8/21/2026
Terrazas, Rosalba	WKS	Workshop/Stipend	7/31/2026
Terry, Camille	WKS	Workshop/Stipend	8/21/2026
Tovar Morales, Claudia A	WKS	Workshop/Stipend	7/31/2026

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES**

Report Date: 09/14/2026

Workshop Stipends

NAME	ACTION	REASON	EFFT DATE
Tracy,Krishna Danae	WKS	Workshop/Stipend	8/21/2026
Trevizo,Elizabeth Ann	WKS	Workshop/Stipend	7/31/2026
Triana,Veronica Anne	WKS	Workshop/Stipend	8/21/2026
Troutman,Sarah Jean	WKS	Workshop/Stipend	8/21/2026
Valdovinos,Lesley	WKS	Workshop/Stipend	7/31/2026
Valenzuela,Ana K	WKS	Workshop/Stipend	8/21/2026
Vandandaigue,Pamela S	WKS	Workshop/Stipend	8/21/2026
Vazquez,Kristina Nahiry	WKS	Workshop/Stipend	8/21/2026
Vazquez,Raquel M	WKS	Workshop/Stipend	7/31/2026
Vedula,Geethavani	WKS	Workshop/Stipend	8/21/2026
Vela,Jaquelline	WKS	Workshop/Stipend	7/31/2026
Venkatesan,Priyatharshini	WKS	Workshop/Stipend	8/21/2026
Villa,Jose Angel	WKS	Workshop/Stipend	8/21/2026
Villa,Rosalie Lynn	WKS	Workshop/Stipend	7/31/2026
Villafuerte De Escobar,Miriam Noem	WKS	Workshop/Stipend	8/21/2026
Vontress,Shannon	WKS	Workshop/Stipend	8/21/2026
Wafa,Muna S	WKS	Workshop/Stipend	8/21/2026
Walls,Marsha M	WKS	Workshop/Stipend	8/21/2026
Walters,Emi Delinn	WKS	Workshop/Stipend	8/21/2026
Warren,Anah Marie	WKS	Workshop/Stipend	8/21/2026
Warren,Kecia Miyale	WKS	Workshop/Stipend	7/31/2026
Washington,Alecia R	WKS	Workshop/Stipend	8/21/2026
Weese,Karen Lee	WKS	Workshop/Stipend	8/21/2026
Welch,Noel Christine	WKS	Workshop/Stipend	8/21/2026
Wentz,Abigail Marie	WKS	Workshop/Stipend	7/31/2026
Westley,Kadence Denai	WKS	Workshop/Stipend	8/21/2026
Whitson,Tiffany Ranee	WKS	Workshop/Stipend	8/21/2026
Wilcox,Christina	WKS	Workshop/Stipend	7/31/2026
Williams,Derisheae Nicole	WKS	Workshop/Stipend	7/31/2026
Williams,Julie Clark	WKS	Workshop/Stipend	8/21/2026
Willis,Arnthia Rena	WKS	Workshop/Stipend	8/21/2026
Wilson,Ashley	WKS	Workshop/Stipend	8/21/2026
Winfield,Denise Marie	WKS	Workshop/Stipend	8/21/2026
Wisinger,Indira Natalia	WKS	Workshop/Stipend	8/21/2026
Wolgamuth,Alicia Lynn	WKS	Workshop/Stipend	8/21/2026
Woodruff,Brianna Renee	WKS	Workshop/Stipend	8/21/2026

**REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES
Report Date: 09/14/2026
Workshop Stipends**

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NAME	ACTION	REASON	EFFT DATE
Wright, Kimberly Rachelle	WKS	Workshop/Stipend	8/21/2026
Yoder, Terrasel DeAnn	WKS	Workshop/Stipend	8/21/2026
Yowell, Lisa Michelle	WKS	Workshop/Stipend	8/21/2026

REPORT TO THE SUPERINTENDENT FROM
DIVISION OF HUMAN RESOURCES

Report Date Range:
07/24/2026-08/27/2026

Legend

COLUMNS

ACTION	Note
REH	Rehired employee or rehired position
HIR	Newly hired
SEP	Separation, quits, layoff
XFR	Transfers
RET	Retirement

From - To	Note
	Job Code or Position Change

POS CNT	Note
	FTE

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
July 2026

Appendix 3

Supplier Number	Supplier Name	Amount	Payment Number
50670	316 MECHANICAL LLC	21,912.00	128882
50210	9 TO 5 COMPUTER SUPPLY DIST., INC.	2,225.80	549791
43780	A TO Z THEATRICAL SUPPLY & SERVICE	1,250.00	128560
43780	A TO Z THEATRICAL SUPPLY & SERVICE	115,635.46	128749
19076	AAA PORTABLE SERVICES LLC	207.00	128883
43915	Accelerate Learning Inc	116,012.62	128641
16754	ACCOUNT RECOVERY SPECIALISTS INC	137.72	549772
16754	ACCOUNT RECOVERY SPECIALISTS INC	137.30	549986
33044	ACCREDITED LOCK SUPPLY	24,200.00	550086
10691	ACME DOCK SPECIALISTS INC	301.00	550087
51955	Active Internet Technologies LLC	276,984.00	128884
52587	Ad Astra Planetarium	235.00	550088
	ADREA DAWN KATZENMEIER	71.26	128573
	ADRIANA M AGUILERA	82.18	549911
	ADRIANNE MARIE LOWELL	496.79	128704
	ADRIANNE MARIE LOWELL	19.81	128834
17258	ADVANCED ORTHOPAEDIC ASSOCIATES PA	600.00	549887
17258	ADVANCED ORTHOPAEDIC ASSOCIATES PA	1,200.00	549974
42453	ADVANTAGE PRESS SERVICES INC	3,987.80	550089
52374	AIR CAPITAL OFFICE MOVERS LLC	1,740.00	550090
	ALEXANDRA NICOLE MARTIN	252.00	128835
	ALICIA MAY ROBISON	69.58	128836
	ALISA A ABUZEINEH	561.01	128837
	ALISON CHRISTINE DRAUT	271.00	550002
31842	ALL SEASONS SPORTSWEAR INC	881.55	549927
54239	ALLBOSS, LLC	2,694.00	128750
01646	ALLEN GIBBS & HOULIK LC	4,000.00	128751
	AMANDA CHERI GRIMES	47.95	128574
	AMANDA EILEEN PAVLOVICH	295.02	550003
	AMANDA LOUISE ROSENSTIEL	366.54	550004
	AMANDA LYNN POPP	96.40	128575
	AMANDA R CHANCE	57.33	128576
	AMANDA R CHANCE	109.83	549912
51402	Amazon Capital Services Inc	6,558.81	128561
51402	Amazon Capital Services Inc	27,400.31	128642
51402	Amazon Capital Services Inc	10,796.19	128752
51402	Amazon Capital Services Inc	1,489.57	128799
51402	Amazon Capital Services Inc	42,514.99	128885
	AMBER DAWN BURBRINK	252.00	128838
	AMELIA ALVINA REYES	101.64	128577
09613	AMERICAN AIRLINES INC	1,945.91	128753
41062	AMERICAN BOILER SERVICES INC	892.41	549792
41062	AMERICAN BOILER SERVICES INC	125.63	549793
53976	AMERICAN FENCE COMPANY INC	102,099.35	550091
52620	American Medical Certification Association LLC	357.00	550092
51697	American Society of Composers Authors and Publishers	930.50	128754

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
July 2026

Supplier Number	Supplier Name	Amount	Payment Number
	AMY DANA E BALDWIN	59.50	128578
	AMY DANL ZAVALAGARNSEY	196.18	550005
	AMY LOUISE DEMEL	15.89	128839
	ANA E ALANIZ	201.60	549913
	ANDREA NICOLE GRAHAM	251.02	128579
	ANGELA CATHERINE HOGUE	117.11	549751
	ANGELA KAY LAMPE	178.36	128580
	ANGELA KAY SANFORD	3.36	128705
	ANGELA MARIE DYE	252.00	550006
	ANNE LESLEY AMSTUTZ	252.00	550007
09225	ANNUITY TRUST FUND	72.15	94197
12792	APPLE COMPUTER INC	5,023.60	128643
12792	APPLE COMPUTER INC	1,691.20	128755
12792	APPLE COMPUTER INC	1,673.80	128886
53736	Appraisal Compliance Services	26,425.00	549928
	APRIL GUTIERREZ	867.42	550008
	ARACELY G RENOVATO	511.91	549752
39793	ARC PHYSICAL THERAPY PLUS LP	2,475.00	550093
38145	ARNOLD SCOTT HARRIS PC	686.38	549987
13635	ARROW WRECKER SERVICE INC	115.50	549794
	ASHLEY LAUREN MILLS	252.00	128706
	ASHLEY LOUISE CARPENTER	7.14	128581
	ASHTEN BETH VOLKMAN	64.98	549753
14988	ASIFlex	300,000.00	94291
14988	ASIFlex	7,398.00	128644
52766	Aspire 2 Play, LLC	5,672.00	549929
53166	Assisted Student Transportation LLC	51,000.00	550094
50511	Attainment Company, Inc.	8,987.48	549795
50511	Attainment Company, Inc.	26,962.44	549930
	AUBRY COLETTE WEIGEL	56.00	128840
50565	Auto Glass Services LLC	430.00	128756
15252	AVID CENTER	60,225.00	128757
41889	AVIS BREANNA	50.00	128645
11174	B&B ELECTRIC MOTOR CO	2,200.00	549796
39617	BAKE R US INC	14,137.20	128887
43294	BANC OF AMERICA MERCHANT SERVICES LLC	4,614.17	94276
	BARRY EDWARD MAYDEW	21.14	128582
	BARRY EDWARD MAYDEW	3.84	128707
52359	BASiq Automation LLC	173,644.00	549931
35836	BASIS CONSULTING ENGINEERS LLC	10,086.17	549932
51724	BC Services Inc	268.32	549773
51724	BC Services Inc	235.17	549988
20878	BEN E KEITH COMPANY	1,430.90	128646
20878	BEN E KEITH COMPANY	3,871.60	128758
20878	BEN E KEITH COMPANY	35,299.10	128800
20878	BEN E KEITH COMPANY	15,444.15	128888

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
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Supplier Number	Supplier Name	Amount	Payment Number
30301	Berry Companies Incorporated	1,701.85	549797
30301	Berry Companies Incorporated	1,236.54	549933
54321	Bertelsmann Learning LLC	2,268.00	550095
43005	BEST-ONE OF KANSAS INC	3,081.36	549798
36166	BEYNON SPORTS SURFACES INC	4,450.00	549799
35417	BIG SKY PARTY RENTALS LLC	1,000.00	549800
35417	BIG SKY PARTY RENTALS LLC	1,235.00	550096
39634	BIMBO BAKERIES USA	399.51	128759
50701	Bind Benefits, Inc. - dba Surest	79,058.99	94211
50701	Bind Benefits, Inc. - dba Surest	473,392.45	94225
50701	Bind Benefits, Inc. - dba Surest	285,204.02	94226
50701	Bind Benefits, Inc. - dba Surest	221,363.09	94227
50701	Bind Benefits, Inc. - dba Surest	43,643.84	94228
50701	Bind Benefits, Inc. - dba Surest	659,169.76	94244
50701	Bind Benefits, Inc. - dba Surest	260,534.11	94279
35293	BLACK HILLS UTILITY HOLDINGS INC	499.59	94247
35293	BLACK HILLS UTILITY HOLDINGS INC	2,174.43	94250
35293	BLACK HILLS UTILITY HOLDINGS INC	162.42	94251
35293	BLACK HILLS UTILITY HOLDINGS INC	406.35	94253
35293	BLACK HILLS UTILITY HOLDINGS INC	467.37	94260
35293	BLACK HILLS UTILITY HOLDINGS INC	188.17	94266
35293	BLACK HILLS UTILITY HOLDINGS INC	344.75	94268
53508	BLICK ART MATERIALS LLC	614.48	549801
42699	BLITT AND GAINES PC	349.29	549774
42699	BLITT AND GAINES PC	1,850.30	549901
42699	BLITT AND GAINES PC	347.57	549989
51309	Boklund Interpreting Services LLC	120.00	550097
	BONITA MARIE FIESER	510.81	550098
10266	BOUND TO STAY BOUND BOOKS INC	156.15	128647
10266	BOUND TO STAY BOUND BOOKS INC	89.08	128801
54293	BradyPLUS	1,114.88	128648
54293	BradyPLUS	717.60	128760
54293	BradyPLUS	143,120.56	128761
54293	BradyPLUS	2,315.00	128889
	BRANDON DAVON SCOTT	35.42	128841
	BRANDON EUGENE REITH	349.91	128708
	BRETT ALLYN EITZEN	85.89	128709
	BRIAN JOHN WELTER	133.90	549754
	BRIAN M SCOTT	2,116.68	128842
	BRIAN P WHITE	831.52	128843
52087	Brite Visual Products	2,497.50	5572
20623	BROADWAY HOME MEDICAL	74.95	550099
52996	BRODERICK MIRANDA	2,722.50	128762
51806	Brooks Grease Service Inc	80.00	128763
51806	Brooks Grease Service Inc	400.00	128890
54253	BRUCE STUART M	299.87	549802

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
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Supplier Number	Supplier Name	Amount	Payment Number
40142	BSN Sports LLC	10,843.86	128649
40142	BSN Sports LLC	3,700.00	128891
41118	BSWIFT LLC	34,994.19	128650
11354	BUILDING CONTROLS AND SERVICES INC	247.02	549803
11354	BUILDING CONTROLS AND SERVICES INC	491.40	550100
17510	BUTLER & ASSOCIATES PA	306.28	549775
17510	BUTLER & ASSOCIATES PA	317.97	549990
40119	BUTLER RURAL ELECTRIC COOPERATIVE ASSOCIATION II	115.75	94252
40119	BUTLER RURAL ELECTRIC COOPERATIVE ASSOCIATION II	39,757.96	94263
	CALE GARY CLOUGH	252.00	550009
	CALEB JOSHUA NICHOLS	25.00	550010
52406	Canon Financial Services Inc	23,342.62	128802
52406	Canon Financial Services Inc	21,034.70	128892
53372	Canon USA Inc	10,857.08	128651
53372	Canon USA Inc	17,803.12	128764
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	2,667.23	549776
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	6,829.00	549902
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	2,586.92	549991
	CARLA RENAE CLEMENT	14.56	128583
54368	C-Arrow Stables	1,470.00	549934
	CASEY BETHANY ATHERLY	9.80	549755
	CATHY M MONG	40.76	128844
18825	CDW GOVERNMENT	574.29	128893
	CECILIA STEPHENS	576.66	549914
50508	Center for the Collaborative Classroom	8,000.00	549746
	CHANEL LEE OLLER	27.09	128845
	CHANTAL MARIE COPPER	11.97	128846
38113	CHEROKEE CONSTRUCTION INC	252,590.00	128765
54351	Child & Family Eye Care	772.02	549888
54351	Child & Family Eye Care	3,950.00	549889
54351	Child & Family Eye Care	218.00	549975
54351	Child & Family Eye Care	698.00	549980
	CHRISTIAN MICHAEL MILLER	73.71	128584
	CHRISTIE MARIE MEYER	27.30	128585
	CHRISTINA DEANNE SINGER	252.00	550011
	CHRISTINA L FOSTER	345.95	550012
	CHRISTINE MARIE ABERG	60.48	128586
	CHRISTOPHER D SHETLAR	15.75	128587
	CHRISTY LIANE ROYAL	1,887.83	128847
38254	CHURCHFIELD TRADING	11,333.28	128652
38254	CHURCHFIELD TRADING	11,029.20	128766
	CICELY SCOTT	62.37	549756
	CIERRA JADE RHODES	252.00	550013
30573	CINTAS CORPORATION	338.88	549804
30573	CINTAS CORPORATION	169.44	550101
36066	CITY OF BEL AIRE	3,166.79	94254

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
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Supplier Number	Supplier Name	Amount	Payment Number
11258	CITY OF PARK CITY	575.74	94265
11764	CITY OF WICHITA	8,496.66	94246
11764	CITY OF WICHITA	4,816.00	94248
11764	CITY OF WICHITA	1,053.86	94255
11764	CITY OF WICHITA	1,887.88	94256
11764	CITY OF WICHITA	3,301.34	94258
11764	CITY OF WICHITA	2,970.54	94261
11764	CITY OF WICHITA	2,220.51	94262
11764	CITY OF WICHITA	709.87	94269
11764	CITY OF WICHITA	454.09	94270
11764	CITY OF WICHITA	188.59	94272
43907	CITY WIDE FACILITY SOLUTIONS WICHITA	45,984.30	128653
43731	CLAMPITT PAPER COMPANY OF OKLAHOMA	524.88	549805
43731	CLAMPITT PAPER COMPANY OF OKLAHOMA	956.32	550102
54119	CLOVER NETWORK LLC	567.63	94277
	CODY NEIL OBRIEN	119.00	128848
16264	COHEN MCNEILE & PAPPAS PC	1,033.25	549777
16264	COHEN MCNEILE & PAPPAS PC	859.70	549903
16264	COHEN MCNEILE & PAPPAS PC	1,084.03	549992
30436	COLD CONTROL REFRIGERATION INC	1,408.05	549806
30436	COLD CONTROL REFRIGERATION INC	252.50	549935
30436	COLD CONTROL REFRIGERATION INC	180.00	550103
42188	COLLINS KYLAN	271.81	549936
10789	COMMERCE BANK	80.97	94275
10789	COMMERCE BANK	3,613.51	94278
11303	COMMERCE BANK VISA BUSINESSCARD	3,379.23	94204
11303	COMMERCE BANK VISA BUSINESSCARD	222.75	94205
11303	COMMERCE BANK VISA BUSINESSCARD	377,036.13	94274
11303	COMMERCE BANK VISA BUSINESSCARD	53,807.27	94289
11303	COMMERCE BANK VISA BUSINESSCARD	657.00	94290
11624	COMMERCE CONSTRUCTION SERVICES INC	26,309.00	549807
11624	COMMERCE CONSTRUCTION SERVICES INC	638,429.49	550104
43056	COMMUNITY OPERATIONS RECOVERY EMPOWERMENT IN	190.00	549937
09738	COMMUNITY PRODUCTS LLC	4,969.00	549808
53191	Compass Group USA, Inc	2,295.25	550105
35631	Concord Theatricals Corp	638.20	550106
54385	CONOVER CARY	6,936.23	549915
06088	CORVEL CORPORATION	4,130.12	94238
06088	CORVEL CORPORATION	16,672.81	94239
06088	CORVEL CORPORATION	38,217.40	94240
06088	CORVEL CORPORATION	29,978.07	94241
06088	CORVEL CORPORATION	11,837.80	94242
06088	CORVEL CORPORATION	41,218.97	94243
10138	COUNCIL OF THE GREAT CITY SCHL	50,832.00	128894
53385	COX BUSINESS	31,480.25	549809
53385	COX BUSINESS	228.32	550107

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
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Supplier Number	Supplier Name	Amount	Payment Number
41552	CRAFCO INC	1,450.35	128895
54377	CRANE SUMER	214.00	550108
51776	Creative Design Tees	2,342.00	549810
50092	CREATIVE FLOORS COATING & DESIGN	8,019.70	128562
50092	CREATIVE FLOORS COATING & DESIGN	70,325.36	128767
53082	Creoal	4,807.50	128768
50960	Crossroads Trailer Sales and Service Inc	833.64	549938
	CURTIS EUGENE REDUS	455.14	550014
50127	Czarniecki Construction Inc	7,807.19	550109
51172	Daikin TMI LLC	406.19	128769
51172	Daikin TMI LLC	1,379.57	128896
	DAMIAN ESPARZAARANDA	252.00	550015
	DAMIAN T BRUCE	75.53	128588
36250	DAMM MUSIC CENTER INC	1,322.98	549811
	DANIELLE RENAE ESPINOSA	1,215.63	550016
	DANIELLE ROSE MCEWEN	56.00	128849
50446	Darr Jeffrey	2,754.00	128897
	DAVID M SELF	46.69	128589
	DAVID M SELF	9.31	128710
11731	DAYMARK SOLUTIONS INC	30,584.00	128770
11731	DAYMARK SOLUTIONS INC	3,240.00	128898
	DEAN MICHAEL STEFFEN	78.08	128850
	DEBRA A LIETZKE	24.43	128851
12430	DELL DIRECT SALES LP	3,664.32	128563
12430	DELL DIRECT SALES LP	1,970.37	128654
12430	DELL DIRECT SALES LP	367.49	128899
18210	DELTA DENTAL PLAN OF KANSAS INC	298,552.22	128655
18210	DELTA DENTAL PLAN OF KANSAS INC	100,470.47	128771
18210	DELTA DENTAL PLAN OF KANSAS INC	112,575.81	128803
18210	DELTA DENTAL PLAN OF KANSAS INC	110,176.02	128900
54352	Derby Door LLC	779.46	550110
	DESTINY RENEE LARIOS	45.36	128711
	DEVIN ROSE KUSZMAUL	410.52	550017
	DIANA BOCANEGRA	7.56	128852
	DIANE M COOKE	70.82	128853
52891	Diffit Inc	2,000.00	549812
13162	DISCOVERY EDUCATION INC	157,920.00	128656
13162	DISCOVERY EDUCATION INC	1,799.00	128804
	DORIAN DEE STROOT	21.42	128590
	DORIAN DEE STROOT	284.00	128854
	DOROTHY MARIE JASO	252.00	550018
36189	DOUGLAS FOOD STORES INC	2,961.76	549813
44221	DUBROWSKI PEGGY	5,400.00	549814
	DULCE M TORRESCABALLERO	105.14	128591
	DYANE LORETTA SMOKOROWSKI	283.00	550019
15476	E3 DIAGNOSTICS INC	15,140.34	128657

TREASURY WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
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Supplier Number	Supplier Name	Amount	Payment Number
43925	EASY ICE LLC	447.38	549815
43925	EASY ICE LLC	329.98	550111
	ELISEA O SANCHEZ	144.97	128592
37938	ELITE CONCRETE INC	11,800.00	128772
	ELIZABETH LUMBRERAS	27.30	128593
	ELIZABETH LUMBRERAS	45.28	128712
	ELSA RAELENN CARPENTER	353.63	550020
	EMILY LYNN TANNER	79.94	550021
54362	EMPAC, INC	10,000.00	550112
50005	Empower Retirement LLC	16,692.45	128658
50005	Empower Retirement LLC	16,073.01	128805
50005	Empower Retirement LLC	21,068.38	128806
50014	EMS LINQ LLC	169,453.25	128901
53764	ENTERPRISE RENT A CAR	1,590.28	549816
53764	ENTERPRISE RENT A CAR	1,910.69	549939
53764	ENTERPRISE RENT A CAR	3,849.41	550113
54393	EPP KATHERINE M	100.00	550114
50917	ERI Economic Research Institute, Inc.	3,489.00	549817
	ERIC LOUIS FILIPPI	98.91	128713
	ERICA R CAUDILLO	252.00	550022
	ERIN RENAE MATLOCK	271.00	550023
52658	eSquared Communication Consulting	373.42	128902
	ESTELA VEGA VEGA	167.44	128594
10778	EVCO WHOLESALE FOOD CORPORATION	11,466.00	549940
51034	EVERDRIVEN TECHNOLOGIES LLC	26,226.10	128773
52657	Every Kanas South Inc	6,284.37	94267
52657	Every Kanas South Inc	1,227.45	94271
52657	Every Kanas South Inc	39,561.69	94273
52657	Every Kanas South Inc	55.59	549818
53706	Everway LLC	176,847.00	550115
53655	EXPERT PAY	247.08	94214
53655	EXPERT PAY	651.50	94233
53655	EXPERT PAY	351.27	94286
53436	Extra Duty Solutions	1,300.91	549819
53436	Extra Duty Solutions	3,296.59	549941
11269	F & A FOOD SALES INC	140,273.20	128774
11269	F & A FOOD SALES INC	10,651.90	128807
11269	F & A FOOD SALES INC	156,562.26	128903
	FABIAN NOEL ARMENDARIZ	94.57	128855
44066	FAR FROM NORMAL SUPPLY INC	2,269.91	550116
12324	FEDERAL EXPRESS CORPORATION	97.00	550117
	FELICIA MARIA MALDONADO	270.00	128856
35925	FIRST STUDENT INC	402,590.97	128659
35925	FIRST STUDENT INC	34,128.79	128775
35925	FIRST STUDENT INC	11,953.98	128904
01424	FLEESON GOOING COULSON & KITCH LLC	15,379.50	128905

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43122	FLOOR PERFECT LLC	34,349.71	549820
50420	FOREVERLAWN SOUTH CENTRAL KANSAS	305.73	549821
32008	FOULSTON SIEFKIN LLP	3,517.94	549822
52586	Franco Services	1,281.40	549981
	FRANK ALTON NEWINGHAM	331.50	550024
39849	FRONTLINE TECHNOLOGIES GROUP LLC	67,779.26	128906
	GABRIELA AMPARAN	252.00	550025
	GAIL A JONES	37.80	549757
	GAIL A JONES	4.76	550026
51819	Galls Parent Holdings LLC	8,748.11	549942
38840	Geosyntec Consultants Inc	14,054.82	550118
	GILBERT O ALVAREZ	59.57	128595
	GILDA CEPEDA	52.08	128596
42318	GLASSER BOWS INC	8,504.80	550119
	GLORIA ANN NEWTON	299.39	128597
50032	Gold Creek Foods	104,491.52	549823
53003	GOLD STAR FOODS INC	386.40	128808
10098	GRAINGER INC	13.45	128809
10098	GRAINGER INC	2,365.20	128907
54389	GRISWOLD JANNEA	25,175.25	549976
43630	GRIZZLY INDUSTRIAL INC	3,665.00	128776
09343	GUARDIAN LIFE INSURANCE CO	32,295.61	549982
09843	HAJOCA CORPORATION	255.48	549824
09843	HAJOCA CORPORATION	873.96	549943
09843	HAJOCA CORPORATION	1,334.41	550120
36208	HALO BRANDED SOLUTIONS, INC	2,047.50	128777
11143	HAMPEL OIL DISTRIBUTORS INC	839.94	128810
	HANNAH MARIE COPELAND	460.27	550027
50301	Harman Huffman Companies Inc	63,836.69	549944
50301	Harman Huffman Companies Inc	573,284.78	550121
37080	HARWICK SHARRI KAYE	34.45	18380
	HAZEL ALEJANDRA MARTINEZSCOTT	20.16	128714
54234	HECKMAN, DERRICK	23.70	549890
42079	HEDRICK JULIE ANN	450.00	128660
42079	HEDRICK JULIE ANN	58.38	128908
54372	HERRERA LISVETT	73.71	549891
10579	HILAND DAIRY FOODS COMPANY LLC	19,080.33	128661
10579	HILAND DAIRY FOODS COMPANY LLC	25,785.82	128778
10579	HILAND DAIRY FOODS COMPANY LLC	17,997.55	128811
10579	HILAND DAIRY FOODS COMPANY LLC	16,639.37	128909
51541	Ho Matthew T	119.28	549825
	HOLLIE MARIE DAWSONBUTLER	8.40	550028
32561	Hollins & McVay, P.A.	273.14	549779
32561	Hollins & McVay, P.A.	279.51	549904
32561	Hollins & McVay, P.A.	395.73	549993
	HOLLY A INGRAM	5.46	128715

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	HOLLY J YAGER	11.69	128598
15728	HOLMES KURT A PA	1,187.93	549780
15728	HOLMES KURT A PA	1,104.06	549994
	HOPE ELIZABETH WILSON	56.00	550029
54371	HUNN JAMES	300.24	549747
52282	Hustler Turf Equipment LLC	42,230.48	549945
50525	HUTTON CORPORATION	1,833,730.39	128910
50230	ICON STRUCTURES INC	128,840.59	128564
50230	ICON STRUCTURES INC	342,553.85	128779
53272	ICTLL1, LLC	25.00	549790
54166	IKan International LLC	2,459.97	550122
52681	IMA, Inc	4,480,896.91	128662
52681	IMA, Inc	93,750.00	128780
53649	Image Matters Inc	720.00	549826
12666	IML Security Supply Co	3,584.64	549827
37158	IN THE BAG CLEANERS INC	8,540.90	549828
50200	incite Design Studio LLC	9,400.00	549829
42758	INNOFIN SOLUTIONS LLC	1,615.00	128781
54096	Inspired Koncepts, Inc.	520.00	549946
39810	INTERIM HEALTHCARE OF WICHITA INC	736.00	549947
39810	INTERIM HEALTHCARE OF WICHITA INC	2,064.00	550123
53465	INTERNATIONAL BACCALAUREATE ORGANIZATION	13,000.00	550124
38115	IRS FEDERAL TAX WITHHOLDING	5,225.38	94201
38115	IRS FEDERAL TAX WITHHOLDING	635,289.58	94206
38115	IRS FEDERAL TAX WITHHOLDING	46,434.98	94218
38115	IRS FEDERAL TAX WITHHOLDING	122,533.87	94220
38115	IRS FEDERAL TAX WITHHOLDING	485.85	94231
38115	IRS FEDERAL TAX WITHHOLDING	588,221.04	94237
38115	IRS FEDERAL TAX WITHHOLDING	4,722.88	94284
38115	IRS FEDERAL TAX WITHHOLDING	708,119.88	94294
	ISAIAH VINCENT MURDOCK	366.46	550030
34575	ITW Food Equipment Group LLC	399.25	550125
	ITZA DEL CARMEN PALACIOS	154.98	128716
50147	IXL Learning, Inc.	153,860.00	550126
54058	J & A TRAFFIC PRODUCTS LLC	2,332.75	128663
19060	J W PEPPER & SON INC	260.00	549948
53595	JAKS Construction LLC	18,933.33	128664
	JAMES DOUGLAS HUNN	111.44	128599
	JAMES ELDON WOOD	64.82	128717
	JAMIE M BALL	300.02	550031
	JANA D BROWNTERRHUNE	7.63	128600
	JANA D BROWNTERRHUNE	82.04	549758
	JANELL RILEY JOHNSON	25.06	128718
	JANELLA MICHELLE BISHOP	50.54	128601
	JASMINE D JOHNSON	252.00	550032
	JENNA REBECCA MCGOVERN	466.06	128857

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	JENNIFER E POTOCHNIK	894.52	550033
	JENNIFER ELENA MCNAIR	358.26	128719
	JENNIFER LYN KING	6.09	128602
	JENNIFER MARIE EASUM	8.75	128720
	JESSICA R PADILLA	76.02	549759
	JILL KRISTINE ROBINSON	56.00	128858
	JILL MARIE PELZ	28.00	128859
	JILL MARIE PFEIFER	5.74	128860
	JILLIAN LEIGH SMITH	1,049.00	550034
52100	JITENDRA PRATAP	6,680.50	549830
52100	JITENDRA PRATAP	5,860.90	550127
53961	JM OCONNOR LLC	1,078.28	550128
	JODY LEE FOSTER	418.00	128721
18629	JOHN A MARSHALL COMPANY	1,887.30	549832
18629	JOHN A MARSHALL COMPANY	3,082.55	550129
18629	JOHN A MARSHALL COMPANY	1,977.89	550130
43960	JOHNSON CONTROLS FIRE PROTECTION LP	4,573.98	549949
43960	JOHNSON CONTROLS FIRE PROTECTION LP	3,574.00	550131
	JONATHAN PETER NICHOLS	252.00	550035
	JOSEPH LOUIS FILIPPI	252.00	550036
	JOSEPH WENDELL HUTCHINSON	114.00	550037
	JOSHUA GABRIEL DROUHARD	133.90	549760
	JOSHUA L EHRET	1,539.77	128722
	JOSHUA LEE BURK	122.08	128603
13415	JOSTEN'S INC.	57.03	550132
39513	JOURNEYED.COM INC	93.60	128782
39513	JOURNEYED.COM INC	703.69	128911
	JULIA LEE HUTCHISON	69.23	128604
	JULIETA M CARDONAARIAS	94.50	550038
	JUSTIN A KASEL	16.17	128723
	JUSTIN C HAWPE	87.29	128605
	JUSTIN C HAWPE	58.25	128861
	KACEY DIANE LEWIS	56.00	550039
04176	KAHRS LAW OFFICES PA	1,230.99	549781
04176	KAHRS LAW OFFICES PA	905.22	549782
04176	KAHRS LAW OFFICES PA	2,280.67	549905
04176	KAHRS LAW OFFICES PA	800.82	549995
	KAITLYN ELIZABETH PRAUGHT	252.00	550040
	KALLI MARIE NANCE	459.69	550041
	KAMMIE ERSSELL ANDERSON	146.72	128724
10923	KANSAS ASSOCIATION OF SCHOOL BOARDS	90.00	549732
10633	KANSAS CITY AUDIO-VISUAL INC	5,858.00	128784
10633	KANSAS CITY AUDIO-VISUAL INC	41,698.00	128913
50981	Kansas Collection Professionals LLC	749.74	549783
50981	Kansas Collection Professionals LLC	962.41	549996
09105	KANSAS DEPARTMENT OF REVENUE	565.00	94202

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09105	KANSAS DEPARTMENT OF REVENUE	145,173.00	94219
09105	KANSAS DEPARTMENT OF REVENUE	3,904.00	94232
09105	KANSAS DEPARTMENT OF REVENUE	246,940.00	94295
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	31,469.41	128665
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	1,563.84	128666
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	755.74	128914
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	6,078.47	549833
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	612.83	549834
09106	KANSAS EMPLOYMENT SECURITY FD	158,656.73	94236
12395	KANSAS GAS SERVICE	44.55	94257
12395	KANSAS GAS SERVICE	44.55	94264
11568	KANSAS GOLF AND TURF INC	11,250.00	5573
11568	KANSAS GOLF AND TURF INC	632.48	5578
11568	KANSAS GOLF AND TURF INC	1,640.00	5580
53992	Kansas Joint and Spine Specialists, LLC	2,479.00	549892
53992	Kansas Joint and Spine Specialists, LLC	1,558.00	549983
11304	KANSAS ONE-CALL SYSTEM INC	146.30	549950
15133	KANSAS PAYMENT CENTER	3,002.00	94212
15133	KANSAS PAYMENT CENTER	12,129.43	94213
15133	KANSAS PAYMENT CENTER	19,985.43	94234
15133	KANSAS PAYMENT CENTER	11,579.37	94287
09104	KANSAS PUBLIC EMPL RETIRE SYST	4,133,849.51	94199
09104	KANSAS PUBLIC EMPL RETIRE SYST	25,551.10	94200
09104	KANSAS PUBLIC EMPL RETIRE SYST	618.66	94208
09104	KANSAS PUBLIC EMPL RETIRE SYST	72,505.96	94209
09104	KANSAS PUBLIC EMPL RETIRE SYST	155,195.63	94210
09104	KANSAS PUBLIC EMPL RETIRE SYST	1,156.77	94215
09104	KANSAS PUBLIC EMPL RETIRE SYST	4,881.00	94216
09104	KANSAS PUBLIC EMPL RETIRE SYST	153,905.05	94217
09104	KANSAS PUBLIC EMPL RETIRE SYST	757.14	94230
09104	KANSAS PUBLIC EMPL RETIRE SYST	27,488.64	94280
09104	KANSAS PUBLIC EMPL RETIRE SYST	149,548.62	94282
09104	KANSAS PUBLIC EMPL RETIRE SYST	1,039.66	94283
09104	KANSAS PUBLIC EMPL RETIRE SYST	19,306,736.02	94288
42692	KANSAS READY MIX LLC	598.63	550133
42692	KANSAS READY MIX LLC	4,325.31	550134
18738	KANSAS SELF INSURERS ASSN	835.00	549835
01422	Kansas State High School Activities Association Inc	35,885.98	550135
18411	KAN-TECH INC	485.00	128783
18411	KAN-TECH INC	10,250.00	128912
	KARSYN MARY RAUBER	319.85	550042
	KATELYN RACHELLE DANNAR	44.00	550043
	KATHERINE LYNN MURPHY	205.00	550044
	KATHERN GALE STRICKERT	343.70	550045
	KATLIN JOY AMOS	482.20	550046
	KATY LYNN MCMILLEN	56.00	550047

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	KAYLA ANN FERGUSON	252.00	550048
	KEELY MAY BARNES	252.00	550049
	KEITH ROYAL REYNOLDS	18.06	128606
51756	Kele Inc	2,596.43	128565
	KEM CLARISSE MOORE	61.53	128607
	KHRISTINA ANN DULOHERY	18.41	128608
	KIELA M WOOD	1,253.66	128862
	KIMBERLY R SKOUMAL	37.24	128863
19665	KING, BRENNAN & ALBIN LLC	13,000.00	549893
01003	KLENDIA MITCHELL AUSTERMAN & ZUERCHER LLC	1,790.98	549906
53486	KLINICK ELAINE ANN	266.01	550136
33958	KONICA MINOLTA BUSINESS SOLUTIONS USA INC	47,576.90	549836
38133	KONICA MINOLTA PREMIER FINANCE	12,848.84	549837
	KRISTEN LEE GRAHAM	185.43	128609
	KRISTI LUELLEN WISEMAN	97.09	128610
	KRISTI SHELENE SOWERS	14.98	128725
	KRISTINA ELAINE DZIEWULSKI	252.00	550050
	KRISTINA L MATTHAEI	514.23	128864
30607	KRUSE CORPORATION	40,774.00	128915
30183	KS DEPT OF LABOR	169.53	549784
30183	KS DEPT OF LABOR	175.75	549997
30193	KS DEPT OF REVENUE	1,440.26	94235
30200	KS STATE SCHOOL FOR THE DEAF	1,450.00	549951
09986	LAKESHORE LEARNING MATERIALS LLC	1,157.08	5574
09986	LAKESHORE LEARNING MATERIALS LLC	1,443.05	5581
	LARRY DONELL BROWN Jr	57.40	549917
	LATONIA TARRELL KENNEDY	114.60	128865
	LAUREN BRIANNE GOCKEN	81.13	128726
54274	LAWRENCE KAYLA	140.00	550137
	LAWRENCE V. ALLEN	8.61	128866
50137	Lazel Inc	500.00	550138
53395	LEADING EDGE LAMINATING	105.20	550139
11745	LEGO Brand Retail Inc	30,368.19	128813
	LEIGH ANNE ARRIAGA	252.00	550051
	LEIGH KIRSTIN KASPER	91.00	128867
54392	LELAND AYDENN	500.00	550140
51675	LEROUX KAITLYN	236.00	549952
52999	LessonPix, Inc.	18,720.00	549953
41593	Lexjet LLC	1,440.00	550141
15138	LIBERTY FRUIT CO INC	21,041.14	128667
15138	LIBERTY FRUIT CO INC	10,619.19	128785
15138	LIBERTY FRUIT CO INC	178.21	128916
15656	LIGHTSPEED TECHNOLOGIES INC	69.00	128668
52376	Linda's Scrub Shop	9,900.00	550142
	LISA IRENE WRIGHT	252.00	550052
	LISA MARIE SHAHANKARY	134.26	128611

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52536	Long & Robinson, LLC	498.53	549907
	LORA LEE HOPPER	148.82	128727
	LOREN BROOKE HATFIELD	94.64	128612
	LOREN BROOKE HATFIELD	169.76	128728
	LORI A ORTH	252.00	550053
	LORI JO BURRESS	37.84	128868
12104	LOWES COMPANY INC	1,988.97	549838
11422	LUDEMAN INSULATION & SUPPLY INC	1,122.00	128669
11422	LUDEMAN INSULATION & SUPPLY INC	5,823.00	128917
	LYDIA VITOLAS	161.21	128729
33704	LYNX SYSTEMS DEVELOPERS INC	4,247.00	549839
	MADILYN JANE MCDONALD	2,735.82	128869
	MADISON NICOLE NEEB	41.86	128613
54347	MAGELLAN HEALTHCARE INC	38,341.20	550143
51873	Mahaney a Tecta America Company LLC	37,010.00	549840
52995	Mandarich Law Group LLP	244.09	549785
52995	Mandarich Law Group LLP	251.02	549998
	MANUELA ROJASZARMIENTO	26.74	128614
	MARCIE LYNNE SAWYER	133.90	549761
	MARIA CONCEPCION LUNACASTILLO	33.53	128730
	MARIA CONCEPCION LUNACASTILLO	450.75	128870
	MARIA DEL REFUGIO PALACIOS	12.53	128615
	MARIA ELENA VITAL	106.54	128731
	MARICELA LOPEZ	326.76	550054
	MARK R BROOKS	1,254.36	550055
	MARLENI MEJAMOLINA	252.00	550056
	MARLIN DALE MATTERN	36.19	128616
	MARLIN DALE MATTERN	135.00	128871
53261	Marshall Samantha A	172.00	549841
17257	MARTIN K EBY CONSTRUCTION CO INC	97,693.39	549954
17257	MARTIN K EBY CONSTRUCTION CO INC	340,635.60	550144
15750	MARTIN PRINGLE OLIVER WALLACE & BAUER LLP	304.36	549786
15750	MARTIN PRINGLE OLIVER WALLACE & BAUER LLP	1,108.15	549908
15750	MARTIN PRINGLE OLIVER WALLACE & BAUER LLP	212.51	549999
	MARY BETH OLSON	252.00	550057
	MARY E TAYLOR	574.42	549918
	MARYTZA FERNANDEZFAJARDO	10.64	549762
36541	MATHESON TRI-GAS INC	389.36	549842
36541	MATHESON TRI-GAS INC	376.80	550145
51577	Matt Teeter Leadership LLC	1,750.00	128670
	MATTHEW SAMUEL PHILLIPS	110.42	128872
	MATTIE ANN DAVIES	26.60	128617
35614	MAULER ENGINEERING LLC	14,279.35	549843
52258	MAXIM HEALTHCARE SERVICES INC	4,473.60	550146
	MAYRA SILVIA BARRON	53.06	549919
01595	MCDONALD TINKER SKAER QUINN & HERRINGTON PA	14,082.34	549984

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37101	MCLAURIAN JEWEL JUNE	37.70	18381
	MEAGAN D FLYNN	252.00	550058
	MEENAKSHI PRADHAN	1,058.34	128873
	MELINDA LORRAINE BROWN	56.00	550059
	MELISSA A GERLACH	3,107.00	128732
	MELISSA RANIECE ZIEAMMERMAN	42.63	128618
54323	MFT Automation	19,932.00	549844
	MICHAEL DALE WHITED	70.14	128619
	MICHELE LEE INGENTHON	14.35	128874
	MICHELLE LEE HUTCHISON	4.83	128620
18614	MICRONICHE INC	1,700.00	549955
12701	MICROSOFT CORPORATION	1,945.34	128566
12701	MICROSOFT CORPORATION	2,425.32	128671
12701	MICROSOFT CORPORATION	79.98	128918
41655	MID KANSAS COOPERATIVE ASSOCIATION	3,056.51	549733
42196	MIDLAND	9,384.21	549845
42196	MIDLAND	8,265.00	549920
42196	MIDLAND	2,636.20	550147
44047	MIDWEST DANCE MECHANIX LLC	1,200.00	550148
18277	MILBY PA DANA MANWEILER	95.04	549787
18277	MILBY PA DANA MANWEILER	27.59	550000
	MIRI SHARDEL GORDON	252.00	550060
	MISTY DAWN BLANTON	252.00	550061
51899	Mobile Ed Productions Inc	1,795.00	550149
50267	MobyMax Education LLC	5,196.00	550150
	MOLLY KRISTINE REIDA	252.00	128875
53732	Mountainland Supply Company	316.94	550151
53043	Murdock Companies, Inc.	477.45	550152
	NANCY ANNE SUMPTER	25.90	128876
52198	Nations Karen	443.93	550001
38844	NATSB, NATIONAL SCREENING BUREAU	1,442.00	128814
50176	Navitas LLC	827,070.02	128672
43408	NAZDAR COMPANY	2,808.95	128919
34011	NCS PEARSON INC	11,648.00	549734
34011	NCS PEARSON INC	1,472.73	550153
34011	NCS PEARSON INC	12,979.20	550154
52104	Neenan Company	15.39	550155
54374	NEWKIRK MELINDA	1,530.96	549894
10845	NEWMAN UNIVERSITY	4,230.00	550156
53969	Newton Rock & Mulch, LLC	7,200.00	550157
53735	Nexus Group LLC	3,400.00	550158
	NICHOLAS TODD GREEN	454.49	550062
	NICHOLLE LYNNE JACOBS	10.92	549921
	NICOLE ANN HILL FLETCHER	694.05	549922
	NICOLE MARGUERITE SEELEY	13.09	128621
	NINFA MONTOYACACERES	35.00	549923

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52707	ODP Business Solutions LLC	19,022.72	549846
52707	ODP Business Solutions LLC	371.50	549847
52707	ODP Business Solutions LLC	540.82	549956
52707	ODP Business Solutions LLC	766.42	549957
52707	ODP Business Solutions LLC	2,477.61	550159
52707	ODP Business Solutions LLC	337.99	550160
	OLIVIA NADINE SUMNER	400.20	550063
53962	Omaha Stage Equipment	308,528.76	128674
53962	Omaha Stage Equipment	34,280.97	128920
39448	OMNI FINANCIAL GROUP INC	15,594.62	128675
39448	OMNI FINANCIAL GROUP INC	43,711.54	128816
39448	OMNI FINANCIAL GROUP INC	20,723.06	128817
52613	OptumHealth Financial Services	123,285.24	128676
35975	ORACLE AMERICA INC	1,248.75	128921
54233	O'REILLY AUTO PARTS	393.40	128673
54233	O'REILLY AUTO PARTS	24.66	128815
01697	ORION EDUCATION AND TRAINING	106,476.84	94198
10561	OVERHEAD DOOR COMPANY	8,594.00	549848
52407	P1 Service LLC	7,149.00	549849
52407	P1 Service LLC	53,145.86	549850
	PAIGE NICOLE TILLOTSON	56.00	550064
10628	PARENTS AS TEACHERS NATIONAL CENTER INC	2,070.00	550161
41397	PARTY BOUNCE MOONWALK RENTALS LLC	1,260.00	128677
	PATRICIA ANNE LEARY	646.58	128733
	PATRICIA JO ELLIOTT	17.22	128734
16447	PEARISON INC	4,491.25	5579
50091	Pearson Construction LLC	324,689.49	549851
	PEDRO LUIS SIXTOS	72.86	128735
	PENNY LOUISE MCNEILL	43.64	128622
52023	PERFORMANCE HEALTH SUPPLY LLC	24.30	549735
52023	PERFORMANCE HEALTH SUPPLY LLC	322.15	549852
52023	PERFORMANCE HEALTH SUPPLY LLC	28.50	549958
52023	PERFORMANCE HEALTH SUPPLY LLC	62.85	550162
10272	PERMA BOUND BOOKS	167.11	5575
	PETERJONATHAN REIMERS	339.96	128877
52355	PETERSON FARMS FRESH LLC	10,080.00	128678
11050	PHOENIX SUPPLY INC	243.17	549736
11050	PHOENIX SUPPLY INC	109.89	549853
10010	PIONEER ATHLETICS	8,438.03	550163
36346	PITNEY BOWES BANK INC	490.70	128818
42441	PITTENGER LAW GROUP LLC	1,223.28	549909
34650	PIZZA HUT	391.00	549959
50029	PRECISION CONCRETE CUTTING MIDWEST	118,010.58	128679
37324	PREFERRED PACKAGING	15,592.68	128786
43620	PRIME FIT YOUTH FOUNDATION	7,500.00	128819
41261	PRIMECO PAINTING LLC	55,622.00	549960

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Supplier Number	Supplier Name	Amount	Payment Number
37716	PRINT FINISHING SYSTEMS INC	1,264.34	549854
37716	PRINT FINISHING SYSTEMS INC	2,748.67	550164
09099	PROFESSIONAL ENGINEERING CONSULTANTS PA	1,250.00	549737
09099	PROFESSIONAL ENGINEERING CONSULTANTS PA	53,399.75	550165
18745	PROJECT LEAD THE WAY INC	2,400.00	128680
18745	PROJECT LEAD THE WAY INC	1,900.00	128787
53342	PROVINES PLUMBING LLC	16,956.00	549855
54367	PTR Literacy Programs LLC	1,797.00	549856
53730	PYE BARKER FIRE AND SAFETY LLC	2,600.00	549857
12194	PYRAMID PAPER COMPANY	3,341.49	549738
12194	PYRAMID PAPER COMPANY	8,715.17	549858
12194	PYRAMID PAPER COMPANY	3,695.54	550166
39852	QUADIENT FINANCE USA INC	74.25	128681
30309	QUADIENT INC	95.97	550167
	QUENTINA MAY BEVAN	68.10	549924
	QUIANNA DACIA LEIGH SMITH	97.86	549763
50758	Quizizz Inc.	4,875.00	550168
	RABEAH ZYIAD WEDYAN	36.19	550065
	RACHEL A SCHMEIDLER	91.00	550066
	RACHEL ANN OLIVER	30.59	128736
	RADHIA BAHASHA DIWAN	126.00	550067
	RAEGAN ACEBEDO FREUND	252.00	128878
	RAESCHELE DAWN SANDERS	287.00	550068
01485	RAINBOWS UNITED INC	18,000.00	128820
	RANDALL S ROGERS	338.59	549925
32154	RCREW INC	2,796.00	550169
32154	RCREW INC	851.00	550170
	REBECCA ANN MAHOLLAND	133.90	549764
	REBECCA LYNN ROSAS	318.26	550069
40933	RECONSTRUCTION SERVICES LLC	19,897.58	128922
40971	RECYCLE FOR YOUTH SPORTS	454.95	128567
40971	RECYCLE FOR YOUTH SPORTS	197.28	128788
40971	RECYCLE FOR YOUTH SPORTS	3,014.27	128923
42364	REDDI FENCE LLC	41,380.00	550171
11385	REDDI INDUSTRIES INC	1,902.00	128924
11441	REDDI OVERHEAD DOOR	500.00	5576
50213	Regional Economic Area Partnership (REAP)	3,000.00	550172
	RENEE A TRIMMELL	96.32	549765
	RENEE ANN RIVERA	383.97	550070
42389	Rensenhouse	256.94	549859
42389	Rensenhouse	846.52	550173
42169	RENTERIA KARLA M	426.84	549860
53044	Rentokil North America Inc	79.62	128682
53044	Rentokil North America Inc	64.71	128821
43028	RESTORATION MATTERS	6,552.00	550174
	RHONDA JEAN NEWBY	12.39	549766

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Supplier Number	Supplier Name	Amount	Payment Number
54376	RICE DARLENE	29.50	549895
	RICHARD CARL NOEL	252.00	550071
	RICHARD FALLON ENSLEY	76.86	549767
	RICHARD MICHAEL HEUER	128.87	128879
54198	RICHELIEU AMERICA, LTD.	6,253.34	550175
40035	RICHEY & SON INC	1,475.00	549861
10042	RIDDELL ALL AMERICAN SPORTS	49.95	549739
10042	RIDDELL ALL AMERICAN SPORTS	1,149.95	549862
	RITA MARIE MOORE	252.00	550072
30565	River City Fund Raising, Inc.	682.75	550176
43356	RIVERSIDE ASSESSMENTS LLC	4,255.90	128822
41867	RIVERSIDE TECHNOLOGIES INC	2,327,805.00	128568
41867	RIVERSIDE TECHNOLOGIES INC	2,107,276.00	128683
41867	RIVERSIDE TECHNOLOGIES INC	1,585.00	128823
41867	RIVERSIDE TECHNOLOGIES INC	85,847.00	128925
34535	Roaster Joes Inc	16.60	128926
	ROBERT BRADLEY DICKSON	36.54	128738
15564	ROTARY CLUB OF WICHITA INC	1,580.00	549961
52476	Route4Me Inc	14,400.00	128703
50754	RxResults, LLC	48,298.00	128684
	RYAN BARRY CLAYTON	210.00	550073
	RYAN PATRICK ALLIMAN	17.85	128623
40840	S&S WORLDWIDE INC	185.66	550177
12565	SAGE Publications, Inc.	19,108.00	128569
12565	SAGE Publications, Inc.	1,869.25	128685
32623	SANDIFER ENGINEERING & CONTROLS INC	355.00	549863
	SARAH JO PHILLIPS	20.00	550074
	SASHA ELISABETH JAHAY	252.00	550075
	SAVANNAH F ECHOLS	3,352.38	549768
53974	SCHAEFER ARCHITECTURE INC	309,794.70	549962
11135	SCHAMMERHORN INC	1,426.21	549740
54065	SCHECK JULIE	236.35	549896
54065	SCHECK JULIE	30.00	549985
51217	Schmitz Kristin	613.15	549963
09623	SCHOLASTIC INCORPORATED	294.00	549741
09623	SCHOLASTIC INCORPORATED	25.30	549864
50954	School & Office Products of AR Inc	13,943.76	128686
35858	SCHOOL SPECIALTY LLC	1,462.14	128570
35858	SCHOOL SPECIALTY LLC	8,346.49	128687
35858	SCHOOL SPECIALTY LLC	135,971.28	128789
35858	SCHOOL SPECIALTY LLC	13,246.80	128927
39291	SCHULTZ SQUARED ARCHITECTS LLC	849.24	128688
39396	SCOTT RICE OFFICE INTERIORS	17,096.63	549865
39396	SCOTT RICE OFFICE INTERIORS	7,400.47	549866
39396	SCOTT RICE OFFICE INTERIORS	32,540.62	550178
52323	Seaton Construction Group LLC	93,372.65	549867

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Supplier Number	Supplier Name	Amount	Payment Number
09208	SERVICE EMPLOYEES UNION LOCAL 513	6,662.64	94207
09208	SERVICE EMPLOYEES UNION LOCAL 513	6,144.37	94281
	SHANNON ELIZABETH BOHM	252.00	550076
	SHANNON R BALTHROP	64.54	128739
35242	SHELDEN ARCHITECTURE INC	4,920.00	128689
35242	SHELDEN ARCHITECTURE INC	8,575.00	128824
	SHERRIE SHALISE FRAZEY	413.16	128880
18627	SIGNS & DESIGN INC	930.00	549964
50186	Simplot AB Retail Inc	4,998.21	550179
16415	SIMPSON CONSTRUCTION SERVICES INC	195,880.19	549868
01570	SLAPE & HOWARD CHARTERED	500.00	549897
01570	SLAPE & HOWARD CHARTERED	70,000.00	549977
54309	SmartDollar	50,000.00	128928
54369	SMITH NICOLE	1,213.13	128690
53253	Smith, Mercedes	224.75	549898
54100	SO KAN EXCAVATING LLC	260,275.18	128929
54100	SO KAN EXCAVATING LLC	99,111.55	550180
	SOFFIA AMETHYST WELCH	252.00	550077
	SOPHIA MICHELE FRISCH	252.00	550078
54388	SOTO SANDRA	23,456.80	549978
10969	SOUTHWESTERN ELECTRICAL CO INC	1,626.00	549742
34201	Spectrum Promotional Products, Inc	1,819.08	128691
34201	Spectrum Promotional Products, Inc	7,533.29	128790
34201	Spectrum Promotional Products, Inc	3,750.00	128930
51049	SPT Architecture	6,762.50	128825
51049	SPT Architecture	15,000.00	128931
	STACEY LYNN HARTTOWNSLEY	502.00	550079
	STACIE MARIE DENISON	439.56	128740
16268	STANDARD INSURANCE CO	36,598.60	549748
35484	STAPLES INC	11,294.18	128571
35484	STAPLES INC	11,320.46	128692
35484	STAPLES INC	1,088.43	128791
35484	STAPLES INC	460.29	128826
35484	STAPLES INC	6,850.60	128932
53780	STATE OF ALABAMA	1,083.10	94203
09256	STATE OF KANSAS	9,732.00	128693
09256	STATE OF KANSAS	1,000.00	550181
54390	STEDI LLC	9,250.00	550182
	STEPHANIE LORAN QUICK	41.86	128741
	STEPHEN ALLAN BUESCH	29.47	128742
	STEPHEN JUDE DUARTE	1,227.00	550080
14642	STERICYCLE INC	202.58	549870
14642	STERICYCLE INC	130.92	550183
	STEVE PATRICK NOBLE	123.06	128624
36659	STEVE WEISS MUSIC INC	12,320.00	549871
36659	STEVE WEISS MUSIC INC	746.00	550184

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Supplier Number	Supplier Name	Amount	Payment Number
	STEVEN LEE HARCUS	176.00	550081
53708	Strohminger Mark A	255.98	549749
54215	STRUCTURED LIGHT GROUP, LLC	8,249.00	128792
10437	STUDENT ASSURANCE SERVICES INC	3,627.50	549750
54375	SUMNER OLIVIA	11,575.08	549899
53803	SUNFLOWER STITCH & DESIGN INC	204.00	550185
31808	SUNFLOWER TRAVEL CORP	12,070.66	128694
53661	SUNLAND ASPHALT	17,154.26	550186
51892	Surency Life & Health Insurance Company	79,358.48	128695
51892	Surency Life & Health Insurance Company	6,160.00	128827
	SUSAN JACKS OSBORNE	311.35	128743
	SUSAN M MCFERRIN	113.61	128744
	SUSAN ROBERTA ARENSMAN	22.12	128625
	SUSAN SCARRITT REIF	77.01	550082
33317	Sweetwater Sound, LLC	1,429.90	549743
33317	Sweetwater Sound, LLC	243.98	549872
33317	Sweetwater Sound, LLC	1,303.98	550187
	TAMARA GAYLE MEIER	252.00	550083
	TAMMY DAWN ERWIN	29.12	128626
	TAMMY JANE BRITTAIN	47.74	128627
	TAMMY KAE MARTIN	484.04	128745
	TARAN MELIA MASON	156.31	128628
	TATIANA MINCHIN	185.71	128629
	TERRI S MOSES	46.90	128630
	TERRY LYN FIELDS	10.92	128746
50354	Textbook Warehouse LLC	891.10	550188
39865	THE ART PARK INC	298.00	550189
43302	THE DISTINCT INK LLC	4,861.65	550190
35556	THE FLIPPEN GROUP, LLC	2,400.00	549965
53658	THE HARTFORD INSURANCE GROUP	480.00	550191
52912	The Mariachi Connection	2,115.99	549874
53071	The McClatchy Company LLC	964.07	549875
53071	The McClatchy Company LLC	351.69	550192
51330	The N2 Company	900.00	550193
40895	THE TRAVELERS INDEMNITY COMPANY	7,545.00	549876
10498	THE WALDINGER CORPORATION	28,803.05	549877
	THERESA LOREN BASADRE	449.17	550084
	TIFFANY ANN YOUNG	264.88	128631
	TIMOTHY DAVID HAMBLIN	94.00	128881
	TIMOTHY ERNEST GRUENBACHER	50.12	128632
17811	T-MOBILE USA INC	31.80	549873
	TODD AARON SANCHEZ	33.25	128633
43508	TODD JODI	414.55	550194
	TRACI DIANE WOOD	56.77	128634
	TRACY A HUNGATE	20.79	128635
	TRACY ANN SUHLER	112.07	128636

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Supplier Number	Supplier Name	Amount	Payment Number
53573	TRAILERS & HITCHES INC	7,504.00	550195
09894	TRANE U S INC	226.50	550196
54000	Travelin' Tom's Coffee of S Central Wichita	404.00	549878
	TRAVIS R FOLDS	75.46	128747
11008	TRIMARK INC	7,153.00	5577
11008	TRIMARK INC	15,998.00	5582
20729	TRINITY SALES LLC	675.00	128933
17264	TRIPLETT WOOLF & GARRETSON LLC	150.00	128934
	TUYETNHUNG THI TRAN	133.90	549769
	TYLER NATHAN MILLER	75.74	128748
41664	U.S. DEPARTMENT OF TREASURY	102.46	549788
41664	U.S. DEPARTMENT OF TREASURY	708.13	549910
15604	ULINE INC	659.53	550197
50700	UMR, Inc.	766,860.41	94221
50700	UMR, Inc.	184,133.97	94222
50700	UMR, Inc.	1,300,792.25	94223
50700	UMR, Inc.	632,840.08	94224
50700	UMR, Inc.	835,340.75	94229
50700	UMR, Inc.	1,042,671.14	94245
50700	UMR, Inc.	181,367.05	94292
50700	UMR, Inc.	476,028.55	94293
10912	UNDERGROUND VAULTS & STORAGE	84.00	550198
51610	Unified School District Maize	5,000.00	549900
36910	UNIFIED SCHOOL DISTRICT NO 259	167,256.89	94285
36910	UNIFIED SCHOOL DISTRICT NO 259	149.56	128935
36910	UNIFIED SCHOOL DISTRICT NO 259	50.00	128936
36910	UNIFIED SCHOOL DISTRICT NO 259	522.54	128937
36910	UNIFIED SCHOOL DISTRICT NO 259	50.00	128938
54397	UNIFIED SCHOOL DISTRICT NO 353	1,200.00	549979
33729	UNIFIRST CORPORATION	279.39	550199
53749	United Sales USA Corp	6,948.48	549966
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	375.00	550200
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	375.00	550201
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	375.00	550202
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	375.00	550203
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	375.00	550204
12439	UNITED TEACHERS OF WICHITA INC	267.52	128828
13777	UPS GROUND FREIGHT INC	200.99	128572
13777	UPS GROUND FREIGHT INC	19.90	128696
13777	UPS GROUND FREIGHT INC	18.82	128939
35977	US DEPARTMENT OF THE TREASURY-FMS	50,818.56	549789
17570	US FOODS INC	35,020.80	128793
17570	US FOODS INC	15,471.60	128829
17570	US FOODS INC	10,767.00	128830
41327	UTILITY MAINTENANCE CONTRACTORS LLC	17,450.00	549879
	VANESSA MARY COLEMAN	75.55	549770

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Supplier Number	Supplier Name	Amount	Payment Number
	VANESSA VITAL	192.22	128637
54327	Ventris Learning LLC	903.00	549880
09722	VERITIV OPERATING COMPANY	2,116.80	128697
09722	VERITIV OPERATING COMPANY	410.00	128794
53370	VERIZON WIRELESS	118.59	549881
53370	VERIZON WIRELESS	341.70	549967
53370	VERIZON WIRELESS	226.55	550205
12895	Vestis Group Inc	5,794.52	549882
	VICKI LYNNE SCHUMACHER	120.19	128638
38629	VILLAGE TRAVEL LLC	2,645.00	128698
38629	VILLAGE TRAVEL LLC	2,035.00	128831
38629	VILLAGE TRAVEL LLC	2,020.00	128940
15783	VIRCO INC	378.04	549744
15783	VIRCO INC	3,322.80	549883
15783	VIRCO INC	6,527.30	550206
15783	VIRCO INC	1,716.00	550207
	VONDA KAY ARMSTRONG	163.10	128639
40593	VYTLONE	1,993,597.16	128699
40593	VYTLONE	508,516.50	128795
40593	VYTLONE	522,115.67	128941
54199	W.L. Collins Corporation	422.68	549884
54199	W.L. Collins Corporation	183.57	549968
	WANDY CHARBONIER	252.00	550085
42877	WARREN STEPHANIE RENEE	251.00	549969
50312	Washington Music Sales Center Inc	11,421.90	128700
50312	Washington Music Sales Center Inc	591.30	128942
14934	WASTE CONNECTIONS OF KANSAS INC	252.00	549745
14934	WASTE CONNECTIONS OF KANSAS INC	1,186.34	550208
	WAYNE MARK SUMNER	31.15	128640
10415	WENGER CORPORATION	7,693.90	128796
32768	WEST PUBLISHING CORPORATION	1,452.41	550209
53763	WICHITA PUBLIC SCHOOLS FOUNDATION	159.50	128701
53763	WICHITA PUBLIC SCHOOLS FOUNDATION	127.50	128832
53763	WICHITA PUBLIC SCHOOLS FOUNDATION	686.00	128943
10968	WICHITA STATE UNIV UNION CORP	475.00	550210
30099	WICHITA STATE UNIVERSITY	4,290.00	549885
44068	WICHITA STATE UNIVERSITY FOUNDATION	5,000.00	549970
52873	Wichita Winsupply Co	16,091.52	549971
50549	Wickham Industries, Inc.	3,116.50	128797
11120	WILLIAMS LAFE T & ASSOC INC	335.20	128702
11120	WILLIAMS LAFE T & ASSOC INC	364.20	128798
11120	WILLIAMS LAFE T & ASSOC INC	29.16	128833
11120	WILLIAMS LAFE T & ASSOC INC	3,757.80	128944
51316	WILSON ERIN	260.24	549972
54213	WINTER MELISSA SUE	388.00	549973
51456	WoodRiver Energy LLC	5,339.61	94249

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Supplier Number	Supplier Name	Amount	Payment Number
51456	WoodRiver Energy LLC	22,891.43	94259
53382	XCEL GLOBAL SPORTS LLC	4,500.00	550211
09747	XEROX CORPORATION	116,828.00	550212
10841	YMCA	57,680.00	549886
10841	YMCA	8,169.69	550213
10841	YMCA	4,656.26	550214
54387	YOUNG JILL	309.60	549926
	ZACHARY ANTHONY STERNER	30.10	549771
43544	ZAPATA MEGAN ELIZABETH	209.54	550215
		<u>61,689,979.25</u>	

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Supplier Number	Supplier Name	Amount	Payment Number
10394	4IMPRINT INC	1,099.79	550454
19076	AAA PORTABLE SERVICES LLC	1,132.00	129398
16754	ACCOUNT RECOVERY SPECIALISTS INC	197.91	550305
16754	ACCOUNT RECOVERY SPECIALISTS INC	245.19	550834
33044	ACCREDITED LOCK SUPPLY	547.00	550712
10691	ACME DOCK SPECIALISTS INC	2,880.00	550224
10691	ACME DOCK SPECIALISTS INC	344.00	550455
10691	ACME DOCK SPECIALISTS INC	2,135.00	550713
52190	Action Based Learning LLC	8,000.00	550456
52587	Ad Astra Planetarium	235.00	550225
	ADREA DAWN KATZENMEIER	70.90	128945
	ADRIANA YASMIN ARCINIEGA	181.37	550419
	ADRIANNE MARIE LOWELL	54.10	128946
17258	ADVANCED ORTHOPAEDIC ASSOCIATES PA	1,200.00	550420
17258	ADVANCED ORTHOPAEDIC ASSOCIATES PA	2,400.00	550580
52374	AIR CAPITAL OFFICE MOVERS LLC	9,415.50	550714
51652	Alabama Aviation Education Center Inc	5,000.00	550226
51652	Alabama Aviation Education Center Inc	5,000.00	550457
51652	Alabama Aviation Education Center Inc	2,500.00	550715
54313	ALEC GRILL	62.50	550458
	ALEJANDRA RAMIREZ	18.56	550588
	ALEXANDRA NICOLE MARTIN	105.16	129333
	ALEXANDRIA NICOLE GARCIA	2,237.75	128947
	ALICIA MAY ROBISON	49.52	129371
	ALISON DEANNE RENNER	500.00	550589
31842	ALL SEASONS SPORTSWEAR INC	1,283.20	550227
32571	ALL SIZE FENCE CO	2,590.00	5593
53535	ALLEN LEE SCREEN PRINTING	1,413.00	550459
15696	ALLOY ARCHITECTURE PA	10,000.00	550323
15696	ALLOY ARCHITECTURE PA	9,000.00	550460
	ALYSSA CAROL ANNE HOLFORD	39.37	128948
	AMALIA ANN JANTZ	461.08	550590
	AMANDA CHERI GRIMES	89.33	129129
	AMANDA DEANN GLENN	252.00	550591
	AMANDA JO BINTZ	2.47	129130
	AMANDA LOUISE ROSENSTIEL	366.54	550421
	AMANDA LYNN SHARSHEL	18.34	129131
	AMANDA R CHANCE	70.27	129372
51402	Amazon Capital Services Inc	78,462.28	129077
51402	Amazon Capital Services Inc	86,881.67	129202
51402	Amazon Capital Services Inc	72,808.59	129268
51402	Amazon Capital Services Inc	63,529.85	129399
	AMBER D MCCARTHER	188.03	550422
	AMBER DAWN BURBRINK	74.25	129373
	AMELIA ALVINA REYES	108.76	128950
41062	AMERICAN BOILER SERVICES INC	845.00	550461

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Supplier Number	Supplier Name	Amount	Payment Number
41062	AMERICAN BOILER SERVICES INC	1,275.64	550716
12230	AMERICAN CITY BUSINESS JOURNALS INC	2,000.00	5594
53976	AMERICAN FENCE COMPANY INC	21,858.80	550324
10824	AMERICAN RED CROSS	1,215.00	550228
10824	AMERICAN RED CROSS	1,096.20	550325
54432	AMSCO SUPPLY LLC	1,537.12	550717
	AMY DAWN ALVAREZ	199.00	128951
	AMY J NOLEN	63.29	128952
	AMY LOUISE DEMEL	44.30	128953
	AMY LYNN GREINER	375.99	550592
	AMY RAE PHELPS	133.90	550593
	ANA RUTH REYES	56.91	128954
	ANADELIA F FAJARDO	4.42	129334
	ANDREA NICOLE GRAHAM	179.71	128955
	ANDREA NICOLE GRAHAM	44.36	129132
	ANDREA NICOLE GRAHAM	10.59	129374
	ANDREA NICOLE ZIMMERMAN	4.93	129133
	ANDREA SANCHEZ	18.46	129134
	ANDREW DOMINIC PINA	19.14	129135
	ANGELA CATHERINE HOGUE	96.00	129375
	ANGELA KAY LAMPE	171.93	128956
	ANGELA M GALVAN	6.96	129335
	ANGELA R KARRAKER	83.25	128957
	ANGELA RENE LEBLANC	41.30	550594
	ANGELINA JUSTINE TILSON	4.36	128958
09225	ANNUITY TRUST FUND	72.15	94296
	ANTHONY J COTTON	2,116.68	129136
12792	APPLE COMPUTER INC	14.85	129078
12792	APPLE COMPUTER INC	3,114.00	129269
43613	APPLIED BUSINESS SOFTWARE INC	1,600.00	129203
43613	APPLIED BUSINESS SOFTWARE INC	3,200.00	129400
	ARACELI LOPEZ	9.93	550595
	ARACELY G RENOVATO	149.40	550596
53109	Arc Network Holdings Corp	2,540.00	550326
39793	ARC PHYSICAL THERAPY PLUS LP	4,875.00	550327
51696	Arceo Labs Inc	30,000.00	129401
38145	ARNOLD SCOTT HARRIS PC	801.99	550306
38145	ARNOLD SCOTT HARRIS PC	652.14	550835
	ARTA BLYTHE QUAM	76.23	129137
	ASHLEI ANN MATTHEWS	252.00	129138
	ASHLEIGH NICOLE ROSS	77.05	550597
	ASHLEY LAUREN MILLS	11.52	129336
	ASHLEY LOUISE CARPENTER	16.83	128960
	ASHLEY MARIE COWLEYDEAN	498.96	550598
	ASHLEY MARIE ROBINSON	328.74	550423
	ASHLYND NASHAY-LYNN HORTON	133.90	550599

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14988	ASIFlex	7,383.00	129079
51154	ASM GLOBAL, LLC	3,037.50	129080
52766	Aspire 2 Play, LLC	283,412.00	129081
52634	Assel Consulting LLC	75.00	129270
52237	Association of Christian Schools International	1,728.75	550229
35078	ATLAS ELECTRIC LLC	163,400.00	129082
	AUGUSTA AV VOSHELL	2,116.68	128961
50565	Auto Glass Services LLC	146.00	129204
50565	Auto Glass Services LLC	146.00	129402
15252	AVID CENTER	1,249.00	129083
15252	AVID CENTER	1,099.00	129271
15252	AVID CENTER	4,250.00	129403
11174	B&B ELECTRIC MOTOR CO	7,177.57	550328
11174	B&B ELECTRIC MOTOR CO	14,398.21	550462
51321	Barco Products	1,616.90	550230
51321	Barco Products	2,036.66	550329
51764	Barles Mary Felicity	182.00	550463
54181	Barr Braden	182.00	550464
	BARRY ARNELL GLOVER	2,116.68	550600
	BARRY EDWARD MAYDEW	3.84	129337
35836	BASIS CONSULTING ENGINEERS LLC	7,471.50	550465
35836	BASIS CONSULTING ENGINEERS LLC	991.00	550718
53680	BAYLOR UNIVERSITY	2,430.00	550231
	BEATRIZ DOMINGUEZ	258.95	550601
41574	BELL SHANNON L	38.91	550836
20878	BEN E KEITH COMPANY	138,861.08	129084
20878	BEN E KEITH COMPANY	44,029.87	129205
20878	BEN E KEITH COMPANY	32,930.22	129272
20878	BEN E KEITH COMPANY	47,805.48	129404
	BENJAMINE THOMAS ROYAL	2,219.69	128962
53490	BERGMAN JOHN DAVID	342.00	550330
30301	Berry Companies Incorporated	2,352.99	550232
30301	Berry Companies Incorporated	10,668.00	550466
36411	BEST BUY BUSINESS ADVANTAGE ACCOUNT	849.94	550233
43005	BEST-ONE OF KANSAS INC	1,930.44	550719
54417	Bielefeld Angie	6,000.00	550467
39634	BIMBO BAKERIES USA	16,198.92	129273
50701	Bind Benefits, Inc. - dba Surest	79,058.99	94300
50701	Bind Benefits, Inc. - dba Surest	483,233.29	94303
50701	Bind Benefits, Inc. - dba Surest	265,452.18	94320
50701	Bind Benefits, Inc. - dba Surest	24,701.44	94336
50701	Bind Benefits, Inc. - dba Surest	238,524.99	94337
50701	Bind Benefits, Inc. - dba Surest	308,378.34	94369
42451	BISHOP RODNEY LC MD IME LC	250.00	550424
35293	BLACK HILLS UTILITY HOLDINGS INC	50.56	94308
35293	BLACK HILLS UTILITY HOLDINGS INC	499.26	94311

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35293	BLACK HILLS UTILITY HOLDINGS INC	65.77	94343
35293	BLACK HILLS UTILITY HOLDINGS INC	284.21	94352
53508	BLICK ART MATERIALS LLC	107.87	550468
53508	BLICK ART MATERIALS LLC	26.00	550720
42699	BLITT AND GAINES PC	444.19	550307
42699	BLITT AND GAINES PC	1,855.30	550445
42699	BLITT AND GAINES PC	522.86	550837
10266	BOUND TO STAY BOUND BOOKS INC	29.78	129274
53313	BOYD EVAN KEITH	3,000.00	550234
52271	Brady Dreasher	450.00	550331
	BRANDON DAVON SCOTT	76.02	550332
	BRANDT LOUIS WILSON	155.54	129139
	BRANDT LOUIS WILSON	69.60	129338
	BRETT ALLYN EITZEN	44.59	128963
20623	BROADWAY HOME MEDICAL	76.85	550469
52996	BRODERICK MIRANDA	1,056.00	129206
52996	BRODERICK MIRANDA	1,320.00	129275
52996	BRODERICK MIRANDA	1,320.00	129405
54420	BROOKS GERRY	11,800.00	550470
51806	Brooks Grease Service Inc	520.00	129276
	BRYSA GOMEZ	13.63	129376
40142	BSN Sports LLC	4,280.00	129085
40142	BSN Sports LLC	211.80	129207
40142	BSN Sports LLC	12,222.06	129277
40142	BSN Sports LLC	6,140.74	129406
41118	BSWIFT LLC	37,440.54	129278
11354	BUILDING CONTROLS AND SERVICES INC	1,443.40	550235
11354	BUILDING CONTROLS AND SERVICES INC	7,988.88	550333
11354	BUILDING CONTROLS AND SERVICES INC	11,483.62	550471
17510	BUTLER & ASSOCIATES PA	897.93	550308
17510	BUTLER & ASSOCIATES PA	1,715.80	550838
10966	BUTLER COUNTY COMMUNITY COLLEGE	1,500.00	550721
40119	BUTLER RURAL ELECTRIC COOPERATIVE ASSOCIATION II	119.09	94313
40119	BUTLER RURAL ELECTRIC COOPERATIVE ASSOCIATION II	47,117.85	94359
	CAMMIE NELSON KENNEDY	258.21	550602
	CANDACE A STAKER	24.60	129140
52406	Canon Financial Services Inc	23,972.07	129407
53372	Canon USA Inc	53.52	129086
53372	Canon USA Inc	20,437.96	129208
53372	Canon USA Inc	11,250.44	129279
53372	Canon USA Inc	3,977.57	129408
53232	Capital Business Solutions, LLC	2,250.00	129087
41533	CAPITOL STRATEGIES LLC	6,166.00	129409
41533	CAPITOL STRATEGIES LLC	6,166.00	550236
50695	Captain Ken's Foods, Inc	16,016.00	550334
53827	CareerSafe, LLC	10,500.00	550472

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	CAREY ANN ORNELAS	103.21	129141
	CARIN ULRICA CHILDS	39.80	129142
	CARINA ELIZABETH RILEY	4.35	128964
	CARISSA LYNN SCHAEF	133.90	550603
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	2,471.54	550309
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	6,829.00	550446
14215	CARL B DAVIS,CHAPTER 13 TRUSTEE	3,400.61	550839
10131	CARROLL SEATING CO INC	1,825.00	550335
10131	CARROLL SEATING CO INC	2,920.00	550473
	CASEY BETHANY ATHERLY	32.49	128965
	CASEY SUTTON	40.31	129377
	CATHERINE MICHELLE SHEAR	5.80	128966
18825	CDW GOVERNMENT	3,080.00	129209
18825	CDW GOVERNMENT	165.01	129280
18825	CDW GOVERNMENT	197,870.00	129410
52414	Central Power System and Services LLC	42,681.00	129411
	CHAD ALLEN GILSTRAP	2,289.69	128967
	CHANEL LEE OLLER	45.52	129143
	CHANTAL MARIE COPPER	18.06	129144
	CHARLEE MARIE CYRUS	116.39	550604
	CHARLES A GUNTER	115.58	550605
53489	CHARLES DAVID KEVIN	182.00	550474
53488	CHARLES ELIZABETH M	182.00	550475
	CHARLES L HARRIS	199.17	128968
	CHARLES L HARRIS	244.93	129145
	CHARLES RAYMOND NEWMAN	17.18	128969
	CHARLOTTE RENEE EDWARDS	2,079.08	128970
	CHELSEA BREANNA DOME	133.90	550606
38113	CHEROKEE CONSTRUCTION INC	337,230.05	129210
38113	CHEROKEE CONSTRUCTION INC	235,000.00	129281
	CHERYL ANN WITT	374.39	128971
	CHRISTIAN MICHAEL BURGESS	108.00	129378
	CHRISTIAN MICHAEL MILLER	46.84	128972
	CHRISTIE L BUCKLEY RAMSEY	107.59	128973
	CHRISTIE L BUCKLEY RAMSEY	32.33	129146
	CHRISTIE MICHELLE CZARNEK	280.00	129211
	CHRISTINA RENEE HORNING	27.20	129147
	CHRISTINE A HITCHMAN	1,058.34	129339
	CHRISTINE MARIE ABERG	23.28	129148
	CHRISTOPHER JAMES SHEPARD	98.86	129149
	CHRISTOPHER RYAN HURD	33.06	129379
	CHRYSTAL L REEVES	133.90	550607
38254	CHURCHFIELD TRADING	24,568.32	129412
	CINDY L CHRISMAN	101.37	550608
30573	CINTAS CORPORATION	3,036.19	550237
30573	CINTAS CORPORATION	294.52	550476

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30573	CINTAS CORPORATION	499.34	550722
36066	CITY OF BEL AIRE	1,875.64	94315
11258	CITY OF PARK CITY	575.74	94361
11764	CITY OF WICHITA	24,934.34	94301
11764	CITY OF WICHITA	14,277.15	94305
11764	CITY OF WICHITA	3,042.81	94309
11764	CITY OF WICHITA	5,669.30	94312
11764	CITY OF WICHITA	832.06	94314
11764	CITY OF WICHITA	1,635.04	94318
11764	CITY OF WICHITA	4,094.48	94341
11764	CITY OF WICHITA	2,815.41	94342
11764	CITY OF WICHITA	8,864.73	94344
11764	CITY OF WICHITA	6,604.94	94356
11764	CITY OF WICHITA	1,923.45	94360
11764	CITY OF WICHITA	62,012.60	129088
11764	CITY OF WICHITA	440.00	129282
11764	CITY OF WICHITA	840.00	129413
11764	CITY OF WICHITA	40.50	550238
43907	CITY WIDE FACILITY SOLUTIONS WICHITA	762.20	129089
43907	CITY WIDE FACILITY SOLUTIONS WICHITA	24,860.00	129212
43907	CITY WIDE FACILITY SOLUTIONS WICHITA	762.20	129414
43731	CLAMPITT PAPER COMPANY OF OKLAHOMA	4,338.48	550239
43731	CLAMPITT PAPER COMPANY OF OKLAHOMA	948.56	550336
43731	CLAMPITT PAPER COMPANY OF OKLAHOMA	696.00	550477
43731	CLAMPITT PAPER COMPANY OF OKLAHOMA	2,821.78	550723
54320	CLARICE ALAINA	360.00	550724
51578	ClassLink Inc	53,221.00	550240
	CLAUDIA MARIA EAST	112.79	128974
54442	CLEARY BYRON	492.85	550725
	CLINTON D DAYHUFF	402.84	129340
	CODY DANIEL HUMPHREY	188.00	550609
16264	COHEN MCNEILE & PAPPAS PC	969.53	550310
16264	COHEN MCNEILE & PAPPAS PC	859.70	550447
16264	COHEN MCNEILE & PAPPAS PC	1,012.21	550840
53063	Collaborative Construction & Facility Consulting LLC	5,528.25	129283
15298	COLLEGE ENTRANCE EXAMINATION BOARD	49,894.00	550241
15298	COLLEGE ENTRANCE EXAMINATION BOARD	1,632.00	550337
	COLLIN JOSEPH COKE	27.19	129341
11303	COMMERCE BANK VISA BUSINESSCARD	399,575.58	94299
11303	COMMERCE BANK VISA BUSINESSCARD	778.39	94302
11303	COMMERCE BANK VISA BUSINESSCARD	6,017.88	94350
11303	COMMERCE BANK VISA BUSINESSCARD	60,917.22	94365
11624	COMMERCE CONSTRUCTION SERVICES INC	28,190.00	550242
11624	COMMERCE CONSTRUCTION SERVICES INC	14,990.00	550726
12702	COMMITTEE FOR CHILDREN	2,322.00	129415
53684	CONTROL MODULE INC	845.53	550478

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53260	Corti Heather	247.52	550338
06088	CORVEL CORPORATION	218.00	550581
52762	COUNTRY CARPET WICHITA LLC	18,280.00	550243
52762	COUNTRY CARPET WICHITA LLC	76,769.50	550339
52762	COUNTRY CARPET WICHITA LLC	24,750.00	550479
52762	COUNTRY CARPET WICHITA LLC	11,675.00	550727
31433	COURT REPORTING SERVICE INC	150.00	550582
53385	COX BUSINESS	655.39	550244
53385	COX BUSINESS	31,478.33	550340
53385	COX BUSINESS	664.91	550728
54261	COX LAUREN	412.27	550425
41552	CRAFCO INC	11,470.50	129090
50092	CREATIVE FLOORS COATING & DESIGN	88,818.92	129091
53082	Creoal	2,137.50	129092
38377	CRISIS PREVENTION INSTITUTE INC	349.90	129093
50960	Crossroads Trailer Sales and Service Inc	1,284.37	550341
	CRYSTAL OUTLANDWALKER	3,065.81	129380
52432	CYBERSOFT TECHNOLOGIES	87,530.00	550245
	CYNTHIA FAY PANEK	256.00	550610
	CYNTHIA MARIE VIEYRA	145.66	129381
51172	Daikin TMI LLC	2,547.38	129416
10722	DAKTRONICS INC	5,445.00	550729
	DAMIAN ESPARZAARANDA	72.72	550611
	DAMIAN T BRUCE	162.12	128975
36250	DAMM MUSIC CENTER INC	154.73	550480
	DANA SUE REILING	237.09	550612
	DANFORD ALAN WINEINGER Jr	2,116.68	128976
	DARLENE CAMPOS RICE	192.08	550426
50446	Darr Jeffrey	4,725.00	129213
	DAVID J. PAUL	81.12	129150
11731	DAYMARK SOLUTIONS INC	7,500.00	129094
11731	DAYMARK SOLUTIONS INC	840.00	129214
11731	DAYMARK SOLUTIONS INC	2,660.00	129284
11731	DAYMARK SOLUTIONS INC	1,034.00	129417
	DEAN MICHAEL STEFFEN	165.18	129151
	DEBRA A LIETZKE	13.50	128977
11176	DECKER ELECTRIC INC	12,215.00	550246
12430	DELL DIRECT SALES LP	1,510.71	129095
12430	DELL DIRECT SALES LP	16,025.80	129215
12430	DELL DIRECT SALES LP	1,905.83	129285
12430	DELL DIRECT SALES LP	25,630.41	129418
	DELOREAN DANIEL KING	177.31	550613
18210	DELTA DENTAL PLAN OF KANSAS INC	14,628.95	129096
18210	DELTA DENTAL PLAN OF KANSAS INC	195,054.22	129216
18210	DELTA DENTAL PLAN OF KANSAS INC	70,008.60	129419
	DENISE GILBERT	18.27	129342

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	DENISE RENEE SHOCKEY	3.99	128978
37347	DEPARTMENT OF HEALTH AND ENVIRONMENT	20.00	550427
37347	DEPARTMENT OF HEALTH AND ENVIRONMENT	20.00	550428
37347	DEPARTMENT OF HEALTH AND ENVIRONMENT	20.00	550429
51921	DHHS, Center For Medicare and Medicaid Services	708.10	550216
	DERRICK JAMES ARMSTRONG	264.00	550583
	DIANA BOCANEGRA	25.59	128979
	DIANA M DELLERE	14.77	129343
	DIANE M COOKE	12.04	128980
40091	DICKSON DIVELEY MIDWEST ORTHOPEDIC LLC	7,000.00	550584
13162	DISCOVERY EDUCATION INC	3,898.00	129217
13162	DISCOVERY EDUCATION INC	1,710.00	129286
13162	DISCOVERY EDUCATION INC	1,799.00	129420
43836	DISPLAYS2GO	18,930.02	550730
17377	DLT SOLUTIONS LLC	9,101.70	5586
17377	DLT SOLUTIONS LLC	397.83	5587
54310	DOONAN BRENDA	182.00	550481
	DORA LUZ MEJIALOPEZ	6.53	550614
	DORIAN DEE STROOT	37.91	128981
	DULCE M TORRESCABALLERO	79.53	128982
15476	E3 DIAGNOSTICS INC	2,270.00	129421
43925	EASY ICE LLC	154.99	550247
43925	EASY ICE LLC	472.72	550342
43925	EASY ICE LLC	349.38	550731
54399	EBLI	4,700.00	550248
	EBONY LANAE CAPERS	2,116.68	128983
52075	EC03 Graphics USA Corp	705.47	550249
52075	EC03 Graphics USA Corp	650.20	550482
54409	EDIGER PAMELA	267.08	550217
12575	EDUCATION LOGISTICS INC	80,852.51	550250
30856	Edynamic Holdings LP	27,400.00	550732
	ELAINE GREEN	66.69	550430
	ELISA MARQUEZODER	2,227.26	129344
	ELISEA O SANCHEZ	124.42	128984
37938	ELITE CONCRETE INC	54,400.00	129097
37938	ELITE CONCRETE INC	19,800.00	129218
37938	ELITE CONCRETE INC	4,500.00	129287
37938	ELITE CONCRETE INC	17,200.00	129422
	ELIZABETH ANN MORALES	133.90	550615
	ELIZABETH ASHLEY CHAVEZ	133.90	550616
	ELIZABETH NICOLE SHIVELY	21.68	129382
	ELLIE CATHERINE MACY	4,136.00	550617
	ELVIA G URBINAMONTES	3,664.22	550618
	ELVIA M FIGUEROALOERA	3.05	129152
50005	Empower Retirement LLC	18,495.57	129098
50005	Empower Retirement LLC	8,844.08	129219

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50005	Empower Retirement LLC	29,651.84	129423
43843	ENCORE PAVEMENT LLC	77,677.00	550343
54267	EnrichEd, LLC	799.00	550733
52702	Enterprise FM Trust.	291,188.66	129220
53764	ENTERPRISE RENT A CAR	40.00	550344
53764	ENTERPRISE RENT A CAR	414.24	550483
53764	ENTERPRISE RENT A CAR	85.18	550734
15141	EPIC SPORTS INC	1,252.58	550735
	ERIC LOUIS FILIPPI	29.36	129153
	ERICA ANGELICA BOLANOS	47.06	550619
	ERIN ADELLE VELEZ	28.26	550620
52658	eSquared Communication Consulting	373.49	129221
53053	Estech Systems Inc	166,409.41	550251
53053	Estech Systems Inc	17,102.00	550484
	ESTELA VEGA VEGA	45.24	129154
	EUNICE IZAZAGA	7.18	129345
11010	EVANS CERAMIC SUPPLY	2,653.70	5595
11010	EVANS CERAMIC SUPPLY	3,660.25	5602
10778	EVCO WHOLESALE FOOD CORPORATION	2,300.40	550252
10778	EVCO WHOLESALE FOOD CORPORATION	5,082.46	550345
10778	EVCO WHOLESALE FOOD CORPORATION	24,029.88	550485
	EVELYN MARIE HEWLETT	92.40	129346
52657	Every Kanas South Inc	13,450.29	94297
52657	Every Kanas South Inc	73,305.11	94306
52657	Every Kanas South Inc	8,211.30	94307
52657	Every Kanas South Inc	148,937.12	94316
52657	Every Kanas South Inc	86,865.10	94319
52657	Every Kanas South Inc	177,903.26	94345
52657	Every Kanas South Inc	55,035.75	94346
52657	Every Kanas South Inc	230,293.84	94353
52657	Every Kanas South Inc	64,285.09	94357
52657	Every Kanas South Inc	75.24	550346
53655	EXPERT PAY	201.27	94334
53655	EXPERT PAY	651.50	94348
41160	EXPLORELEARNING LLC	3,295.00	550486
11269	F & A FOOD SALES INC	29,006.50	129099
11269	F & A FOOD SALES INC	140,918.61	129222
11269	F & A FOOD SALES INC	18,236.95	129288
11269	F & A FOOD SALES INC	213,379.01	129424
54379	F. A. Davis Company	2,561.71	550347
	FABIAN NOEL ARMENDARIZ	144.47	128985
	FABIAN NOEL ARMENDARIZ	37.16	129383
44066	FAR FROM NORMAL SUPPLY INC	1,359.50	550253
44066	FAR FROM NORMAL SUPPLY INC	203.48	550487
44066	FAR FROM NORMAL SUPPLY INC	906.19	550736
51349	Farha Roofing LLC	232,516.19	550737

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	FATIMA G ROMANESTRADA	42.08	550621
	FELICIA MARIA MALDONADO	16.31	129155
54332	FERGUSON KERRI A	182.00	550488
35925	FIRST STUDENT INC	21,868.91	129100
35925	FIRST STUDENT INC	1,940.12	129223
35925	FIRST STUDENT INC	4,466.11	129289
35925	FIRST STUDENT INC	26,742.30	129425
43122	FLOOR PERFECT LLC	64,049.28	550348
43122	FLOOR PERFECT LLC	93,235.46	550738
50420	FOREVERLAWN SOUTH CENTRAL KANSAS	665.00	550254
50420	FOREVERLAWN SOUTH CENTRAL KANSAS	32,835.73	550489
50420	FOREVERLAWN SOUTH CENTRAL KANSAS	36,083.76	550739
52586	Franco Services	15,836.70	550218
52586	Franco Services	1,671.80	550585
31637	FRANKLIN COVEY CO	2,033.38	5596
31637	FRANKLIN COVEY CO	28,797.27	5603
10837	FRIENDS UNIVERSITY	29,010.00	550349
17912	FULL COMPASS SYSTEMS LTD	407.32	129224
50765	FUTURE PRO INC	18,949.00	550490
	GABRIELLE R VILLAR	3,443.69	550622
	GAIL A JONES	35.32	550623
52860	GAME ONE	6,072.40	550740
16842	GATEWAY WIRELESS SERVICES LC	3,710.40	129101
16842	GATEWAY WIRELESS SERVICES LC	902.53	129225
16842	GATEWAY WIRELESS SERVICES LC	216.00	129426
51145	Generation Genius Inc	2,395.00	5597
51231	GEOTAB USA INC	3,271.08	550350
54406	Ghanta Dentistry PA	2,639.00	550219
	GILBERT O ALVAREZ	126.67	128986
	GILDA CEPEDA	172.17	128987
54260	GLADFELTER CHARLES	520.35	550431
	GLORIA ANN NEWTON	178.20	128988
50032	Gold Creek Foods	77,474.88	550491
53003	GOLD STAR FOODS INC	55,878.34	129226
53003	GOLD STAR FOODS INC	12,912.92	129290
53003	GOLD STAR FOODS INC	7,233.61	129427
	GRABIELA MURILLO	273.95	550432
10098	GRAINGER INC	193.68	129102
10098	GRAINGER INC	98.64	129291
10098	GRAINGER INC	247.18	129428
	GRANT ANDREW THRELKELD	7.68	129156
09601	GRAYBAR ELECTRIC COMPANY INC	4,845.09	550351
09601	GRAYBAR ELECTRIC COMPANY INC	1,834.15	550741
37868	Gregory Packaging Inc	22,108.80	129227
37868	Gregory Packaging Inc	22,102.22	129292
54288	GRIFFITT SAMUEL	500.00	550742

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Supplier Number	Supplier Name	Amount	Payment Number
09343	GUARDIAN LIFE INSURANCE CO	12,398.11	550433
53945	Gurian Institute LLC	7,450.00	550492
09843	HAJOCA CORPORATION	2,582.00	550255
09843	HAJOCA CORPORATION	11,554.03	550352
09843	HAJOCA CORPORATION	921.48	550743
51885	Halco Fasteners Inc	6,930.00	550353
35217	HALE'S SALES & SERVICE	2,644.55	550256
39633	HALL PASS	40,327.65	550257
39633	HALL PASS	8,379.67	550744
30158	HALLS CULLIGAN WATER	127.55	550354
54335	HAMMEKE EMILY	182.00	550493
11143	HAMPEL OIL DISTRIBUTORS INC	796.25	129293
	HANNAH ELIZABETH DUNIGAN	50.44	550624
50301	Harman Huffman Companies Inc	42,892.50	550355
37080	HARWICK SHARRI KAYE	34.45	18382
52848	Heartland Business Systems LLC	314,859.25	550494
52848	Heartland Business Systems LLC	17,154.56	550495
52848	Heartland Business Systems LLC	9,488.20	550745
53910	Heck Rebekah	272.23	550746
11761	HELTEN ENTERPRISE LLC	5,260.92	129429
52686	Helten Marcia Kay	11,500.00	550496
10579	HILAND DAIRY FOODS COMPANY LLC	46,037.12	129228
10579	HILAND DAIRY FOODS COMPANY LLC	16,737.45	129430
32561	Hollins & McVay, P.A.	570.72	550311
32561	Hollins & McVay, P.A.	548.34	550841
11043	HOLLOW METAL DOOR COMPANY INC	6,283.00	550497
11043	HOLLOW METAL DOOR COMPANY INC	4,603.00	550747
	HOLLY A INGRAM	20.01	128989
	HOLLY J YAGER	8.19	129157
15728	HOLMES KURT A PA	1,091.03	550312
15728	HOLMES KURT A PA	900.93	550842
51519	Hull Kellie	272.00	550356
50525	HUTTON CORPORATION	83,685.00	129103
50525	HUTTON CORPORATION	134,852.50	129229
50525	HUTTON CORPORATION	10,254.00	129431
53739	I-CAR	2,400.00	550498
50230	ICON STRUCTURES INC	546,896.05	129230
51645	Imagine Learning LLC	257,200.00	550258
12666	IML Security Supply Co	4,216.32	550357
12666	IML Security Supply Co	1,847.22	550748
50712	Immanuel Baptist Church	15.00	550749
50293	Imperial Bag & Paper Company LLC	2,553.60	550499
50200	incite Design Studio LLC	9,400.00	550259
35628	INFORMATION NETWORK OF KANSAS	172.01	550358
42758	INNOFIN SOLUTIONS LLC	85.00	129104
54370	Insight Public Sector, Inc.	1,668,980.00	129294

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54370	Insight Public Sector, Inc.	5,558.61	550260
54370	Insight Public Sector, Inc.	310,791.39	550359
54096	Inspired Koncepts, Inc.	520.00	550261
54096	Inspired Koncepts, Inc.	520.00	550750
51401	Instructure Inc	875.00	550500
50517	INTEGRATED CONSULTING ENGINEERS INC	14,500.00	550501
15663	INTEGRATED SOLUTIONS INC	5,200.00	550360
15663	INTEGRATED SOLUTIONS INC	4,881.25	550502
38115	IRS FEDERAL TAX WITHHOLDING	906,021.56	94328
38115	IRS FEDERAL TAX WITHHOLDING	21,426.00	94330
38115	IRS FEDERAL TAX WITHHOLDING	114,059.25	94335
38115	IRS FEDERAL TAX WITHHOLDING	1,033,785.31	94362
	ISAAC ABRAM MCCANN	17.61	550625
	ITZA DEL CARMEN PALACIOS	141.47	128990
50596	IWP LLC	286,305.30	550361
50596	IWP LLC	19,450.00	550751
19060	J W PEPPER & SON INC	50.00	550503
19060	J W PEPPER & SON INC	67.25	550752
	JACOB L PRATER	9.87	129158
	JACOB MICHAEL WILKEN	334.00	550626
	JACOB VICTOR JOHNSTON	143.13	129384
	JADEN ALEXANDRA BROWN	8.42	550627
	JAKE A STECKLEIN	266.08	550628
	JAKERYAN DYLAN EDWARDS	35.22	550629
53595	JAKS Construction LLC	19,971.43	129231
53595	JAKS Construction LLC	31,562.50	129432
	JAMES DOUGLAS HUNN	131.75	128991
	JAMES ELDON WOOD	50.68	128992
	JAMES PATRICK ZAMORANO	34.59	129159
	JAMIE L CIRCLE	364.32	550630
	JAN MARIE VANFLEET	1,711.29	550631
	JANA D BROWNTERRHUNE	63.72	128994
	JANELL RILEY JOHNSON	14.57	128995
	JARED SCOTT PECTOR	130.00	550632
	JAVIER RAMIREZ TORRESSPRING	50.09	550633
	JENNIFER BETH ROBINSON	71.20	128996
	JENNIFER LYN KING	94.84	129385
	JENNIFER LYNN BURRUS	41.70	550634
	JENNIFER MARIE EASUM	58.42	128997
	JENNIFER MARIE LOVETT	24.66	128998
	JENNIFER ROLENE SINSEL	110.60	129160
	JESSICA ANNE BOUCHARD	1,058.34	128999
	JESSICA MARIE SIMMONS	26.31	129347
	JESSICA MARIE TAYLOR	161.60	129386
	JESSICA NICOLE PINEDA	144.35	129000
	JESSICA R PADILLA	30.23	550635

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Supplier Number	Supplier Name	Amount	Payment Number
	JILL ELIZABETH STRUNK	54.00	550636
53961	JM OCONNOR LLC	1,338.77	550362
53961	JM OCONNOR LLC	10,311.58	550504
53961	JM OCONNOR LLC	23,797.55	550753
18203	JNS FOODS LLC	5,594.40	129295
	JOANN HELEN SPARNROFTRAGATZ	35.96	129001
	JOANN MCBROOM	47.09	129161
	JOANNA DAWN FARMER	581.25	129002
41718	JOBS FOR AMERICA'S GRADUATES-KANSAS INC	121,575.00	550262
	JODY LEE FOSTER	132.34	129162
	JOHN LLOYD STAFFORD III	984.62	129387
	JOHN LUKE CLOSE	32.62	129163
	JOHNNY F VILLA	11.80	550637
43960	JOHNSON CONTROLS FIRE PROTECTION LP	3,574.00	550363
	JOSEPH MICHAEL MURPHY	40.97	129164
	JOSHUA DAVID GHAM	2,139.69	129165
	JOSHUA LEE BURK	164.02	129003
13415	JOSTEN'S INC.	68.00	550263
13415	JOSTEN'S INC.	2,895.95	550754
39513	JOURNEYED.COM INC	61.14	129105
39513	JOURNEYED.COM INC	61.14	129106
	JUDITH ANN SPOR	21.03	129166
	JULIA LEE HUTCHISON	108.77	129004
	JULIE ANN WILKS	28.57	129348
	JULIETA M CARDONAARIAS	57.10	550638
	JULIO ALEJANDRO VILLA	133.90	550639
	JUSTIN A KASEL	14.07	129167
	JUSTIN C HAWPE	286.74	129005
04176	KAHRS LAW OFFICES PA	606.20	550313
04176	KAHRS LAW OFFICES PA	2,280.67	550448
04176	KAHRS LAW OFFICES PA	1,104.58	550843
	KAMMIE ERSSELL ANDERSON	75.39	129349
37209	KANSAS AVIATION MUSEUM	200.00	550755
10633	KANSAS CITY AUDIO-VISUAL INC	14,291.00	129297
10633	KANSAS CITY AUDIO-VISUAL INC	7,248.00	129433
50981	Kansas Collection Professionals LLC	648.95	550314
50981	Kansas Collection Professionals LLC	656.94	550844
53785	Kansas Crane Training LLC	470.00	550505
09105	KANSAS DEPARTMENT OF REVENUE	174,279.00	94329
09105	KANSAS DEPARTMENT OF REVENUE	21,017.00	94340
09105	KANSAS DEPARTMENT OF REVENUE	200,374.00	94363
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	1,739.70	129107
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	883.47	129108
01451	KANSAS ELKS TRAINING CENTER FOR HANDICAPPED INC	55,743.15	129434
12395	KANSAS GAS SERVICE	44.55	94298
12395	KANSAS GAS SERVICE	44.83	94310

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Supplier Number	Supplier Name	Amount	Payment Number
12395	KANSAS GAS SERVICE	44.83	94317
12395	KANSAS GAS SERVICE	44.83	94347
12395	KANSAS GAS SERVICE	19,044.29	94354
11568	KANSAS GOLF AND TURF INC	2,152.58	5604
11304	KANSAS ONE-CALL SYSTEM INC	130.34	550264
54408	Kansas Orthopaedic Center, P.A.	824.00	550220
15133	KANSAS PAYMENT CENTER	4,722.00	94332
15133	KANSAS PAYMENT CENTER	11,947.24	94333
15133	KANSAS PAYMENT CENTER	19,451.92	94349
09104	KANSAS PUBLIC EMPL RETIRE SYST	42.98	94321
09104	KANSAS PUBLIC EMPL RETIRE SYST	3.00	94322
09104	KANSAS PUBLIC EMPL RETIRE SYST	275.63	94323
09104	KANSAS PUBLIC EMPL RETIRE SYST	9.00	94324
09104	KANSAS PUBLIC EMPL RETIRE SYST	1,594.80	94325
09104	KANSAS PUBLIC EMPL RETIRE SYST	155,695.08	94326
09104	KANSAS PUBLIC EMPL RETIRE SYST	10,124.48	94327
09104	KANSAS PUBLIC EMPL RETIRE SYST	37,182.07	94366
09104	KANSAS PUBLIC EMPL RETIRE SYST	3,278.94	94370
42692	KANSAS READY MIX LLC	362.00	129298
42692	KANSAS READY MIX LLC	1,710.88	129435
42692	KANSAS READY MIX LLC	834.44	550364
36924	KANSAS SECRETARY OF STATE	25.00	550756
01422	Kansas State High School Activities Association Inc	200.00	550365
01422	Kansas State High School Activities Association Inc	200.00	550506
01422	Kansas State High School Activities Association Inc	6,300.00	550507
01422	Kansas State High School Activities Association Inc	500.00	550757
11036	KANSAS STATE UNIVERSITY	2,000.00	550758
18411	KAN-TECH INC	860.00	129232
18411	KAN-TECH INC	11,100.00	129296
	KARI LEANN STICKNEY	3,359.22	129006
	KARINA BEACHAM	133.90	550640
	KARINA RODRIGUEZ	86.96	129388
	KATELYN CHEYENNE SCHOENHOFER	221.71	129168
	KATHLEEN CORRIENE BASTIN	67.95	550641
	KATHRYN NICOLE CRIPPEN	70.94	550642
	KATIE D. ELLEN TODD	26.39	550643
	KATIE LYN BROOKS	133.90	550644
	KAYLEIGH MICHELE LADE	33.14	129007
	KAYLIE WILSON FRAZEE	130.00	129169
	KEELY PIPER JOHNSON TOLBERT	96.54	550645
	KEITH ROYAL REYNOLDS	71.77	129008
	KELBY LAYNE DETERDINGVEENIS	66.63	129009
	KELLY BOWMAN	13.21	550646
53296	Kelly Christine	200.00	550508
	KELLY L BRIGHT	5.80	550647
	KELLY R DUNKELBERGER	17.18	550648

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	KELSEY LANE STEELE	24.36	129010
	KEM CLARISSE MOORE	114.27	129170
	KERRI D KUHLMAN	19.53	129011
	KERRI D KUHLMAN	20.88	129350
	KEVIN GENE WILLIAMS	150.00	550649
	KHRISTINA ANN DULOHERY	16.90	129012
	KIARA FERNANDA SUAREZSOSA	150.89	550650
	KIELA M WOOD	127.68	550221
	KIMBERLY R SKOUMAL	84.97	129013
	KIMBERLY SUE FRIEND	2,116.68	129014
40569	KINGDOM CARTRIDGE INC	597.00	129233
	KIRA GRESHAM	370.64	129015
01003	KLEND MITCHELL AUSTERMAN & ZUERCHER LLC	12.37	550315
01003	KLEND MITCHELL AUSTERMAN & ZUERCHER LLC	1,790.97	550449
01003	KLEND MITCHELL AUSTERMAN & ZUERCHER LLC	151.03	550845
38133	KONICA MINOLTA PREMIER FINANCE	6,680.30	550265
53049	Korte Salome Cristina	500.00	550509
	KRISTA LYNN RICKE	137.65	129351
	KRISTEN LEE GRAHAM	79.18	129016
	KRISTEN LYNN HAISLETT	24.92	129171
	KRISTI LUELLEN WISEMAN	45.24	129017
	KRISTI SHELENE SOWERS	28.36	129018
	KRISTIN LYNN MINOR	1,642.67	129019
30607	KRUSE CORPORATION	12,000.00	129109
30607	KRUSE CORPORATION	143,047.55	129234
30607	KRUSE CORPORATION	412.50	129299
30607	KRUSE CORPORATION	19,909.96	129436
	KRYSTEN KOLENE HUMPHREY	133.90	550651
30183	KS DEPT OF LABOR	200.65	550316
30183	KS DEPT OF LABOR	180.06	550846
30193	KS DEPT OF REVENUE	11,084.20	94351
54283	KS Mullins LLC Molly Hawkins Wholesale	2,350.00	550759
30205	KS STATE DEPT OF EDUCATION	30.00	550510
30205	KS STATE DEPT OF EDUCATION	15.00	550760
	KYLIE DIANE CATHEY	34.51	129172
	LADONNA ELAINE KISER	30.22	550652
	LAFETRA DEANNNE JOHNSON	34.29	129173
	LAFETRA DEANNNE JOHNSON	5.95	129352
09986	LAKESHORE LEARNING MATERIALS LLC	974.65	5583
09986	LAKESHORE LEARNING MATERIALS LLC	7,454.59	5588
09986	LAKESHORE LEARNING MATERIALS LLC	3,794.30	5598
09986	LAKESHORE LEARNING MATERIALS LLC	3,277.77	5605
	LANCE ALBERT DECKINGER	92.06	129020
54307	LANG HOLLY	182.00	550511
	LARENZ DAEZUAN MOORE	73.39	550653
	LAURA ANNE DROUHARD	13.92	129389

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Supplier Number	Supplier Name	Amount	Payment Number
	LAURA GISELLE DIAZ	3.84	550654
	LAURA MARIE KERSCHEN	133.90	550655
	LAUREN N ANGLE	272.53	550656
	LAWRENCE V. ALLEN	27.44	129174
	LAWRENCE V. ALLEN	27.44	129353
	LAYKYN ATHENA SOPHIA LINDSAY	31.32	129021
52394	LeadershipFirst LLC	3,000.00	550761
53395	LEADING EDGE LAMINATING	3,937.56	550762
	LEBARON HOLLIMON	17.54	129175
	LEO JOSEPH WILLIAMS	75.01	129022
51675	LEROUX KAITLYN	225.00	550266
	LETTISHIA ANN HABBART	310.00	129354
53009	Lewis Monica	960.00	550512
38094	LEXIA LEARNING SYSTEMS LLC	924.00	550267
38094	LEXIA LEARNING SYSTEMS LLC	99.00	550513
15138	LIBERTY FRUIT CO INC	17,855.59	129235
15138	LIBERTY FRUIT CO INC	48,237.29	129300
15138	LIBERTY FRUIT CO INC	106,096.10	129437
15656	LIGHTSPEED TECHNOLOGIES INC	1,541.00	129301
15656	LIGHTSPEED TECHNOLOGIES INC	32,845.00	129438
	LINDSEY MORK	66.25	550657
36872	LINDSTROM ENTERPRISES INC	2,154.42	550514
	LISA MARIE SHAHANKARY	86.43	129024
	LIZA MERCEDES DELGADOPEREZ	50.68	129390
52536	Long & Robinson, LLC	498.53	550450
	LOREN BROOKE HATFIELD	41.69	129025
	LUCIA MARIE MICHAELA SCHOENECKERPRILLIMAN	24.53	550658
11422	LUDEMAN INSULATION & SUPPLY INC	4,089.00	129110
11422	LUDEMAN INSULATION & SUPPLY INC	5,519.00	129302
11422	LUDEMAN INSULATION & SUPPLY INC	2,947.00	129439
	LUKE WILLIAM NEWMAN	111.31	129356
	LUKE WILLIAM NEWMAN	98.70	129391
	LYDIA FAYETTE BROWN	27.94	550659
	LYDIA VITOLAS	100.06	129357
	MACEY MARIE NEAL	199.00	550660
	MACKENZIE ANDERSON	31.32	129026
	MADELINE MARY CRAWFORD	3,334.22	129358
	MADISON NICOLE NEEB	38.92	129027
	MADISON RAE OLSON	252.00	550661
51873	Mahaney a Tecta America Company LLC	436.38	550515
	MALIK ADAM JARADAT	162.17	129176
	MALLELA SABAS	44.00	550662
54333	MALONE JILLIANNE	272.00	550366
52995	Mandarich Law Group LLP	205.72	550317
52995	Mandarich Law Group LLP	262.69	550847
	MARCIA ANN BALEVRE	298.41	550663

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Supplier Number	Supplier Name	Amount	Payment Number
	MARCOS ESAI GONZALEZ	241.32	550434
	MARGARITA CASTILLOH	50.69	129028
	MARIA CARMEN CASTORENA	34.12	129029
	MARIA DE JESUS DIAZMEDINA	191.88	129177
	MARIA DEL REFUGIO PALACIOS	11.31	129030
	MARIA DEL SOCORRO GUILLEN	72.44	129031
	MARIA GUADALUPE SANCHEZLOPEZ	13.70	129178
	MARIA JUANA LEOS	12.67	550435
	MARIELLEN CATHERINE GIPSON	19.14	129179
	MARIO LEE-LARON CARTER	150.00	550664
	MARK ANTHONY SMITH	159.91	550665
	MARLIN DALE MATTERN	7.11	129032
17257	MARTIN K EBY CONSTRUCTION CO INC	285,566.20	550763
15750	MARTIN PRINGLE OLIVER WALLACE & BAUER LLP	1,108.14	550451
	MARY BETH HALLEY	63.67	129033
	MARYTZA FERNANDEZFAJARDO	6.61	129180
	MATHEW MARK RICE	2,116.68	129034
51577	Matt Teeter Leadership LLC	4,300.00	129303
51577	Matt Teeter Leadership LLC	51,950.00	129440
	MATTHEW A KELLY	46.08	129035
	MATTHEW SAMUEL PHILLIPS	16.54	129036
	MATTHEW W MALGET	331.29	550666
	MATTIE ANN DAVIES	3.69	129037
35614	MAULER ENGINEERING LLC	6,018.75	550268
11477	MAXIMUM OUTDOOR EQUIPMENT & SERVICE INC	2,167.95	5584
	MAYRA SILVIA BARRON	101.03	550436
54308	MCANULTY KAREN SUE	182.00	550516
10897	MCCLELLAND INC	1,509.92	129236
10897	MCCLELLAND INC	58,589.00	129304
10897	MCCLELLAND INC	985.00	129441
52347	McGivern Brooke	182.00	550517
52706	McGraw Hill LLC	1,050.48	550269
52706	McGraw Hill LLC	6,198.00	550764
41953	MCKIM MELISSA CHRISTINE	227.00	550367
37101	MCLAURIAN JEWEL JUNE	37.70	18383
	MEAGAN PATRICIA WOFFORD	272.41	550667
51137	Mechanical Sales Midwest Inc	2,300.00	129237
51137	Mechanical Sales Midwest Inc	17,855.00	129305
51137	Mechanical Sales Midwest Inc	5,961.00	129442
51137	Mechanical Sales Midwest Inc	3,073.00	550518
	MEESHA RAMESH PATEL	2,985.81	129038
	MELISSA RANIECE ZIEAMMERMAN	26.17	129181
51862	MGT Impact Solutions, LLC	10,313.00	550765
	MICHAEL DARRAL SESSIONS	6.96	129182
	MICHAEL DAVID POSS	60.97	550668
	MICHAEL SHANE COPELAND	377.43	550222

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	MICHAELA JORDAN SUTTON	2,387.75	550669
	MICHELLE DENISE BLOUNT	46.27	129359
	MICHELLE L FARAG	54.10	129183
	MICHELLE LEE HUTCHISON	1.74	129184
	MICHELLE RENE BEAVER	165.83	550670
	MICHELLE SUE BROWN	79.40	129039
12701	MICROSOFT CORPORATION	2,113.33	129238
15132	MID AMERICA ALL INDIAN CENTER INC	350.00	550766
32006	MID AMERICAN CREDIT UNION	12.36	550318
32006	MID AMERICAN CREDIT UNION	151.03	550848
15573	MID CONTINENT ORTHOPEDICS P A	500.00	550223
41655	MID KANSAS COOPERATIVE ASSOCIATION	27,410.62	550270
41655	MID KANSAS COOPERATIVE ASSOCIATION	24,600.98	550368
41655	MID KANSAS COOPERATIVE ASSOCIATION	28,130.92	550767
34961	MID-AMERICA ORTHOPEDICS LLC	275.00	550437
42196	MIDLAND	1,564.78	550369
42196	MIDLAND	17,136.00	550519
42196	MIDLAND	12,020.80	550520
42196	MIDLAND	1,636.29	550768
10921	MIDWEST SEWING CENTER INC	2,399.99	550769
39052	MIDWEST SINGLE SOURCE	295.70	550271
39052	MIDWEST SINGLE SOURCE	4,419.32	550272
50933	Mike Johnson Sales Inc	5,092.81	550521
18277	MILBY PA DANA MANWEILER	21.25	550319
18277	MILBY PA DANA MANWEILER	32.51	550849
	MOIRA ERIN SWENDSON	39.01	129040
53732	Mountainland Supply Company	130.43	129239
53732	Mountainland Supply Company	305.49	129306
53732	Mountainland Supply Company	2,221.49	550522
53732	Mountainland Supply Company	293.21	550770
53043	Murdock Companies, Inc.	199.16	550370
53043	Murdock Companies, Inc.	198.75	550523
53043	Murdock Companies, Inc.	2,542.17	550771
53043	Murdock Companies, Inc.	3,217.44	550772
54396	Muscogee (Creek) Nation	102.69	550320
54396	Muscogee (Creek) Nation	102.69	550850
	NANCY ANNE SUMPTER	12.48	550671
51252	National Grants Management Association	745.00	550273
31198	NATIONAL SEATING AND MOBILITY INC	3,999.99	550371
52198	Nations Karen	467.63	550321
52198	Nations Karen	456.75	550851
50126	Native American Enterprises LLC	21,420.00	550773
38844	NATSB, NATIONAL SCREENING BUREAU	912.00	129111
38844	NATSB, NATIONAL SCREENING BUREAU	17,559.65	129308
38844	NATSB, NATIONAL SCREENING BUREAU	9,510.50	129443
	NAYELI QUINTANA	54.60	550672

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Supplier Number	Supplier Name	Amount	Payment Number
43408	NAZDAR COMPANY	1,001.67	129309
34011	NCS PEARSON INC	390.00	550372
34011	NCS PEARSON INC	310.00	550524
34011	NCS PEARSON INC	5,300.50	550774
52104	Neenan Company	124.12	550525
52104	Neenan Company	505.76	550775
53218	Neuropsychology Services of Kansas	2,375.00	550438
50559	New Precision Technology LLC	1,799.95	129112
50559	New Precision Technology LLC	761.36	129240
50559	New Precision Technology LLC	324.95	129444
10845	NEWMAN UNIVERSITY	95,865.00	550526
32512	NEWTON HEALTHCARE CORP	370.00	550527
32512	NEWTON HEALTHCARE CORP	185.00	550528
53735	Nexus Group LLC	5,500.00	550529
53735	Nexus Group LLC	2,380.00	550530
	NIKOLE ROSE YATES	2,116.68	129041
	NOELY SANDOVALFLORES	133.90	550673
	NORA JEANETTE RAYL	30.25	129185
53317	O'Brien Kristen Nicole	299.00	550373
52707	ODP Business Solutions LLC	3,403.14	550274
52707	ODP Business Solutions LLC	261.44	550275
52707	ODP Business Solutions LLC	4,063.28	550374
52707	ODP Business Solutions LLC	2,984.25	550375
52707	ODP Business Solutions LLC	2,466.65	550531
52707	ODP Business Solutions LLC	3,844.69	550776
	OFELIA NONE GARCIA	86.24	550439
52692	Office Aide LLC	300.78	550777
39448	OMNI FINANCIAL GROUP INC	17,686.84	129113
39448	OMNI FINANCIAL GROUP INC	22,460.93	129242
39448	OMNI FINANCIAL GROUP INC	62,645.09	129446
54422	OpenAI OpCo, LLC	10,000.00	550778
52613	OptumHealth Financial Services	123,516.90	129114
35975	ORACLE AMERICA INC	155,697.90	129447
54233	O'REILLY AUTO PARTS	771.07	129241
54233	O'REILLY AUTO PARTS	665.65	129445
01697	ORION EDUCATION AND TRAINING	99,296.75	129115
01697	ORION EDUCATION AND TRAINING	42,000.00	129448
35403	ORION SECURITY SOLUTIONS LLC	282,697.79	550779
10561	OVERHEAD DOOR COMPANY	9,244.00	550532
52407	P1 Service LLC	5,717.00	550276
52407	P1 Service LLC	54,179.20	550533
52407	P1 Service LLC	386.44	550780
52407	P1 Service LLC	105,243.86	550781
	PAMELA JO INGRAM	12.40	129392
53990	PAMETICKY JULIA	126.00	550586
09379	Pankratz & Hodge, PA	58.21	550852

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12206	PAR INC	3,827.90	5585
12206	PAR INC	1,992.00	5589
10628	PARENTS AS TEACHERS NATIONAL CENTER INC	2,500.00	550782
54231	Pathful, Inc.	31,200.00	550783
	PATRIC E JACKSON	134.32	129360
	PATRIC E JACKSON	95.76	129393
	PATRICIA ANNE LEARY	50.67	129186
	PATRICIA JO ELLIOTT	75.82	129042
	PATRICIA JO ELLIOTT	8.15	129187
	PATRICK REED GREENE	27.50	550674
	PAYTON ALEXANDER TINKLER	2,116.68	550675
51780	PB Hoidale Co Inc	1,966.25	550376
50091	Pearson Construction LLC	159,594.70	550277
50091	Pearson Construction LLC	254,246.58	550377
50091	Pearson Construction LLC	8,822.43	550534
41897	PEITZ KIMBERLY JOY	225.00	550278
52023	PERFORMANCE HEALTH SUPPLY LLC	787.75	550378
52023	PERFORMANCE HEALTH SUPPLY LLC	1,925.24	550784
10272	PERMA BOUND BOOKS	67.65	5590
10272	PERMA BOUND BOOKS	519.10	5599
	PETER M KING	64.49	550676
52355	PETERSON FARMS FRESH LLC	5,760.00	129310
	PHILANDER ARNAZ BROWDERII	3,334.22	550677
	PHILIP CHARLES INGRAM	8.42	550678
	PHOEBE MAE URBAN	100.17	550679
11050	PHOENIX SUPPLY INC	1,348.13	550379
11050	PHOENIX SUPPLY INC	5,898.00	550535
11050	PHOENIX SUPPLY INC	1,581.47	550785
40633	PIONEER DRAMA SERVICE INC	429.25	550786
36346	PITNEY BOWES BANK INC	314.99	129311
42441	PITTENGER LAW GROUP LLC	241.19	550322
42441	PITTENGER LAW GROUP LLC	1,223.28	550452
42441	PITTENGER LAW GROUP LLC	259.97	550853
11776	PITTSBURG STATE UNIVERSITY	2,586.00	550279
09634	POSITIVE PROMOTIONS	1,143.76	550536
09728	POSTMASTER	200.00	550579
11351	PRAIRIE PRINT INC	1,423.00	550380
11351	PRAIRIE PRINT INC	960.75	550787
53447	Pratt (Love Box), LLC	8,798.86	550788
11445	PRECISION SHARPENING INC	42.28	550381
19566	PRESSURE WASHER SALES & SERVICE LLC	903.65	550789
43620	PRIME FIT YOUTH FOUNDATION	2,850.00	129243
41261	PRIMECO PAINTING LLC	6,155.00	550537
41261	PRIMECO PAINTING LLC	40,150.00	550790
54136	PRIMEX WIRELESS INC	5,507.09	550382
37716	PRINT FINISHING SYSTEMS INC	15,857.84	550383

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Supplier Number	Supplier Name	Amount	Payment Number
	PRISCILA JUDITH GALAVIZRAMOS	35.76	129361
09099	PROFESSIONAL ENGINEERING CONSULTANTS PA	57,747.00	550280
09099	PROFESSIONAL ENGINEERING CONSULTANTS PA	23,152.00	550384
18745	PROJECT LEAD THE WAY INC	36,850.00	129116
18745	PROJECT LEAD THE WAY INC	950.00	129244
39638	PROPIO LS LLC	3,595.52	129245
53342	PROVINES PLUMBING LLC	4,794.50	129312
53342	PROVINES PLUMBING LLC	8,413.00	129449
53342	PROVINES PLUMBING LLC	15,105.00	550385
35310	PSNI LLC	81,050.08	550386
53730	PYE BARKER FIRE AND SAFETY LLC	12,327.75	550538
12194	PYRAMID PAPER COMPANY	2,249.98	550387
12194	PYRAMID PAPER COMPANY	407.60	550539
12194	PYRAMID PAPER COMPANY	359.94	550791
50205	QTAB, Inc.	5,000.00	550281
39852	QUADIENT FINANCE USA INC	47.48	129246
30309	QUADIENT INC	95.97	550540
32175	QUADIENT LEASING USA INC	2,057.66	550792
	QUIANNA DACIA LEIGH SMITH	86.43	550680
	RABEAH ZYIAD WEDYAN	120.81	550681
	RACHEL ANN OLIVER	24.51	129394
	RACHEL DELANEY-LEE BROWN	8.12	129362
	RACHEL ELIZABETH BELL	10.01	129043
	RACHELLE LOUISE SCHARNHORST	46.91	129044
40789	Rack Performance Inc	1,750.00	129313
	RADAWN MARIE FULKERSON	60.01	129045
51884	Radell Sara Marie	225.00	550282
54331	Rader Paula	182.00	550541
	RAMON MARTINEZ	253.12	550441
	RANDI N ROGERS	12.33	550682
	RAYLYNN KAY MORAVEC	133.90	550683
	REBECCA ANN PORTER	16.25	129046
	REBECCA L GIGGY	133.90	550684
	REBECCA TAYLOR PEARCY	130.00	550685
40933	RECONSTRUCTION SERVICES LLC	98,961.22	129450
40971	RECYCLE FOR YOUTH SPORTS	800.05	129117
40971	RECYCLE FOR YOUTH SPORTS	1,230.30	129247
40971	RECYCLE FOR YOUTH SPORTS	1,440.70	129314
40971	RECYCLE FOR YOUTH SPORTS	1,662.35	129451
42364	REDDI FENCE LLC	32,305.37	550542
42364	REDDI FENCE LLC	61,349.00	550793
50972	Reinert Ashley	182.00	550543
50308	Relevant Audio Visual Inc.	7,500.00	550544
10377	RENAISSANCE LEARNING INC	222,661.40	129315
	RENEE A TRIMMELL	62.11	550686
42389	Rensenhouse	29,790.28	550283

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Supplier Number	Supplier Name	Amount	Payment Number
42389	Rensenhouse	1,522.19	550388
42389	Rensenhouse	1,146.71	550545
42389	Rensenhouse	3,711.23	550794
53044	Rentokil North America Inc	79.62	129118
53044	Rentokil North America Inc	64.71	129452
	RHONDA JEAN NEWBY	16.96	550687
43975	RIB Software North America Inc	11,950.00	129248
	RICHARD FALLON ENSLEY	98.18	550688
	RICHARD MICHAEL HEUER	277.03	129048
11014	RICK'S APPLIANCE SERVICE INC	231.18	129119
38194	RICOH USA INC	30,167.85	550546
54160	RISE General Contacting, LLC	19,487.00	550547
43356	RIVERSIDE ASSESSMENTS LLC	29,947.45	129120
41867	RIVERSIDE TECHNOLOGIES INC	3,500.00	129121
41867	RIVERSIDE TECHNOLOGIES INC	1,762.00	129316
41867	RIVERSIDE TECHNOLOGIES INC	44,559.00	129453
34535	Roaster Joes Inc	410.61	129249
34535	Roaster Joes Inc	24.90	129454
54431	ROBBINS ELIZABETH JOY	350.00	550795
52575	Robbins Sales Co Inc	8,103.20	550796
	ROBERT BRADLEY DICKSON	257.04	129188
	ROBERT BRADLEY DICKSON	22.77	129363
	ROBERT C BEDOREJR	65.49	129364
	ROBERT M COMPTON	277.38	550689
	ROBJOYWIN RUBY MURRELL	155.00	550690
50741	ROBOSOURCE LLC	2,738.00	129317
37806	ROCHESTER 100 INC	1,347.60	129250
	ROCIO PILAR CORONA	7.32	129049
	ROCKY LEE SISCO	133.19	129189
41840	ROLFES SUSAN E	182.00	550548
	ROSA MARIA HERMOSILLO	2.76	550691
	ROSALIA GARCIAORDERO	52.08	129050
50754	RxResults, LLC	48,688.75	129251
51833	RYADD LLC	1,248.00	550389
51833	RYADD LLC	5,292.00	550797
	RYAN EMERY DIECKGRAFE	26.10	129051
36684	SAFETYTEC SOLUTIONS	8,892.00	550549
36684	SAFETYTEC SOLUTIONS	3,936.00	550798
	SAMANTHA JO DRAKE	16.69	129190
	SANDIE CELESTE ALVARADO	12.18	129052
	SANDIE CELESTE ALVARADO	30.23	129191
42181	SANTIAGO BEVAN ANASTASIA	698.78	550799
	SARA ELIZABETH PULLIAM	133.90	550692
	SARAH CATHERINE NOLAN	74.73	550693
	SARAH L KILLENBERG	343.26	550694
	SARAH LOUISE VAUGHAN	58.73	550695

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Supplier Number	Supplier Name	Amount	Payment Number
	SARAH LYNNE MILLER	1,701.19	550696
	SAVANNAH F ECHOLS	1,202.00	550697
51217	Schmitz Kristin	22.80	550284
51217	Schmitz Kristin	337.40	550551
54394	SCHMOLL MADISON HINES	383.40	550800
39017	Schneweis Claims Service LLC	232.50	550390
09623	SCHOLASTIC INCORPORATED	5,419.80	550391
09623	SCHOLASTIC INCORPORATED	2,212.42	550392
09623	SCHOLASTIC INCORPORATED	2,116.29	550552
09623	SCHOLASTIC INCORPORATED	30,123.78	550553
09623	SCHOLASTIC INCORPORATED	99.90	550801
09623	SCHOLASTIC INCORPORATED	12,990.93	550802
10134	SCHOOL HEALTH CORPORATION	1,859.93	550393
16965	SCHOOL NURSE SUPPLY	621.60	129318
30960	SCHOOL OUTFITTERS, LLC	9,381.45	129252
51019	School Outlet	1,000.74	550554
35858	SCHOOL SPECIALTY LLC	898.00	129253
35858	SCHOOL SPECIALTY LLC	2,115.36	129319
35858	SCHOOL SPECIALTY LLC	10,334.60	129455
43875	SchoolMint Inc	38,201.62	129254
39291	SCHULTZ SQUARED ARCHITECTS LLC	4,246.20	129255
39396	SCOTT RICE OFFICE INTERIORS	741.44	550285
39396	SCOTT RICE OFFICE INTERIORS	15,864.37	550394
52565	SDS Squad LLC	10,000.00	550803
52323	Seaton Construction Group LLC	116,977.50	550555
53059	Seidlitz Education LLC	897.89	550556
51603	SELECT MECHANICAL LLC	90,227.18	550804
09208	SERVICE EMPLOYEES UNION LOCAL 513	6,192.85	94331
09208	SERVICE EMPLOYEES UNION LOCAL 513	9,900.26	94367
53741	SERVICEXPERTS, INC.	1,247.50	550805
53925	Shamrock Manufacturing Co., Inc.	10,640.00	550286
53925	Shamrock Manufacturing Co., Inc.	6,538.00	550806
	SHANNA ALICIA LACEY	192.38	550698
	SHANNON G POOL	50.97	129192
	SHARON E RYE	39.82	129193
	SHARON M SHINE	25.37	550699
	SHAWN ALLEN MITCHELL	16.87	550700
	SHAWN MARIE NELSON	12.98	129053
	SHEILA DIANE OFFICER	464.98	550701
35242	SHELDEN ARCHITECTURE INC	9,800.00	129456
	SHELLY LYNN SALLEY	224.00	550702
	SHELLY M. SWAYNE	4,233.36	550703
	SHERRIE SHALISE FRAZEY	28.36	129194
	SHERRIE SHALISE FRAZEY	21.10	129365
13160	SHERWIN WILLIAMS	501.67	550395
13160	SHERWIN WILLIAMS	129.55	550557

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13160	SHERWIN WILLIAMS	784.69	550807
16415	SIMPSON CONSTRUCTION SERVICES INC	184,039.55	550808
52636	SkillsUSA, Inc.	60.00	550809
01570	SLAPE & HOWARD CHARTERED	500.00	550442
01570	SLAPE & HOWARD CHARTERED	500.00	550587
51499	Smart Source Critical Communications, LLC	2,469.19	550550
53369	SmartSense by Digi	200.00	129256
11510	SMOKY HILL CTRL KS ED SERV CT	105.00	550558
51742	Snavley Terri Lynn	243.77	550396
41894	SONOVA USA INC	512.79	129457
	SOPHIA CHRISTINE AIKENS	46.78	550704
17582	SOUTHWEST PLASTIC BINDING CO	7,716.00	5591
34201	Spectrum Promotional Products, Inc	1,710.60	129257
34201	Spectrum Promotional Products, Inc	2,819.00	129458
43977	SPORTS CAREER CONSULTING	7,072.00	550397
51049	SPT Architecture	7,479.00	129320
51049	SPT Architecture	20,720.00	129459
	STACEY D WHITED	35.55	550705
	STACIE L MORRIS	449.34	550706
	STACIE MARIE DENISON	127.60	129395
52516	Stambaugh Eric	338.45	550810
16268	STANDARD INSURANCE CO	36,595.50	550302
35484	STAPLES INC	240.74	129122
35484	STAPLES INC	10,552.18	129258
35484	STAPLES INC	7,180.50	129321
35484	STAPLES INC	13,003.97	129460
10879	STAR LUMBER & SUPPLY CO INC	30,588.65	129123
10879	STAR LUMBER & SUPPLY CO INC	31,711.29	129322
10879	STAR LUMBER & SUPPLY CO INC	19,216.79	129461
43668	Stars and Stripes Elevator LLC	11,680.00	129259
39110	STATE OF KS-OFFICE OF THE STATE FIRE MARSHALL	5,880.00	550287
39110	STATE OF KS-OFFICE OF THE STATE FIRE MARSHALL	30.00	550443
	STEPHANIE DAWN GOERTZ	18.78	129195
	STEPHANIE M UFFENDELL	15.12	129054
	STEPHEN ALLAN BUESCH	30.24	129055
	STEPHEN T PARKS	35.17	129056
14642	STERICYCLE INC	203.28	550288
	STEVE PATRICK NOBLE	119.97	129396
36659	STEVE WEISS MUSIC INC	522.00	550811
54415	STEVEN MOTORS, INC DBA EDDYS BODY SHOP	2,241.87	550303
54228	STIIX LLC	5,940.00	550812
35391	STUDIES WEEKLY	1,129.33	550813
42434	STUKENT INC	495.00	5592
42434	STUKENT INC	19,255.00	5600
38836	SUBSURFACE SOLUTIONS	540.00	550398
52366	Summit Professional Education LLC	5,749.77	550559

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41204	SUMNERONE INC	2,096.00	129124
41204	SUMNERONE INC	364.00	129462
31808	SUNFLOWER TRAVEL CORP	1,278.33	129463
10995	SUPERIOR RUBBER STAMP & SEAL	103.20	5601
11533	SUPERIOR SIGNS & ENGRAVING INC	39.95	550560
51892	Surency Life & Health Insurance Company	77,409.06	129125
51892	Surency Life & Health Insurance Company	7,600.00	129323
51892	Surency Life & Health Insurance Company	5,085.00	129464
	SUSAN D SCHROEDER	22.41	129366
	SUSAN M MCFERRIN	118.11	129057
	SUSAN ROBERTA ARENSMAN	26.90	129196
33317	Sweetwater Sound, LLC	28.00	550289
33317	Sweetwater Sound, LLC	66.87	550399
33317	Sweetwater Sound, LLC	651.00	550814
	SYDNEY MARIE SORENSEN	78.06	550707
	SYLVIA SALGADO	133.90	550708
	TAHLEACHA ANN RICHARD	31.87	550709
	TAMARA BENITA REED	1,938.74	129058
	TAMBRIA BROOKE PFANNENSTIEL	119.19	550710
	TAMMY DAWN ERWIN	12.98	129059
	TAMMY JANE BRITTAIN	112.48	129197
	TAMMY KAE MARTIN	103.18	129198
	TARA L ALLEN	32.70	129397
	TARAN MELIA MASON	129.36	129060
	TATIANA MINCHIN	174.95	129061
	TAYLOR LYNNE ALBERS	721.79	129199
42665	TCV PUBLISHING INC	572.90	550401
54403	Teach 4 the Heart LLC	1,795.00	550290
14324	TEAM ELECTRIC SUPPLY INC	2,194.22	550562
53312	Tennant Sales and Service Company	13.50	550402
	TERRI S MOSES	31.19	129062
	TERRY LYN FIELDS	11.32	129063
15751	TESSERE INC	6,600.00	550815
54344	The Ceramic Shop	1,390.61	550403
43413	THE DERBY WEEKLY INFORMER INC	274.98	550563
43302	THE DISTINCT INK LLC	1,259.95	550404
43302	THE DISTINCT INK LLC	5,077.88	550816
35556	THE FLIPPEN GROUP, LLC	6,000.00	550405
35556	THE FLIPPEN GROUP, LLC	27,000.00	550564
52912	The Mariachi Connection	655.00	550406
41227	THE MASTER TEACHER INC	32,065.00	129260
11525	THE PANDO INITIATIVE INC	1,000.00	129324
37587	THE PROPHET CORPORATION	155.00	129126
10498	THE WALDINGER CORPORATION	16,586.05	550291
10498	THE WALDINGER CORPORATION	197,141.53	550817
40897	THINKING COLLABORATIVE LLC	1,210.00	550565

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	THOMAS T AUGE	12.76	550711
54247	THOMPSON MIAVA	565.92	550304
	TIFFANY ANN YOUNG	265.60	129064
	TIMOTHY D MCCARTY	33.10	129065
	TIMOTHY DAVID HAMBLIN	15.66	129200
	TIMOTHY ERNEST GRUENBACHER	54.81	129066
17811	T-MOBILE USA INC	31.80	550400
17811	T-MOBILE USA INC	12,736.62	550561
	TODD AARON SANCHEZ	38.79	129367
	TRACI DIANE WOOD	34.00	129067
	TRACIE CARDOSO MAUK	467.99	129368
	TRACY A HUNGATE	13.63	129068
	TRACY ANN SUHLER	115.73	129069
41435	TRADEBE ENVIRONMENTAL SERVICES LLC	12,721.17	129325
09894	TRANE U S INC	29.59	550292
09894	TRANE U S INC	7,642.15	550293
09894	TRANE U S INC	328,068.94	550407
09894	TRANE U S INC	983.29	550566
09894	TRANE U S INC	158,156.44	550818
54031	TranslateLive LLC	19,992.00	550294
	TRUDY WARD	3,024.00	129070
54414	TURNER JOSHUA	500.00	550819
	TYLER NATHAN MILLER	59.38	129369
41664	U.S. DEPARTMENT OF TREASURY	708.12	550453
53876	UES Professional Solutions 25, LLC	9,870.00	550820
15604	ULINE INC	2,942.93	550408
15604	ULINE INC	1,190.63	550567
50700	UMR, Inc.	750,115.49	94304
50700	UMR, Inc.	762,078.64	94338
50700	UMR, Inc.	597,523.44	94339
50700	UMR, Inc.	181,855.33	94364
50700	UMR, Inc.	652,119.76	94368
10912	UNDERGROUND VAULTS & STORAGE	705.00	550295
10912	UNDERGROUND VAULTS & STORAGE	19.95	550409
10912	UNDERGROUND VAULTS & STORAGE	84.00	550568
10912	UNDERGROUND VAULTS & STORAGE	8.40	550821
36910	UNIFIED SCHOOL DISTRICT NO 259	1,223.05	129261
36910	UNIFIED SCHOOL DISTRICT NO 259	4,661.45	129262
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	450.00	550569
11088	UNITED SCHOOL ADMINISTRATORS OF KANSAS	3,400.00	550822
50987	United States Awards Inc	824.97	550410
12439	UNITED TEACHERS OF WICHITA INC	275.24	129465
13777	UPS GROUND FREIGHT INC	79.97	129466
17570	US FOODS INC	8,801.42	129127
17570	US FOODS INC	5,132.16	129263
17570	US FOODS INC	27,086.60	129326

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17570	US FOODS INC	10,314.40	129467
	VANESSA MONIQUE JONES	24.87	129201
	VANESSA VITAL	205.80	129071
09722	VERITIV OPERATING COMPANY	43,380.28	129264
09722	VERITIV OPERATING COMPANY	50,586.00	129327
09722	VERITIV OPERATING COMPANY	3,583.77	129468
53370	VERIZON WIRELESS	450.34	550411
53370	VERIZON WIRELESS	30.04	550570
53370	VERIZON WIRELESS	522.07	550823
38658	VEX ROBOTICS INC	2,436.84	129328
38658	VEX ROBOTICS INC	2,159.63	129469
	VICKI LYNNE SCHUMACHER	88.08	129072
38629	VILLAGE TRAVEL LLC	800.00	129329
15783	VIRCO INC	4,342.00	550296
15783	VIRCO INC	9,306.96	550412
15783	VIRCO INC	9,218.56	550571
15783	VIRCO INC	7,538.70	550824
15783	VIRCO INC	3,937.44	550825
52676	VITZTUM COMMERCIAL FLOORING INC	9,390.00	550297
52676	VITZTUM COMMERCIAL FLOORING INC	12,250.00	550413
	VONDA KAY ARMSTRONG	160.14	129073
40593	VYTLONE	38,847.90	129128
40593	VYTLONE	635,439.70	129265
40593	VYTLONE	469,793.98	129330
40593	VYTLONE	1,000,937.56	129470
53546	W & B Gold Leaf, LLC	75.64	550414
54199	W.L. Collins Corporation	1,615.41	550298
54199	W.L. Collins Corporation	533.63	550415
54199	W.L. Collins Corporation	99.86	550826
42877	WARREN STEPHANIE RENEE	175.52	550572
50312	Washington Music Sales Center Inc	4,234.60	129331
14934	WASTE CONNECTIONS OF KANSAS INC	135,544.27	550416
14934	WASTE CONNECTIONS OF KANSAS INC	780.08	550573
	WAYNE MARK SUMNER	96.22	129074
50583	WAYSIDE PUBLISHING	90.00	550827
44196	Wellbrock Ciara	182.00	550574
	WENDI JOY DOZIER	24.36	129075
10415	WENGER CORPORATION	2,594.35	129471
10489	WEST MUSIC COMPANY INC	15,431.04	129472
32768	WEST PUBLISHING CORPORATION	767.31	550299
06048	WEST WICHITA FAMILY PHYSICIANS	25.00	550444
12870	WESTERN PSYCHOLOGICAL SERVICES	1,130.80	550828
53083	Whitfield Kara	200.00	550575
53763	WICHITA PUBLIC SCHOOLS FOUNDATION	202.00	129266
53763	WICHITA PUBLIC SCHOOLS FOUNDATION	792.00	129473
32933	WICHITA STATE UNIV.	6,240.00	550829

WARRANTS
UNIFIED SCHOOL DISTRICT NO. 259
August 2026

Supplier Number	Supplier Name	Amount	Payment Number
30099	WICHITA STATE UNIVERSITY	10,875.00	550300
30099	WICHITA STATE UNIVERSITY	90.00	550576
30099	WICHITA STATE UNIVERSITY	35,493.75	550830
20521	WSU CAMPUS OF APPLIED SCIENCES & TECH	2,000.00	550831
52873	Wichita Winsupply Co	568.19	550417
52873	Wichita Winsupply Co	1,210.51	550832
50549	Wickham Industries, Inc.	1,649.72	129267
50549	Wickham Industries, Inc.	3,635.00	129474
11120	WILLIAMS LAFE T & ASSOC INC	1,390.00	129475
11120	WILLIAMS LAFE T & ASSOC INC	21,561.60	129476
	WILMA CARRIE FOSTER	1,971.83	129076
53694	WINN TIMYA	980.00	550418
54213	WINTER MELISSA SUE	175.52	550577
51456	WoodRiver Energy LLC	5,963.53	94355
51456	WoodRiver Energy LLC	62.36	94358
33189	WRAY ROOFING INC	4,985.00	129332
09747	XEROX CORPORATION	354.64	550301
09747	XEROX CORPORATION	343.20	550578
10841	YMCA	21,849.80	550833
		<u>26,565,833.20</u>	



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Cash and Investment Balances

Unified School District No. 259

July 2026

CASH AND INVESTMENTS:

Cafeteria-Change Fund	85.00	
Petty Cash-School Activity Funds	123,000.00	
Petty Cash-Non Activity Funds	9,588.42	
Checking	143,826,136.75	
Certificate of Deposit/Money Market	215,000,000.00	
U.S. Treasury Bills/Notes	80,356,000.00	
Discount on Treasury Bills/Notes	(1,242,799.77)	
Premium on Treasury Bills/Notes	31,250.00	
(LESS)/PLUS: Unapplied on Account AR (10411)	(20.00)	
(LESS)/PLUS: Unidentified AR (10413)	(11,599.42)	
(LESS)/PLUS: Interest Receivable (10431)	190,953.04	
(LESS)/PLUS: Accounts Payable (20210)	(2,854,883.25)	
(LESS)/PLUS: Pcard Expense Clearing (20211)	296,321.93	
(LESS)/PLUS: Inventory Payable (20212)	5,637.67	
(LESS)/PLUS: Internal Trade in Transit (20215)	0.04	
		435,729,670.41
WSA - Annuity Trust Fund:		
Commerce Bank	1,185.37	
		1,185.37
TOTAL		
		435,730,855.78



Governmental Budgeted Fund Balances Report

Unified School District No. 259

July 2026

	Unencumbered Cash Balances
Operational Budgets:	
06 General Fund	14,883,342.85
08 Supplemental General Fund	(7,497,885.73)
11 State Pre-Kindergarten Program Fund	2,989,762.12
13 State Intervention Fund	3,000.54
14 Bilingual Fund	2,967,620.80
15 E-School Virtual Education Fund	478,914.41
22 Latchkey Program Fund	4,095,479.03
24 Nutrition Services Fund	1,578,961.95
26 Professional Development Fund	4,944,314.60
28 Parents As Teachers Fund	479,266.21
29 Summer School Fund	258,369.14
30 Special Education Fund	25,302,906.34
34 Vocational Education Fund	2,546,862.29
42 Special Liability Expense Fund	1,857,719.36
53 Contingency Reserve Fund	45,000,000.00
Total - Operational Budgets	99,888,633.91



Governmental Non-Budgeted Fund Balances Report

Unified School District No. 259

July 2026

	<i>Unencumbered Cash Balances</i>
Grants and Gifts:	
07 Federal Grant Fund	(3,455,349.60)
35 Non-Federal Grant Fund	6,535,276.41
Student Fees:	
54 Student Material Revolving Fund	3,180,608.97
55 Music Rental Fund	450,854.22
56 Textbook Rental Fund	23,508,095.82
57 Athletic Activity Fund	3,041,819.04
Total Grants, Gifts and Student Fees	33,261,304.86



Board Employee Benefits Fund Balance

Unified School District No. 259

July 2026

	<i>Unencumbered Cash Balances</i>
Employee Benefits	
47 Health Care Reserve Fund	19,478,890.82
48 Disability Reserve Fund	7,330,839.44
49 Risk Management Reserve Fund	(7,470,018.04)
51 KPERS Special Retirement Contribution	0.00
52 Workers' Compensation Reserve Fund	11,915,659.45
59 Wichita Supplemental Annuity (WSA)	1,185.37
96 Flexible Spending Fund	(78,153.51)
Total Employee Benefits	31,178,403.53



Governmental Facility and Construction

Unified School District No. 259

July 2026

	<i>Unencumbered Cash Balances</i>
Facility acquisition and construction svcs:	
16 Capital Outlay Fund	88,633,163.96
67 Special Assessment Fund	11.43
Total Facility acquisition & const.	88,633,175.39
Debt Service:	
62 Bond Principal & Interest Fund	98,334,212.35
Total Debt Service	98,334,212.35



Purchases Report

Unified School District No. 259

July 2026

Security Type	Issuer/Broker	Par Value	Purchase Date	Maturity Date	Rate at Purchase	Days Invested
Operating						
	SUBTOTAL	<u>-</u>				
Early Retirement Incentive Plan Trust						
US T-Note	Commerce Bank	<u>3,500,000</u>	07/30/2026	07/31/2027	4.099%	366
	SUBTOTAL	<u>3,500,000</u>				
Retiree Health Benefit Trust						
US T-Note	Commerce Bank	<u>5,500,000</u>	07/30/2026	07/31/2027	4.099%	366
	SUBTOTAL	<u>5,500,000</u>				
TOTAL PURCHASES		<u><u>\$ 9,000,000</u></u>				



Maturities Report

Unified School District No. 259
July 2026

Security Type	Issuer/Broker	Cost	Purchase Date	Maturity Date	Days Invested	Rate at Maturity	Interest	Investment Proceeds
Operating								
Term MMA	Fidelity Bank	15,000,000	10/23/2025	07/20/2026	270	3.741%	415,097	15,415,097
Cert of Deposit	Intrust Bank	40,000,000	04/01/2026	07/20/2026	110	3.850%	466,783	40,466,783
	SUBTOTAL	55,000,000					881,880	55,881,880
Early Retirement Incentive Plan Trust								
US T-Bill	Commerce Bank	4,418,252	06/12/2025	07/15/2026	398	3.975%	191,504	4,609,756
	SUBTOTAL	4,418,252					191,504	4,609,756
Retiree Health Benefit Trust								
US T-Bill	Commerce Bank	5,449,914	06/12/2025	07/15/2026	398	3.975%	236,220	5,686,134
	SUBTOTAL	5,449,914					236,220	5,686,134
TOTAL MATURITIES							\$ 1,309,604	\$ 66,177,770



Investment Income Report

Unified School District No. 259

July 2026

	<i>Current Month Investment Income</i>	<i>Year To Date Accumulated Interest</i>
Investment Accounts		
16 Capital Outlay Fund	942,584.02	942,584.02
24 Nutrition Services Fund	79,786.37	79,786.37
42 Special Liability Expense Fund	13,554.65	13,554.65
47 Self-Funded Insurance Reserve Fund	327,503.98	327,503.98
48 Disability Reserve Fund	50,507.03	50,507.03
52 Workers' Compensation Reserve Fund	84,441.32	84,441.32
57 Athletic Activity Fund	21,264.72	21,264.72
Total Interest Accumulated	1,519,642.09	1,519,642.09



Long-Term Debt

Unified School District No. 259
July 2026

	Principal	Interest	Total
General Obligation Bonds Series 2009 - Issue B	115,150,000	1,599,468	116,749,468 *
General Obligation Bonds Series 2009 - Issue C	3,000,000	54,000	3,054,000
Total Outstanding Indebtedness if discharged at month end July 2026	\$ 118,150,000	\$ 1,653,468	\$ 119,803,468

*Net of federal interest subsidy



**UNIFIED SCHOOL DISTRICT NO. 259
BOARD OF EDUCATION - FINANCIAL REPORTS
August 2026**

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Cash and Investment Balances

Unified School District No. 259

August 2026

CASH AND INVESTMENTS:

Cafeteria-Change Fund	85.00	
Petty Cash-School Activity Funds	123,000.00	
Petty Cash-Non Activity Funds	8,081.89	
Checking	123,637,848.84	
Certificate of Deposit/Money Market	230,000,000.00	
U.S. Treasury Bills/Notes	80,356,000.00	
Discount on Treasury Bills/Notes	(1,242,799.77)	
Premium on Treasury Bills/Notes	31,250.00	
 (LESS)/PLUS: Unidentified on Account AR (10406)	 (120.06)	
(LESS)/PLUS: Unapplied on Account AR (10411)	(80.00)	
(LESS)/PLUS: Unidentified AR (10413)	(15,361.19)	
(LESS)/PLUS: Interest Receivable (10431)	190,953.04	
(LESS)/PLUS: Accounts Payable (20210)	(4,974,574.75)	
(LESS)/PLUS: Pcard Expense Clearing (20211)	(38,218.34)	
(LESS)/PLUS: Inventory Payable (20212)	(19,034.29)	
(LESS)/PLUS: Internal Trade in Transit (20215)	0.14	
		428,057,030.51
WSA - Annuity Trust Fund:		
Commerce Bank	1,185.72	
		1,185.72
TOTAL		428,058,216.23



Governmental Budgeted Fund Balances Report

Unified School District No. 259
August 2026

	Unencumbered Cash Balances
Operational Budgets:	
06 General Fund	24,538,760.69
08 Supplemental General Fund	(24,232,721.73)
11 State Pre-Kindergarten Program Fund	2,906,351.03
13 State Intervention Fund	3,000.00
14 Bilingual Fund	2,768,067.78
15 E-School Virtual Education Fund	336,607.01
22 Latchkey Program Fund	3,844,274.76
24 Nutrition Services Fund	734,592.50
26 Professional Development Fund	4,684,363.88
28 Parents As Teachers Fund	429,046.31
29 Summer School Fund	258,369.14
30 Special Education Fund	22,381,991.00
34 Vocational Education Fund	2,522,412.08
42 Special Liability Expense Fund	1,285,714.46
53 Contingency Reserve Fund	45,000,000.00
Total - Operational Budgets	87,460,828.91



Governmental Non-Budgeted Fund Balances Report

Unified School District No. 259

August 2026

	<i>Unencumbered Cash Balances</i>
Grants and Gifts:	
07 Federal Grant Fund	(1,985,744.40)
35 Non-Federal Grant Fund	6,295,194.41
Student Fees:	
54 Student Material Revolving Fund	3,123,782.05
55 Music Rental Fund	437,359.06
56 Textbook Rental Fund	23,429,539.90
57 Athletic Activity Fund	3,023,176.50
Total Grants, Gifts and Student Fees	34,323,307.52



Board Employee Benefits Fund Balance

Unified School District No. 259

August 2026

	<i>Unencumbered Cash Balances</i>
Employee Benefits	
47 Health Care Reserve Fund	32,659,325.64
48 Disability Reserve Fund	7,373,196.62
49 Risk Management Reserve Fund	(7,523,950.28)
51 KPERS Special Retirement Contribution	0.00
52 Workers' Compensation Reserve Fund	11,932,979.25
59 Wichita Supplemental Annuity (WSA)	1,185.72
96 Flexible Spending Fund	(5,419.58)
Total Employee Benefits	44,437,317.37



Governmental Facility and Construction

Unified School District No. 259

August 2026

	<i>Unencumbered Cash Balances</i>
Facility acquisition and construction svcs:	
16 Capital Outlay Fund	85,671,129.89
67 Special Assessment Fund	11.43
Total Facility acquisition & const.	85,671,141.32
Debt Service:	
62 Bond Principal & Interest Fund	99,460,767.35
Total Debt Service	99,460,767.35



Purchases Report

Unified School District No. 259

August 2026

Security Type	Issuer/Broker	Par Value	Purchase Date	Maturity Date	Rate at Purchase	Days Invested
Operating						
Cert of Deposit	UMB Bank	50,000,000	08/12/2026	12/12/2026	3.830%	122
	SUBTOTAL	50,000,000				
Early Retirement Incentive Plan Trust						
	SUBTOTAL	-				
Retiree Health Benefit Trust						
	SUBTOTAL	-				
TOTAL PURCHASES		\$ 50,000,000				



Maturities Report

Unified School District No. 259
August 2026

Security Type	Issuer/Broker	Cost	Purchase Date	Maturity Date	Days Invested	Rate at Maturity	Interest	Investment Proceeds
Operating								
Term MMA	Fidelity Bank	35,000,000	02/26/2026	08/25/2026	180	3.69%	637,077	35,637,077
	SUBTOTAL	35,000,000					637,077	35,637,077
Early Retirement Incentive Plan Trust								
Term MMA	Fidelity Bank	8,000,000	12/11/2025	08/10/2026	242	3.63%	192,592	8,192,592
Cert of Deposit	Intrust Bank	9,000,000	02/27/2026	08/17/2026	170	3.69%	154,835	9,154,835
	SUBTOTAL	17,000,000					347,427	17,347,427
Retiree Health Benefit Trust								
Cert of Deposit	Intrust Bank	8,400,000	02/27/2026	08/17/2026	170	3.69%	144,513	8,544,513
	SUBTOTAL	8,400,000					144,513	8,544,513
TOTAL MATURITIES							\$ 1,129,017	\$ 61,529,017



Investment Income Report

Unified School District No. 259

August 2026

	<i>Current Month Investment Income</i>	<i>Year To Date Accumulated Interest</i>
Investment Accounts		
16 Capital Outlay Fund	540,540.90	1,483,124.92
24 Nutrition Services Fund	47,193.32	126,979.69
42 Special Liability Expense Fund	8,538.10	22,092.75
47 Self-Funded Insurance Reserve Fund	169,321.94	496,825.92
48 Disability Reserve Fund	32,091.09	82,598.12
52 Workers' Compensation Reserve Fund	52,189.81	136,631.13
57 Athletic Activity Fund	13,405.61	34,670.33
Total Interest Accumulated	863,280.77	2,382,922.86



Long-Term Debt

Unified School District No. 259
August 2026

	Principal	Interest	Total
General Obligation Bonds Series 2009 - Issue B	115,150,000	1,599,468	116,749,468 *
General Obligation Bonds Series 2009 - Issue C	3,000,000	90,000	3,090,000
Total Outstanding Indebtedness if discharged at month end August 2026	\$ 118,150,000	\$ 1,689,468	\$ 119,839,468

*Net of federal interest subsidy

AMENDMENT TO IMPLEMENT SECURE 2.0, SECURE, AND CARES

ARTICLE 1 PREAMBLE

- 1.1 **Adoption and effective date of Amendment.** The Employer hereby adopts this Amendment to the Plan identified below. Where Articles specify effective dates, their provisions begin on that date or, in the case of discretionary amendments, as soon thereafter as administratively practicable for the Plan.
- 1.2 **Superseding of inconsistent provisions.** This Amendment supersedes the provisions of the Plan to the extent those provisions are inconsistent with the provisions of this Amendment. Except as otherwise provided in this Amendment, terms defined in the Plan will have the same meaning in this Amendment. This Amendment uses the phrase “elective deferral” to refer to contributions described in Code § 402(g)(3) or salary reduction contributions to a 457(b) Plan. Many Articles include definitions which are specific to that Article. To the extent the Plan does not use a defined term used in this Amendment, the Amendment is to be interpreted as if the appropriate defined term from the Plan was referenced in the Amendment.
- 1.3 **Numbering.** Except as otherwise provided in this Amendment, any “Section” reference in this Amendment refers only to this Amendment and is not a reference to the Plan. The Article and Section numbering in this Amendment is solely for purposes of this Amendment, and does not relate to the Plan article, section, or other numbering designations.
- 1.4 **Intention; Construction.** The purpose of this Amendment is to amend the Plan in accordance with the statutes described below and related IRS guidance. The provisions of this Amendment, and any policies or procedures adopted or modified pursuant to it, shall be interpreted and applied in a manner consistent with these statutes and any related guidance issued by the IRS or DOL, whether issued before or after the date of this Amendment. If any provision of this Amendment is rendered inoperative due to conflicting guidance, the Plan Administrator may disregard or revise such provision consistent with the intent of this Amendment and applicable law. The Plan Administrator may, but is not required to, reduce such policies or procedures to writing. The statutes include:
- SECURE 2.0 Act of 2022 (“SECURE 2.0”) enacted as Division T of the Consolidated Appropriations Act of 2023,
 - Setting Every Community Up for Retirement Enhancement Act of 2019 (“SECURE”) enacted as Division O of the Further Consolidated Appropriations Act of 2019,
 - Coronavirus Aid, Relief, and Economic Security Act (“CARES”), and
 - Bipartisan American Miners Act (“BAMA”) as enacted in Division M of the Further Consolidated Appropriations Act of 2019.
- 1.5 **403(b) Plans.** To the extent this Amendment provides for distribution options, those options apply only to the extent permitted under the relevant investment arrangement documentation.
- 1.6 **Preservation of prior amendments.** Except as provided in (a) through (d) below, this Amendment supersedes any previously adopted amendments relating to the same subject matter. *(Select one or more of (a) through (d) if applicable.)*
- (a) [] **Prior CARES Amendment.** The Employer previously adopted a CARES amendment. The provisions of Section 2.24 and Article 24 do not apply. The provisions of that CARES amendment apply to the relief described therein, without regard to the provisions of Section 2.20 and Article 20.
- (b) [] **Prior SECURE Amendment.** The Employer previously adopted a SECURE amendment which addressed the matters covered in Articles 25-27. Therefore, Sections 2.25-2.27 and Articles 25-27 shall not apply.
- (c) [] **Prior BAMA Amendment.** The Employer previously adopted a BAMA amendment which addressed the matters covered in Article 27. Therefore, Section 2.27 and Article 27 shall not apply.

- (d) ☒ **General Override.** If the Employer previously amended the Plan after December 20, 2019, to implement a provision contained in one or more Articles of this Amendment, that prior amendment shall remain in effect and will not be superseded by this Amendment. For example, if the Employer adopted an amendment increasing Cash-Out Limits, the provisions of Section 2.15 and Article 15 will not apply. However, notwithstanding the selection of this paragraph (d), the provisions of Articles 5 and 16, and Sections 2.5 and 2.16 shall supersede any prior amendment.

- 1.7 **Restatements.** This amendment is designed to take into account Section 12.08 of Rev. Proc. 2025-04, which states: “A pre-approved plan restatement that generally is effective as of a certain date should not be treated as superseding a previously adopted interim plan amendment that is effective before or after the restatement’s effective date and that has not been incorporated or reflected in the restatement, provided that the pre-approved plan is operated in a manner consistent with the interim plan amendment. A plan is presumed to be operating in compliance with an interim plan amendment in any case in which the operation of the plan cannot be determined.” To the extent a preapproved plan restatement incorporates the provisions of this Amendment, the IRS-approved language is intended to control, so that the plan can rely on the opinion letter.

ARTICLE 2 IDENTIFICATION; ELECTIONS

2.1 Identifying information.

A. Name of Employer: Unified School District #259

B. Name of Plan: UNIFIED SCHOOL DISTRICT NO.259 DEFERRED COMPENSATION PLAN

C. Type of Plan (*optional; select at least one*)

- (1) ☐ 401(k) Plan
- (2) ☐ Profit-Sharing Plan (other than a 401(k) plan)
- (3) ☐ Money Purchase Pension Plan
- (4) ☐ Defined Benefit Plan (including a cash balance plan)
- (5) ☐ 403(b) Plan
- (6) ☐ 457(b) Plan (select one): ☐ Governmental employer ☐ Tax-exempt employer

- 2.2 **Plan Type Definitions.** “Qualified Plan” (sometimes called a 401(a) plan) means a 401(k) Plan, Profit-Sharing Plan, Money Purchase Pension Plan or Defined Benefit Plan. “Defined Contribution Plan” or “DC Plan” means a Qualified Plan other than a Defined Benefit Plan. “Profit-Sharing Plan” includes stock bonus plans and ESOPs.

- 2.3 **Operating Elections.** Many subsequent Articles of this Amendment refer to elections appearing in this Article 2. Each of Sections 2.4 through 2.27 refers to a corresponding Article in this Amendment. For example, Section 2.4 has the elections related to Article 4. The definitions in those Articles apply to the elections in the corresponding Section of this Article 2, and those elections have the same effective date as the corresponding Article. Each Section of this Article lists the default provisions which will apply automatically if no election is made. **If you accept the default(s), there is no need to complete the Section.** There are no elective provisions which apply to Article 3 or Articles 28 through 44; they apply by default based on plan type or other conditions. The following paragraphs summarize the default rules and list the Articles for which no elections are available in this Amendment.

- Article 3. Provide for limited notices to unenrolled participants.
- Article 4. There are no eligibility adjustments to avoid LTPT rules.
- Article 5. None of the optional adjustments for LTPT Employees apply.
- Article 6. Special military spouse provisions do not apply.
- Article 7. Mandatory automatic enrollment, if applicable, applies at lowest default deferrals.
- Article 8. Plan permits higher catch-up contributions for participants ages 60-63.
- Article 9. Does not allow additional SIMPLE deferrals.

- Article 10. HPI catch-ups are Roth; all participants can make Roth deferrals.
- Article 11. Roth employer contributions are not allowed.
- Article 12. Plan is not a starter 401(k) plan.
- Article 13. OEE employees do not receive top-heavy minimum contributions.
- Article 14. Student loan payments are not matched.
- Article 15. Cash-out limits are increased to \$7000.
- Article 16. EDB RMDs use life expectancy rule rather than the 10-year rule.
- Article 17. Emergency personal expenses distributions are not allowed.
- Article 18. Domestic abuse victim distributions are not available.
- Article 19. Terminally ill individual distributions are not available.
- Article 20. Qualified disaster recovery distributions are authorized as described in plan policies.
- Article 21. Hardship sources for 403(b) plans are expanded.
- Article 22. Qualified long-term care distributions are not permitted.
- Article 23. PLESAs are not implemented.
- Article 24. CARES 2020 RMD waivers apply unless the participant opts out.
- Article 25. The limitation on QACA maximum automatic deferrals is not increased
- Article 26. Qualified birth and adoption distributions are not available.
- Article 27. The age for pension and gov't 457(b) in-service distributions is not reduced to 59 ½.
- Article 28. Permits retroactive plan adoption.
- Article 29. Sole proprietors can defer to retroactively adopted plan.
- Article 30. Permits retroactive increase in certain employer contributions.
- Article 31. Difficulty of care payments included as compensation for 415.
- Article 32. Allows retroactive election of safe harbor nonelective. No notice needed for safe harbor nonelective.
- Article 33. Governmental 457(b) elections can be effective immediately.
- Article 34. Small deferral incentives allowed.
- Article 35. Repeals maximum age for deemed IRAs.
- Article 36. Three-year deadline for repayment of Qualified Birth and Adoption Distributions.
- Article 37. Plan can adopt policy regarding documenting hardship distributions.
- Article 38. Governmental plan that permits distributions for health and long-term care insurance can make distribution directly to participant.
- Article 39. Permits rollovers from SIMPLE IRAs.
- Article 40. Permits distribution of discontinued lifetime income investments.
- Article 41. The PPP or a named fiduciary is responsible for collection of PEP contributions.
- Article 42. Permits distribution of 403(b) custodial accounts on plan termination.
- Article 43. Permits additional nonelective contributions to SIMPLE 401(k) plans.
- Article 44. Recognizes tribal orders as potential QDROs.

Check (a) or (b).

- (a) ☐ All defaults apply. *Skip the rest of Article 2 and sign the amendment.*
- (b) ☒ One or more defaults do not apply. *Complete those sections in Article 2 for which you do not accept the default; then sign the amendment.*

2.4 Article 4 – Optional 401(k) Adjustment to Eligibility Requirements to Avoid LTPT Rules. Except as provided below or in Articles 5 or 6, this Amendment does NOT modify the service requirements to make elective deferrals to a 401(k) plan. However, if Section 2.4(a)-(d) is selected, then in no event will an Employee be required to complete a period of service beyond that specified below to be eligible to defer. For examples, see Article 4. The provisions of this Section and Article 4 are effective January 1, 2024, unless otherwise specified in Section 2.4(e).

- (a) ☐ All Employees satisfy the service requirements to defer immediately upon hire.
- (b) ☐ All Employees satisfy the service requirements to defer ____ months after hire. *(Enter number of months not exceeding 24. Mere passage of time.)*

- (c) ☐ All Employees satisfy the service requirements to defer after one (1) Eligibility Computation Period with at least 500 Hours of Service.
- (d) ☐ Describe: _____
(To avoid application of the LTPT rules, the plan must allow employees to defer prior to becoming LTPT Employees.)
- (e) ☐ Article 4 is effective as of _____.

2.5 **Article 5 – LTPT Employees.** The Employer makes the following optional elections regarding LTPT Employees. (Select all that apply.)

- (a) ☒ **Provisions which apply to LTPT Employees.** An LTPT Employee, in addition to being eligible to defer, shall also be treated as a Regular Participant for purposes of (check any or all that apply):
 - (1) ☐ Receiving an allocation of safe harbor contributions (including QACA).
 - (2) ☐ Receiving an allocation of Employer matching contributions.
 - (3) ☐ Receiving an allocation of Employer nonelective contributions.
 - (4) ☐ Receiving an allocation of top-heavy minimum contributions. [Note: Also see Article 13]
 - (5) ☒ Making after-tax Employee voluntary contributions.
 - (6) ☒ Making rollover contributions.
 - (7) ☐ Making deemed IRA contributions described in Code §408(q).
- (b) ☐ **Provisions inapplicable to LTPT Employees.** The following provisions which apply to Regular Participants do not apply to LTPT Employees (check any or all that do not apply to LTPT Employees):
 - (1) ☐ The ability to make Roth elective deferrals.
 - (2) ☐ Automatic deferral provisions.
 - (3) ☐ Automatic escalation provisions.
 - (4) ☐ The ability to make catch-up contributions.
- (c) ☒ **LTPT Entry Dates.** LTPT Entry Dates shall be determined as described in Section 5.8(b) except as indicated below (select one):
 - (1) ☒ The same as the entry date that applies to Elective Deferrals of Regular Participants.
 - (2) ☐ The first day of the plan year quarter following the date the employee becomes an LTPT Employee.
 - (3) ☐ The first day of the month following the date the employee becomes an LTPT Employee.
 - (4) ☐ Describe: _____
- (d) ☐ **Hours of Service.** Determination of hours of service to be an LTPT Employee and vesting of LTPT Employees and Former LTPT Employees will be determined as described in Article 5, except as indicated below: [Select (1), (2), or (3). Complete (4) if applicable.]
 - (1) ☐ Actual hours of service.
 - (2) ☐ Actual hours of service for hourly paid employees and the equivalency method (as specified in (4)) for others.
 - (3) ☐ The equivalency method specified in (4).
 - (4) ☐ The equivalency method is ☐ 10 hours per day; ☐ 45 hours per week;
☐ 90 hours bi-weekly; ☐ 95 hours semi-monthly; ☐ 190 hours per month
- (e) ☐ **LTPT Years.** LTPT Years will be determined as described in Section 5.8(h) except as indicated below:
 - (1) ☐ Subsequent periods following the first LTPT Year are based on anniversaries of the employment commencement date.
 - (2) ☐ Subsequent periods following the first LTPT Year are based on the Plan Year.
- (f) ☐ **Prior Elections.** Elections, to the extent consistent with Article 5 and applicable law, made in prior amendments relating to LTPT Employees shall remain in effect except as specified in this Section.
- (g) ☒ **Describe.** Describe additional provisions (including effective dates) which apply to LTPT Employees: Elections, to the extent consistent with Article 5 and applicable law, made in prior amendments relating to LTPT Employees shall remain in effect. If the Plan was not previously amended to specify elections described in this Section, the elections selected in this Amendment will apply.

2.6 **Article 6 – Military Spouse Provisions.** In the absence of an election below, Article 6 does NOT apply. To activate special provisions for military spouses, check (a). Select (b) if applicable.

- (a) ☐ Article 6 applies to contributions made after _____. (Enter date after December 31, 2022.)
- (b) ☐ If Article 6 applies, then a Military Spouse shall enter the Plan on the earlier of the date the he/she would otherwise enter the plan or the date which is 2 months after the Hire Date, unless otherwise specified below.
 - (1) ☐ A Military Spouse shall enter the Plan immediately on the Hire Date.
 - (2) ☐ Describe the entry date: _____

2.7 **Article 7 – Mandatory Automatic Enrollment.** The Employer makes the following optional elections with regard to the mandatory automatic enrollment provisions of Article 7. See Section 7.2(a) regarding the application of Plan and default provisions.

- (a) ☐ Article 7 is effective _____. [By default, Article 7 is effective on the first day of the first Plan Year beginning in 2025. Optionally, you may enter an earlier effective date, such as the first day of the 2024 Plan Year or the Effective Date of the Plan.]
- (b) ☐ The Plan will comply with Code §414A(b) and Article 7 is effective regardless of whether the Plan is exempt under Code §414A(c). [This selection is appropriate for a Plan that is complying with the mandatory automatic enrollment rules, whether that compliance is voluntary or required. If the Plan is later determined to be exempt and the Employer wishes to discontinue EACA provisions, the Plan should be amended to remove this Election.]
- (c) The Automatic Deferral Percentage is: (Select one.)
 - (1) ☐ **Default provision.** The amount otherwise determined under the automatic deferral provisions of the Plan, to the extent those provisions comply with Code §414A(b). In the absence of such provisions, the Automatic Deferral Percentage is 3% for each payroll period increasing 1% of Compensation on the first day of each Plan Year up to a maximum of 10% of Compensation.
 - (2) ☐ **10%.** 10% of Compensation for each payroll period.
 - (3) ☐ **Annual increase from 3% to at least 10%.** _____% (not less than 3 nor more than 10) for each payroll period increasing 1% of Compensation each year up to a maximum of _____% (not less than 10 nor more than 15) of Compensation. This escalation will apply as of the first day of each Plan Year unless otherwise specified in (d) below.
- (d) ☐ The escalation described in (c)(3) will apply as of: (select one of (1)-(4). If no selection is made, the escalation applies as of the first day of each Plan Year)
 - (1) ☐ Each anniversary of the Participant's Employment/Reemployment Commencement Date
 - (2) ☐ Each anniversary of the Participant's Entry Date.
 - (3) ☐ Each anniversary of each calendar year.
 - (4) ☐ Describe: _____.
- (e) ☐ Unless selected below, the escalation provision in (c)(1) or (c)(3) will apply as of the first change date specified above that begins after the Participant first has contributions made pursuant to a default election (select one if applicable)
 - (1) ☐ **Second change date.** The escalation provision will apply as of the second change date after the Participant first has contributions made pursuant to a default election.
 - (2) ☐ **At least 6 months after.** The increase will apply as of the first Change Date thereafter which is at least 6 months (or 180 days) after the Participant first has automatic deferrals withheld.
- (f) ☐ The Automatic Deferral is a Roth Elective Deferral. If this option is not selected, or if the Plan does not allow Roth Deferrals, the Automatic Deferral is a Pre-Tax Elective Deferral.
- (g) The Automatic Deferral applies to (Select one):
 - (1) ☐ **All Participants.** All Participants, regardless of any prior salary reduction agreement, unless and until they make a contrary election after the Notice Date.

- (2) ☐ **Election of at least Automatic Deferral Percentage.** All Participants, except those who have in effect a salary reduction agreement on the Notice Date provided that the Elective Deferral amount under the Agreement is at least equal to the Automatic Deferral Percentage.
- (3) ☐ **No existing salary reduction agreement.** All Participants, except those who have in effect a salary reduction agreement on the Notice Date regardless of the Elective Deferral amount under the Agreement. *(This is the default.)*
- (4) ☐ **Election of 0% or no existing salary reduction agreement.** All Participants, except those who have in effect a salary reduction agreement on the Notice Date provided that the Elective Deferral amount under the Agreement is greater than 0%.
- (5) ☐ **Post-2024 Participants.** All Participants who become eligible to defer on or after the first day of the first Plan Year beginning in or after 2025.
- (6) ☐ **Describe.** _____.
- (h) ☐ If the Plan is a multiple employer plan (MEP or PEP), then Article 7 applies to all participating employers other than those who are exempt under Code § 414A(c), unless otherwise provided below *(select one)*:
- (1) ☐ **Applies to all.** Article 7 applies to all participating employers without regard to whether an employer is exempt under Code § 414A(c).
- (2) ☐ **Describe.** Article 7 applies to participating employers as follows: _____.
(e.g., Article 7 applies to all participating employers other than the following. Attach a separate schedule if automatic deferral schedules or elections apply differently to some of the participating employers.)
- 2.8 **Article 8 – Higher Catch-Up Contributions at Ages 60 to 63.** Article 8, permitting additional catch-up deferrals for Participants ages 60, 61, 62, and 63 APPLIES effective January 1, 2025, except as indicated below.
- (a) ☐ Article 8 does NOT apply.
- (b) ☐ Article 8 applies effective as of January 1, _____. *[Enter year after 2025.]*
- 2.9 **Article 9 – Higher SIMPLE 401(k) Deferrals.** In the absence of an election below, Article 9 does NOT apply. To activate higher deferral limits under SECURE 2.0 § 117 for a SIMPLE 401(k) plan, check (a) or (b). If Article 9 does apply, it is effective for January 1, 2024, unless a later year is specified in (c).
- (a) ☐ **Unconditional election:** Article 9 applies to deferrals.
- (b) ☐ **Conditional election:** Article 9 applies to deferrals for a calendar year only if the Employer does not exceed the Employee Threshold for that year.
- (c) ☐ **Delayed effective date:** Article 9 is effective as of January 1, _____. *[Enter year after 2024]*
- 2.10 **Article 10 – Roth Catch-Up Deferrals; Optional Roth Addition.** *[Plans that are not a 401(k) Plan, a 403(b) Plan, or a Governmental 457(b) Plan, and plans that do not permit Catch-Up Deferrals, skip to Section 2.11.]*
- (a) ☐ Article 10 is effective _____. *[Must be after December 31, 2023. Default is January 1, 2026.]*
- (b) ☐ If the Plan does not accept Roth Deferrals as of the effective date of Article 10, then *[select (1), (2), or (3) below]*:
- (1) ☐ **Add Roth.** All Participants eligible to make Deferrals may make Roth Deferrals. This is the default selection. This is effective as of the effective date of Article 10 or the following earlier date: _____. *[Must be after December 31, 2023.]*
- a. ☐ Roth Deferrals are available only for Catch-Up Deferrals
- (2) ☐ **No Catch-Ups.** No Participant may make Catch-Up Deferrals.

- (3) ☐ **No Catch-Ups for HPIs.** Only Participants who are not HPIs may make Catch-Up Deferrals. *[Use this selection if no Employees have FICA Wages.]*
- a. ☐ Self-Employed HPIs may not make Catch-Up Deferrals
[If (b)(2) or (b)(3) is selected, skip to Section 2.11.]
- (c) By default, HPIs are deemed to have elected that their Catch-Up Deferrals are Roth Deferrals, unless (1) is selected below.
- (1) ☐ HPIs are not deemed to have elected that their Catch-Up Deferrals are Roth Deferrals unless the Plan Administrator notifies them of such a deemed election before they have made the Deferral.
- (d) ☒ If the Plan does not permit Roth Rollovers, the following applies:
- (1) ☒ This Amendment does not modify existing Plan provisions with regard to Roth Rollovers. This is the default selection.
- (2) ☐ Roth Rollovers are permitted. This is effective as of the effective date of Article 10 or the following earlier date: _____. *[Must be after December 31, 2023]*
- a. ☐ Roth Rollovers are limited to Deferrals.
- b. ☐ Roth Rollovers may only be made from accounts which are fully vested.
- c. ☐ Other limitations or conditions which apply to Roth Rollovers: _____.
- (e) ☐ A Participant may not receive an In-Service Distribution from the Participant's Roth Deferral Account unless it is a qualified distribution as defined in Code §402A(d)(2).
- (f) ☐ Describe additional provisions which apply to Roth Deferrals or Roth Rollovers: _____

2.11 **Article 11 – Roth Employer Contributions.** In the absence of an election below, Article 11 does NOT apply. To permit participants to elect Roth Employer Contributions, check (a). If Roth Employer Contributions are available, they are available for all types of vested contributions except as provided in Article 11, in elections (b) or (c), or in Plan policies. *(Select all that apply.)*

- (a) ☐ Article 11 applies to contributions made after _____. *(Enter date after December 29, 2022.)*
- (b) ☐ Roth Employer Contributions may be elected only with respect to the following contributions: *[Check all that apply]*
- (1) ☐ ADP safe harbor contributions (nonelective or matching)
- (2) ☐ Matching Contributions (other than ADP safe harbor contributions)
- (3) ☐ Nonelective Contributions (other than ADP safe harbor contributions)
- (4) ☐ Describe: _____ *(e.g., "prevailing wage contributions." Must be definitely determinable and not subject to discretion.)*
- (c) ☐ Describe additional limitations: _____
(Must be definitely determinable and not subject to discretion)

2.12 **Article 12 – Starter 401(k).** In the absence of an election below, Article 12 does NOT apply. To make the Plan a starter 401(k) plan, select (a).

- (a) ☐ Article 12 applies effective _____. *[Enter first day of 401(k) plan year provisions are effective. Cannot be earlier than January 1, 2024.]*

2.13 **Article 13 – Top-heavy.** Article 13 APPLIES to exclude Otherwise Excludable Employees from receiving Top-heavy Contributions unless the Employer checks (a). It is effective for plan years beginning after December 31, 2023, unless a different effective date is specified in (b). *[Note that, regardless of Article 13 and this Section 2.13, LTPT Employees will not receive Top-heavy Contributions unless the Employer checks Election 2.5(a)(4).]*

- (a) ☐ Article 13 does not apply.
- (b) ☐ Article 13 applies to minimum contributions made after _____. *(Enter date after December 31, 2023.)*

- (c) ☒ The Employer may make a discretionary nonelective contribution equal to the Top-heavy Contribution for those Otherwise Excludable Employees who are not Highly Compensated Employees as defined in Code § 414(q) and as further defined in the Plan.

2.14 **Article 14 – Match Student Loan Payments.** In the absence of an election below, Article 14 does NOT apply. To activate match for student loans, check (a).

- (a) ☐ Article 14 applies to matching contributions made after _____. (Enter date after December 31, 2023.)
- (b) ☐ Article 14 does not apply to: [Optional. Choose (1) or (2). Choose (3) if applicable.]
- (1) ☐ Collectively bargained employees.
- (2) ☐ Non-collectively bargained employees
- (3) ☐ Describe: _____ (may specify one or more unions whose employees do or do not participate. No other exclusions are available.)

2.15 **Article 15 – Increase in Cash-Out Limits.** \$5,000 Cash-Out Limits ARE increased to \$7,000, effective January 1, 2024, except as specified below.

- (a) ☐ Article 15 does not apply.
- (b) ☐ Article 15 applies effective on the first day of the first plan year beginning in 2024.
- (c) ☒ Article 15 applies to distributions made after April 1, 2024. (Enter date after December 31, 2023.)
- (d) ☐ Article 15 applies even if the Plan previously provided for a lower limit (such as \$3,500 or \$1,000 for Mandatory Distributions)
- (e) ☒ Article 15 does **not** apply to the following Cash-Out Limits and therefore they are not increased as a result of this amendment: (Check one or more as and if applicable)
- (1) ☒ The limit on Mandatory Distributions
- (2) ☐ QJSA provisions or 457(b) *de minimis* distributions
- (3) ☐ Any limit on the availability of distribution options (e.g., annuities or installments) other than lump sums
- (f) ☐ Unless otherwise specified in election (f)(1), Article 15 does not modify any provision relating to whether a Participant's vested benefit or balance includes rollover contributions for purposes of determining if a Mandatory Distribution exceeds the Cash-Out Limit.
- (1) ☐ The Plan will disregard rollover contributions in determining whether a Participant's vested benefit or account balance exceeds the limit on Mandatory Distributions.
- (g) ☐ Article 15 does not apply to Mandatory Distributions made before _____. (Enter date Plan applied Article 15 to Mandatory Distributions.)
- (h) ☐ Describe additional modifications: _____
(E.g., lower limit. Must be definitely determinable and not subject to discretion).

2.16 **Article 16 – RMDs.** RMDs to an EDB of a Participant who dies prior to the Participant's RBD will be made as elected below. In the absence of an election in this Section 2.16, the Plan's existing provisions governing Beneficiary elections under the 5-Year Rule shall apply, substituting the 10-Year Rule for the 5-Year Rule. In addition, unless otherwise elected under paragraph (g) or (h), beneficiaries of CARES 5-Year Rule Accounts (as described in Section 16.9) shall have the option to extend distribution under the 5-Year Rule by one year; in the absence of a Beneficiary election, the extension shall automatically apply.

- (a) ☐ **Beneficiary election.** The EDB may elect application of the 10-Year Rule or the Life Expectancy Rule. If the Beneficiary does not make a timely election (Select one of (1) or (2)):
- (1) ☐ **10-Year Rule.** The 10-Year Rule shall apply to the EDB.
- (2) ☐ **Life Expectancy Rule.** The Life Expectancy Rule shall apply to the EDB.
- (b) ☐ **10-Year Rule.** The 10-Year Rule shall apply to the EDB.
- (c) ☐ **Life Expectancy Rule.** The Life Expectancy Rule shall apply to the EDB.

- (d) ☐ **Shorter Period.** The entire interest of the EDB shall be distributed no later than December 31 of the _____ (enter a number of years, not exceeding "tenth") year following the year of the Participant's death. [Note that distributions pursuant to this election may be eligible rollover distributions.]
- (e) ☐ **Other:** (Describe, e.g., the 10-Year Rule applies to all Beneficiaries other than a surviving spouse Beneficiary.) _____
- (f) ☒ **Prior Elections.** Elections made in prior amendments relating to RMDs shall remain in effect to the extent otherwise consistent with Article 16, Code § 415, and applicable guidance.
- (g) ☐ **Opt-In Extension.** The CARES extension of the 5-Year Rule described in Section 16.9 will NOT apply unless the Beneficiary affirmatively elects for it to apply.
- (h) ☐ **No Extension.** The CARES extension of the 5-Year Rule described in Section 16.9 will NOT apply.

2.17 **Article 17 – Emergency Personal Expense Distributions.** In the absence of an election below, Article 17 does NOT apply. To activate emergency personal expenses distributions (EPEDs), check (a).

- (a) ☐ Article 17 applies and Participants can receive EPEDs effective _____. (Enter date after December 31, 2023.)
- (b) ☐ EPEDs are available only for contributions in which the Participant is fully vested.
- (c) ☐ EPEDs may be elected only with respect to the following contributions: [Check all that apply]
- (1) ☐ Elective deferrals
 - (2) ☐ Safe harbor contributions
 - (3) ☐ Employer matching contributions
 - (4) ☐ Employer nonelective contributions
 - (5) ☐ QNECs and QMACs
 - (6) ☐ Rollover contributions
 - (7) ☐ After-tax employee contributions
 - (8) ☐ Transferred accounts
 - (9) ☐ Describe: _____ (must be definitely determinable and not subject to discretion)
- (d) ☐ EPEDs are not available if the Participant has severed employment.
- (e) ☐ The minimum amount of an EPED is _____. (Enter an amount up to \$1,000)
- (f) ☐ A Participant who has received an EPED may not receive another EPED from the Plan during the immediately following three calendar years.
- (g) ☐ Describe additional limitations: _____ (must be definitely determinable and not subject to discretion)

2.18 **Article 18 – Domestic Abuse Victim Distributions.** In the absence of an election below, Article 18 does NOT apply. To activate domestic abuse victim distributions (DAVDs), check (a).

- (a) ☐ Article 18 applies and Participants can receive DAVDs effective _____. (Enter date after December 31, 2023.)
- (b) ☐ DAVDs are available only for contributions in which the Participant is fully vested.
- (c) ☐ DAVDs may be elected only with respect to the following contributions: [Check all that apply]
- (1) ☐ Elective deferrals
 - (2) ☐ Safe harbor contributions
 - (3) ☐ Employer matching contributions
 - (4) ☐ Employer nonelective contributions
 - (5) ☐ QNECs and QMACs
 - (6) ☐ Rollover contributions
 - (7) ☐ After-tax employee contributions
 - (8) ☐ Transferred accounts
 - (9) ☐ Describe: _____ (must be definitely determinable and not subject to discretion)
- (d) ☐ DAVDs are not available if the Participant has severed employment.
- (e) ☐ The minimum amount of a DAVD is _____. (Enter an amount less than \$1,000)

- (f) ☐ A Participant who has received a DAVD may not receive another DAVD from the Plan during the immediately following ____ calendar years.
- (g) ☐ Describe additional limitations: _____
(must be definitely determinable and not subject to discretion)

2.19 **Article 19 – Terminally Ill Individual Distributions.** In the absence of an election below, Article 19 does NOT apply. To activate terminally ill individual distributions (TIIDs), check (a).

- (a) ☐ Article 19 applies and Participants can receive TIIDs effective _____. (Enter date after December 29, 2022.)
- (b) ☐ Describe additional limitations: _____
(must be definitely determinable and not subject to discretion)

2.20 **Article 20 – Qualified Disaster Recovery Distributions.** The Plan Administrator may adopt a disaster relief policy, as described in Article 20, which includes the ability to make Qualified Disaster Recovery Distributions (QDRDs), except as limited below:

- (a) ☐ The Plan is not authorized to provide QDRDs and Sections 20.3 and 20.4 do NOT APPLY.
- (b) ☐ QDRDs are available only for contributions in which the Participant is fully vested.
- (c) ☐ QDRDs may be distributed only with respect to the following contributions: [Check all that apply]
 - (1) ☐ Elective deferrals
 - (2) ☐ Safe harbor contributions
 - (3) ☐ Employer matching contributions
 - (4) ☐ Employer nonelective contributions
 - (5) ☐ QNECs and QMACs
 - (6) ☐ Rollover contributions
 - (7) ☐ After-tax employee contributions
 - (8) ☐ Transferred accounts
 - (9) ☐ Describe: _____ (must be definitely determinable and not subject to discretion)

2.21 **Article 21 – 403(b) Hardship Distribution Sources.** Hardship distributions from 403(b) plans, if and to the extent otherwise available under the plan, ARE available from the sources described in Article 21, including QNECs, QMACs, and earnings, except as indicated below.

- (a) ☒ Article 21 does not apply.
- (b) ☐ Article 21 applies effective as the first day of the first plan year beginning in 2024.
- (c) ☐ Article 21 applies to distributions made after _____. (Enter date after December 31, 2023.)
- (d) ☐ Article 21 applies earnings on elective deferrals but not to QNECs and QMACs.
- (e) ☐ Article 21 applies QNECs and QMACs (and earnings thereon) but not to earnings on elective deferrals.
- (f) ☐ Describe additional modifications: _____
(Must be definitely determinable and not subject to discretion).

2.22 **Article 22 – Qualified Long-Term Care Distributions.** In the absence of an election below, Article 22 does NOT apply. To activate qualified long-term care distributions (QLTCDs), check (a).

- (a) ☐ Article 22 applies and Participants can receive QLTCDs effective _____. (Enter date after December 29, 2025.)
- (b) ☐ QLTCDs are available only for contributions in which the Participant is fully vested.
- (c) ☐ QLTCDs may be elected only with respect to the following pre-tax accounts: [Check all that apply. Note: QLTCDs are limited to pre-tax amounts and may not be made from Roth and after-tax employee contributions.]
 - (1) ☐ Elective deferrals
 - (2) ☐ Safe harbor contributions

- (3) ☐ Employer matching contributions
- (4) ☐ Employer nonelective contributions
- (5) ☐ QNECs and QMACs
- (6) ☐ Rollover contributions
- (7) ☐ Transferred accounts
- (8) ☐ Describe: _____ (must be definitely determinable and not subject to discretion)
- (d) ☐ QLTCs are not available if the Participant has severed employment.
- (e) ☐ Describe additional limitations: _____ (must be definitely determinable and not subject to discretion)

2.23 **Article 23 – PLESA.** In the absence of an election below, Article 23 does NOT apply. To activate PLESAs (Pension-Linked Emergency Savings Accounts) check (a).

- (a) ☐ Article 23 shall apply effective _____. [Must be after December 31, 2023.]
- (b) ☐ Employees (other than HCEs) who are Participants in any portion of the Plan are PLESA Participants unless otherwise indicated below:
 - (1) ☐ Only Participants who are eligible to accrue a benefit or to receive an allocation of Employer Contributions are PLESA Participants.
 - (2) ☐ Describe: _____.
- (c) ☐ The automatic enrollment provisions of Section 23.5 apply. The automatic contribution rate is ____% [Enter a number not greater than 3.]
- (d) ☐ The maximum PLESA balance is \$ _____. [Enter an amount not exceeding \$2,500 (as adjusted under Code §402A(e)(3)(A)).]
- (e) ☐ Describe additional provisions: _____ (must be definitely determinable and not subject to discretion)

2.24 **RMD waivers for 2020.** [Note: This Section 2.24 and Article 24 do not apply if the Employer has checked Section 1.6(a).] In the absence of an election below, Section 24.2 applies and a Participant or Beneficiary who would have been required to receive a 2020 RMD or Extended 2020 RMD will receive the distribution unless the Participant or Beneficiary chooses not to receive the distribution. To modify this treatment, check one or more of (a) through (d) below.

- (a) ☐ **No RMDs without request.** The Participant or Beneficiary will not receive the distribution unless they affirmatively choose to receive it.
- (b) ☐ **Split.** The Participant or Beneficiary will not receive the 2020 RMD unless elected, but will receive the Extended 2020 RMD unless they elect otherwise.
- (c) ☐ **No change to RMDs.** Payment of RMDs or Extended 2020 RMDs will be governed by the terms of the Plan without regard to this Amendment (i.e., no election is available to Participants or Beneficiaries).
- (d) ☐ **Describe other treatment:** _____. (Must be definitely determinable and not subject to discretion.)

For purposes of Section 24.3, the Plan will treat the following as eligible rollover distributions in 2020: (Choose one or none of (e), (f), (g), or (h): If no election is made, then a direct rollover will be offered only for distributions that would be eligible rollover distributions without regard to Code §401(a)(9)(I):

- (e) ☐ 2020 RMDs.
- (f) ☐ 2020 RMDs and Extended 2020 RMDs.
- (g) ☐ 2020 RMDs but only if paid with an additional amount that is an eligible rollover distribution without regard to Code §401(a)(9)(I).
- (h) ☐ Describe: _____.
- (i) ☐ **Effective Date.** The provisions of Article 24, and the elections in this Section 2.24, will be effective on March 27, 2020, or as soon as practical thereafter, unless a different effective date is entered here: _____ [Enter date between March 27, 2020 and December 31, 2020.]

2.25 **Article 25 – QACA Maximum Automatic Deferrals.** *[Note: This Section 2.25 and Article 25 do not apply if the Employer has checked Section 1.6(b).]* In the absence of an election below, Article 25 does NOT apply and this Amendment does not affect the Plan’s limitation on automatic deferrals under a QACA. To permit automatic deferrals of up to 15% of compensation, *complete (a) below and (b) if applicable.*

- (a) ☐ Article 25 applies effective on or after the first day of the first plan year beginning after December 31, 2019, unless a different date is selected in (1) below.
- (1) ☐ _____. *(Enter a date on or after the first day of the first plan year beginning after December 31, 2019.)*
- (b) ☐ The following modified QACA statutory schedule will apply (the limitations in the parentheses below only applies to QACAs): *(Select and complete one of (1), (2), or (3) below. The resulting schedule must satisfy Code §401(k)(13)(C)(iii)):*
- (1) ☐ **Detailed Schedule.** The following modified QACA statutory schedule will apply. **NOTE:** *Plan Years 1 and 2 must be between 3% and 10%. 3-14 may not exceed 15%*

<u>Plan Year of application to a Participant</u>	<u>Automatic Deferral Percentage</u>
1	____% (not less than 3 and not more than 10)
2	____% (not less than 3 and not more than 10)
3	____% (not less than 4 and not more than 15)
4	____% (not less than 5 and not more than 15)
5	____% (not less than 6 and not more than 15)
6	____% (not less than 6 and not more than 15)
7	____% (not less than 6 and not more than 15)
8	____% (not less than 6 and not more than 15)
9	____% (not less than 6 and not more than 15)
10	____% (not less than 6 and not more than 15)
11	____% (not less than 6 and not more than 15)
12	____% (not less than 6 and not more than 15)
13	____% (not less than 6 and not more than 15)
14 and thereafter	____% (not less than 6 and not more than 15)

- (2) ☐ **Fixed Increase.**
- a. First plan year of application to a participant: ____ *(not less than 3 and not more than 10)*
- b. Second plan year of application to a participant: ____ *(not less than 3 and not more than 10)*
- c. In subsequent plan years the automatic deferral percentage will increase by ____% per year up to a maximum of ____% *(not more than 15)* of Compensation
- (3) ☐ **Describe:** _____

2.26 **Article 26 – Birth/Adoption Distributions.** *[Note: This Section 2.26 and Article 26 do not apply if the Employer has checked Section 1.6(b).]* In the absence of an election below, Article 26 does NOT apply. To permit QBADs (Qualified Birth and Adoption Distributions), check (a). If QBADs are available, they apply to all accounts except as provided in Article 26 or in elections (b), (c), (d), or (e). *(Select all that apply.)*

- (a) ☐ Article 26 applies effective January 1, 2020, unless a different date is selected in (1) below.
- (1) ☐ _____. *(Enter a date after December 31, 2019.)*
- (b) ☐ QBADs may only be made from accounts in which the Participant is fully vested.
- (c) ☐ QBADs are only available from the following Accounts *(select one or more):*
- (1) ☐ Pre-Tax Elective Deferrals
- (2) ☐ Roth Elective Deferrals
- (3) ☐ Employer matching contributions (including safe harbor contributions and QMACs)
- (4) ☐ Employer nonelective contributions (including safe harbor contributions and QNECs)
- (5) ☐ Rollover contributions
- (6) ☐ After-tax employee contributions

- (7) ☐ Transferred accounts
- (8) ☐ Describe: _____ (must be definitely determinable and not subject to discretion)
- (d) ☐ QBADs are not available if the Participant has severed employment.
- (e) ☐ Describe additional limitations: _____ (must be definitely determinable and not subject to discretion)

2.27 **Article 27 – In-Service Distributions.** [Note: This Section 2.27 and Article 27 do not apply if the Employer has checked Section 1.6(b) or (c).] In the absence of an election below, Article 27 does NOT apply. To permit in-service distributions at age 59½ for pension plans and governmental 457(b) plans, check (a). Check (b) to specify an age greater than 59 ½. If Article 27 applies, it applies to all Accounts except as limited in Article 27.

- (a) ☐ Article 27 applies effective on or after the first day of the first plan year beginning after December 31, 2019, unless a different date is selected in (1) below.
 - (1) ☐ _____. (Enter a date on or after the first day of the first plan year beginning after December 31, 2019.)
- (b) ☐ Age at which in-service distributions are permitted _____ (Enter age greater than 59½.)

ARTICLE 3 – DC, 403(b) NOTICES TO UNENROLLED PARTICIPANTS – SECURE 2.0 §320

- 3.1 **Application.** This Article 3 will apply only if the Plan is a Defined Contribution Plan or a 403(b) Plan. It is effective for Plan Years beginning after December 31, 2022. This Article gives the Plan the option of providing fewer notices for Employees who are eligible but not participating.
- 3.2 **Optional Elimination of Notices to Unenrolled Participants.** No disclosure, notice, or other plan document (other than the Alternative Notices) shall be required to be furnished to any Unenrolled Participant who is furnished with the Alternative Notices.
- 3.3 **Definitions.** The following definitions apply for this Article 3:

(a) An “**Unenrolled Participant**” is a Participant in the Plan who (1) has been furnished the summary plan description of the Plan described in ERISA §104(b) and any other notices related to eligibility under the Plan and required to be furnished under the Plan, the Code, or ERISA in connection with such Participant’s initial eligibility to participate in such plan, (2) is not participating in the Plan, and (3) satisfies such other criteria as determined by the IRS and/or DOL, including future guidance.

(b) The “**Alternative Notices**” consist of the Annual Reminder Notice and any document the Participant requests that the Participant would be entitled to receive, notwithstanding this Article.

(c) An “**Annual Reminder Notice**” is a notice which (1) is provided in accordance with DOL Reg. §2520.104b–1; (2) is furnished in connection with the annual open season election period with respect to the Plan or, if there is no such period, is furnished within a reasonable period prior to the beginning of each Plan Year; (3) notifies the Unenrolled Participant of their eligibility to participate in the Plan, the key benefits and rights under the plan, with a focus on Employer contributions and vesting provisions, and any applicable election deadlines; and (4) provides such information in a prominent manner calculated to be understood by the average participant.

ARTICLE 4 – 401(k) PROACTIVELY ADJUST ELIGIBILITY SO LTPT TRACKING DOESN’T APPLY

- 4.1 **Application.** This Article 4 will apply to 401(k) Plans, but only if the Employer makes a selection in Section 2.4. It is effective on the date specified in Section 2.4(e), or, if none, January 1, 2024.

- 4.2 **Modification of service requirement.** No Employee shall be required to complete a period of service beyond that specified in Section 2.4 to make elective deferrals. For example, suppose the Plan otherwise provides that Employees in general are eligible to defer 6 months after hire, but part-time Employees are excluded from the Plan until they have a Year of Service, and that the Employer selects 2.4(b), providing that Employees satisfy the service requirements to defer 24 months after hire. In that case, Employees in general would remain eligible to defer 6 months after hire, but part-time Employees would become eligible to defer once they complete one Year of Service or 24 months after hire, whichever is earlier. Other eligibility conditions unrelated to service (such as union status) still apply and the entry date provisions of the plan still apply. The word “hire” refers to an Employee’s employment commencement date as described in DOL Reg. §2530.202-2.

ARTICLE 5 – 401(k), ERISA 403(b)
LONG-TERM PART-TIME EMPLOYEES – SECURE §112; SECURE 2.0 §125

- 5.1 **Application.** This Article 5 will apply to 401(k) and 403(b) Plans as follows:

(a) **401(k) Plans.** This Article 5 will apply to a 401(k) Plan that permits elective deferrals, effective for Plan Years beginning after December 31, 2020. Except as otherwise provided in Section 2.5, it specifically supersedes any prior or contemporaneous amendment addressing LTPT Employees. It is intended to comply with Prop. Treas. Reg. § 1.401(k)-5 (and any subsequent guidance) and shall be interpreted and applied accordingly.

(b) **403(b) Plans.** This Article 5 will apply to a 403(b) Plan subject to ERISA that permits elective deferrals, effective for Plan Years beginning after December 31, 2024. It does not apply to 403(b) Plans which are not subject to ERISA. It is intended to comply with Prop. Treas. Reg. § 1.401(k)-5 and Notice 2024-73 (and any subsequent guidance) and shall be interpreted and applied accordingly.

- 5.2 **LTPT Employee Deferrals.** An LTPT Employee will be eligible to make Elective Deferrals to the Plan. An LTPT Employee enters the Elective Deferral portion of the Plan on the Employee’s LTPT Entry Date, if the Employee is still an LTPT Employee and satisfies the Other Conditions of the Plan (see 5.8(d)) on that Entry Date. The provisions of the Plan relating to rehired employees, breaks in service, and change in status will apply to LTPT Employees.
- 5.3 **Limited Participation.** An LTPT Employee who is eligible to make Elective Deferrals under Section 5.2 will be a Participant solely with regard to Elective Deferrals and related Account Balances. Except as otherwise provided in Section 2.5(a), an LTPT Employee will not be eligible (1) to receive any employer contributions, including top-heavy minimum allocations and safe harbor contributions, (2) to make after-tax Employee voluntary contributions, (3) to make rollover contributions (unless otherwise permitted under the Plan’s administrative policies related to rollover contributions), or (4) to make deemed IRA contributions described in Code §408(q).
- 5.4 **Satisfaction of Eligibility Conditions.** On the first day of the first Plan Year on or after the date an LTPT Employee becomes a Regular Participant, the individual will no longer be an LTPT Employee, but will instead participate in the Plan in the same manner as other Regular Participants, except as provided in Section 5.5 regarding vesting.
- 5.5 **Vesting.** For purposes of applying any vesting schedule in the Plan applicable to Employer contributions other than elective deferrals, an LTPT Employee or a Former LTPT Employee (1) will be credited with a Year of Service for each vesting computation period during which the Employee was credited with at least 500 Hours of Service (or such lower requirement as may apply to Regular Participants) in such period, and (2) will not be credited with a break in service for any vesting computation period unless the Employee has fewer than 500 Hours of Service in such period. Hours of Service for this purpose are based on Actual Hours of Service unless otherwise specified in Section 2.5(d).

(a) **401(k) Plans.** This section will not apply to vesting computation periods of a 401(k) Plan beginning before January 1, 2021.

(b) **403(b) Plans.** This section will not apply to vesting computation periods of a 403(b) Plan beginning before January 1, 2023.

5.6 Testing.

(a) **401(k) Plans.** If the Plan is a 401(k) Plan, then pursuant to Code §401(k)(15)(B)(i)(II) and Prop. Treas. Reg. §1.401(k)-5(f), the Plan Administrator may elect to exclude LTPT Employees from coverage testing under Code §410(b), the ADP test of Code §401(k)(3), the ACP test of Code §401(m)(2), and other nondiscrimination testing under Code §401(a)(4). Separately, pursuant to Prop. Treas. Reg. §1.401(k)-5(f)(2), the Plan Administrator may elect to exclude LTPT Employees from determining if the Plan satisfies the contribution and vesting requirements of Code §416(b) and (c).

(b) **403(b) Plans.** If the Plan is a 403(b) Plan, then pursuant to Code §403(b)(12)(D)(i)(II) and Notice 2024-73, the Plan Administrator may elect to exclude LTPT Employees from coverage testing under Code §410(b), the ACP test of Code §401(m)(2), and other nondiscrimination testing under Code §401(a)(4).

5.7 Application of Elective Deferral Provisions.

Except as otherwise provided in Section 2.5(b), all provisions of the Plan related to Elective Deferrals which apply to Regular Participants also apply to LTPT Employees who have become eligible to make Elective Deferrals, including as applicable (1) eligibility to make Roth deferrals, (2) automatic enrollment provisions, (3) automatic escalation provisions, and (4) the ability to make catch-up contributions.

5.8 Definitions.

The following definitions apply for this Article 5 and Section 2.5:

(a) “**LTPT Employee**” is defined as follows:

(1) **401(k) Plans.** With regard to a 401(k) Plan, an “**LTPT Employee**” means a long-term part-time employee described in Code §§401(k)(2)(D), 401(k)(15) and Prop. Treas. Reg. §1.401(k)-5(b)(1). Specifically, an LTPT Employee is an Employee, other than an LTPT Excluded Employee, who has not entered the Plan as a Regular Participant, but who is credited with at least three (3) consecutive LTPT Years beginning after December 31, 2020 with at least 500 Hours of Service in each and who has attained age 21 on or before the last day of the last such LTPT Year. For Plan Years beginning after December 31, 2024, the foregoing definition shall be applied by substituting “two (2) consecutive LTPT Years” in place of “three (3) consecutive LTPT Years.”

(2) **403(b) Plans.** With regard to a 403(b) Plan, an “**LTPT Employee**” means a long-term part-time employee described in ERISA § 202(c) and Prop. Treas. Reg. §1.401(k)-5(b)(1). Specifically, an LTPT Employee is an Employee, other than an LTPT Excluded Employee, who has not entered the Plan as a Regular Participant, but who is credited with at least two (2) consecutive LTPT Years beginning after December 31, 2022 with at least 500 Hours of Service in each and who has attained age 21 on or before the last day of the last such LTPT Year.

(b) With regard to an LTPT Employee, the “**LTPT Entry Date**,” unless otherwise specified in Section 2.5(c), is the earlier of (i) the first day of the first month of the Plan Year or (ii) the first day of the seventh month of the Plan Year immediately following the date the Employee becomes an LTPT Employee. In no event will the LTPT Entry Date exceed the maximum delay in participation specified in Code §410(a)(4) and Prop. Treas. Reg. §1.401(k)-5(c)(1)(i).

(c) An “**LTPT Excluded Employee**” refers to a Union Employee or a Nonresident Alien or those individuals who do not satisfy the Other Conditions of the Plan. However, an Employee will not be an LTPT Excluded Employee merely because the Employee failed to satisfy a service condition, or is a part-time, seasonal, or temporary employee. Nor will an Employee be excluded to the extent such exclusion is not permitted under applicable IRS guidance.

(d) The “**Other Conditions**” of the Plan are the eligibility conditions of the Plan other than those related to, or a proxy for, age and/or service, as more fully discussed in Prop. Treas. Reg. §1.401(k)-5(c)(3).

(1) **403(b) Plans:** If the Plan is a 403(b) Plan, the exclusion described in Treas. Reg. § 1.403(b)-5(b)(4)(ii)(E) for employees who work fewer than 20 hours per week is a service-related exclusion. All other exclusions described in Treas. Reg. § 1.403(b)-5(b)(4) are Other Conditions.

(e) “**Regular Participant**” is defined as follows:

(1) **401(k) Plans:** An Employee is a “**Regular Participant**” if the Employee has satisfied the age and service conditions to enter the Plan (or any portion thereof) determined without regard to this Article 5, including those relating to the Employee’s entry date. An LTPT Employee becomes a Regular Participant on the first day of the first Plan Year following the date the LTPT Employee satisfies those conditions and the Other Conditions of the Plan.

(2) **403(b) Plans:** With regard to a 403(b) Plan, an Employee becomes a Regular Participant on the first day of the first Plan Year following the first plan year in which the LTPT Employee has satisfied the Other Conditions of the Plan and was credited with at least 1,000 hours in the preceding year, such that the LTPT Employee is no longer described in Treas. Reg. § 1.403(b)-5(b)(4)(iii)(B).

(f) A “**Union Employee**” is an employee described in Code §410(b)(3)(A).

(g) A “**Nonresident Alien**” is an employee described in Code §410(b)(3)(C).

(h) With regard to any LTPT Employee, the first “**LTPT Year**” is the 12-month period beginning on the employment commencement date, as described in DOL Reg. §2530.202-2. Unless otherwise specified in Section 2.5(e), subsequent LTPT Years will be determined in accordance with eligibility computation periods as described in the Plan for Regular Participants, or, if none, will be based on the Plan Year. LTPT Years will be determined in accordance with Prop. Treas. Reg. §1.401(k)-5(c)(2).

(1) **401(k) Plans:** With regard to a 401(k) Plan, LTPT Years do not include years beginning before January 1, 2021.

(2) **403(b) Plans:** With regard to a 403(b) Plan, LTPT Years do not include years beginning before January 1, 2023.

(i) Unless otherwise specified in Section 2.5(d), “**Hours of Service**” under Section 5.8(a) will be determined under the same method as is used in the Plan for determining Hours of Service for the eligibility of Regular Participants, or, if none, will be determined based on actual Hours of Service as provided in DOL Reg. §2530.200b-2(a). The elapsed time rule of Treas. Reg. §1.410(b)-7 will not apply to determinations under Section 5.5 or Section 5.8(a).

(j) A “**Former LTPT Employee**” means an Employee described in Prop. Treas. Reg. §1.401(k)-5(d)(2).

(1) **403(b) Plans:** With regard to a 403(b) Plan, status as a Former LTPT Employee will also be determined by reference to Notice 2024-73, Q&A 6.

ARTICLE 6 -- DC MILITARY SPOUSE PROVISIONS – SECURE 2.0 §112

6.1 **Application.** This Article 6 applies only if (1) the Plan is a Defined Contribution Plan and (2) the Employer elects in Section 2.6(a) to apply this Article. It is effective on the date indicated in Section 2.6(a).

6.2 **Special Provisions for Military Spouses.** The following provisions shall apply to each Military Spouse.

(a) Except as otherwise specified in Section 2.6, a Military Spouse shall enter the Plan on the earlier of the date the Military Spouse would otherwise enter the plan or the date which is 2 months after the Hire Date.

(b) A Military Spouse shall be 100% vested (nonforfeitable) in all Employer contributions under the Plan.

(c) Upon entry into the Plan, a Military Spouse shall be immediately eligible to receive Employer contributions under the Plan at the same rate as a similarly situated Participant (who is not a Military Spouse) would be eligible to receive under the Plan after two Years of Service.

6.3 **Definitions.** The following definitions apply for this Article 6 and Section 2.6:

(a) A “**Military Spouse**” is an individual who (1) is an Employee of the Employer, (2) is not a Highly Compensated Employee of the Employer, (3) is married as of the Employee’s date of hire to an individual who is a member of the uniformed services (as defined in 10 U.S.C. §101(a)(5)) serving on active duty. The Employer may rely on the Employee’s certification that the Employee’s spouse is a member of the uniformed services if such certification provides the name, rank, and service branch of the spouse.

(b) The “**Employer**” includes the Employer maintaining the Plan and all businesses related to the Employer under Code §414(b), (c), (m), or (o).

(c) The “**Hire Date**” is the date on which the Military Spouse begins employment with the Employer.

ARTICLE 7 – 401(k), 403(b)
MANDATORY AUTOMATIC ENROLLMENT – SECURE 2.0 §101

7.1 **Application; Effective Date.** This Article 7 will apply to 401(k) Plans and to 403(b) Plans which permit elective deferrals, other than SIMPLE plans which comply with Code §401(k)(11), governmental plans described in Code §414(d), and church plans described in Code §414(e). It is effective as of the first day of the first Plan Year beginning in 2025 unless an earlier effective date is specified in Section 2.7.

7.2 **Compliance.** The Plan shall comply with the requirements of Code §414A(b) unless the Plan is exempted from doing so pursuant to Code §414A(c). If the Plan is exempted, the balance of this Article will not apply unless otherwise specified in Section 2.7. The Plan Administrator may adopt policies and procedures as needed or useful to implement and apply this Article. If the Plan is a multiple employer plan (including a pooled employer plan), then, except as otherwise provided in Section 2.7, this Article will apply to each participating employer not exempted pursuant to Code § 414A(c) and applicable IRS guidance.

(a) **Application of defaults and elections.** The elections in Section 2.7 shall govern to the extent affirmatively selected. If any such election is not made, and the corresponding Plan provisions in effect before this Amendment comply with Code § 414A, those provisions shall continue to apply. The default provisions in Section 2.7 shall apply only as needed to supply any missing or noncompliant provisions.

7.3 **EACA.** This Plan will be administered as an Eligible Automatic Contribution Arrangement (EACA), as described in Code §414(w) and Treas. Reg. §1.414(w)-1, which may be further described in the Plan. Subject to Section 2.7, all Employees eligible to make elective deferrals are “covered employees,” as that term is used in Treas. Reg. §1.414(w)-1(e)(3), whether or not they file or have filed an affirmative deferral election. In the absence of other elections in Section 2.7, (a) the Automatic Deferral Percentage is the amount otherwise determined under the automatic deferral provisions of the Plan, to the extent those provisions comply with Code §414A(b), or in the absence of such provisions, 3% for each payroll period increasing by 1% of Compensation on the first day of each Plan Year up to a maximum of 10% of Compensation; and (b) the Automatic Deferral will apply to all Participants, except those who have in effect a salary reduction agreement on the Notice Date regardless of the Elective Deferral amount under the Agreement.

7.4 **Permissible Withdrawals.** Participants shall be eligible to demand and receive Permissible Withdrawals described in Code §414(w) and Treas. Reg. §1.414(w)-1, which may be further described in the Plan.

- 7.5 **QDIAs.** Elective deferrals contributed under the Plan, for which no investment is elected by the Participant, shall be invested in a Qualified Default Investment Alternative in accordance with the requirements of DOL Reg. §2550.404c-5 (or any successor regulation).
- 7.6 **Definitions.** The following definitions apply for this Article 7 and Section 2.7:
- (b) The “**Notice Date**” is the date the Plan provides the first EACA Notice described in Treas. Reg. §1.414(w)-1(b)(3) pursuant to this Article.
 - (c) An “**Automatic Deferral**” is an Elective Deferral that results from the operation of this Article. Under the Automatic Deferral, the Employer automatically will reduce by the Automatic Deferral Percentage the Compensation of each Participant subject to the Automatic Deferral, except those Participants who timely make a Contrary Election.
 - (d) “**Compensation**” for purposes of determining the amount of Automatic Deferrals means Compensation for purposes of allocating Elective Deferrals under the Plan.
 - (e) A “**Contrary Election**” is a Participant's election made after the Notice Date not to be subject to Automatic Deferrals, including an election not to defer any Compensation or to defer an amount which is more or less than the Automatic Deferral Percentage.

ARTICLE 8 – 401(k), 403(b), Gov’t 457(b)
INCREASE IN CATCH-UP CONTRIBUTIONS – SECURE 2.0 §109

- 8.1 **Application.** This Article 8 will apply if the Plan is a 401(k) Plan, 403(b) Plan, or a Governmental 457(b) Plan, unless the Employer elects in Section 2.8(a) that this Article will not apply. It is effective January 1, 2025, unless otherwise specified in Section 2.8.
- 8.2 **Increased Limits.** If a Participant turns 60, 61, 62 or 63 during a calendar year, the limit on catch-up contributions, as defined in Code §414(v), is the adjusted dollar amount described in Code §414(v)(2)(E), which is generally 150% of the limit which would otherwise apply.

ARTICLE 9 – SIMPLE 401(k)
INCREASE IN SIMPLE 401(K) DEFERRAL LIMIT – SECURE 2.0 §117

- 9.1 **Application.** This Article 9 will apply only if the Plan is a SIMPLE 401(k) plan subject to Code §401(k)(11) and Employer elects in Section 2.9(a) or (b) for this Article to apply. It is effective as of January 1, 2024, unless otherwise specified in Section 2.9(c).
- 9.2 **Increased Limits.** The maximum amount of elective deferrals a Participant can make to the Plan in a calendar year is the adjusted dollar amount described in Code §408(p)(2)(E)(ii). If the plan permits catch-up contributions described in Code §414(v), the maximum catch-up contribution is the applicable dollar amount described in Code §414(v)(2)(iii). In general, the increased deferral and catch-up limits are 10% higher than the limits which would otherwise apply. However, the increased catch-up contribution under this Section 9.2 does not apply in any year in which the participant is subject to the provisions of Article 8. For example, if the SIMPLE catch-up limit for a calendar year is \$4,000, a participant turns 60 in that year, and both Articles 8 and 9 apply, then the catch-up limit for that participant is \$6,000.
- 9.3 **Increased Contributions.** If the Employer exceeds the Employee Threshold for a calendar year, then the required Employer Contribution for that year shall be (a) a nonelective contribution of 3% of SIMPLE Compensation (as defined in Treas. Reg. §1.401(k)-4(e)(5)) for each Participant whose SIMPLE Compensation is at least \$5,000, or (b) a matching contribution equal to 100% of each such Participant's elective deferrals but not exceeding 4% of SIMPLE Compensation or such lower percentage as the Employer may elect under Code §408(p)(2)(C)(ii)(II).

9.4 **Participant Notice.** The annual notice to Participants described in Treas. Reg. §1.401(k)-4(d)(3) will include a description of the increased limits pursuant to Section 9.2 and, if applicable, the increased Employer contributions under Section 9.3.

9.5 **Definitions.** The following definition applies for this Article 9 and Section 2.9:

(a) The Employer exceeds “**the Employee Threshold**” for a calendar year if the Employer had more than 25 Employees who received at least \$5,000 of Compensation from the Employer for the preceding calendar year, as determined under the rules of Notice 2024-2, Q&A E-3.

ARTICLE 10 – 401(k), 403(b), Gov’t 457(b) ROTH CATCH-UP DEFERRALS – SECURE 2.0 §603

10.1 **Application.** This Article 10 will apply if the Plan is a 401(k) Plan, a 403(b) Plan, or a Governmental 457(b) Plan which permits Catch-Up Deferrals. This Article is effective January 1, 2026, unless an earlier effective date is specified in Section 2.10(a).

10.2 **Definitions.** The following definitions apply to this Article and to Section 2.10:

(a) A “**Deferral**” is an elective deferral, sometimes described as an elective contribution or a salary reduction agreement contribution. All Deferrals are Pre-Tax Deferrals unless they are Roth Deferrals. The Plan may describe Deferrals as “Elective Deferrals.”

(b) A “**Roth Deferral**” is a Deferral which a Participant irrevocably designates as a Roth Deferral under Code §402A at the time of deferral and which is subject to income tax when made to the Plan or is treated as a Roth Deferral under the provisions of this Article.

(c) A “**Catch-Up Deferral**” is a Deferral by a Catch-Up Eligible Participant which exceeds an applicable limit, as defined in Treas. Reg. §1.414(v)-1(b). Catch-Up Deferrals do not include contributions described in Code §402(g)(7) or Code §457(b)(3) (special catch-ups for 403(b) and 457(b) plans, respectively).

(d) “**Catch-Up Eligible**” describes Participant defined in Treas. Reg. §1.414(v)-1(g)(3), subject to the provisions of this Article. A person who is not Catch-Up Eligible cannot make Catch-Up Deferrals.

(e) An “**HPI**” (or Highly Paid Individual) with regard to any calendar year is a Participant whose FICA Wages from the Employer for the preceding calendar year exceeded \$145,000 as adjusted under Code §414(v)(7)(E) and as determined in accordance with IRS guidance, including Treas. Reg. §1.414(v)-2 or any successor rule.

(f) A **Self-Employed HPI** with regard to any calendar year is a Highly Compensated Employee—defined under Code §414(q) and further defined in the Plan—who would be an HPI under subsection (e) if “net earnings from self-employment” for purposes of Code §1402(a) were used in place of FICA Wages to determine HPI status. Except as provided in Section 2.10(b), this Article does not limit the ability of Self-Employed HPs who are not otherwise HPs described in subsection (e) to make Catch-Up Deferrals.

(g) An individual’s “**FICA Wages**” are the individual’s wages as defined in Code §3121(a) for purposes of the taxes imposed by Code §§3101(a) and 3111(a). In determining FICA Wages, the Plan Administrator may elect to apply one or more of the optional rules described in Treas. Reg. § 1.414(v)-2(b)(4).

(h) A “**Roth Rollover**” is a rollover described in Code §402A(c)(4) (including rollovers with regard to amounts not otherwise distributable, as described in Code §402A(c)(4)(E)). The Plan may refer to these rollovers as “In-Plan Roth Rollovers” (IRRs) and/or “In-Plan Roth Transfers” (IRTs).

10.3 **No Catch-Up Deferrals.** If Section 2.10(b)(2) is selected, then this Section will apply. Catch-Up Deferrals are not permitted in the Plan. All Participants shall be treated as though they were not Catch-Up Eligible. The balance of this Article will not apply to the Plan.

- 10.4 **No HPI Catch-Up Deferrals.** If Section 2.10(b)(3) is selected, then this Section will apply. HPIs are not Catch-Up Eligible. If Section 2.10(b)(3)a. is selected, then Self-Employed HPIs are not Catch-Up Eligible, regardless of whether they are also HPIs described in Section 10.2(e). If Section 2.10(b)(3)a. is not selected, then the Plan Administrator may operationally determine, in its discretion, that one or more Self-Employed HPIs are not Catch-Up Eligible and shall notify the affected Self-Employed HPIs before the beginning of the calendar year that they are not Catch-Up Eligible. The balance of this Article will not apply to the Plan.
- 10.5 **Roth Catch-Ups.** If Section 2.10(b)(2) or 2.10(b)(3) are not selected, then this Section shall apply.
- (a) **Roth Deferrals Available.** All Participants who are eligible to make Pre-Tax Deferrals are also eligible to make Roth Deferrals. However, if Section 2.10(b)(1)a. is selected, then Roth Deferrals are limited to Catch-Up Deferrals; and Participants may not elect Roth Deferrals other than Catch-Up Deferrals. See Section 2.10(b)(1) regarding the effective date of this subsection.
- (b) **HPI Catch-Ups Must Be Roth.** All Catch-Up Deferrals of HPIs must be Roth Deferrals. Unless Section 2.10(c)(1) is selected, all HPIs are deemed to have irrevocably elected Roth treatment for any Catch-Up Deferrals. However, the Plan shall provide to HPIs the effective opportunity to opt out of such a deemed election with regard to future deferrals. The determination of whether an HPI's Deferrals satisfy this Section shall be made with regard to the timing rules of Treas. Reg. §1.414(v)-2(b)(1) and the correction rules of Treas. Reg. §1.414(v)-2(c). Any deemed Roth election shall cease to apply in accordance with Treas. Reg. §1.401(k)-1(f)(5)(iv)(B).
- (c) **Roth Rollovers.** If Section 2.10(d)(2) is selected, Participants may make Roth Rollovers, subject to the limitations of Section 2.10(d) and any applicable existing Plan provisions relating to Roth Rollovers. See Section 2.10(d) regarding the effective date of this subsection. If Section 2.10(d)(2) is not selected, then this Amendment does not modify Plan provisions relating to Roth Rollovers.
- (d) **Treatment of Roth Deferrals.** Except to the extent explicitly provided in the Plan or as described in the applicable Section 2.10(e) elections, Plan provisions that apply to Pre-Tax Deferrals—including distribution provisions—shall also apply to Roth Deferrals. However, this subsection (d) shall not modify any Plan provision that expressly provides for different treatment of Roth and Pre-Tax Deferrals.

ARTICLE 11 – DC, 403(b), Gov't 457(b) ROTH EMPLOYER CONTRIBUTIONS – SECURE 2.0 §604

- 11.1 **Application.** This Article 11 will apply only if (1) the Plan is a Defined Contribution Plan, a 403(b) Plan, or a Governmental 457(b) Plan, and (2) the Employer elects in Section 2.11(a) for this Article 11 to apply, effective on the date specified in Section 2.11(a).
- 11.2 **Election Authorized.** A Participant may elect—subject to the limitations provided in this Article, in Section 2.11, and in any additional policies adopted by the Employer or Plan Administrator—that some or all Employer Contributions for the Participant which are nonforfeitable at the time contributed will be characterized as Roth Employer Contributions. The Participant may make an election with regard to an Employer Contribution only if the Participant is fully vested in that contribution. For example, if a Participant is only 40% vested in Matching Contributions, the Participant cannot elect Roth treatment for any portion of those contributions.
- 11.3 **Treatment; Separate Accounting.** The Plan Administrator will establish one or more Roth Employer Contribution Accounts for each Participant who elects Roth Employer Contributions. The Plan Administrator will credit only Roth Employer Contributions and earnings thereon (allocated on a reasonable and consistent basis) to such an Account. Except as otherwise provided by law or as the circumstances may require, the Plan Administrator will treat a Roth Employer Contribution the same as the corresponding Pretax Employer Contribution. For example, a safe harbor matching contribution that the Participant has elected to treat as a

Roth Employer Contribution shall be subject to the same rules that apply to other safe harbor matching contributions.

11.4 **Operating Rules.** Participant elections under this Article will be governed by the principles of Treas. Reg. §1.401(k)-1(f). The Participant must make any designation of an Employer Contribution as a Roth contribution no later than the time that the contribution is allocated to the Participant's account and the election must be irrevocable. Roth Employer Contributions are included in the Participant's gross income when made and are subject to separate accounting rules. In addition, to the extent the Plan permits a Participant to designate Employer Contributions as Roth contributions, the Participant must have an effective opportunity to make (or change) that designation at least once during each Plan Year. If a Participant validly elected to receive a Pretax or Roth Employer Contribution, but the Plan Administrator or a vendor mistakenly classified it incorrectly, the Plan Administrator will re-classify the contribution, plus the earnings thereon, consistent with the Participant's election. The Plan will not treat Roth Employer Contributions as Compensation for any purpose.

11.5 **Definitions.** The following definitions apply for this Article 11 and Section 2.11:

- (a) An "**Employer Contribution**" is a Matching Contribution or a Nonelective Contribution.
- (b) A "**Matching Contribution**" is (1) any matching contribution described in section 401(m)(4)(A), and (2) any matching-type contribution to a Governmental 457(b) Plan on account of a Participant's elective deferral under that Plan.
- (c) A "**Nonelective Contribution**" is a contribution made by the Employer which is not an elective deferral or a Matching Contribution.
- (d) A "**Roth Employer Contribution**" is a contribution described in Code §402A(a)(2) or (3). Such contributions are not excludable from the Participant's income and are nonforfeitable.
- (e) A "**Pretax Employer Contribution**" is an Employer Contribution which is not a Roth Employer Contribution.

ARTICLE 12 – 401(k) STARTER 401(k) – SECURE 2.0 §121

12.1 **Application.** This Article 12 will apply only if the Plan is a 401(k) plan and Employer elects in Section 2.12(a) for this Article to apply. It is effective as of the date specified in Section 2.12(a).

12.2 **Contributions.** The Plan is an Automatic Contribution Arrangement as more fully set forth in the Plan (after application of Article 7 of this Amendment, if applicable). The automatic contribution provisions of the Plan call for a uniformly determined default Elective Deferral percentage that is not less than 3% or more than 15% of compensation, and those provisions apply to all Participants (other than those who make an affirmative deferral election or who have filed an election not to defer). In no event shall the default deferral percentage fall outside that range. No contributions other than Elective Deferrals and rollover contributions may be made to the Plan.

12.3 **Only Plan.** The Plan is and shall be the only Retirement Plan with respect to which contributions are made or benefits are accrued after the Effective Date in Section 2.12(a). However, if the Employer is involved in an acquisition, disposition, or similar transaction described in Code §410(b)(6)(C)(i), the Employer remains eligible to maintain the Plan under this amendment for two additional Plan Years following the Plan Year in which the Employer last satisfied the requirements. For purposes of this section, the term "Retirement Plan" refers to a plan described under Code §§401(a), 403(b), 457(b) or 219(g)(5), other than a plan covering only collectively bargained employees described in Code §410(b)(3)(A).

12.4 **Participation.** Each Employee of the Employer who meets the age and service conditions specified in the Plan, which may not exceed the limitations of Code §410(a)(1) (age 21/1 Year of Service) shall enter the Plan

on his or her entry date (or such earlier time as may be specified in the Plan), other than Employees described in Code §410(b)(3) or (4) (nonresident aliens without US Source income and certain collective bargaining employees). Other exclusions, such as those which apply to leased employees, reclassified employees, or employees of nonparticipating related employers, will not apply.

- 12.5 **Deferral Limitation.** A Participant's annual Elective Deferrals may not exceed the amount as in effect under Code §401(k)(16)(D) (\$6,000 in 2024) under which the Treasury adjusts the limit in \$500 increments. However, if the Plan permits Catch-Up Deferrals, a Catch-up Eligible Participant may also make Catch-up Deferrals not in excess of the limitation determined under Code §401(k)(16)(D)(iii) (\$1,000 in 2024).
- 12.6 **Annual Notice.** The Plan will provide to each Participant an annual notice which complies with the timing and content requirements which apply to a qualified automatic contribution arrangement (QACA) under Code §401(k)(13)(E) and Treas. Reg. §1.401(k)-3(d), (k)(4).
- 12.7 **Testing Exemptions.** The Plan is not subject to nondiscrimination testing under Code §401(k)(3) or the corresponding Plan provisions. The Plan is not subject to the top-heavy provisions of Code §416 or the corresponding Plan provisions.
- 12.8 **Definitions.** The following definitions will apply for purposes of Section 2.12 and this Article.
- (a) **“Elective Deferrals”** means elective contributions that are made by the Employer on behalf of the Participants that are not includible in gross income under Code §§125, 402(e)(3), 402(h), or 403(b), and Roth elective deferrals described under Code §402A.
 - (b) **“Catch-up Deferrals”** means additional Elective Deferrals described in Code §414(v).
 - (c) **“Catch-up Eligible Participant”** means an eligible participant described in Code §414(v)(5) who would attain age 50 before the end of the calendar year.
 - (d) **“Employer”** includes any Related Employer or Affiliated Employer described in Code §414(b), (c), (m), or (o).

ARTICLE 13 - DC TOP-HEAVY CONTRIBUTIONS – SECURE 2.0 §310

- 13.1 **Application.** This Article 13 applies if the Plan is a Defined Contribution Plan, unless the Employer elects in Section 2.13(a) that it shall not apply. It is effective for Plan Years beginning after December 31, 2023, unless a different effective date is specified in Section 2.13(b).
- 13.2 **No Top-heavy Contributions for Otherwise Excludable Employees.** The Employer is not required to make a Top-heavy Contribution for a Participant who is an Otherwise Excludable Employee. This Article does not affect the eligibility of an Otherwise Excludable Employee to any other contribution or benefit under the Plan.
- 13.3 **Definitions.** The following definitions apply for this Article 13 and Section 2.13:
- (a) A **“Top-heavy Contribution”** is a contribution described in Code §416(c). The Plan may describe this as a “Top-heavy Minimum Allocation.”
 - (b) An **“Otherwise Excludable Employee”** means any Employee not meeting the age or service requirements of Code §410(a)(1) (without regard to subparagraph (B) thereof).
- 13.4 **Exclusion from Integrated Formula Tier 1.** If the Plan uses a four-tier permitted disparity allocation formula, then for any plan year in which this Article 13 is effective, Otherwise Excludable Employees who are not otherwise eligible to receive an allocation of nonelective contributions shall be excluded from the first tier of the allocation formula.

**ARTICLE 14 – 401(k), 403(b), Gov’t 457(b)
MATCH STUDENT LOAN REPAYMENTS – SECURE 2.0 §110**

- 14.1 **Application.** This Article 14 will apply only if (1) the Plan is a 401(k) Plan, a 403(b) plan or a Governmental 457(b) plan and (2) the Employer elects in Section 2.14(a) for this Article to apply. It is effective on the date indicated in Section 2.14(a). The Plan Administrator may establish reasonable administrative procedures to implement this Article.
- 14.2 **Student loan matching contributions.** The Employer will make Student Loan Matching Contributions for a Plan Year at the same rate as Deferral Matching Contributions for that Plan Year. Such contributions shall vest at the same rate as Deferral Matching Contributions. All Participants eligible to receive allocations of Deferral Matching Contributions, and only such Participants, are eligible to receive allocations of Student Loan Matching Contributions. However, the Employer, in Section 2.14(b), may specify that Participants in a disaggregated plan under Treas. Reg. §1.410(b)-7(c)(4) with regard to collectively bargained employees (see Treas. Reg. §1.410(b)-7(c)(4)(ii)(B)) will not be eligible to receive allocations of Student Loan Matching Contributions.
- 14.3 **Nondiscrimination and related rules.** The following rules apply to Student Loan Matching Contributions:
- (a) For purposes of Section 14.2, and the coverage and nondiscrimination requirements of Code §401(a)(4) and §410(b), and any related Plan provisions, Student Loan Matching Contributions shall not be treated as being unavailable to a Participant solely because the Participant does not have a Qualified Education Loan.
 - (b) Student Loan Payments shall be treated as elective deferrals solely for purposes of satisfying safe harbor requirements of Code §401(k)(11), (12), (13), or (16), or §401(m)(11), (12), or (13) and any related Plan provisions. They shall not otherwise be treated as elective deferrals or as contributions to the Plan.
 - (c) In determining whether the Plan, if it is a 401(k) plan, satisfies the requirements of the ADP Test, the Plan may apply the Test separately with regard to all the employees who receive allocations of Student Loan Matching Contributions, in accordance with Notice 2024-63 or any subsequent guidance.
 - (d) The Plan Administrator may rely on a Participant’s certification of Qualified Student Loan Payments. The Plan Administrator may establish reasonable procedures to verify Qualified Student Loan Payments and for a Participant to claim Student Loan Matching Contributions. In connection with such procedures, the Plan Administrator may impose an annual deadline, not sooner than three months after the close of the Plan Year, by which a claim must be made.
 - (e) The Plan may allocate Student Loan Matching Contributions annually, or more often, even if that differs from the frequency of allocating Deferral Matching Contributions.
- 14.4 **Limitation.** The maximum QSLP for a Plan Year is the excess of the applicable limitation under Section 402(g) on the first day of the Plan Year (or, if less, the Participant’s total compensation as described under Code §415(c)(3)), reduced by the Participant’s elective deferrals for the year.
- 14.5 **Certification.** A payment is a QSLP for a Plan Year only if the Plan receives certification of the following information with regard to the payment: (1) the amount of the loan payment; (2) the date on which the loan payment was made; (3) that the payment was made by the Participant; (4) that the loan being repaid is a qualified education loan and was used to pay for qualified higher education expenses of the Participant, the Participant’s spouse, or the Participant’s dependent; and (5) that the loan was incurred by the Participant. This certification may be provided in any manner consistent with Notice 2024-63, or any subsequent guidance.
- 14.6 **Definitions.** The following definitions apply for this Article 14 and Section 2.14:

- (a) A “**Student Loan Matching Contribution**” is a matching contribution on account of a Participant’s Qualified Student Loan Payments.
- (b) A “**Qualified Student Loan Payment**” or “**QSLP**” means a payment made by a Participant during a Plan Year in repayment of a Qualified Education Loan incurred by the Participant to pay Qualified Higher Education Expenses of the Participant, the Participant’s spouse, or the Participant’s dependent, but only (1) if the employee completes the certification requirements of Section 14.5 with regard to such loan, and (2) to the extent such payments in the aggregate for the Plan Year do not exceed the limitation described in Section 14.4. A loan is incurred by the participant only if the Participant has a legal obligation to make the payment under the terms of the loan. A payment qualifies as a QSLP only for the Plan Year in which the payment is made. The Employer may require, as a condition of treating a payment as a QSLP, that the payment be made through payroll deduction.
- (c) A “**Qualified Education Loan**” means a loan defined in Code §221(d)(1).
- (d) “**Qualified Higher Education Expenses**” means the cost of attendance (as defined in §472 of the Higher Education Act of 1965, as in effect on the day before the date of the enactment of the Taxpayer Relief Act of 1997) at an eligible educational institution (as defined in Code §221(d)(2)).
- (e) A “**Deferral Matching Contribution**” is a matching contribution on account of a Participant’s elective deferrals.
- (f) The “**ADP Test**” means the test described in Code §401(k)(3)(A)(ii), and the corresponding Plan provisions.

ARTICLE 15 – All INCREASE IN CASH-OUT LIMIT – SECURE 2.0 §304

- 15.1 **Application.** This Article 15 will apply unless the Employer elects in Section 2.15(a) that it shall not apply. It is otherwise effective for distributions made after December 31, 2023, unless Section 2.15(b), (c) or (g) is selected.
- 15.2 **\$7,000 Limit.** Any reference in the Plan to a Cash-Out Limit of \$5,000 shall be increased to \$7,000. If Section 2.15(d) is selected, the \$7,000 Cash-Out Limit applies regardless of the corresponding limit prior to this amendment. This Article is subject to any modifications described in Section 2.15. In no event shall the limit on automatic rollovers of Mandatory Distributions under Code §401(a)(31)(B) be less than the limit on Mandatory Distributions.
- 15.3 **Definitions.** The following definitions apply for this Article 15 and Section 2.15:
- (a) For a Qualified Plan or a 403(b) Plan, the “**Cash-Out Limits**” are the limit on Mandatory Distributions, QJSA Provisions, and any limit on the availability of distribution options other than lump sum distributions. For a 457(b) Plan, the “Cash-Out Limits” are Mandatory Distributions and the limit on *de minimis* distributions under Treas. Reg. §1.457-6(e).
 - (b) “**Mandatory Distributions**” refer to distributions described in Code §411(a)(11), or otherwise provided under a 457(b) Plan, which may be immediately distributed without the consent of the Participant.
 - (c) “**QJSA Provisions**” refer to the ability to immediately distribute (pursuant to Code §417(e)(1)) amounts that would otherwise be subject to the qualified joint and survivor annuity or qualified preretirement survivor annuity provisions of Code §401(a)(11) and Code §417 or to any analogous provision in the Plan. The QJSA Provisions include the limitation on making certain loans without spousal consent provided under Treas. Reg. §1.401(a)-20, Q&A 24.

**ARTICLE 16 - ALL
REQUIRED MINIMUM DISTRIBUTIONS – SECURE §§ 114, 401; SECURE 2.0 §§107, 201, 202, 204**

- 16.1 **Application.** This Article 16 will apply to all plans, regardless of type. The Plan will comply with the provisions of Code § 401(a)(9), as amended by SECURE and SECURE 2.0, effective as of the dates specified in those statutes. For calendar years beginning after 2024, the plan will make RMDs as required by Treas. Reg. §1.401(a)(9)-1 through -9, and, to the extent they are consistent with such regulations, the provisions of the Plan as amended by this Article. The purpose of Section 2.16 and this Article 16 is to delineate optional provisions which relate to RMDs and to provide a frame of reference for practitioners in applying the law. Except as otherwise provided in Section 2.16, this Article specifically supersedes any prior or contemporaneous amendment addressing RMDs.
- 16.2 **Delay of Required Beginning Date.** A Participant's RBD shall not be earlier than April 1 of the calendar year following the year the Participant attains RMD Age as determined in accordance with Treas. Reg. § 1.401(a)(9)-2. This Amendment does not modify any Plan provision implementing a uniform RBD, as described in Treas. Reg. § 1.401(a)(9)-2(b)(4). This Section is effective for distributions after December 31, 2019.
- 16.3 **Spousal Distributions.** If a Participant dies prior to the Participant's RBD, and the Participant's sole Designated Beneficiary is the Participant's surviving spouse, then the RMDs to the surviving spouse will begin by December 31 of the calendar year immediately following the calendar year in which the Participant died, or by December 31 of the calendar year in which the Participant would have attained RMD Age, if later. However, this Section will apply only if the Plan, prior to this Amendment, permitted a surviving spouse to delay RMD distributions as described in Code § 401(a)(9)(B)(iv). This Section is effective for distributions after December 31, 2019.
- 16.4 **Optional Distribution Timing.** The Employer operationally may delay implementation of Sections 16.2 and 16.3 with regard to the timing and form of some or all distributions paid in 2020 or between January 1, 2023 and July 31, 2023. Distributions pursuant to this Section, which are not RMDs, will be treated as eligible rollover distributions for purposes of the direct rollover provisions of Code §401(a)(31), except to the extent otherwise permitted in IRS guidance. See Notice 2023-54, § IV.
- 16.5 **Spouse Using ULT.** This Section 16.5 applies if the Plan is a Defined Contribution Plan and is effective January 1, 2024. It is limited to situations in which a Participant dies and his or her surviving spouse is the sole designated beneficiary.
- (a) If the Participant dies before the RBD, then any RMDs paid under the Life Expectancy Rule to the spouse shall be determined under the ULT if the Participant would have attained RMD Age after 2023.
 - (b) If the Participant dies after 2022 and on or after the RBD, then, unless the surviving spouse elects otherwise, any RMDs paid under the Life Expectancy Rule to the spouse shall be determined under the ULT, as described more fully in Prop. Treas. Reg. §1.401(a)(9)-5(g)(3)(ii)(C).
- 16.6 **Roth accounts.**
- (a) **Amount of RMD.** In determining the amount of an RMD to be paid to a Participant from a Defined Contribution Plan for a DCY beginning after December 31, 2023, the Plan shall disregard amounts in designated Roth accounts (as defined in Code §402A(b)(2)). This provision will not apply to DCYs beginning after the Participant's death.
 - (b) **Amounts which satisfy RMD.** Distributions from a Participant's designated Roth account may not be used to satisfy the RMD rules for DCYs which begin prior to the Participant's death. This limitation applies generally for DCYs beginning after December 31, 2023, but the Employer operationally may delay implementation of this paragraph 16.6(b) until such time as Prop. Treas. Reg. § 1.401(a)(9)-5(g)(2)(iii) is finalized and applicable.

- 16.7 **Commercial Annuities.** The Plan Administrator may adopt and implement nondiscriminatory policies relating to the purchase and use of commercial annuities in connection with RMDs. Such policies shall comply with Code §401(a)(9), and with IRS guidance as modified by SECURE §§201, 202, and 204.
- 16.8 **New RMD Tables.** Effective January 1, 2022, any Plan reference to the life expectancy tables detailed in Treas. Reg. §1.401(a)(9), such as the ULT, the Single Life Table, or the Joint and Last Survivor Table, refers to these tables as published in Treas. Reg. §1.401(a)(9)-9 from time to time, and is subject to adjustment as described in Treas. Reg. §1.401(a)(9)-9(f).
- 16.9 **CARES Extension.** This Section 16.9 will apply to all plans other than Defined Benefit Plans and 457(b) Plans sponsored by tax-exempt employers and is effective for plan years beginning after December 31, 2019. It does not apply if the Employer has selected Section 2.16(h). The beneficiary of a CARES 5-Year Account will have the option to extend the deadline to distribute the account for one year. The default in the absence of a beneficiary election will be to extend the distribution, unless the Employer elects in Section 2.16(g) for the default to be not to extend unless the beneficiary requests it. A CARES 5-Year Account is the remaining account of a Participant who died during the years 2015-2019, to the extent the account is subject to the 5-Year Rule. Also see Article 24 regarding the CARES 2020 RMD Holiday.
- 16.10 **Beneficiary Distributions.** This Section 16.10 will apply to all plans other than Defined Benefit Plans. This Article will not apply to qualified annuities described in SECURE §401(b)(4)(B). In general, this Section applies to Participants who die on or after the SECURE 410 Effective Date. See Section 16.10(c) regarding the limited application of this Section to certain accounts of Participants who died before the SECURE 410 Effective Date.
- (a) **Death before RBD.** If the Participant dies before the Participant's RBD, the Plan will distribute or commence distribution of the Participant's Vested Accrued Benefit not later than as follows:
- (1) **No Designated Beneficiary.** If there is no Designated Beneficiary as of September 30 of the year following the calendar year of the Participant's death, the Beneficiary's entire interest will be distributed under the 5-Year Rule.
- (2) **Eligible Designated Beneficiary (EDB).** If the distributee of a Participant's account is an EDB, the Beneficiary's entire interest will be distributed under the Life Expectancy Rule unless the 10-Year Rule applies. The Employer may elect application of the Life Expectancy Rule or the 10-Year Rule in Section 2.16. In the absence of an election in Section 2.16, the Plan's provisions with regard to election of the 5-Year Rule will apply, substituting the 10-Year Rule for the 5-Year Rule. A permitted Beneficiary election must be made no later than the earlier of December 31 of the calendar year in which distribution would be required to begin under the Life Expectancy Rule, or by December 31 of the calendar year which contains the tenth anniversary of the Participant's (or, if applicable, surviving spouse's) death.
- (3) **Other Designated Beneficiaries.** If the distributee of the Participant's account is a Designated Beneficiary who is not an Eligible Designated Beneficiary, then the Beneficiary's entire interest will be distributed under the 10-Year Rule.
- (b) **Death after RBD.** If the Participant dies on or after the Participant's RBD, the Participant's remaining interest will be distributed at least as rapidly as under the method of distribution being used as of the date of the participant's death, using the Life Expectancy Rule. See Treas. Reg. § 1.401(a)(9)-5(d). If the Beneficiary is not an EDB, the Plan will distribute the remaining account in full no later than December 31 of the tenth year following the year of the Participant's death.
- (c) **Beneficiary Death.** If an EDB receiving distributions under the Life Expectancy Rule dies before receiving distribution of the Beneficiary's entire interest in the Participant's account, the Plan will distribute that interest in full no later than December 31 of the 10th year following the year of the EDB's death. Similarly, if a Participant died before the SECURE 410 Effective Date, and the Beneficiary died after such Effective Date, but prior to receiving full distribution of the Beneficiary's interest, the Plan

will distribute that interest in full no later than December 31 of the tenth year following the year of the Beneficiary's death.

- (d) **Minor child.** If a child of the Participant was receiving distributions under the Life Expectancy Rule, when the child reaches the age of Majority, the Plan will distribute the child's account in full no later than 10 years after that date, provided the child is not otherwise an Eligible Designated Beneficiary, such as a disabled or chronically ill individual (as defined in Treas. Reg. § 1.401(a)(9)-4(e)(4) and (5)).
- (e) **Optional Relief.** The Plan operationally may apply the relief granted in Notices 2022-53, 2023-54, and 2024-35.

16.11 **Definitions.** The following definitions apply for this Article 16 and Section 2.16:

- (a) An "**RMD**" is a Required Minimum Distribution as described in Code §401(a)(9).
- (b) A Participant's "**RBD**" is the Participant's Required Beginning Date as described in Code §401(a)(9)(C), and Treas. Reg. § 1.401(a)(9)-2.
- (c) With regard to RMDs during the 2020, 2021, and 2022 calendar years, a Participant's "**RMD Age**" is age 70½ if the Participant was born before July 1, 1949, and age 72 if the Participant was born after June 30, 1949. With regard to distributions after December 31, 2022, a Participant's "**RMD Age**" is age 70½ if the Participant was born before July 1, 1949, age 72 if the Participant was born between July 1, 1949 and December 31, 1950, age 73 if the Participant was born between January 1, 1951 and December 31, 1959, and otherwise age 75.
- (d) A "**DCY**" is a Distribution Calendar Year as defined in Treas. Reg. §1.401(a)(9)-5.
- (e) The "**Life Expectancy Rule**" for distributing RMDs is described in Treas. Reg. § 1.401(a)(9)-3(c)(4).
- (f) The "**5-Year Rule**" for distributing RMDs is described in Treas. Reg. § 1.401(a)(9)-3(c)(2).
- (g) The "**10-Year Rule**" for distributing RMDs is described in Treas. Reg. § 1.401(a)(9)-3(c)(3).
- (h) The "**SECURE 410 Effective Date**" is the date determined under SECURE § 410(b). For most plans that date is January 1, 2020. In the case of a governmental plan (as defined in Code §414(d)), the date is January 1, 2022. The SECURE 410 Effective Date in the case of a collectively-bargained plan will be the date determined in SECURE §401(b)(2).
- (i) The "**ULT**" is the Uniform Lifetime Table in Treas. Reg. §1.401(a)(9)-9(c).
- (j) Whether a distributee of a Participant's account is a "**Designated Beneficiary**" is determined under Treas. Reg. § 1.401(a)(9)-4.
- (k) An "**EDB**" is an Eligible Designated Beneficiary as determined under Treas. Reg. § 1.401(a)(9)-4(e).
- (l) Whether a child has reached the age of "**Majority**" is determined under Code §401(a)(9)(F) and applicable regulations and guidance issued thereunder. Generally, a child reaches the age of Majority on his or her 21st birthday.
- (m) **Separate share rule.** All references in this Article to a Participant's Account and a Beneficiary's interest in that account will be applied separately to each separate account determined under Treas. Reg. §1.401(a)(9)-8(a).
- (n) A "**CARES 5-Year Account**" means the remaining account of a Participant who died during the years 2015-2019, to the extent the account is subject to the 5-Year Rule.

ARTICLE 17 – DC, 403(b), Gov’t 457(b)
EMERGENCY PERSONAL EXPENSE DISTRIBUTION (EPED) – SECURE 2.0 §115

- 17.1 **Application.** This Article 17 will apply only if (1) the Plan is a Defined Contribution Plan, a 403(b) plan or a Governmental 457(b) plan and (2) the Employer elects in Section 2.17(a) for this Article to apply. It is effective on the date indicated in Section 2.17(a).
- 17.2 **Distribution Authorized.** Except as limited by Section 2.17, a Participant may request a distribution of up to the Maximum Amount as an EPED. The Participant may request the distribution whether or not the Participant has severed employment unless Section 2.17(d) is selected. However, if the Plan is a Money Purchase Pension Plan (or the account from which the distribution is withdrawn was transferred from a Money Purchase Pension Plan), and the Participant has not separated from service, the Participant may not take an EPED prior to attaining the earlier of Normal Retirement Age or age 59½. The Plan Administrator may adopt a policy imposing reasonable administrative conditions for EPEDs.
- 17.3 **Rollover.** A Participant who received one or more EPEDs from this Plan may, if the Plan then permits the Participant to make rollover contributions, make one or more contributions in an aggregate amount not to exceed the amount of such EPEDs. Such contributions may be made at any time during the 3-year period beginning on the day after the date on which such distribution was received. The Plan will treat such a contribution as a rollover contribution made by direct trustee-to-trustee transfer within 60 days of distribution.
- 17.4 **Reliance.** The Plan Administrator may rely on an individual’s written or electronic representation that the individual is eligible to receive an EPED.
- 17.5 **Timing.** In no event shall a Participant receive more than one EPED in a calendar year from any plan maintained by the Related Employer Group. If a Participant receives an EPED during a calendar year, the Participant shall not be eligible to receive another EPED during the following three calendar years if (1) Section 2.17(f) is selected, or (2) the Participant has not “repaid” the distribution. The Participant will be treated as having repaid the distribution if the sum of the Participant’s elective deferrals, after-tax contributions, and rollover contributions made under Section 17.3 and made after receiving the EPED are at least equal to the amount of the EPED.
- 17.6 **Definitions.** The following definitions apply for this Article 17 and Section 2.17:
- (a) An “**EPED**” is an Emergency Personal Expense Distribution described in Code §72(t)(2)(I)(iv) and Notice 2024-55, §A for the purposes of meeting unforeseeable or immediate financial needs relating to necessary personal or family emergency expenses.
- (b) The “**Maximum Amount**” with regard to any Participant is the lesser of (i) \$1,000 or (ii) the excess of the Participant’s vested interest in the accounts available for an EPED (as limited in Section 2.17) over \$1,000. The Maximum Amount shall be reduced by EPEDs to the Participant from any plan maintained by the Related Employer Group.
- (c) A plan maintained by the “**Related Employer Group**” includes any plan maintained by the Employer or by any related employer described in Code §414(b), (c), (m), or (o).

ARTICLE 18 – 401(k), PS, 403(b), Gov’t 457(b)
DOMESTIC ABUSE VICTIM DISTRIBUTION (DAVD) – SECURE 2.0 §314

- 18.1 **Application.** This Article 18 will apply only if (1) the Plan is a 401(k), a Profit-Sharing Plan, a 403(b) plan or a Governmental 457(b) plan and (2) the Employer elects in Section 2.18(a) for this Article to apply. However,

it will not apply to accounts subject to the joint and survivor annuity rules of Code §401(a)(11) and Code §417. It is effective on the date indicated in Section 2.18(a)

- 18.2 **Distribution Authorized.** Except as limited by Section 2.18, a Participant may request a distribution of up to the Maximum Amount as a DAVD. The Participant may request the distribution whether or not the Participant has severed employment unless Section 2.18(d) is selected. The Plan Administrator may adopt a policy imposing reasonable administrative conditions for DAVDs. Such policy may include frequency limitations on the number of such distributions separate from limitations which apply to other in-service distributions.
- 18.3 **Rollover.** A Participant who received one or more DAVDs from this Plan may, if the Plan then permits the Participant to make rollover contributions, make one or more contributions in an aggregate amount not to exceed the amount of such DAVDs. Such contributions may be made at any time during the 3-year period beginning on the day after the date on which such distribution was received. The Plan will treat such a contribution as a rollover contribution made by direct trustee-to-trustee transfer within 60 days of distribution.
- 18.4 **Reliance.** The Plan Administrator may rely on an individual's written or electronic representation that (1) the individual is eligible for a domestic abuse victim distribution and (2) the distribution is made during the 1-year period beginning on any date on which the individual is a victim of Domestic Abuse.
- 18.5 **Definitions.** The following definitions apply for this Article 18 and Section 2.18:
- (a) A “**DAVD**” is an “eligible distribution to a domestic abuse victim” described in Code §72(t)(2)(K)(iii) and Notice 2024-55, §B. A distribution is a DAVD only if it is made to an individual during the one-year period beginning on any date on which the individual is a victim of Domestic Abuse by a spouse or domestic partner.
- (b) “**Domestic Abuse**” means physical, psychological, sexual, emotional, or economic abuse, including efforts to control, isolate, humiliate, or intimidate the victim, or to undermine the victim's ability to reason independently, including by means of abuse of the victim's child or another family member living in the household.
- (c) The “**Maximum Amount**” with regard to any Participant is the lesser of (i) \$10,000 (adjusted for changes in the cost-of-living under Code §72(t)(2)(K)(vii)) or (ii) 50% of the Participant's vested interest in the accounts available for a DAVD (as limited in Section 2.18). The Maximum Amount shall be reduced by DAVDs to the Participant from any plan maintained by the Employer or by any related employer described in Code §414(b), (c), (m), or (o).

ARTICLE 19 – Qualified, 403(b) TERMINALLY ILL INDIVIDUAL DISTRIBUTION (TIID) – SECURE 2.0 §326

- 19.1 **Application.** This Article 19 will apply only if the Employer elects in Section 2.19(a) for this Article to apply and the Plan is a Qualified Plan or a 403(b) Plan. It is effective on the date indicated in Section 2.19(a).
- 19.2 **Distribution Authorized.** Except as limited by Section 2.19, a Participant who is otherwise eligible under the terms of the Plan to an in-service distribution may request that the in-service distribution be characterized as a Terminally Ill Individual Distribution (TIID). This provision is subject to any applicable limitations or special rules in Section 2.19(b). The Plan will not characterize a distribution as a TIID if it is made after the Participant has severed employment with the Employer. The Plan Administrator may adopt a policy imposing reasonable administrative conditions for TIIDs. Note that this Article does not create a new distributable event.
- 19.3 **Rollover.** A Participant who received one or more TIIDs from this Plan may, if the Plan then permits the Participant to make rollover contributions, make one or more contributions in an aggregate amount not to exceed the amount of such TIIDs. Such contributions may be made at any time during the 3-year period

beginning on the day after the date on which such distribution was received. The Plan will treat such a contribution as a rollover contribution made by direct trustee-to-trustee transfer within 60 days of distribution.

19.4 **Definition.** The following definition applies for this Article 19 and Section 2.19:

(a) A “**TIID**” is a distribution described in Code §72(t)(2)(L) and Notice 2024-2, §F, made to a terminally ill individual (as defined in Notice 2024-2, Q&A F-4 or any successor guidance) on or after the date the individual is certified by a physician as terminally ill. The Participant must provide the Plan Administrator with a copy of the physician’s certificate, as described in Notice 2024-2 Q&A F-6 and F-13, before the distribution is made.

ARTICLE 20 – All DISASTER RELIEF – SECURE 2.0 §331

20.1 **Application; Effective Date.** This Article 20 will apply to all plans. Sections 20.4, 20.5, and 20.6 will not apply to a 457(b) Plan of a Tax-Exempt Employer. In general, the effective date of this Article is January 1, 2020, but see Section 20.8.

20.2 **Disaster Relief Policy.** The Plan may make Qualified Disaster Recovery Distributions (QDRDs), unless otherwise specified in Section 2.20(a). In Section 2.20, the Employer may limit the accounts from which QDRDs are available and specify whether QDRDs are limited to accounts in which the Participant is fully vested. If QDRDs are authorized, the Plan Administrator shall adopt a uniform, nondiscriminatory disaster relief policy authorizing Qualified Individuals to receive the relief described in this Article, as authorized in the policy. The disaster relief policy may (1) specify the Qualified Disasters for which relief applies, (2) limit the amount available with respect to a Qualified Disaster Distribution to an amount less the Maximum Amount, (3) provide lower loan limits than those described in Section 20.5, (4) impose (within the limitations described in this Section and the Adoption Agreement) different conditions or different relief for different Qualified Disasters, or (5) impose other reasonable nondiscriminatory limitations. Relief shall be available on a consistent basis for all Participants impacted by a covered disaster. With regard to disasters declared after the adoption of this Amendment, the Plan will inform impacted Participants of the relief available under this Article. The requirement that policies and relief under this Article not be discriminatory is automatically satisfied with regard to 457(b) Plans and other plans that are not subject to Code §401(a)(4).

20.3 **QDRD Availability; Limitation.** A Qualified Individual may take one or more QDRDs as authorized in the Plan's disaster relief policy. The total amount of QDRDs to a Qualified Individual pursuant to this Amendment from all plans maintained by the Employer, or any Affiliated Employer, will not exceed the Maximum Amount per Qualified Disaster, or such lesser amount as prescribed in the policy. The Qualified Disaster Distributions from the Plan to a Qualified Individual will not exceed the amount of the individual's vested account balance or the present value of the individual's vested accrued benefit. If the Plan is a Defined Benefit Plan, and the Participant has not separated from service, the Participant may not take a QDRD prior to attaining the earlier of Normal Retirement Age or age 59½. To the extent the Plan is subject to the joint and survivor annuity rules of Code §401(a)(11) and §417, those rules shall apply to QDRDs.

20.4 **Repayment of QDRDs.** If the Plan permits rollover contributions, then, in accordance with the Plan's disaster relief policy, an individual who receives a Qualified Disaster Distribution (from this Plan or another eligible retirement plan as defined in Code §402(c)(8)(B)), at any time during the 3- year period beginning on the day after receipt of the distribution, may make one or more contributions to the Plan, as rollover contributions, in an aggregate amount not to exceed the amount of such distribution.

20.5 **Increased Loan Limit.** Notwithstanding the loan limitation that otherwise would apply under the plan's loan policy, if the Plan’s disaster relief policy so provides, the Plan may determine the loan limit under Code §72(p)(2)(A) for a loan to a Qualified Individual, made during the Loan Relief Period, by substituting "\$100,000" for "\$50,000," and by substituting "the present value of the nonforfeitable accrued benefit of the employee under the Plan (or loan program or policy)" for "one-half of the present value of the nonforfeitable accrued benefit of the employee under the Plan."

- 20.6 **Suspension and Extension of Repayments.** If a Qualified Individual has an outstanding loan from the Plan on or after the first day of the Loan Suspension Period, then, to the extent provided in the Plan's disaster relief policy: (1) if the date for any repayment of such loan occurs during the Loan Relief Period, the due date is extended for the Extension Period; (2) the Plan will adjust any subsequent repayments to reflect the extension of the due date under (1) and any interest accrued during the extension; and (3) the Plan will disregard the period of extension described in (1) in determining the 5-year period and the loan term under Code §72(p)(2)(B) or (C). The disaster relief policy may specify whether the suspension and extension described herein will apply automatically or will be available upon the Qualified Individual's request.
- 20.7 **Recontribution of Home Purchase Withdrawal.** A Participant who received a hardship distribution during the Hardship Distribution Period to purchase or construct a principal residence in a Qualified Disaster Area, but who, on account of the disaster, did not use the funds to purchase or construct a principal residence, may, to the extent provided in the Plan's disaster relief policy, make one or more contributions to the Plan, as rollover contributions, during the Recontribution Period, in an aggregate amount not to exceed the amount of such hardship distribution. This Section 20.7 will not apply to CARES or to 457(b) Plans.
- 20.8 **Construction; Effective Date.** This Article will be interpreted and applied in accordance with the provisions of the Disaster Laws and IRS Guidance related thereto. The effective date of this Article with regard to any Qualified Disaster is the date the disaster was declared, or such later date specified in the Plan's disaster relief policy. If the Plan has previously been amended to provide for the disaster relief described in this Section, such amendment shall be treated as part of the Plan's disaster relief policy and amended to the extent necessary to conform to this Article.
- 20.9 **Definitions.** This Section is intended to provide relief authorized in the Laws specified in this subsection (F), as provided in the Plan's disaster relief policy. There are definitions which vary with regard to the Laws, which are described in this subsection.
- (a) The “**Maximum Amount**” with regard to any Qualified Disaster is \$100,000 except as provided in Section 20.9(d), or a lesser amount specified in the Disaster Law or the Plan's disaster relief policy.
- (b) A “**Major Disaster**” is a disaster declared by the President under section 401 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act.
- (c) “**Qualified Individuals.**” Participants, alternate payees and beneficiaries of deceased participants can be treated as Qualified Individuals, as defined in the relevant Disaster Law. The Plan Administrator may rely on an individual's certification that the individual satisfies a condition to be a Qualified Individual unless the Plan Administrator has actual knowledge to the contrary.
- (d) “**Disaster Laws.**” This Article provides for the relief outlined in the disaster relief laws (the “Disaster Laws”). In general, each Disaster Law defines the **Major Disasters** to be treated as **Qualified Disasters**, the persons who can be treated as **Qualified Individuals**, the distributions which can be **Qualified Disaster Distributions**, the **Loan Relief Period**, the **Loan Suspension Period**, the **Extension Period**, the **Hardship Distribution Period** and the **Recontribution Period**. Different laws use different terms to describe these concepts, but the underlying concepts are the same. The Disaster Laws include: (1) The Taxpayer Certainty and Disaster Tax Relief Act of 2020, §301 et seq.; (2) the Coronavirus Aid, Relief, and Economic Security Act (**CARES**), §2201 et seq and IRS Notice 2020-50; and (3) the SECURE 2.0, §331, which relates to Major Disasters declared by the President after December 27, 2020. The Maximum Amount with regard to this Act shall not exceed \$22,000.

ARTICLE 21 – 403(b)
INCREASE IN 403(b) HARDSHIP SOURCES – SECURE 2.0 §602

- 21.1 **Application.** This Article 21 will apply if the Plan is a 403(b) Plan unless the Employer elects in Section 2.21(a) for this Article not to apply or the Plan does not provide for hardship distributions. It applies for distributions after December 31, 2023, unless 2.21(b) or (c) is selected.
- 21.2 **Modification of amounts that may be withdrawn on account of a hardship.** Except as otherwise provided in Section 2.21, in addition to amounts which can be withdrawn on account of hardship prior to this amendment, the following amounts are available for hardship distributions: QNECs (defined in Code §401(k)(3)(D)(ii)(I)), QMACs (defined in Code §401(m)(4)(C)), and the earnings on such amounts and on elective deferrals.

ARTICLE 22 – DC, 403(b), 457(b)
QUALIFIED LONG-TERM CARE DISTRIBUTION (QLTCD) – SECURE 2.0 §334

- 22.1 **Application.** This Article 22 will apply only if the Employer elects in Section 2.22(a) for this Article to apply and the Plan is a Defined Contribution Plan, a 403(b) Plan, or a 457(b) Plan. It is effective on the date indicated in Section 2.22(a).
- 22.2 **Distribution Authorized.** Except as limited by Section 2.22, a Participant may receive a QLTCD from amounts that are fully taxable, as described in Code § 402(l)(3).
- 22.3 **Definition.** The following definition applies for this Article 22 and Section 2.22:
- (a) A “**QLTCD**” is a qualified long-term care distribution described in Code § 401(a)(39). The total QLTCDs distributed to a Participant during a calendar year cannot exceed the least of (1) the amount paid by or assessed to the Participant during the year for or with respect to certified long-term care insurance for the Participant, the Participant’s spouse, or such other family member of the Participant as permitted by Treasury regulations, (2) 10% of the Participant’s vested account balance, or (3) \$2,500, adjusted for inflation under Code § 401(a)(39)(B)(ii). No distribution shall be treated as a QLTCD unless a long-term care premium statement with respect to the employee has been filed with the Plan as provided in Code § 401(a)(39)(E).
- (b) “**Certified long-term care insurance**” has the meaning provided in Code § 401(a)(39)(C).

ARTICLE 23 – Qualified, 403(b), Gov’t 457(b)
PENSION-LINKED EMERGENCY SAVINGS ACCOUNT – SECURE 2.0 §127

- 23.1 **Application.** This Article 23 will apply only if (a) the Plan is a Qualified Plan, a 403(b) Plan, or a Governmental 457(b) Plan and (b) the Employer elects in Section 2.23(a) that this Article applies. If applicable, this Article applies effective as of the date specified in Section 2.23(a)
- 23.2 **Definitions.** The following definitions apply to this Article and to Section 2.23:
- (a) A “**PLESA**” is a Pension-Linked Emergency Savings Account, as described more fully in Code §402A(e). The Plan Administrator shall establish a PLESA for each Participant who makes PLESA contributions.
- (b) An “**HCE**” is a Highly Compensated Employee, defined under Code §414(q), and as may be further defined in the Plan.
- (c) A “**PLESA Participant**” is an Employee who is not then an HCE and is eligible to contribute to a PLESA under the terms of this Article and as elected in Section 2.23(b).
- (d) A “**PLESA Holder**” is an individual with a balance in a PLESA, which could include HCEs and former Employees.

- 23.3 **PLESAs Established.** The Plan permits PLESA Participants to contribute to a PLESA. The Plan Administrator will establish a PLESA for each Participant who contributes to a PLESA. HCEs are not PLESA Participants. HCEs who are PLESA Holders may withdraw from their PLESA, but may not make PLESA contributions unless and until they are no longer HCEs. To the extent not specifically addressed in this Article, the principles of Code §402A(e) will apply in interpreting and applying this Article. If the Plan is subject to ERISA, also see ERISA §801-804.
- 23.4 **PLESA Contributions.** PLESA contributions are salary reduction contributions, similar to Roth elective deferrals to a 401(k) Plan. The Plan Administrator may prescribe such forms, notices, and nondiscriminatory policies as it deems necessary or desirable to implement this Article.
- 23.5 **Automatic Enrollment.** If selected at Section 2.23(c), PLESA Participants will be deemed to have elected to contribute to their PLESA an amount equal to the automatic contribution rate times their Compensation. PLESA Participants shall have the effective opportunity to opt out of that contribution or to contribute at a different rate. The Plan Administrator may establish procedures for implementing automatic contributions and opt-outs in accordance with Code §402A(e)(2)(C).
- 23.6 **Contribution Limitations.** The following limitations shall apply to PLESA contributions:
- (a) **Maximum Amount.** The Plan will not accept PLESA contributions which would cause a PLESA Participant's PLESA to exceed the lesser of the statutory maximum (initially \$2,500, as adjusted under Code § 402A(e)(3)(A)) or the limit elected under Section 2.23(d). The Plan Administrator, may, in its discretion, choose to disregard earnings on PLESA investments in computing this limitation. If a PLESA contribution would cause this limitation to be exceeded, the Plan Administrator may take any action authorized under Code §402A(e)(3)(B).
- (b) **402(g) Limit (Qualified and 403(b) Plans).** PLESA contributions will be treated as elective deferrals subject to the limitations of Code §402(g) and Code §401(a)(30) and aggregated with other elective deferrals (if any) subject to that limit in the Plan. If any excess deferrals are distributed under Code §402(g)(2)(A) to a participant, such amounts shall be distributed first from any PLESA of the Participant to the extent contributions were made to such account for the calendar year. This Paragraph (b) does not apply to 457(b) Plans.
- 23.7 **Matching Contributions.** If the Employer makes matching contributions with regard to elective deferrals in the Plan, the Employer shall take a Participant's PLESA contributions in determining the amount of the matching contribution as though they were elective deferrals. Such matching contributions shall be allocated to the same account as other matching contributions; they are not allocated to the Participant's PLESA. Matching contributions on account of a Participant's PLESA contributions during a plan year shall not exceed the maximum amount under Section 23.6(a). For purposes of calculating this limit, matching contributions are treated first as attributable to elective deferrals other than PLESA contributions. The Plan may, but is not required to, establish reasonable restrictions on the frequency or amount of matching contributions with respect to PLESA contributions, solely to the extent necessary to prevent manipulation of the rules of the plan to cause matching contributions to exceed the intended amounts or frequency, to the extent permitted under Notice 2024-22 or other IRS guidance.
- 23.8 **Withdrawals.** A PLESA Holder may withdraw from his or her PLESA, in whole or in part, at the PLESA Holder's discretion. The Plan shall permit at least one such withdrawal each calendar month and shall distribute the amount of such withdrawal as soon as practicable. The Plan Administrator may establish procedures for requesting and processing withdrawals, provided that such procedures comply with Code §402A(e)(2)(D) and applicable guidance.

**ARTICLE 24 – DC, 403(b), Gov't 457(b)
WAIVER OF 2020 REQUIRED MINIMUM DISTRIBUTIONS (RMDs) – CARES § 2203**

- 24.1 **Application.** This Article 24 will apply only to defined contribution plans, including 401(k) Plans, Profit-

Sharing Plans, Money Purchase Pension Plans, 403(b) Plans, and Governmental 457(b) Plans. It applies only if not excluded under Section 1.6(a) and subject to the elections in Section 2.24.

- 24.2 **Waiver; default provision.** This Section 24.2 will apply unless Section 2.24(c) is selected or to the extent 2.24(d) overrides it. Notwithstanding the provisions of the Plan relating to RMDs, whether a Participant or Beneficiary who would have been required to receive 2020 RMDs, and who would have satisfied that requirement by receiving distributions that are (1) equal to the 2020 RMDs, or (2) Extended 2020 RMDs will receive those distributions is determined in accordance with the option chosen in Section 2.24. Notwithstanding the option chosen in Section 2.24, a Participant or Beneficiary will be given an opportunity to make an election as to whether or not to receive those distributions. If the Plan permits a Beneficiary of a deceased Participant to make the election to use the 5-year rule or the life expectancy rule, the deadline to make the election may be extended to reflect the adoption of Code §401(a)(9)(I). (Also see Section 16.9.)
- 24.3 **Direct rollovers.** Notwithstanding the provisions of the Plan relating to required minimum distributions under Code §401(a)(9), and solely for purposes of applying the direct rollover provisions of the Plan, certain additional distributions in 2020, as elected by the Employer in Section 2.24(e)-(h), will be treated as eligible rollover distributions. If no election is made by the Employer in Section 2.24, then a direct rollover will be offered only for distributions that would be eligible rollover distributions without regard to Code §401(a)(9)(I).
- 24.4 **Definitions.** The following definitions apply for purposes of this Article and Section 2.24:
- (a) “**2020 RMDs**” means required minimum distributions the Plan would have been required to distribute in 2020 (or permitted to pay in 2021 for the 2020 calendar year for a Participant with a required beginning date of April 1, 2021) but for the enactment of Code §401(a)(9)(I).
 - (b) “**Extended 2020 RMDs**” means one or more payments in a series of substantially equal distributions (that include the 2020 RMDs) made at least annually and expected to last for the life (or life expectancy) of the Participant, the joint lives (or joint life expectancy) of the Participant and the Participant’s designated Beneficiary, or for a period of at least 10 years.
 - (c) “**RMD**” means a required minimum distribution under Code § 401(a)(9).
- 24.5 **Distribution methods.** A Participant or Beneficiary receiving payment of 2020 RMDs or 2020 Extended RMDs pursuant to this Article 5 may receive them in any method (including installments or partial distributions) which would have been permitted under the terms of the Plan if the amounts would have been RMDs but for the enactment of Code §401(a)(9)(I).

ARTICLE 25 – 401(k), 403(b) QACA MAXIMUM AUTOMATIC DEFERRAL – SECURE §102

- 25.1 **Application.** This Article 25 will apply only if (1) the Plan is a 401(k) Plan or a 403(b) Plan, and (2) the Employer elects in Section 2.25 for this Article 25 to apply, effective on the date specified in Section 2.25(a). It applies only if not excluded under Section 1.6(b).
- 25.2 **Higher Maximum Contribution.** If the Plan includes a QACA, then the automatic deferral percentage which applies to a Participant (referred to as the “qualified percentage” in Treas. Reg. §1.401(k)-12(j)(2)) shall not exceed 10% of the Participant’s Compensation during the Initial Period and shall not exceed 15% of the Participant’s Compensation after the Initial Period.
- 25.3 **Validation; Policy.** If the Employer amends or has amended the plan (effective for a Plan Year beginning on or after the effective date specified in Section 2.25) to provide for an automatic deferral percentage which does not exceed the limitations of Section 25.2, the amendment is valid notwithstanding any contrary limitations in the Plan which would limit the automatic deferral percentage to 10%. The Plan Administrator may adopt a reasonable, uniform policy in applying the increased limit provided by this Article 25 to QACA automatic escalation provisions in effect prior to the effective date of the Article.

25.4 **Relationship to Article 7.** If, when, and to the extent that the Plan is subject to the mandatory automatic enrollment provisions of Article 7, then the provisions of Article 7 and Section 2.7 shall govern to the extent of any inconsistency with this Article and Section 2.25.

25.5 **Definitions.** The following definitions apply for this Article 25 and Section 2.25:

(a) “**QACA**” means a Qualified Automatic Contribution Arrangement described in Code §401(k)(13).

(b) The “**Initial Period**” for a Participant begins when the Participant first has contributions made pursuant to a default election under the QACA for a Plan Year and ends on the last day of the following Plan Year.

ARTICLE 26 – DC, 403(b), Gov’t 457(b) QUALIFIED BIRTH/ADOPTION DISTRIBUTION (QBAD) – SECURE §113

26.1 **Application.** This Article 26 will apply only if (1) the Plan is a Defined Contribution Plan, a 403(b) Plan, or a Governmental 457(b) Plan, and (2) the Employer elects in Section 2.26(a) for this Article 26 to apply, effective on the date specified in Section 2.26(a). It applies only if not excluded under Section 1.6(b).

26.2 **Distribution Authorized.** Except as limited by Section 2.26 (b), (c), (e), a Participant may request a distribution of up to \$5,000 (per child or Eligible Adoptee) as a QBAD, whether or not the Participant has severed employment (unless Section 2.26(d) applies). This \$5,000 limit shall be reduced by QBADs to the Participant made with respect to the same child or Eligible Adoptee by other plans maintained by the Employer or a related employer described in Code §414(b), (c), (m), or (o). However, if the Plan is a Money Purchase Pension Plan (or the account from which the distribution is withdrawn was transferred from a Money Purchase Pension Plan), and the Participant has not separated from service, the Participant may not take a QBAD prior to attaining the earlier of Normal Retirement Age or age 59½. The Plan Administrator may adopt a policy imposing frequency limitations or other reasonable administrative conditions for QBADs.

26.3 **Rollover.** A Participant who received one or more QBADs from this Plan may, if the Plan then permits the Participant to make rollover contributions, make one or more contributions in an aggregate amount not to exceed the amount of such QBADs. The Plan will treat such a contribution as a rollover contribution made by direct trustee-to-trustee transfer within 60 days of distribution. Also see Article 36.

26.4 **Reliance.** The Plan Administrator may rely on an individual’s reasonable representation that the individual is eligible to receive a QBAD unless the Plan Administrator has actual knowledge to the contrary.

26.5 **Status.** A QBAD is not an eligible rollover distribution for purpose of the obligation to permit a direct rollover under Code §401(a)(31), the notice requirement of Code §402(f), or the mandatory withholding rules of Code §3405(c)(1).

26.6 **Definitions.** The following definitions apply for this Article 26 and Section 2.26:

(a) A “**QBAD**” is a Qualified Birth or Adoption Distribution described in Code §72(t)(2)(H)(iii). A QBAD must be made during the 1-year period beginning on the date on which a child of the Participant is born or on which the legal adoption of an Eligible Adoptee by the Participant is finalized.

(b) An “**Eligible Adoptee**” is an individual, other than a child of the Participant’s spouse, who has not attained age 18 or is physically or mentally incapable of self-support. An individual is considered physically or mentally incapable of self-support if that individual is unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or to be of long-continued and indefinite duration. This provision shall be applied in a manner consistent with Part D of IRS Notice 2020-68.

**ARTICLE 27 – Qualified, Gov’t 457(b)
IN-SERVICE PENSION DISTRIBUTIONS – BAMA §104**

- 27.1 **Application.** This Article 27 will apply only if (1) the Plan is a Money Purchase Pension Plan, a Defined Benefit Plan, or a Governmental 457(b) Plan, or, as described in Section 27.3, a 401(k) or Profit-Sharing Plan, and (2) the Employer elects in Section 2.27 for this Article 27 to apply, effective on the date specified in Section 2.27(a). It applies only if not excluded under Section 1.6(b) or (c).
- 27.2 **Distribution at 59½.** A Participant can take an in-service distribution at age 59½, or, if later, the age (if any) specified in Section 2.27(b). Such a distribution will be limited to the vested portion of the Participant’s accrued benefit or account and will be subject to all Plan provisions related to in-service distributions, including any applicable frequency or vesting limitations. If the Plan is a Governmental 457(b) Plan, the Plan can operationally permit distributions as early as January 1 of the calendar year the Participant attains 59½ (or such later age).
- 27.3 **Limited application to transferred assets in Profit-Sharing and 401(k) Plans.** If the Employer elects in Section 2.27 for this Article 27 to apply, this Article 27 will apply to an account in a 401(k) Plan or a Profit-Sharing Plan which holds assets transferred from a Money Purchase Pension Plan or a Defined Benefit Plan.

**ARTICLE 28 - Qualified
ADOPTION OF PLAN AFTER YEAR END – SECURE §201**

- 28.1 **Application.** This Article 28 will apply only if the Plan is a Qualified Plan. It is effective for Plan Years beginning after December 31, 2019.
- 28.2 **Retroactive Plan Adoption .** If the Employer adopted the underlying Plan to which this Amendment relates after the close of a taxable year, but prior to the due date (including extensions) of the Employer’s federal income tax return for that taxable year, the Plan is treated as having been adopted as of the last day of the taxable year if the Plan’s initial effective date is any date within that taxable year. However, no Participant may make elective deferrals to the Plan prior to the date it was adopted, except as provided in Article 29.

**ARTICLE 29 – 401(k)
SOLE PROPRIETOR RETROACTIVE DEFERRALS – SECURE 2.0 §317**

- 29.1 **Application.** This Article 29 will apply only if the Plan is a 401(k) Plan. It is limited to a plan retroactively adopted (pursuant to Code §401(b)(2) and Article 28) by a sole proprietor with regard to a sole proprietorship which has no employees (other than the sole proprietor). It is effective for Plan Years beginning after December 29, 2022.
- 29.2 **Deadline for First Year Deferral.** Any elective deferrals under the Plan for the first Plan Year which are made by the sole proprietor before the deadline (determined without regard to any extensions) for filing his or her income tax return for the tax year for which the Plan is treated as adopted under Code § 401(b) shall be treated as having been made before the end of such first plan year.

**ARTICLE 30 - Qualified
RETROACTIVE INCREASE IN EMPLOYER CONTRIBUTIONS – SECURE 2.0 §316**

- 30.1 **Application.** This Article 30 will apply only if the Plan is a Qualified Plan. It is effective for Plan Years beginning after December 31, 2023.
- 30.2 **Optional Amendment.** After the close of a Plan Year, the Employer may amend the Plan to increase benefits or contributions with regard to the immediately prior Plan Year. The amendment may provide that it shall be effective as of any date within the prior Plan Year. Any such amendment shall not increase the amount of matching contributions (as described in Code §401(m)(4)(A).) Such an amendment must be adopted before the time prescribed by law (including extensions) for filing the return of the Employer for the taxable year

which includes the date of the amendment. Such an amendment must otherwise comply with all applicable qualification requirements, including nondiscrimination and contribution limits.

**ARTICLE 31 – DC, 403(b)
DIFFICULTY OF CARE PAYMENTS – SECURE §116**

- 31.1 **Application.** This Article 31 will apply only if the Plan is a Defined Contribution Plan or a 403(b) Plan. It is effective for Plan Years beginning after December 31, 2015.
- 31.2 **Inclusion in 415 Compensation.** The amount of a Participant’s Compensation solely for purposes of determining the annual addition limit under Code §415(c)(1)(B) is increased by the amount of Difficulty of Care Payments the Employer makes to the Participant.
- 31.3 **Definition.** A “**Difficulty of Care Payment**” is a payment described in Code §131(c)(1) made in connection with qualified foster individuals.

**ARTICLE 32 – 401(k), 403(b)
ADP SAFE HARBOR NONELECTIVE PLANS – SECURE §103; SECURE 2.0 §401**

- 32.1 **Application.** This Article 32 will apply only if the Plan is a 401(k) or a 403(b) Plan. It is effective for Plan Years beginning after December 31, 2019.
- 32.2 **No need for safe harbor notice.** If the Employer makes a Safe Harbor Nonelective Contribution, then the Plan can use the ADP Safe Harbor, whether or not Participants receive a Safe Harbor Notice, and the Plan Administrator is not required to provide a Safe Harbor Notice. However, the Plan is required to provide a Safe Harbor Notice if the plan utilizes the ACP safe harbor described in Code §401(m)(11) or (12).
- 32.3 **Retroactive adoption.** Unless the Plan at any time during the Plan Year is a Safe Harbor Match Plan, then the Employer may amend the Plan at any time within twelve months after the end of the Plan Year to provide (A) that the Employer will make a Safe Harbor Nonelective Contribution for the entire Plan Year, (B) that the Plan qualifies for the ADP Safe Harbor for the Plan Year, and (C) that the Plan will not be required to perform the ADP Test for the Plan Year. However, if the Employer adopts the amendment on or after the 30th day before the close of the Plan Year, the Safe Harbor Nonelective Contribution must be at least 4% of the Participant’s Compensation.
- 32.4 **Definitions.** The following terms have the meaning set forth in this paragraph as more fully provided in the plan terms pertaining to the related subject matter.
- (a) A “**Safe Harbor Nonelective Contribution**” means a contribution described in Code §401(k)(12)(C) or Code §401(k)(13)(D)(i)(II) of at least 3% of Compensation.
- (b) The “**ADP Test**” means the test provided in Code §401(k)(3)(ii).
- (c) The “**ADP Safe Harbor**” means the safe harbor provided by Code §401(k)(12)(A) or Code §401(k)(13).
- (d) A “**Safe Harbor Match Plan**” is a Plan which provided during the Plan Year that Participants would receive a matching contribution described in Treas. Reg. §1.401(k)-3(c) or Treas. Reg. §1.401(k)-3(k)(2).
- (e) A “**Safe Harbor Notice**” is a notice described in Code §401(k)(12)(D) or Code §401(k)(13)(E).
- (f) A “**QACA**” is a Qualified Automatic Contribution Arrangement described in Code §401(k)(13).

**ARTICLE 33 – 457(b)
457(b) DEFERRAL ELECTIONS – SECURE 2.0 §306**

- 33.1 **Application; Effective Date.** This Article 33 will apply to 457(b) Plans. It is effective January 1, 2023.

- 33.2 **Policy.** The Plan Administrator may adopt or revise a salary reduction agreement policy addressing contributions pursuant to salary reduction agreements of Participants. With regard to a Governmental 457(b) Plan, the policy may provide that a Participant's salary reduction agreement may take effect at any time prior to the date the compensation is currently available to the Participant.

**ARTICLE 34 – 401(k), 403(b)
DE MINIMIS FINANCIAL INCENTIVES – SECURE 2.0 §113**

- 34.1 **Application.** This Article 34 will apply only if the Plan is a 401(k) Plan or a 403(b) Plan. It is effective for Plan Years beginning after December 29, 2022.
- 34.2 **Optional Provision of De Minimis Financial Incentives.** A de minimis financial incentive (not paid for with plan assets) may be provided to Participants who elect to have the Employer make contributions under the arrangement in lieu of receiving cash, as described in Notice 2024-2, § D or any subsequent guidance.

**ARTICLE 35 – DC, 403(b), Gov't 457(b)
REPEAL OF DEEMED IRA MAXIMUM AGE – SECURE §107**

- 35.1 **Application.** This Article 35 will apply only if the Plan permits deemed IRA contributions (sometimes called "designated IRA" contributions) described in Code §408(q). It is effective January 1, 2020.
- 35.2 **No Maximum Age.** To the extent the Plan otherwise permits a Participant to make deemed IRA contributions, the Participant may make such contributions regardless of whether the Participant has attained age 70½ or any other age. This provision does not create new deemed IRA contribution rights, but removes any age-based restriction if such contributions are otherwise permitted under the Plan.

**ARTICLE 36 - DC, 403(b), Gov't 457(b)
QUALIFIED BIRTH/ADOPTION DISTRIBUTION (QBAD) – SECURE 2.0 §311**

- 36.1 **Application.** This Article 36 will apply only if the Plan permits Qualified Birth and Adoption Distributions ("QBADs") as described in Code §72(t)(2)(H). It is effective as of December 29, 2022. Also see Article 26.
- 36.2 **Rollover Deadline.** A Participant who received one or more QBADs from this Plan may, if the Plan then permits the Participant to make rollover contributions, make one or more contributions in an aggregate amount not to exceed the amount of such QBADs. Such contributions may be made at any time during the 3-year period beginning on the day after the date on which such distribution was received. The Plan will treat such a contribution in the same manner as a rollover contribution made by direct trustee-to-trustee transfer within 60 days of distribution. QBADs received from the Plan prior to December 29, 2022 can be rolled over to the Plan if received by the Plan no later than December 31, 2025, or prior to Plan termination (if earlier than December 31, 2025).

**ARTICLE 37 – 401(k), 403(b), Gov't 457(b), PS
HARDSHIP DOCUMENTATION POLICY – SECURE 2.0 §312**

- 37.1 **Application.** This Article 37 will apply to any plan that permits Hardship Distributions, including 401(k) Plans, 403(b) Plans, and Governmental 457(b) plans, and Profit-Sharing Plans. It is effective for Plan Years beginning after December 29, 2022.
- 37.2 **Policy.** The Plan Administrator may adopt and modify from time to time a uniform policy regarding the documentation required in connection with a Hardship Distribution. Such a policy may, but is not required to, provide for reliance upon an employee's written certification as described in Code §§401(k)(14)(C), 403(b)(7)(D), 403(b)(11), or 457(d)(4) (or as otherwise determined by the Plan Administrator for Hardship Distributions not subject to these Code provisions) in the absence of the Plan Administrator's actual knowledge to the contrary.

37.3 **Definition.** The following definition applies for this Article 37:

(a) A “**Hardship Distribution**” is (1) a distribution from a 401(k) Plan or a 403(b) Plan which is on account of an immediate and heavy financial need described in Treas. Reg. §1.401(k)-1(d)(3)(ii)(B); (2) a distribution from a Governmental 457(b) Plan which is on account of an unforeseeable emergency described in Treas. Reg. §1.457-6(c)(2)(i); or (3) a distribution on account of hardship from a profit-sharing plan or other qualified plan under the stated event standard of Treas. Reg. § 1.401-1(b)(1)(ii).

ARTICLE 38 – Governmental INSURANCE DISTRIBUTIONS FROM GOVERNMENTAL PLANS – SECURE 2.0 §328

38.1 **Application.** This Article 38 will apply only if the Plan is a Governmental Plan. It is effective for distributions made after December 29, 2022.

38.2 **Optional Direct Distribution.** If and to the extent the Plan permits plan distributions to pay for certain insurance of eligible retired public safety officers pursuant to Code §402(l), such payment may be made directly to the provider of the insurance by deduction from a distribution from the Plan or made directly to the Participant.

ARTICLE 39 – 401(k), 403(b) ROLLOVERS FROM SIMPLE IRA ACCOUNTS PERMITTED – SECURE 2.0 §332(B)

39.1 **Application.** This Article 39 will apply only if the Plan is a 401(k) Plan or 403(b) Plan. It is effective for rollovers after December 31, 2023.

39.2 **SIMPLE IRA Rollovers.** The Plan Administrator may adopt a policy permitting the plan to accept rollover contributions from terminated SIMPLE IRA arrangements described in Code §72(t)(6)(B). Such rollover contributions will thereafter be subject to the distribution restrictions which apply to elective deferrals.

ARTICLE 40 – DC, 403(b), Gov’t 457(b) DISTRIBUTIONS OF DISCONTINUED LIFETIME INCOME INVESTMENTS – SECURE §109

40.1 **Application.** This Article 40 will apply only if (1) the Plan is a Defined Contribution Plan, a 403(b) Plan, or a Governmental 457(b) Plan. It is effective for Plan Years beginning after December 31, 2019.

40.2 **Distributions authorized.** The Plan Administrator may authorize Participants to request, and as soon as practicable after a Participant makes the request, the Plan will make, a distribution of a Discontinued Lifetime Income Investment. Distribution under this Article is limited to the 90-day period prior to the date on which the Lifetime Income Investment is no longer authorized to be held as an investment option under the Plan. Such distribution will be in the form of a Qualified Distribution, or in the form of a Qualified Plan Distribution Annuity Contract, as determined by the Plan Administrator. The Plan Administrator will administer this section in a reasonable, nondiscriminatory manner, and may authorize distributions of some Discontinued Lifetime Income Investments and not others.

40.3 **Definitions.** The terms “**Lifetime Income Investment**,” “**Qualified Distribution**” and “**Qualified Plan Distribution Annuity Contract**” have the meanings set forth in Code §401(a)(38)(B). A “**Discontinued Lifetime Income Investment**” is a Lifetime Income Investment which will no longer be authorized to be held as an investment option under the Plan.

ARTICLE 41 – DC, 403(b) COLLECTION OF PEP CONTRIBUTIONS – SECURE 2.0 §105

41.1 **Application.** This Article 41 will apply only if the Plan is a Pooled Employer Plan (“PEP”) described in ERISA §3(43). It is effective for Plan Years beginning after December 31, 2022.

41.2 **Named Fiduciary.** The Pooled Plan Provider (“PPP”) of the Plan or another Named Fiduciary, other than an

Employer in the Plan, will be responsible for collecting contributions to the Plan. The PPP or other Named Fiduciary shall implement written contribution collection procedures that are reasonable, diligent, and systematic.

ARTICLE 42 – 403(b)
403(b) TERMINATION DISTRIBUTIONS – SECURE §110

- 42.1 **Application.** This Article 42 will apply only if the Plan is a 403(b) Plan. It is effective January 1, 2009.
- 42.2 **Custodial Accounts.** In connection with distributions upon termination of the Plan, the Plan may treat the delivery of a custodial account as a distribution, pursuant to Rev. Rul. 2020-83.

ARTICLE 43 – 401(k)
ADDITIONAL SIMPLE NONELECTIVE CONTRIBUTIONS – SECURE 2.0 §116

- 43.1 **Application.** This Article 43 will apply only if the Plan is a 401(k) Plan which satisfies the requirements of a SIMPLE plan in Code § 401(k)(11) and Treas. Reg. § 1.401(k)-4. It is effective for calendar years beginning on or after January 1, 2024.
- 43.2 **Nonelective contributions.** The Employer may make nonelective contributions of a uniform percentage (up to 10%) of Compensation, but not to exceed the limit in Code § 408(p)(2)(A)(iv) in any year, for each Participant who has at least \$5,000 of Compensation from the Employer for the year.

ARTICLE 44 – All
TRIBAL QDROS – SECURE 2.0 §339

- 44.1 **Application.** This Article 44 is effective for domestic relations orders received after December 31, 2022.
- 44.2 **Tribal QDROs.** The term “QDRO” means an order described in Code § 414(p)(1)(B) and includes an order issued pursuant to a domestic relations law of an Indian tribal government, a subdivision thereof, or an agency or instrumentality of either, which otherwise meets the requirements of Code § 414(p)(1)(A).

This Amendment has been executed effective _____.

Name of Employer: Unified School District #259

By:

Wichita Public Schools
Unified School District No. 259
Wichita, Kansas

September 14, 2026

Resolution No. 2026-09 14 03

**RESOLUTION ADOPTING AN AMENDMENT TO THE UNIFIED SCHOOL DISTRICT NO.
259 DEFERRED COMPENSATION PLAN**

Recitals

The District currently offers the Unified School District No. 259 Deferred Compensation Plan, commonly known as the 457(b) plan (the “Plan”), to give its employees the opportunity to save additional funds for retirement;

The District desires to amend the Plan, effective as of the date of adoption;

The District received notification from the Plan’s Third Party Administrator, Empower (formerly Mass Mutual), that the Plan would need to be amended to take advantage of key provisions in the Setting Every Community Up for Retirement Enhancement 2.0 Act of 2022 (“SECURE 2.0”); the Setting Every Community Up for Retirement Enhancement Act of 2019 (“SECURE”), the Coronavirus Aid, Relief, And Economic Security Act (“CARES”) and the Bipartisan American Miners Act (“BAMA” as enacted in Division M of the Further Consolidated Appropriations Act of 2019. The Amendment acts as a plan restatement.

This amendment is intended as a good faith effort to comply with the requirements set forth in SECURE 2.0, SECURE, CARES and BAMA acts and is to be construed in accordance with the same. This amendment will supersede any inconsistent Plan provisions;

The District, by signing the Amendment, adopts the provisions set forth therein;

There have been presented at the meeting copies of the proposed Amendment to the Plan;
and

IT IS RESOLVED that the Amendment document is hereby adopted and approved by the Board, effective of the date of adoption:

RESOLVED FURTHER, that a copy of the above-stated Amendment to the Plan be made a part of the minutes of this meeting; and

FINALLY RESOLVED, that the Benefits Plan Committee (or its designee) is authorized and directed to execute and implement the amendments to the Plan substantially in the form presented to the meeting.

IN WITNESS WHEREOF, the undersigned has hereunto set his/her hand and the seal of the Board
this day of _____, 2026.

By _____
Stan Reeser, President of the Board
Unified School District No. 259 Board of Education

ATTEST: _____

By _____
Litona Hoyt, Clerk of the Board

Unified School Dist #259 Sedgwick County
GOVERNMENTAL PRE-APPROVED 403(b) PLAN
ADOPTION AGREEMENT #12-001

For Government Entities, including Public Schools and Dual Status 501(c)(3)/Governmental Organizations

By executing this Governmental Pre-Approved 403(b) Plan Adoption Agreement (the "Adoption Agreement or AA"), the undersigned Employer agrees to establish or continue a 403(b) Plan. The 403(b) Plan adopted by the Employer consists of the Pre-Approved 403(b) Plan Basic Plan Document #12 (the "BPD") and the elections made under this Adoption Agreement (collectively referred to as the "Plan"). An Employer may jointly co-sponsor the Plan by signing a Participating Employer Adoption Page, which is attached to this Adoption Agreement. **This Plan is effective as of the Effective Date identified on the Signature Page of this Adoption Agreement.** Unless the context clearly requires otherwise, all capitalized terms used in this Adoption Agreement shall have the same meaning as when used in the BPD.

In completing the provisions of this Adoption Agreement, unless designated otherwise, selections under the Deferral column apply to all Salary Deferrals (including Roth Deferrals and Catch-Up Contributions) and After-Tax Employee Contributions. The selections under the Match column apply to Matching Contributions under AA §6B. Selections under the ER column apply to Employer Contributions under AA §6 and Mandatory Contributions under AA §6C.

As a Governmental Plan, this Plan is not subject to the nondiscrimination and coverage rules (other than the universal availability rule under Code §403(b)(12)(A)(ii)) under the Code. Also, as a Governmental Plan, this Plan is not subject to Title I of ERISA and may make elections under this Adoption Agreement accordingly.

All elections the Employer makes under the Adoption Agreement are subject to the terms governing the applicable Investment Arrangement(s) and any applicable state or local law.

SECTION 1
EMPLOYER INFORMATION

The information contained in this Section 1 is required for informational purposes only and may be modified without amending this Adoption Agreement by substituting a new Section 1 with the updated information. Any changes to the provisions under this Section 1 will not affect the Employer's reliance on the Favorable IRS Letter.

1-1 EMPLOYER INFORMATION.

Name: Unified School Dist #259 Sedgwick County

Address: 903 S. Edgemoor St

City, State, Zip Code: Wichita, KS 67218

Telephone: (316) 973-4739

1-2 EMPLOYER IDENTIFICATION NUMBER (EIN). 48-6000351

1-3 TYPE OF EMPLOYER. (Select (a) or (b))

☒ (a) Public School (as defined in Section 1.78 of the BPD)

☐ (b) Dual Status §501(c)(3)/Governmental Organization (as defined in Section 1.28 of the BPD)

1-4 EMPLOYER'S TAX (ACCOUNTING) YEAR END (optional). The Employer's tax (accounting) year ends _____

1-5 RELATED EMPLOYERS (optional). Is the Employer part of a group of Related Employers (as defined in Section 1.84 of the BPD)?

☐ Yes

☒ No

If yes, Related Employers may be listed below. A Related Employer must complete a Participating Employer Adoption Page for Employees of that Related Employer to participate in this Plan.

[Note: This AA §1-5 is for informational purposes. The failure to identify all Related Employers under this AA §1-5 will not jeopardize the qualified status of the Plan.]

SECTION 2 PLAN INFORMATION

2-1 PLAN NAME. Unified School Dist #259 Sedgwick County

Original Effective Date: January 1, 2009

Restatement Effective Date: January 1, 2026

[Note: The Plan's Original Effective Date may be no earlier than the first day of the Plan Year in which the Plan is initially adopted. The Plan's Restatement Effective Date may be no earlier than the first day of the Plan Year in which the Plan's restatement is adopted. A Participant's Salary Deferral Agreement may not apply to Plan Compensation that became currently available before the date the Employer adopts the salary reduction feature of the Plan.]

2-2 PLAN NUMBER. 002

2-3 TYPE OF PLAN. (Check one of (a)-(c) and, if applicable, (d).)

- ☐ (a) Custodial Account under Code §403(b)(7)
☐ (b) Annuity Contract under Code §403(b)(1)
☒ (c) Custodial Account and/or Annuity Contract
☐ (d) The Plan is intended to be a FICA Replacement Plan

[Note: A Favorable IRS Letter issued in accordance with Rev. Proc. 2021-37 to this Plan does not provide any reliance as to whether an Employer who has adopted this Plan satisfies the requirements under Treas. Reg. §31.3121(b)(7)-2 for the Plan to be treated as a FICA Replacement Plan with respect to any Employee.]

2-4 PLAN YEAR.

- ☒ (a) Calendar year.
☐ (b) The 12-consecutive month period ending on _____ each year.
☐ (c) The Plan has a Short Plan Year running from ____ to ____.

2-5 FROZEN PLAN. Check this AA §2-5 if the Plan is a frozen Plan to which no contributions will be made.

- ☐ This Plan is a frozen Plan effective _____.

[Note: As a frozen Plan, the Employer will not make any contributions with respect to Plan Compensation paid after such date and no Participant will be permitted to make any contributions to the Plan after such date. In addition, no Employee will become a Participant after the date the Plan is frozen.]

2-6 MULTIPLE EMPLOYER PLAN. Is this Plan a Multiple Employer Plan as defined in Section 1.62 of the BPD? (See Section 16.07 of the BPD for special rules applicable to Multiple Employer Plans.)

- ☐ (a) Yes
☒ (b) No

2-7 PLAN ADMINISTRATOR.

- ☐ (a) The Employer identified in AA §1-1.
☒ (b) Name: U.S. OMNI & TSACG Compliance Services, Inc.

Address: 220 Alexander St, Rochester, NY 14607

Telephone: 585-436-6664

[Note: To the extent an individual is named in this AA §2-7 and does not take on all responsibilities of Plan Administrator, the Employer will retain those responsibilities as Plan Administrator. (See Section 1.71 of the BPD.)]

2-8 DEFINITION OF DISABLED. Unless otherwise provided under the terms of the applicable Investment Arrangement, an individual is considered Disabled under Section 1.27 of the BPD (option (c) below) unless an alternative definition of Disabled is elected below.

- ☐ (a) The individual is covered by the Employer's disability insurance plan and is determined to be Disabled under such plan.
☒ (b) The individual is determined to be Disabled by the Social Security Administration under Section 223(d) of the Social Security Act for purposes of determining eligibility for Social Security benefits.

- ☒ (c) The Plan Administrator determines an individual is unable to engage in any substantial gainful activity by reason of a medically determinable physical or mental impairment that can be expected to result in death or which has lasted or can be expected to last for a continuous period of not less than 12 months. The permanence and degree of such impairment shall be supported by medical evidence. The Plan Administrator may establish reasonable procedures for determining whether a Participant is Disabled.

[**Note:** An Employer may elect any or all of the elections above. If more than one is selected, the hierarchy for determining whether an individual is considered Disabled is in the order listed above, unless described otherwise under separate administrative procedures or as described below.]

- ☐ (d) Alternative definition of Disabled: _____

[**Note:** Any alternative definition described in this subsection (d) will apply uniformly to all Participants under the Plan. The Employer may describe different definitions of Disabled for different purposes under the Plan.]

SECTION 3 ELIGIBLE EMPLOYEES

- 3-1 **ELIGIBLE EMPLOYEES.** In addition to the Employees identified in Section 2.02 of the BPD, the following Employees are excluded from participation under the Plan with respect to the contribution type(s) identified in this AA §3-1. (See Sections 2.02(e) and (f) of the BPD for rules regarding the effect on Plan participation if an Employee changes between an eligible and ineligible class of employment.)

Deferral	Match	ER	
☒	☐	☐	(a) No exclusions
N/A	☐	☐	(b) Collectively Bargained Employees (as defined in Section 1.21 of the BPD)
☐	☐	☐	(c) Non-resident aliens who receive no compensation from the Employer which constitutes U.S. source income
☐	☐	☐	(d) Student Employees (as defined in Section 1.97 of the BPD)
☐	☐	☐	(e) Employees who normally work less than ____ (not more than 20) hours a week (as defined in Section 2.02(b)(4) of the BPD).
N/A	☐	☐	(f) Employees who normally work less than ____ hours a week.
☐	☐	☐	(g) Employees eligible for a governmental Code §457(b) plan sponsored by the Employer that includes salary deferral contributions Specify name of Code §457(b) plan (optional): _____
☐	☐	☐	(h) Employees eligible for a 401(k) plan sponsored by the Employer Specify name of the 401(k) plan (optional): _____
☐	☐	☐	(i) Employees eligible for another 403(b) plan sponsored by the Employer that includes salary deferral contributions Specify name of the other 403(b) plan (optional): _____
N/A	☐	☐	(j) Seasonal Employees
N/A	☐	☐	(k) Temporary Employees
N/A	☐	☐	(l) Interns
N/A	☐	☐	(m) Per diem Employees
N/A	☐	☒	(n) Other: <u>Eligibility for employer contributions is set forth in the applicable agreements between the employer and employee, and attached hereto.</u>
N/A	☐	☐	(o) Other: _____

[**Note:** With respect to any election to exclude Employees under (e) above, the Employer must satisfy the universal availability requirements under Treas. Reg. §§1.403(b)-5(b)(ii) and (iii)(B) under which the Employer may elect to exclude Employees who normally work fewer than 20 hours per week (or such lower number of hours per week as elected in the Adoption Agreement) with respect to Salary Deferrals, Employer Contributions and Matching Contributions. An Employee normally works fewer than 20 hours per week if and only if (1) for the 12-month period beginning on the date of the Employee's Employment Commencement date, the Employer reasonably expects the Employee to work fewer than 1,000 Hours of Service and (2) for each Plan Year after the close of the 12-month period beginning on the date of the Employee's Employment Commencement date, the

Employee worked fewer than 1,000 Hours of Service in the preceding 12-month period. Once eligible due to satisfaction of this service condition, the Employee will continue to be eligible under the Plan.]

[**Note:** If the Plan is intended to be a FICA Replacement Plan (as elected in AA §2-3(d)) and Part-Time, Seasonal or Temporary Employees are not excluded from participation under the Plan with respect to the contribution type(s) identified in this AA §3-1, such Part-Time, Seasonal, or Temporary Employees are not treated as Qualified Participants for FICA Replacement Plan purposes unless any benefit relied upon to meet the minimum benefit requirement under subsection Section 6.04(a) is 100% vested. See Section 6.04(b)(1).]

SECTION 4
MINIMUM AGE AND SERVICE REQUIREMENTS

4-1 **ELIGIBILITY REQUIREMENTS – MINIMUM AGE AND SERVICE.** An Eligible Employee (as defined in AA §3-1) who satisfies the minimum age and service conditions under this AA §4-1 will be eligible to participate in each contribution type under the Plan as specified below as of such Eligible Employee’s Entry Date (as defined in AA §4-2 below).

[**Note:** As a Governmental Plan, this Plan is not subject to the nondiscrimination and coverage rules (other than the universal availability rule under Code §403(b)(12)(A)(ii)) under the Code and Title I of ERISA.]

(a) **Service Requirement.** An Eligible Employee must complete the following minimum service requirements to participate in the contribution type as specified below in the Plan. If a different minimum service requirement applies for the same contribution type for different groups of Employees or for different contribution formulas, such differences may be described below.

Match	ER	
☐	☐	(1) There is no minimum service requirement for participation in the Plan.
☐	☐	(2) One Year of Service (as defined in Section 2.03(a)(1) of the BPD and AA §4-3).
☐	☐	(3) The completion of at least ____ Hours of Service during the first ____ months of employment (or the first ____ days of employment) or the completion of a Year of Service (as defined in AA §4-3), if earlier. ☐ (i) An Employee who completes the required Hours of Service satisfies eligibility at the end of the designated period, regardless if the Employee actually works for the entire period. ☐ (ii) An Employee who completes the required Hours of Service must also be employed continuously during the designated period of employment. (See Section 2.03(a)(2) of the BPD for rules regarding the application of this subsection (ii).)
☐	☐	(4) The completion of ____ Hours of Service during an Eligibility Computation Period (as defined in AA §4-3). [<i>An Employee satisfies the service requirement immediately upon completion of the designated Hours of Service rather than at the end of the Eligibility Computation Period.</i>]
☐	☐	(5) Full-time Employees are eligible to participate as set forth in subsection (i). Employees who are “Part-Time” Employees must complete a Year of Service (as defined in AA §4-3). For this purpose, a full-time Employee is any Employee not defined in subsection (ii). ☐ (i) Full-time Employees must complete the following minimum service requirements to participate in the Plan: ☐ (A) There is no minimum service requirement for participation in the Plan. ☐ (B) The completion of at least ____ Hours of Service during the first ____ months of employment or the completion of a Year of Service (as defined in AA §4-3), if earlier. ☐ (C) Under the Elapsed Time Method as defined in AA §4-3 below. ☐ (D) Describe: _____

Match ER

(ii) Part-Time Employees must complete a Year of Service (as defined in AA §4-3).

☐ (A) For this purpose, a Part-Time Employee is any Employee whose normal work schedule is less than:

☐ (I) ____ hours per week.

☐ (II) ____ hours per month.

☐ (III) ____ hours per year.

☐ (B) Describe Part-Time Employees for this purpose: _____

[**Note:** A Part-Time Employee must be described as an individual who works less than a specified number of hours during a standard work week.]

☐ ☐ (6) Two (2) Years of Service.

☐ ☐ (7) Under the Elapsed Time Method as defined in AA §4-3 below.

☐ ☐ (8) Describe eligibility conditions: _____

☐ ☒ (9) Describe eligibility conditions: Any service requirements for employer contributions is set forth in the applicable agreement between the employer and employee.

[**Note:** Any described eligibility conditions must satisfy the definitely determinable requirements under Treas. Reg. §1.401-1(b)(1)(i).]

(b) **Minimum Age Requirement.** An Eligible Employee (as defined in AA §3-1) must have attained the following age with respect to the contribution type(s) identified in this AA §4-1(b).

Match ER

☐ ☒ (1) There is no minimum age for Plan eligibility.

☐ ☐ (2) Age 21.

☐ ☐ (3) Age ____.

☐ (c) **Special eligibility rules.** The following special eligibility rules apply with respect to the Plan: _____

[**Note:** This subsection (c) may be used to apply the eligibility conditions selected under this AA §4-1 separately with respect to different Employee groups or different contribution formulas under the Plan.]

4-2 **ENTRY DATE.** An Eligible Employee (as defined in AA §3-1) who satisfies the minimum age and service requirements in AA §4-1 shall be eligible to participate in the Plan as of such Eligible Employee's applicable Entry Date. For this purpose, the Entry Date is the following date with respect to the contribution type(s) identified under this AA §4-2.

Match ER

☐ ☐ (a) **Immediate.** The date the minimum age and service requirements are satisfied (or date of hire, if no minimum age and service requirements apply).

☐ ☐ (b) **Semi-annual.** The first day of the 1st and 7th month of the Plan Year.

☐ ☐ (c) **Quarterly.** The first day of the 1st, 4th, 7th and 10th month of the Plan Year.

☐ ☐ (d) **Monthly.** The first day of each calendar month.

☐ ☐ (e) **Payroll period.** The first day of the payroll period.

☐ ☐ (f) **The first day of the Plan Year.** [See Section 2.03(b) of the BPD for special rules that apply.]

☐ ☒ (g) **Describe Entry Date:** All entry dates for employees to receive an employer contributions is set forth in the applicable agreement between the employer and employee.

An Eligible Employee's Entry Date (as defined above) is determined based on when the Employee satisfies the minimum age and service requirements in AA §4-1. For this purpose, an Employee's Entry Date is the Entry Date:

Match	ER	
☐	☐	(h) next following satisfaction of the minimum age and service requirements.
☐	☐	(i) coinciding with or next following satisfaction of the minimum age and service requirements.
☐	☐	(j) nearest the satisfaction of the minimum age and service requirements.
☐	☐	(k) preceding the satisfaction of the minimum age and service requirements.
☐	☐	(l) coinciding with or preceding the satisfaction of the minimum age and service requirements.

This section may be used to describe any special rules for determining Entry Dates under the Plan. For example, if different Entry Date provisions apply for the same contribution types with respect to different groups of Employees, such different Entry Date provisions may be described below.

Match	ER	
☐	☒	(m) Describe any special rules that apply with respect to the Entry Dates under this AA §4-2: <u>All entry dates for employees to receive an employer contributions is set forth in the applicable agreement between the employer and employee.</u> <i>[Note: The Employer may describe different Entry Dates for different groups of Employees, provided such Entry Dates are consistent with the permissible elections in this AA §4-2.]</i>

4-3 **DEFAULT ELIGIBILITY RULES.** In applying the minimum age and service requirements under AA §4-1 above, the following default rules apply with respect to all contribution types under the Plan:

- **Year of Service.** An Employee earns a Year of Service for eligibility purposes upon completing 1,000 Hours of Service during an Eligibility Computation Period. Hours of Service are calculated based on actual hours worked during the Eligibility Computation Period. (See Section 1.52 of the BPD for the definition of Hour of Service.)
- **Eligibility Computation Period.** If one Year of Service is required for eligibility, the Plan will determine subsequent Eligibility Computation Periods on the basis of Plan Years. If more than one Year of Service is required for eligibility, the Plan will determine subsequent Eligibility Computation Periods on the basis of Anniversary Years. However, if the Employee fails to earn a Year of Service in the first or second Eligibility Computation Period, the Plan will determine subsequent Eligibility Computation Periods on the basis of Plan Years beginning in the first or second Eligibility Computation Period, as applicable.
- **Break in Service Rules.** The Nonvested Participant Break in Service rule (see Section 2.07(b) of the BPD) and the One-Year Break in Service rule (see Section 2.07(d) of the BPD) do NOT apply. Governmental Plans are not subject to the Break in Service rules under Title I of ERISA and can modify the Break in Service rules of the Plan accordingly.

To override the default eligibility rules, complete the applicable sections of this AA §4-3. **If this AA §4-3 is not completed for a particular contribution type, the default eligibility rules apply.**

Match	ER	
☐	☐	(a) Year of Service. Instead of 1,000 Hours of Service, an Employee earns a Year of Service upon the completion of ____ Hours of Service during an Eligibility Computation Period.
☐	☐	(b) Eligibility Computation Period. The Plan will use Anniversary Years for all Eligibility Computation Periods.
☐	☐	(c) Exclusion Years. Instead of the Plan Year, the Plan will use Anniversary Years for Exclusion Years for purposes of determining whether Employees normally work fewer than 20 hours per week. (See Section 2.02(b)(4) of the BPD.)

Match	ER	
☐	☐	(d) Elapsed Time Method. Eligibility service will be determined under the Elapsed Time Method. An Eligible Employee (as defined in AA §3-1) must complete a period of service, as designated below, to participate in the Plan. ☐ (1) For Match, must complete a ____ period of service ☐ (2) For ER, must complete a ____ period of service <i>[Note: Under the Elapsed Time Method, service will be measured from the Employee's employment commencement date (or reemployment commencement date, if applicable) without regard to the Eligibility Computation Period.]</i>
☐	☐	(e) Equivalency Method. For purposes of determining an Employee's Hours of Service for eligibility, the Plan will use the Equivalency Method (as defined in Section 2.03(a)(5) of the BPD). The Equivalency Method will apply to: ☐ (1) All Employees. ☐ (2) Only Employees for whom the Employer does not maintain hourly records. For Employees for whom the Employer maintains hourly records, eligibility will be determined based on actual hours worked. Hours of Service for eligibility will be determined under the following Equivalency Method: ☐ (3) Monthly. 190 Hours of Service for each month worked. ☐ (4) Weekly. 45 Hours of Service for each week worked. ☐ (5) Daily. 10 Hours of Service for each day worked. ☐ (6) Semi-monthly. 95 Hours of Service for each semi-monthly period worked. ☐ (7) Hours worked. 870 hours worked treated as 1,000 Hours of Service and 435 hours worked treated as 500 Hours of Service. ☐ (8) Regular time hours. 750 regular time hours treated as 1,000 Hours of Service and 375 regular time hours treated as 500 Hours of Service. ☐ (9) Describe: _____ <i>[Note: Any description under (9) must be definitely determinable with respect to Hours of Service.]</i>
☐	☐	(f) Nonvested Participant Break in Service rule applies. Service earned prior to a Nonvested Participant Break in Service (as defined in Section 2.07(b) of the BPD) will be disregarded in applying the eligibility rules. ☐ The Nonvested Participant Break in Service rule applies to all Employees, including Employees who have not had a Severance from Employment.
☐	☐	(g) One-Year Break in Service rule applies. The One-Year Break in Service rule (as defined in Section 2.07(d) of the BPD) applies to temporarily disregard an Employee's service earned prior to a one-year Break in Service. ☐ The One-Year Break in Service rule applies to all Employees, including Employees who have not had a Severance from Employment.
☐	☐	(h) Special eligibility provisions: _____ <i>[Note: Any special eligibility provision must relate to an Employee's eligibility to participate under the Plan. The Employer may describe different eligibility provisions, including different Eligibility Computation Periods and different service crediting methods, for different groups of Employees, provided such eligibility provisions are consistent with the permissible elections in this AA §4.]</i>

4-4 **EFFECTIVE DATE OF MINIMUM AGE AND SERVICE REQUIREMENTS.** The minimum age and/or service requirements under AA §4-1 apply to all Employees under the Plan. An Employee will participate with respect to all contribution types under the Plan as of such Employee’s Entry Date under AA §4-2, taking into account all service with the Employer, including service earned prior to the Effective Date.

To allow Employees hired on a specified date to enter the Plan without regard to the minimum age and/or service conditions, complete this AA §4-4.

Match	ER
☐	☐
	An Eligible Employee who is employed by the Employer on the following date will become eligible to enter the Plan without regard to minimum age and/or service requirements (as designated below):
	☐ (a) the Effective Date of this Plan (as designated in the Employer Signature Page).
	☐ (b) the date the Plan is executed by the Employer (as indicated on the Employer Signature Page).
	☐ (c) ____ [insert date no earlier than the Effective Date of this Plan].
	An Eligible Employee who is employed on the designated date will become eligible to participate in the Plan without regard to the minimum age and service requirements under AA §4-1. If both minimum age and service conditions are not waived, select (d) or (e) to designate which condition is waived under this AA §4-4.
	☐ (d) This AA §4-4 only applies to the minimum service condition.
	☐ (e) This AA §4-4 only applies to the minimum age condition.
	The provisions of this AA §4-4 apply to all Eligible Employees employed on the designated date unless designated otherwise under subsection (f) or (g) below:
	☐ (f) The provisions of this AA §4-4 apply to the following group of Employees employed on the designated date: _____
	☐ (g) Describe special rules: _____
	[Note: An Employee who is employed as of the date described in this AA §4-4 will be eligible to enter the Plan as of such date unless a different Entry Date is designated under subsection (g).]

4-5 **SERVICE WITH PREDECESSOR EMPLOYER.** This AA §4-5 may be used to identify any Predecessor Employers for whom service will be counted for purposes of determining eligibility, vesting and allocation conditions under this Plan.

If this AA §4-5 is not completed, no service with a Predecessor Employer will be counted.

☐ (a)	Identify Predecessor Employer(s):								
☐ (1)	The Plan will count service with all Employers which have been acquired.								
☐ (2)	The Plan will count service with the following Predecessor Employers:								
	<table><thead><tr><th>Name of Predecessor Employer</th><th>Eligibility</th><th>Vesting</th><th>Allocation Conditions</th></tr></thead><tbody><tr><td>☐ (i) _____</td><td>☐</td><td>☐</td><td>☐</td></tr></tbody></table>	Name of Predecessor Employer	Eligibility	Vesting	Allocation Conditions	☐ (i) _____	☐	☐	☐
Name of Predecessor Employer	Eligibility	Vesting	Allocation Conditions						
☐ (i) _____	☐	☐	☐						
☐ (b)	Describe any special provisions applicable to Predecessor Employer service: _____								
	[Note: Any special provisions must relate solely to service with a Predecessor Employer.]								

SECTION 5 COMPENSATION DEFINITIONS

- 5-1 **TOTAL COMPENSATION.** Total Compensation is based on the definition set forth under this AA §5-1. (See Section 1.101 of the BPD for a specific definition of the various types of Total Compensation.)

- ☐ (a) W-2 Wages
☒ (b) Code §415 Compensation
☐ (c) “Simplified” Code §415 Compensation
☐ (d) Wages under Code §3401(a)

[Note: For purposes of determining Total Compensation, the definition includes Elective Deferrals as defined in Section 1.33 of the BPD, pre-tax contributions to a Code §125 cafeteria plan or a Code §457 plan, and qualified transportation fringes under Code §132(f)(4).]

- 5-2 **POST-SEVERANCE COMPENSATION.** Total Compensation includes post-severance compensation, to the extent provided in Section 1.101(b) of the BPD. This may be overridden by completing the following elections:

- ☐ (a) **Exclusion of post-severance compensation from Total Compensation.** The following amounts paid after a Participant’s severance of employment are excluded from Total Compensation:
- ☐ (1) **Unused leave payments.** Payment for unused accrued bona fide sick, vacation, or other leave, but only if the Employee would have been able to use the leave if employment had continued.
- ☐ (2) **Deferred compensation.** Payments received by an Employee pursuant to a nonqualified unfunded deferred compensation plan, but only if the payment would have been paid to the Employee at the same time if the Employee had continued in employment and only to the extent that the payment is includible in the Employee’s gross income.

[Note: Plan Compensation (as defined in Section 1.72 of the BPD) includes any post-severance compensation amounts that are includible in Total Compensation. The Employer may elect to exclude all compensation paid after severance of employment or may elect to exclude specific types of post-severance compensation from Plan Compensation under AA §5-3.]

- (b) **Continuation payments for disabled Participants.** Unless designated otherwise under this subsection (b), Total Compensation does not include continuation payments for disabled Participants.

- ☐ **Payments to disabled Participants.** Total Compensation shall include post-severance compensation paid to a Participant who is permanently and totally disabled, as provided in Section 1.101(c) of the BPD.

- 5-3 **PLAN COMPENSATION.** Plan Compensation is **Total Compensation** (as defined in AA §5-1 and adjusted by AA §5-2 above) with the following exclusions described below.

Deferral	Match	ER	
☒	☐	☒	(a) No exclusions.
N/A	☐	☐	(b) Elective Deferrals (as defined in Section 1.33 of the BPD), pre-tax contributions to a Code §125 cafeteria plan or a Code §457 plan, and qualified transportation fringes under Code §132(f)(4).
☐	☐	☐	(c) All fringe benefits (cash and noncash), reimbursements or other expense allowances, moving expenses, deferred compensation, and welfare benefits.
☐	☐	☐	(d) Compensation above \$____.
☐	☐	☐	(e) Amounts received as a bonus.
☐	☐	☐	(f) Amounts received as commissions.
☐	☐	☐	(g) Overtime payments.
☐	☐	☐	(h) Amounts received for services performed for a non-signatory Related Employer. (See Section 2.02(c) of the BPD.)
☐	☐	☐	(i) “Deemed §125 compensation” as defined in Section 1.101(d) of the BPD.

- | | | | |
|--------------------------|--------------------------|--------------------------|--|
| ☐ | ☐ | ☐ | (j) Amounts received after Severance from Employment. (See Section 1.101(b) of the BPD.) |
| ☐ | ☐ | ☐ | (k) Differential Pay (as defined in Section 1.101(e) of the BPD). |
| ☐ | ☐ | ☐ | (l) Leave of absence pay. |
| ☐ | ☐ | ☐ | (m) Describe adjustments to Plan Compensation: _____
[Note: Any adjustments to Plan Compensation under this AA §5-3 must be definitely determinable.] |

5-4 **PERIOD FOR DETERMINING COMPENSATION.**

- (a) **Compensation Period.** Plan Compensation will be determined on the basis of the following period(s) for the contribution types identified in this AA §5-4. [*If a period other than Plan Year applies for any contribution type, any reference to the Plan Year as it refers to Plan Compensation for that contribution type will be deemed to be a reference to the period designated under this AA §5-4.*]

Deferral	Match	ER	
☒	☐	☒	(1) The Plan Year.
☐	☐	☐	(2) The calendar year ending in the Plan Year.
☐	☐	☐	(3) The Employer's fiscal tax year ending in the Plan Year.
☐	☐	☐	(4) The 12-month period ending on ____ which ends during the Plan Year.

- (b) **Compensation while a Participant.** Unless provided otherwise under this subsection (b), in determining Plan Compensation, only compensation paid while an individual is a Participant under the Plan with respect to a particular contribution type will be taken into account.

To count compensation for the entire Plan Year for a particular contribution type, including compensation paid while an individual is not a Participant with respect to such contribution type, check below. (See Section 1.72 of the BPD.)

Match	ER	
☐	☐	All compensation paid during the Plan Year will be taken into account, including compensation paid while an individual is not a Participant.

- (c) **Few weeks rule.** The few weeks rule under Code §415 will not apply unless designated otherwise under this subsection (c).
- ☐ Amounts earned but not paid during a Limitation Year solely because of the timing of pay periods and pay dates shall be included in Includible Compensation for the Limitation Year, provided the amounts are paid during the first few weeks of the next Limitation Year, the amounts are included on a uniform and consistent basis with respect to all similarly situated Employees, and no amounts are included in more than one Limitation Year.

SECTION 6
EMPLOYER CONTRIBUTIONS

- 6-1 **EMPLOYER CONTRIBUTIONS.** Is the Employer authorized to make Employer Contributions under the Plan?

- ☒ Yes
☐ No [*If No, skip to AA §6A.*]

- 6-2 **EMPLOYER CONTRIBUTION FORMULA.** For the period designated in AA §6-4 below, the Employer will make the following Employer Contributions on behalf of Participants who satisfy the allocation conditions designated in AA §6-7 below. Any Employer Contribution authorized under this AA §6-2 will be allocated in accordance with the allocation formula selected under AA §6-3. Any Employer Contribution authorized under this AA §6-2 will be allocated in accordance with the allocation formula selected under AA §6-3.

[**Note:** As a Governmental Plan, this Plan is not subject to the nondiscrimination and coverage rules (other than the universal availability rule under Code §403(b)(12)(A)(ii)) under the Code and Title I of ERISA.]

- ☒ (a) **Discretionary contribution.** The Employer will determine in its sole discretion how much, if any, it will make as an Employer Contribution.

- ☐ (b) **Fixed contribution.**

☐ (1) ___% of each Participant’s Plan Compensation.
☐ (2) \$___ for each Participant.
- ☒ (c) **Contributions under collective bargaining agreement, employment contract or equivalent arrangement.** The Employer will make an Employer Contribution based on a collective bargaining agreement, employment contract or equivalent arrangement as follows:

☒ (1) Describe: All employer contribution formulas are set forth in the applicable agreement between the employer and employee.
☐ (2) See Addendum.

[**Note:** Insert the appropriate contribution formula (and allocation formula, if applicable) from the collective bargaining agreement, employment contract or equivalent arrangement. The formula must be definitely determinable. Alternatively, the Employer may attach an addendum which incorporates by reference the currently applicable collective bargaining agreement, employment contract or equivalent arrangement. The addendum does not need to include the actual collective bargaining agreement, employment contract or equivalent arrangement, but must be sufficiently descriptive to identify incorporated documents.]

- ☐ (d) **Service-based contribution.** The Employer will make the following contribution:

☐ (1) **Discretionary.** A discretionary contribution determined as a uniform percentage of Plan Compensation or a uniform dollar amount for each period of service designated below.
☐ (2) **Fixed percentage.** ___% of Plan Compensation paid for each period of service designated below.
☐ (3) **Fixed dollar.** \$___ for each period of service designated below.

The service-based contribution will be based on the following periods of service:

☐ (4) Each Hour of Service
☐ (5) Each week of employment
☐ (6) Describe period: _____

[**Note:** Any described period must satisfy the definitely determinable requirements under Treas. Reg. §1.401-1(b)(1)(i).]

The service-based contribution is subject to the following rules:
☐ (7) Describe any special provisions that apply to service-based contribution: _____

- ☐ (e) **Year of Service contribution.** The Employer will make an Employer Contribution based on Years of Service with the Employer.

Years of Service		Contribution %
☐ (1)	From ___ and up through ___	___%
☐ (2)	From ___ and up through ___	___%
☐ (3)	From ___ and up through ___	___%
☐ (4)	From ___ and up through ___	___%
☐ (5)	From ___ and up through ___	___%
☐ (6)	From ___ and up through ___	___%
☐ (7)	From ___ and above	___%

For this purpose, a Year of Service is each Plan Year during which an Employee completes at least 1,000 Hours of Service. Alternatively, a Year of Service is: _____

[**Note:** Any alternative definition of a Year of Service must meet the requirements of a Year of Service as defined in Section 2.03 of the BPD.]

- ☐ (f) **Describe special rules for determining contributions under the Plan:** _____
- [**Note:** The Employer may describe special rules for determining contributions under the Plan consistent with the elections under (a) – (e) above and/or a combination thereof.]

6-3 ALLOCATION FORMULA.

- ☐ (a) **Uniform allocation.** The discretionary Employer Contribution under AA §6-2 will be allocated:
- ☐ (1) as a uniform percentage of Plan Compensation.
- ☐ (2) as a uniform dollar amount.
- ☐ (b) **Fixed allocation.** The fixed Employer Contribution under AA §6-2 will be allocated in accordance with the selections made with respect to the fixed Employer Contributions under AA §6-2.
- ☐ (c) **Permitted disparity allocation.** The discretionary Employer Contribution under AA §6-2 will be allocated under the two-step method (as defined in Section 3.02(a)(1)(ii)(A) of the BPD), using the Taxable Wage Base (as defined in Section 1.98 of the BPD) as the Integration Level.
- To modify these default rules, complete the appropriate provision(s) below:
- ☐ (1) **Integration Level.** Instead of the Taxable Wage Base, the Integration Level is:
- ☐ (i) ____% of the Taxable Wage Base, increased (but not above the Taxable Wage Base) to the next higher:
- ☐ (A) N/A ☐ (B) \$1
- ☐ (C) \$100 ☐ (D) \$1,000
- ☐ (ii) \$____ (not to exceed the Taxable Wage Base)
- ☐ (iii) 20% of the Taxable Wage Base
- [**Note:** See Section 3.02(a)(1)(ii)(D) of the BPD for rules regarding the Maximum Disparity Rate that may be used where an Integration Level other than the Taxable Wage Base is selected.]
- ☐ (2) **Describe** special rules for applying permitted disparity allocation formula: _____
- [**Note:** Any special rules must relate solely to applying the permitted disparity formula.]
- ☐ (d) **Uniform points allocation.** The discretionary Employer Contribution designated in AA §6-2 will be allocated to each Participant in the ratio that each Participant's total points bears to the total points of all Participants. A Participant will receive the following points:
- ☐ (1) ____ point(s) for each ____ year(s) of age (attained as of the end of the Plan Year).
- ☐ (2) ____ point(s) for each \$____ (not to exceed \$200) of Plan Compensation.
- ☐ (3) ____ point(s) for each ____ Year(s) of Service. For this purpose, Years of Service are determined:
- ☐ (i) In the same manner as determined for eligibility.
- ☐ (ii) In the same manner as determined for vesting.
- ☐ (iii) Points will not be provided with respect to Years of Service in excess of ____.
- ☐ (e) **Employee group allocation.** The Employer may make a separate Employer Contribution to the Participants in the following allocation groups. The Employer must notify the Vendor or Plan Administrator in writing of the amount of the contribution to be allocated to each allocation group.
- ☐ (1) A separate discretionary Employer Contribution may be made to each Participant of the Employer (i.e., each Participant is in such Participant's own allocation group).
- ☐ (2) A separate discretionary or fixed Employer Contribution may be made to the following allocation groups. If no fixed amount is designated for a particular allocation group, the contribution made for such allocation group will be allocated as a uniform percentage of Plan Compensation to all Participants within that allocation group, unless otherwise designated as a uniform dollar amount below.
- ☐ The contribution made for each allocation group will be allocated as a uniform dollar amount to all Participants within the allocation group.

Description of allocation groups

☐ **Group 1:** _____

[**Note:** Each group must be definitely determinable.]

☐ (3) **Special rules.** The following special rules apply to the Employee group allocation formula.

☐ (i) **More than one Employee group.** Unless designated otherwise under this subsection (i), if a Participant is in more than one allocation group described in (2) above during the Plan Year, the Participant will receive an Employer Contribution based on the Participant's status on the last day of the Plan Year.

☐ (A) **Determined separately for each Employee group.** If a Participant is in more than one allocation group during the Plan Year, the Participant's share of the Employer Contribution will be based on the Participant's status for the part of the year the Participant is in each allocation group. However, if the Period for determining Employer Contributions under AA §6-4(a) is not the Plan Year, the Participant will receive an Employer Contribution based on the Participant's status on the last day of the applicable period.

☐ (B) **Describe:** _____

[*Note: Any language under this subsection (B) must be definitely determinable.*]

☐ (f) **Age-based allocation.** The discretionary Employer Contribution designated in AA §6-2 will be allocated under the age-based allocation formula so that each Participant receives a pro rata allocation based on adjusted Plan Compensation. For this purpose, a Participant's adjusted Plan Compensation is determined by multiplying the Participant's Plan Compensation by an Actuarial Factor (as defined in Section 3.02(a)(1)(v)(B) of the BPD).

A Participant's Actuarial Factor is determined based on a specified interest rate and mortality table. Unless designated otherwise under (1) or (2) below, the Plan will use an applicable interest rate of 8.5% and a UP-1984 mortality table.

☐ (1) **Applicable interest rate.** Instead of 8.5%, the Plan will use an interest rate of ____% (must be between 7.5% and 8.5%) in determining a Participant's Actuarial Factor.

☐ (2) **Applicable mortality table.** Instead of the UP-1984 mortality table, the Plan will use the following mortality table in determining a Participant's Actuarial Factor: _____

☐ (3) **Describe special rules applicable to age-based allocation:** _____

[*Note: See Appendix A of the BPD for sample Actuarial Factors based on an 8.5% applicable interest rate and the UP-1984 mortality table. If an interest rate or mortality table other than 8.5% or UP-1984 is selected, appropriate Actuarial Factors must be calculated.*]

☐ (g) **Service-based allocation formula.** The service-based Employer Contribution selected in AA §6-2 will be allocated in accordance with the selections made under the service-based allocation formula in AA §6-2.

☐ (h) **Year of Service allocation formula.** The Year of Service Employer Contribution selected in AA §6-2 will be allocated in accordance with the selections made under the Year of Service allocation formula in AA §6-2.

☒ (i) **Describe special rules for determining allocation formula:** All employer contribution allocation formulas are set forth in the applicable agreement between the employer and employee.

[*Note: The Employer may describe special rules for determining allocation formula under the Plan consistent with the elections under (a) – (h) above and/or a combination thereof.*]

6-4 **SPECIAL RULES.** No special rules apply with respect to Employer Contributions under the Plan, except to the extent designated under this AA §6-4. Unless designated otherwise, in determining the amount of the Employer Contributions to be allocated under this AA §6, the Employer Contribution will be based on Plan Compensation paid during the Plan Year.

☐ (a) **Period for determining Employer Contributions.** Instead of the Plan Year, Employer Contributions will be determined based on Plan Compensation paid during the following period: [*The Plan Year must be used if the permitted disparity allocation method is selected under AA §6-3 above.*]

☐ (1) Plan Year quarter

☐ (2) calendar month

☐ (3) payroll period

☐ (4) Other period more frequent than Plan Year: _____

[*Note: Although Employer Contributions are determined on the basis of Plan Compensation paid during the period designated under this subsection (a), this does not require the Employer to actually make contributions or allocate contributions on the basis of such period. Employer Contributions may be contributed and allocated to Participants at any time within the contribution period permitted under Treas. Reg. §1.415(c)-1(b)(6)(B), regardless of the period selected under this subsection (a). Any alternative period designated under subsection (4) may not exceed a 12-month period and will apply uniformly to all Participants.*]

- ☐ (b) **Limit on Employer Contributions.** The Employer Contribution elected in AA §6-2 may not exceed:
- ☐ (1) ____% of Plan Compensation
- ☐ (2) \$____
- ☐ (3) A discretionary amount determined by the Employer applied in a uniform manner for all eligible Participants for the Plan Year.
- ☐ (c) **Offset of Employer Contribution.**
- ☐ (1) A Participant's allocation of Employer Contributions under AA §6-2 of this Plan is reduced by contributions under _____ [insert name of plan(s)].
- ☐ (2) In applying the offset under this subsection (c), the following rules apply: _____
- ☐ (d) **Other special rules relating to Employer Contributions:** _____

6-5 SPECIAL EMPLOYER CONTRIBUTIONS.

- (a) **Contributions for former Employees.** If this subsection (a) is elected, the Employer may continue to make Employer Contributions on behalf of a former Employee for the period through the end of the Taxable Year of the Employee in which such Employee ceases to be an Employee and through the end of each of the next five Taxable Years (as provided in Section 3.01(c) of the BPD), as described below:
- ☐ (1) A separate discretionary Employer Contribution may be made to each former Employee (i.e., each former Employee is in such former Employee's own allocation group).
- ☐ (2) The Employer will allocate ____% of the former Employee's deemed Total Compensation for the period through the end of the taxable year in which the former Employee has a Severance from Employment and the next ____ taxable years (not to exceed 5).
- ☒ (3) Describe the contribution/allocation formula that applies to former Employees: All employer contributions to former employees is set forth in the applicable agreement between the employer and the employee.

[**Note:** The Employer must describe the contribution/allocation rules in a definitely determinable manner consistent with the contribution and allocation elections available under AA §6-2 and 6-3 and/or a combination thereof.]

- ☒ (b) **Contributions of accrued unpaid sick, PTO and/or vacation leave.** (Complete all that apply.)
- ☒ (1) The Employer will make Employer Contributions of amounts of accrued unpaid sick leave, as described below: All employer contributions for unaccrued sick leave, if any, are set forth in the applicable agreement between the employer and the employee.
- ☒ (2) The Employer will make Employer Contributions of amounts of accrued unpaid vacation leave, as described below: All employer contributions for unpaid vacation leave, if any, are set forth in the applicable agreement between the employer and the employee.
- ☒ (3) The Employer will make Employer Contributions of amounts of accrued unpaid PTO leave, as described below: All employer contributions for unaccrued PTO leave, if any, are set forth in the applicable agreement between the employer and the employee.

[**Note:** The Employer must describe an Employer Contribution of accrued unpaid sick, PTO and/or vacation leave that meets the following requirements:

- The leave converted under the arrangement can only be accrued unpaid leave;
- The leave converted can only be sick, PTO and/or vacation leave;
- The Employer must designate how often the conversions occur under this AA §6-5;
- The eligibility requirements for participation in the plan cannot be such that an Employee becomes a Participant only in the plan year in which the Employee terminates employment;
- The only accrued unpaid leave which can be converted under the arrangement must only be leave for which the Employee has no right to request a cash payment;
- The leave conversion formula can only be one which involves multiplying an Employee's current daily rate of pay against the amount of accrued unpaid leave being converted; and
- The leave conversion formula is definitely determinable.]

[**Note:** As an alternative to describing the Employer Contribution of accrued unpaid sick, PTO and/or vacation leave above, the Employer may attach an addendum which incorporates by reference the currently applicable accrued sick, PTO and/or vacation leave policy. The addendum does not need to include the actual accrued sick, PTO and/or vacation leave policy, but must be sufficiently descriptive to identify incorporated documents.]

6-6 **MANDATORY CONTRIBUTIONS.** See AA §6C-3 for elections relating to Mandatory Contributions.

6-7 **ALLOCATION CONDITIONS.** A Participant must satisfy any allocation conditions designated under this AA §6-7 to receive an allocation of Employer Contributions under the Plan. Allocation conditions do not apply to Mandatory Contributions.

- ☐ (a) **No allocation conditions** apply with respect to Employer Contributions under the Plan.
- ☐ (b) **Employment condition.** An Employee must be employed with the Employer on the last day of the Plan Year.
- ☐ (c) **Minimum service condition.** An Employee must be credited with at least:
- ☐ (1) ____ Hours of Service during the Plan Year.
- ☐ (i) Hours of Service are determined using actual Hours of Service.
- ☐ (ii) Hours of Service are determined using the following Equivalency Method (as defined under AA §4-3(e)):
- | | |
|---|---|
| ☐ (A) Monthly | ☐ (B) Weekly |
| ☐ (C) Daily | ☐ (D) Semi-monthly |
| ☐ (E) Hours worked | ☐ (F) Regular time hours |
- ☐ (2) ____ consecutive days of employment with the Employer during the Plan Year.
- ☐ (d) **Application to a specified period.** The allocation conditions selected under this AA §6-7 apply on the basis of the Plan Year. Alternatively, if an employment or minimum service condition applies under this AA §6-7, the Employer may elect under this subsection (d) to apply the allocation conditions on a periodic basis as set forth below. (See Section 3.06(a) of the BPD for a description of the rules for applying the allocation conditions on a periodic basis.)
- ☐ (1) **Period for applying allocation conditions.** Instead of the Plan Year, the allocation conditions set forth under subsection (2) below apply with respect to the following periods:
- ☐ (i) Plan Year quarter
- ☐ (ii) calendar month
- ☐ (iii) payroll period
- ☐ (iv) Other period more frequent than Plan Year: _____
- ☐ (2) **Application to allocation conditions.** If this subsection (2) is checked to apply allocation conditions on the basis of specified periods, to the extent an employment or minimum service allocation condition applies under this AA §6-7, such allocation condition will apply based on the period selected under subsection (1) above, unless designated otherwise below:
- ☐ (i) Only the employment condition will be based on the period selected in subsection (1) above.
- ☐ (ii) Only the minimum service condition will be based on the period selected in subsection (1) above.
- ☐ (iii) Describe any special rules: _____
- [Note: Any special rules under subsection (iii) must relate solely to the application of the allocation conditions.]*
- ☐ (e) **Exceptions.**
- ☐ (1) The above allocation condition(s) will **not** apply if the Employee, during the Plan Year:
- ☐ (i) dies.
- ☐ (ii) has a Severance from Employment due to becoming Disabled.
- ☐ (iii) becomes Disabled.
- ☐ (iv) has a Severance from Employment after attaining Normal Retirement Age.
- ☐ If this box is checked, this waiver of allocation conditions applies only once during the Participant's employment with the Employer. Thus, if an Employee is rehired after such a waiver was applied to such Employee, the waiver of allocation conditions will not apply to a subsequent Severance from Employment.
- ☐ (v) has a Severance from Employment after attaining Early Retirement Age.
- ☐ If this box is checked, this waiver of allocation conditions applies only once during the Participant's employment with the Employer. Thus, if an Employee is rehired after such a waiver was applied to such Employee, the waiver of allocation conditions will not apply to a subsequent Severance from Employment.

- ☐ (vi) is on an authorized leave of absence from the Employer.
- ☐ (2) The exceptions selected under subsection (1) will apply even if an Employee has not had a Severance from Employment at the time of the selected event(s).
- ☐ (3) The exceptions selected under subsection (1) do not apply to:
- ☐ (i) an employment condition designated under this AA §6-7.
- ☐ (ii) a minimum service condition designated under this AA §6-7.
- ☐ (iii) a Discretionary Employer Contribution.
- ☐ (iv) a Fixed Employer Contribution.
- ☐ (f) **Equivalency Method.** For purposes of determining an Employee's Hours of Service for allocation purposes, the Plan will use the Equivalency Method (as defined in Section 2.03(a)(5) of the BPD). The Equivalency Method will apply to:
- ☐ (1) All Employees.
- ☐ (2) Only Employees for whom the Employer does not maintain hourly records. For Employees for whom the Employer maintains hourly records, eligibility will be determined based on actual hours worked.
- ☐ (g) **Elapsed Time Method.** For purposes of determining an Employee's service for allocation purposes, the Plan will use the Elapsed Time Method.
- ☒ (h) **Describe** any special rules governing the allocation conditions under the Plan: Any allocation conditions for employer contributions are set forth in the applicable agreement between the employer and employee.

**SECTION 6A
SALARY DEFERRALS**

6A-1 **SALARY DEFERRALS.** Are Eligible Employees permitted to make Salary Deferrals under the Plan?

- ☒ Yes
- ☐ No [If "No" is checked, skip to Section 6B.]

6A-2 **MAXIMUM LIMIT ON SALARY DEFERRALS.** Unless designated otherwise below, a Participant may defer any amount up to the Elective Deferral Dollar Limit and the Code §415 Limitation (as set forth in Sections 5.02 and 5.03 of the BPD).

- ☐ (a) **Salary Deferral Limit.** A Participant may not defer an amount in excess of:
- ☐ (1) ____% of Plan Compensation
- ☐ (2) \$____.
- [**Note:** If both subsection (1) and subsection (2) are checked, the deferral limit is the lesser of the amounts selected.]
- Any limit described in subsection (1) or subsection (2) above applies with respect to the following period:
- ☐ (3) Plan Year.
- ☐ (4) the portion of the Plan Year during which the individual is eligible to participate.
- ☐ (5) each separate payroll period during which the individual is eligible to participate.
- ☐ (b) **Limits on deferrals on bonus payments.** [**Note:** This subsection (b) may only be selected if bonus payments are not excluded under AA §5-3.]
- ☐ (1) The same limits specified above apply to bonus and non-bonus Plan Compensation. Employees may defer any amounts out of bonus payments, subject to the Elective Deferral Dollar Limit and the Code §415 Limitation (as defined in Sections 5.02 and 5.03 of the BPD) and any other limit on Salary Deferrals under this AA 6A-2. The Employer may impose special limits on bonus payments under the Salary Reduction Agreement. (See Section 3.03(a) of the BPD.)
- ☐ (2) A Participant may defer up to ____% (not to exceed 100%) of any bonus payment (subject to the Elective Deferral Dollar Limit and the Code §415 Limitation) without regard to any other limits described under this AA §6A-2. The Employer may impose special limits on bonus payments under the Salary Reduction Agreement. (See Section 3.03(a) of the BPD.)
- ☐ (3) Describe special rules applicable to deferrals on bonus payments: _____

☐ (c) Describe any other Plan limitations on Salary Deferrals: _____

6A-3 **MINIMUM DEFERRAL RATE.** Unless designated otherwise under this AA §6A-3, no minimum deferral requirement applies under the Plan. Alternatively, a Participant must defer at least the following amount in order to make Salary Deferrals under the Plan.

☐ (a) ____% of Plan Compensation for a payroll period.

☐ (b) \$____ for a payroll period.

☐ (c) Describe: _____

[Note: If more than one limit applies under this AA §6A-3, the minimum deferral rate is the lesser of the amounts designated under this AA §6A-3. If AA §2-3(d) is checked, and the Plan is intended to be a FICA Replacement Plan but does not permit Employer Contributions (AA §6-1 is "No") or Matching Contributions (AA §6B-1 is "No"), the minimum deferral rate must be at least 7.5%. See BPD Section 6.04(a)(3).]

6A-4 **CATCH-UP CONTRIBUTIONS.** Age 50 Catch-Up Contributions (as defined in Section 3.03(d) of the BPD) and Special Catch-Up Contributions for Qualified Employees of Qualified Organizations (as defined in Section 3.03(e) of the BPD) are permitted under the Plan, unless designated otherwise under this AA §6A-4.

☐ (a) Age 50 Catch-Up Contributions are not permitted under the Plan.

☒ (b) Special Catch-Up Contributions for Qualified Employees of Qualified Organizations are not permitted under the Plan.

6A-5 **ROTH DEFERRALS.** Roth Deferrals, if available, are subject to the terms of the governing Investment Arrangement(s).

(a) **Availability of Roth Deferrals.**

☒ (1) Roth Deferrals are permitted under the Plan.

☐ (2) Roth Deferrals are not permitted under the Plan.

[Note: If Roth Deferrals are effective as of a date later than the Effective Date of the Plan, designate such special Effective Date in AA §6A-9 below.]

(b) **Distribution of Roth Deferrals.** Unless designated otherwise under this subsection (b), to the extent a Participant takes a distribution or withdrawal from such Participant's Salary Deferral Account(s), the Participant may designate the extent to which such distribution is taken from the Pre-Tax Deferral Account or from the Roth Deferral Account. (See Section 8.09(b) of the BPD for default distribution rules if a Participant fails to designate the appropriate Account(s) for distribution purposes.)

Alternatively, the Employer may designate the order of distributions for the distribution types listed below or in a separate administrative procedure:

☐ (1) **Distributions and withdrawals.**

☐ (i) Any distribution will be taken on a pro rata basis from the Participant's Pre-Tax Deferral Account and Roth Deferral Account.

☐ (ii) Any distribution will be taken first from the Participant's Roth Deferral Account and then from the Participant's Pre-Tax Deferral Account.

☐ (iii) Any distribution will be taken first from the Participant's Pre-Tax Deferral Account and then from the Participant's Roth Deferral Account.

☐ (2) **Distribution of Excess Deferrals.**

☐ (i) Distribution of Excess Deferrals will be made from Roth and Pre-Tax Deferral Accounts in the same proportion that deferrals were allocated to such Accounts for the calendar year.

☐ (ii) Distribution of Excess Deferrals will be made first from the Roth Deferral Account and then from the Pre-Tax Deferral Account.

☐ (iii) Distribution of Excess Deferrals will be made first from the Pre-Tax Deferral Account and then from the Roth Deferral Account.

(c) **In-Plan Roth Conversions.** In-Plan Roth Conversions are not permitted unless Roth Deferrals are permitted in subsection (a) above, and then are permitted only if elections in this subsection (c) are completed.

☒ (1) **Effective date.** Effective January 1, 2013, a Participant may elect to convert all or any portion of such Participant's non-Roth vested Account Balance to an In-Plan Roth Conversion Account.

[**Note:** The Plan must provide for Roth Deferrals under AA §6A-5 as of the effective date designated in this subsection (c). An election under this subsection (c) does not affect an In-Plan Roth Conversion that was allowed under prior Plan provisions.]

(2) **In-Service Distribution.**

- ☒ (i) For a Participant to convert such Participant's eligible contributions to Roth Deferrals through an In-Plan Roth Conversion, the Participant need not be eligible to take a distribution from the Plan.
[**Note:** If this subsection (i) is checked, a Participant may convert any or all of the eligible contribution types to Roth Deferrals through an In-Plan Roth Conversion.]
- ☐ (ii) For a Participant to convert such Participant's eligible contributions to Roth Deferrals through an In-Plan Roth Conversion, a Participant must be eligible for a distribution of any amounts converted to Roth Deferrals through an In-Plan Roth Conversion. Thus, only amounts that are eligible for distribution under AA §9 or AA §10 are eligible for In-Plan Roth Conversion.

(3) **Contribution types.** An Employee may elect to make an In-Plan Roth Conversion from all available contribution types under the Plan.

To override this default provision to limit the contributions types available for In-Plan Roth Conversion, select the applicable contribution types from which an In-Plan Roth Conversion is available:

- ☐ (i) Pre-tax Deferrals
- ☐ (ii) Employer Contributions
- ☐ (iii) Matching Contributions
- ☐ (iv) After-Tax Employee Contributions
- ☐ (v) Rollover Contributions
- ☐ (vi) Mandatory Contributions
- ☐ (vii) Describe: _____

[**Note:** Any contribution types described in this subsection (vii) must be definitely determinable and not subject to Employer discretion.]

(4) **Limits applicable to In-Plan Roth Conversions.** No special limits apply with respect to In-Plan Roth Conversions, unless designated otherwise under this subsection (4).

- ☐ (i) Roth conversions may only be made from contribution types that are fully vested (i.e., 100% vested).
[**Note:** If an In-Plan Roth Conversion is permitted from partially-vested types, special rules apply for determining the vested percentage of such amounts after conversion. See the rules under Section 7.08 of the BPD.]
- ☐ (ii) A Participant may not make an In-Plan Roth Conversion of less than \$____.
- ☐ (iii) A Participant may not make an In-Plan Roth Conversion of any outstanding loan amount.
[**Note:** If this subsection (iii) is not checked, a Participant may convert amounts that are attributable to an outstanding loan, to the extent the loan relates to a contribution type that is eligible for conversion under subsection (3) above.]
- ☐ (iv) Only Participants who are current Employees are allowed to make In-Plan Roth Conversions.
- ☐ (v) The ability to make In-Plan Roth Conversions is limited to the following events: _____
- ☐ (vi) Describe: _____

[**Note:** Any selection in this subsection (vi) must be definitely determinable and not subject to Employer discretion.]

(5) **Amounts available to pay federal and state taxes generated from an In-Plan Roth Conversion.** No special provisions apply to allow Participants to withdraw funds to pay federal or state taxes generated from an In-Plan Roth Conversion, except as provided otherwise under this subsection (5).

- ☐ (i) **In-service distribution.** If the Plan does not otherwise permit an in-service distribution at the time of the In-Plan Roth Conversion and this subsection (i) is checked, a Participant may elect to take an in-service distribution solely to pay taxes generated from the In-Plan Roth Conversion to the extent such in-service distribution would otherwise be permitted under Section 8.08 of the BPD.
[**Note:** If this subsection (i) is checked, a Participant may take an in-service distribution only to the extent such distribution would otherwise be permitted under the provisions of Section 8.08 of the BPD.]

- ☐ (ii) **Participant loan.** Generally, a Participant may request a loan from the Plan to the extent permitted under Section 13 of the BPD and AA Appendix B. However, to the extent a Participant loan is not otherwise allowed and this subsection (ii) is selected, a Participant may receive a Participant loan solely to pay taxes generated from an In-Plan Roth Conversion.

[Note: If this subsection (ii) is selected and Participant loans are not otherwise authorized under the Plan, any Participant loan made pursuant to this subsection (ii) will be made in accordance with the default loan policy described in Section 13 of the BPD.]

- (6) **Distribution from In-Plan Roth Conversion Account.** Distributions from the In-Plan Roth Conversion Account will be permitted at the same time as permitted for Roth Deferrals, as set forth under AA §10-1, unless designated otherwise under this subsection (6). However, earlier distribution of certain converted amounts may be required to the extent necessary to protect distribution options that were available with respect to such converted amounts prior to the In-Plan Roth Conversion.

- ☐ (i) In-service distributions will not be permitted from an In-Plan Roth Conversion Account. However, a distribution must continue to be offered for any converted amounts as of the earliest date a distribution would otherwise be permitted for such converted amounts, without regard to the In-Plan Roth Conversion.
- ☐ (ii) An in-service distribution may be made from the In-Plan Roth Conversion Account at any time, subject to any source distributions restrictions that applied to amounts prior to the conversion.
- ☐ (iii) Describe distribution options: _____

- ☐ (d) **SPECIAL RULES APPLICABLE TO ROTH DEFERRALS.** _____

[Note: Any special rules must satisfy the requirements applicable to Roth Deferrals under Code §402A.]

6A-6 AUTOMATIC INCREASE FOR PARTICIPANTS WITH AFFIRMATIVE SALARY DEFERRAL ELECTION. A Participant's affirmative Salary Deferral election will not automatically increase or expire. To override this default, select the appropriate elections below.

If elected, a Participant's affirmative Salary Deferral election will expire annually, unless otherwise indicated below. Prior to expiration, the Plan must provide Participants with a timely notice that their affirmative Salary Deferral elections will expire and how the automatic increase provision will apply. Prior to the expiration of an affirmative Salary Deferral election, the Participant can complete a new affirmative Salary Deferral election and designate a new Salary Deferral percentage. If a Participant fails to complete a new affirmative Salary Deferral election subsequent to the prior election expiring, the Participant's current Salary Deferral election will continue and will be subject to the automatic increase below.

- (a) If elected under this subsection (a), a Participant's affirmative Salary Deferral election will increase each Plan Year as follows: (See Section 3.03(c) of the BPD.)

- ☐ (1) _____%, up to a maximum of _____%.

A Participant's affirmative Salary Deferral election will expire and the automatic increase will occur:

- ☐ (2) Annually, on _____ [indicate date]
- ☐ (3) Describe: _____ [indicate date/frequency, other than annual]

- ☐ (b) Automatic increase and expiration provisions will apply to:

- ☐ (1) All Participants with an affirmative Salary Deferral election.
- ☐ (2) Only Participants with an affirmative Salary Deferral election that is less than or equal to _____%
- ☐ (3) Only Participants with an affirmative Salary Deferral election that is at least _____%
- ☐ (4) Describe: _____ [must not discriminate in favor of Highly Compensated Employees]

- (c) The automatic increase will be allocated under the Plan's administrative procedures unless otherwise indicated below:

- ☐ Describe: _____ [indicate manner in which the automatic increase will be allocated to the Participant's account.]

- (d) **Application of automatic increase.** Unless designated otherwise under this subsection (d), if an automatic increase is selected under this AA §6A-6, the automatic increase will take effect as of the first day of the second Plan Year following the Plan Year in which the salary deferral election first becomes effective with respect to a Participant. (See Section 3.03(c)(2)(i)(C) of the BPD.)

- ☐ (1) **First Plan Year.** Instead of applying as of the second Plan Year, the automatic increase described in subsection (a) takes effect as of the appropriate date (as designated under subsection (4) below) within the first Plan Year following the date salary deferrals begin.

- ☐ (2) **Designated Plan Year.** Instead of applying as of the second Plan Year, the automatic increase described in subsection (a) takes effect as of the appropriate date (as designated under subsection (4) below) within the ____ Plan Year following the Plan Year in which the salary deferral election first becomes effective with respect to a Participant.
- ☐ (3) **At least 6 months after.** Instead of applying as of the second Plan Year, the automatic increase described in subsection (a) takes effect as of the appropriate date (as designated under subsection (4) below) which is at least 6 months (or 180 days) after the Participant first has salary deferrals withheld.
- ☐ (4) **Effective date.** The automatic increase described under subsection (a) is generally effective as of the first day of the Plan Year. If this subsection (4) is checked, instead of becoming effective on the first day of the Plan Year, the automatic increase will be effective on:
- ☐ (i) The anniversary of the Participant's date of hire.
 - ☐ (ii) The anniversary of the Participant's first salary deferral contribution.
 - ☐ (iii) The first day of each calendar year.
 - ☐ (iv) The anniversary of the Participant's Entry Date.
 - ☐ (v) Other date: _____
- [Note: The date must be definite and must be consistent with the elections allowed under this AA §6A-6.]*
- ☐ (e) **Expiration of affirmative deferral elections.** A Participant's affirmative deferral election will expire:
- ☐ (1) at the end of each Plan Year.
 - ☐ (2) Describe date that the affirmative election will expire: _____
- [Note: The date must be definite and must be consistent with the elections allowed under this AA §6A-6.]*
- The Plan must provide Participants with a timely notice that their affirmative deferral elections will expire and the application of any escalator provision. If a Participant fails to complete a new affirmative deferral election subsequent to the prior election expiring, the Participant's current deferral percentage will continue and will be subject to any automatic increase, as may be applicable.
- ☐ Alternatively, if a Participant fails to complete a new affirmative deferral election subsequent to the prior election expiring, the Participant's current deferral percentage will continue and will NOT be subject to any automatic increase.
- ☐ (f) **Describe special rules** applicable to the automatic increase and expiration of affirmative Salary Deferral election: _____
- [Note: Any special rules under this subsection (f) must satisfy the rules applicable to automatic increases under Treas. Reg. §1.401(k)-3, if applicable.]*

6A-7 CHANGE OR REVOCATION OF DEFERRAL ELECTION.

- (a) **Change or revocation of deferral election.** In addition to the Participant's Entry Date under the Plan, a Participant's election to change or resume a deferral election will be effective as set forth under the Salary Reduction Agreement or other written procedures adopted by the Plan Administrator. A Participant must be permitted to change or revoke a deferral election at least once per year. Unless the Salary Reduction Agreement or other written procedures adopted by the Plan Administrator provide otherwise, a Participant may revoke a deferral election (on a prospective basis) at any time.
- (b) **Salary deferral elections of rehired Participants.** Unless designated otherwise below, a Participant's affirmative election to defer (or to not defer) will cease upon Severance from Employment and the Participant will need to make a new election upon rehire.
- ☐ **Participant's affirmative election does not cease upon Severance from Employment.** If this subsection (b) is selected, a terminated Participant's affirmative election to defer (or to not defer) **will not cease** upon Severance from Employment and the Participant's affirmative election to defer (or to not defer) in effect at the time of Severance from Employment will apply upon rehire.
- [Note: The Employer may modify the rules applicable to rehired employees under the Salary Reduction Agreement or other administrative procedures.]*

6A-8 **AUTOMATIC CONTRIBUTION ARRANGEMENT.** No automatic contribution provisions apply under Section 3.03 of the BPD, unless provided otherwise under this AA §6A-8. [**Note:** A governmental Employer's election to include automatic deferral provisions may be subject to State and local anti-garnishment and other applicable State and local laws and regulations.]

☐ (a) **Type of Automatic Contribution Arrangement.**

- ☐ (1) **Eligible Automatic Contribution Arrangement.** Check this subsection (1) if the Employer intends for the Plan to be an Eligible Automatic Contribution Arrangement (EACA), as described in Section 3.03(c)(2). If this subsection (1) is checked, the selections in this AA §6A-8 must be consistent with the requirements of an EACA. As an EACA, the Employer also must complete AA §6A-8(c) relating to permissible withdrawals.
- ☐ (2) **Automatic Contribution Arrangement other than an EACA.** Check this subsection (2) if the Employer intends for the Plan to be an Automatic Contribution Arrangement other than an EACA.

☐ (b) **Automatic deferral election.** Upon becoming eligible to make Salary Deferrals under the Plan, a Participant will be deemed to have entered into a Salary Reduction Agreement for each payroll period, unless the Participant completes a Salary Reduction Agreement (subject to the limitations under AA §6A-2 and AA §6A-3) in accordance with procedures adopted by the Plan Administrator.

☐ (1) **Effective date of Automatic Contribution Arrangement or EACA.** The automatic deferral provisions under this AA §6A-8 are effective as of:

- ☐ (i) The Effective Date of this Plan as set forth under the Employer Signature Page.
- ☐ (ii) _____ [insert date no earlier than the Effective Date of this Plan].
- ☐ (iii) As set forth under a prior Plan document. [**Note:** If this subsection (iii) is checked, the automatic deferral provisions under this AA §6A-8 will apply as of the original Effective Date of the automatic contribution arrangement. Unless provided otherwise under this AA §6A-8, an Employee who is automatically enrolled under a prior Plan document will continue to be automatically enrolled under the current Plan document.]
- ☐ (iv) If the Employer is amending the provisions applicable to the ACA or EACA, the amended provisions are effective as of _____ [insert date].

[**Note:** In no event may the automatic deferral election apply to amounts that would (but for the automatic deferral election) become currently available after the later of the date on which the Employer adopts the cash or deferred arrangement, or the date on which the arrangement first becomes effective.]

☐ (2) **Automatic Contribution Arrangement deferral amount and automatic increase.**

☐ (i) **Automatic deferral amount.**

- ☐ (A) _____% of Plan Compensation
- ☐ (B) \$_____

☐ (ii) **Automatic increase.** If elected under this subsection (ii), the automatic deferral amount will increase each Plan Year by the following amount. (See Section 3.03(c) of the BPD.)

- ☐ (A) _____% of Plan Compensation
- ☐ (B) \$_____
- ☐ (C) If this subsection (C) and subsection (3)(iii) below (relating to the expiration of affirmative deferral elections) are both elected, the automatic increase will apply to all Participants, including those Participants whose affirmative deferral elections have expired and no subsequent affirmative election is made.

Any automatic increase elected under this subsection (ii) will not cause the automatic deferral amount to exceed:

- ☐ (D) _____% of Plan Compensation
- ☐ (E) \$_____

☐ (iii) **Special application of automatic increase provisions.** The Employer may describe under this subsection (iii) special rules applicable to automatic increase provisions: _____

[**Note:** Any special application of the automatic increase provisions must be definitely determinable.]

- (3) **Application of automatic deferral provisions.** The automatic deferral election under subsection (2) will apply to new Participants (i.e., Participants who enter the Plan after the automatic deferral provisions are effective) and current Participants (i.e., Participants who were eligible to participate in the Plan at the time the automatic deferral provisions are effective) as set forth under this subsection (3).

- ☐ (i) **New Participants.** The automatic deferral provisions apply to all eligible Participants who do not enter into a Salary Reduction Agreement (including an election not to defer) and who:
- ☐ (A) become Participants on or after the effective date of the automatic deferral provisions.
- ☐ (B) are hired on or after the effective date of the automatic deferral provisions.
- ☐ (ii) **Current Participants.** The automatic deferral provisions apply to all other eligible Participants as follows:
- ☐ (A) Automatic deferral provisions apply to all current Participants who have not entered into a Salary Reduction Agreement (including an election not to defer under the Plan).
- ☐ (B) Automatic deferral provisions apply to all current Participants who have not entered into a Salary Reduction Agreement that is at least equal to the automatic deferral amount under subsection (2)(i). Current Participants who have made a Salary Reduction Agreement that is less than the automatic deferral amount, or who have not made a Salary Reduction Agreement, will automatically be increased to the automatic deferral amount unless the Participant enters into a new Salary Reduction Agreement on or after the effective date of the automatic deferral provisions.
- ☐ (C) Automatic deferral provisions do not apply to current Participants. Only new Participants described in subsection (3)(i) are subject to the automatic deferral provisions. [**Note:** See Section 3.03(c)(2)(i) of the BPD for the application of this subsection (C) under an EACA.]
- ☐ (D) No change for current Participants. Prior automatic deferral provisions will continue to apply.
- ☐ (E) Automatic deferral provisions apply to all current Participants who have not entered into a Salary Reduction Agreement (excluding an election not to defer under the Plan).
- ☐ (F) Describe: _____
- ☐ (iii) **Expiration of affirmative deferral elections.** Unless this subsection (iii) is elected, for purposes of the automatic deferral provisions of the Plan, a Participant's affirmative elective deferral election will not expire. If this subsection (iii) is elected, a Participant's affirmative deferral election will expire:
- ☐ (A) at the end of each Plan Year.
- ☐ (B) Describe date that the affirmative election will expire: _____
- [**Note:** The date must be definite.]

The Plan must provide Participants with a timely notice that their affirmative deferral elections will expire and the application of any escalator provision. If a Participant fails to complete a new affirmative deferral election subsequent to the prior election expiring, the Participant becomes subject to the automatic deferral percentage as specified in the Plan pursuant to the automatic contribution arrangement provisions. Each year, upon the expiration of an affirmative deferral election, the Participant can always complete a new affirmative election and designate a new deferral percentage.

- ☐ Alternatively, if a Participant fails to complete a new affirmative deferral election subsequent to the prior election expiring, the Participant's current deferral percentage will continue and will be subject to any automatic increase, as may be applicable.
- (iv) **Treatment of automatic deferrals.** Any Salary Deferrals made pursuant to an automatic deferral election will be treated as Pre-Tax Salary Deferrals, unless designated otherwise under this subsection (iv).
- ☐ Any Salary Deferrals made pursuant to an automatic deferral election will be treated as Roth Deferrals. [**Note:** This subsection (iv) may only be checked if Roth Deferrals are permitted under AA §6A-5.]

[**Note:** Any Salary Reduction Agreement (including an election not to defer under the Plan) made after the effective date of the automatic deferral provisions will override such automatic deferral provisions.]

- (4) **Application of automatic increase.** Unless designated otherwise under this subsection (4), if an automatic increase is selected under subsection (2)(ii) above, the automatic increase will take effect as of the first day of the second Plan Year following the Plan Year in which the automatic deferral election first becomes effective with respect to a Participant. (See Section 3.03(c)(2)(i) of the BPD.)
- ☐ (i) **First Plan Year.** Instead of applying as of the second Plan Year, the automatic increase described in subsection (2)(ii) takes effect as of the appropriate date (as designated under subsection (iv) below) within the first Plan Year following the date automatic contributions begin.
- ☐ (ii) **Designated Plan Year.** Instead of applying as of the second Plan Year, the automatic increase described in subsection (2)(ii) takes effect as of the appropriate date (as designated under subsection (iv) below) within the ____ Plan Year following the Plan Year in which the automatic deferral election first becomes effective with respect to a Participant.
- ☐ (iii) **At least 6 months after.** Instead of applying as of the second Plan Year, the automatic increase described in subsection (2)(ii) takes effect as of the appropriate date (as designated under subsection (iv) below) which is at least 6 months (or 180 days) after the Participant first has automatic deferrals withheld.
- ☐ (iv) **Effective date.** The automatic increase described under subsection (2)(ii) is generally effective as of the first day of the Plan Year. If this subsection (iv) is checked, instead of becoming effective on the first day of the Plan Year, the automatic increase will be effective on:
- ☐ (A) The anniversary of the Participant's date of hire.
- ☐ (B) The anniversary of the Participant's first automatic deferral contribution.
- ☐ (C) The first day of each calendar year.
- ☐ (D) The anniversary of the Participant's Entry Date.
- ☐ (E) Other date: _____
- ☐ (v) **Special rules:** _____
- [*Note: Any special rules under this subsection (v) must satisfy the rules applicable to automatic increases under Treas. Reg. §1.401(k)-3, if applicable.*]
- (5) **Treatment of Employees who have had a Severance from Employment and who are rehired.** Unless designated otherwise below, in applying the automatic deferral provisions under this AA§6A-8, including the automatic increase provisions, a rehired Participant is treated as a new Employee (regardless of the amount of time since the rehired Employee has a Severance from Employment).
- ☐ (i) **Rehired Employees not treated as new Employee.** In applying the automatic deferral provisions under this AA§6A-8, including the automatic increase provisions, a rehired Participant is not treated as a new Employee. Thus, for example, a rehired Participant's deferral percentage will be calculated based on the date the individual first began making automatic deferrals under the Plan.
- ☐ (ii) **Administrative procedure.** The treatment of re-hired employees will be governed by separate administrative procedure.
- ☐ (iii) **Describe special rules applicable to rehired employees:** _____
- [*Note: Any special rules under this subsection (iii) must satisfy the rules applicable to automatic enrollment under Treas. Reg. §1.401(k)-1, if applicable.*]
- ☐ (c) **Permissible Withdrawals under an Eligible Automatic Contribution Arrangement (EACA).**
- ☐ (1) **Permissible withdrawals allowed.** If the Plan satisfies the requirements for an EACA (as set forth in Section 3.03(c)(2) of the BPD), the permissible withdrawal provisions under Section 3.03(c)(2) of the BPD apply. Thus, a Participant who receives an automatic deferral may withdraw such contributions (and earnings attributable thereto) within the time period set forth under Section 3.03(c)(2) of the BPD, without regard to the in-service distribution provisions selected under AA §10-1. Unless elected otherwise below, if an Employee does not make automatic deferrals to the Plan for an entire Plan Year (e.g., due to Severance from Employment), the Plan may allow such Employee to take a permissive withdrawal, but only with respect to default contributions made after the Employee's return to employment.
- ☐ The ability to take permissible withdrawals does not apply to rehired Employees, even if such Employees have not made automatic deferrals to the Plan for an entire Plan Year due to Severance from Employment.

- ☐ (2) **No permissible withdrawals.** Although the Plan contains an automatic deferral election that is designed to satisfy the requirements of an EACA, the permissible withdrawal provisions under this subsection (c) are not available.
- ☐ (3) **Time period for electing a permissible withdrawal.** Instead of a 90-day election period, a Participant must request a permissible withdrawal no later than _____ [may not be less than 30 nor more than 90] days after the date the Plan Compensation from which such Salary Deferrals are withheld would otherwise have been included in gross income.
- ☐ (d) **Other automatic deferral provisions:** _____
- [Note: Any language added under this subsection (d) must be definitely determinable. Under this subsection (d), the Employer may describe the automatic deferral provisions from the elections available in Section 6A and/or a combination thereof.]*

6A-9 SPECIAL DEFERRAL EFFECTIVE DATES. Unless designated otherwise under this AA §6A-9, a Participant is eligible to make Salary Deferrals under the Plan as of the Effective Date of the Plan (as designated in the Employer Signature Page). However, in no case may a Participant begin making Salary Deferrals prior to the later of the date the Employee becomes a Participant, the date the Participant executes a Salary Reduction Agreement or the date the Plan is adopted or effective.

To designate a later Effective Date for Salary Deferrals or Roth Deferrals, complete this AA §6A-9.

- ☐ (a) **Salary Deferrals.** A Participant is eligible to make Salary Deferrals under the Plan as of:
- ☐ (1) the date the Plan is executed by the Employer (as indicated on the Employer Signature Page).
- ☐ (2) _____ (insert date).
- ☐ (b) **Roth Deferrals.** The Roth Deferral provisions under AA §6A-5 are effective as of _____. *[If Roth Deferrals are permitted under AA §6A-5 above, Roth Deferrals are effective as of the Effective Date applicable to Salary Deferrals under this AA §6A-9, unless a later date is designated under this subsection (b).]*

6A-10 SPECIAL RULES APPLICABLE TO SALARY DEFERRALS. The following special rules apply to Salary Deferrals:

[Note: Any special rules must satisfy the applicable requirements for a Governmental Plan under Code §403(b), including the universal availability rule under Code §403(b)(12)(A)(ii). Under this AA §6A-10, the Employer may only describe special rules which are consistent with the available elections under AA §6A.]

SECTION 6B

MATCHING CONTRIBUTIONS

6B-1 MATCHING CONTRIBUTIONS. Is the Employer authorized to make Matching Contributions under the Plan?

- ☐ **Yes.**
- ☒ **No.** *[Check this box if there are no Matching Contributions. If "No" is checked, skip to Section 6C.]*

6B-2 MATCHING CONTRIBUTION FORMULA. For the period designated in AA §6B-5 below, the Employer will make the following Matching Contribution on behalf of Participants who satisfy the allocation conditions under AA §6B-7 below.

[Note: See AA §6B-3 for the definition of Eligible Contributions for purposes of the Matching Contributions under the Plan. If the Plan provides for After-Tax Employee Contributions, also see AA §6C-2 to determine the application of the Matching Contribution formulas to After-Tax Employee Contributions.]

- ☐ (a) **Discretionary match.** The Employer will determine in its sole discretion how much, if any, it will make as a Matching Contribution. Such amount will be allocated as:
- ☐ (1) A uniform percentage of Eligible Contributions for each period designated in AA §6B-5 below.
- ☐ To receive the Matching Contribution for a given period, a Participant must contribute Eligible Contributions equal to at least ____ % of Plan Compensation for such period.
- ☐ (2) A flat dollar amount for each period designated in AA §6B-5 below.
- ☐ (i) To receive the Matching Contribution for a given period, a Participant must contribute Eligible Contributions equal to at least:
- ☐ (A) ____ % of Plan Compensation for such period.
- ☐ (B) \$____ for such period.

- ☐ (b) **Fixed match.** The Employer will make a Matching Contribution for each Participant equal to:
- ☐ (1) ____% of Eligible Contributions made for each period designated in AA §6B-5 below.
- ☐ To receive the Matching Contribution for a given period, a Participant must contribute Eligible Contributions equal to at least ____% of Plan Compensation for such period.
- ☐ (2) \$____ for each period designated in AA §6B-5 below.
- ☐ (i) To receive the Matching Contribution for a given period, a Participant must contribute Eligible Contributions equal to at least:
- ☐ (A) ____% of Plan Compensation for such period.
- ☐ (B) \$____ for such period.

- ☐ (c) **Matching Contributions under collective bargaining agreement, employment contract or equivalent arrangement.** The Employer will make a Matching Contribution based on a collective bargaining agreement, employment contract or equivalent arrangement as follows:

- ☐ (1) Describe: _____
- ☐ (2) See Addendum.

[*Note: Insert the appropriate Matching Contribution formula from the collective bargaining agreement, employment contract or equivalent arrangement. The formula must be definitely determinable. Alternatively, the Employer may attach an addendum which incorporates by reference the currently applicable collective bargaining agreement, employment contract or equivalent arrangement. The addendum does not need to include the actual collective bargaining agreement, employment contract or equivalent arrangement, but must be sufficiently descriptive to identify incorporated documents.*]

- ☐ (d) **Tiered match.** The Employer will make a Matching Contribution to all Participants based on the following tiers of Eligible Contributions.

- ☐ (1) **Tiers as percentage of Plan Compensation.**

Eligible Contributions	Fixed Match	Discretionary Match
------------------------	-------------	---------------------

- ☐ (i) Up through ____% of Plan Compensation ____% ☐

[*Note: The Employer may make elections either under the Fixed Match column or the Discretionary Match column, but not both. The Employer may add additional tiers.*]

- ☐ (2) **Tiers as dollar amounts.**

Eligible Contributions	Fixed Match	Discretionary Match
------------------------	-------------	---------------------

- ☐ (i) Up through \$____ ____% ☐

- ☐ (ii) Over \$____ ____% ☐

[*Note: The Employer may make elections either under the Fixed Match column or the Discretionary Match column, but not both. The Employer may add additional tiers.*]

- ☐ (e) **Year of Service match.** The Employer will make a Matching Contribution as a uniform percentage of Salary Deferrals to all Participants based on Years of Service with the Employer.

Years of Service	Fixed Match	Discretionary Match
------------------	-------------	---------------------

- ☐ (1) From ____ and up through ____ ____% ☐

- ☐ (2) From ____ and up through ____ ____% ☐

- ☐ (3) From ____ and up through ____ ____% ☐

- ☐ (4) From ____ and up through ____ ____% ☐

- ☐ (5) From ____ and above ____% ☐

- ☐ (6) Describe any limits on the Years of Service match: _____

For this purpose, a Year of Service is each Plan Year during which an Employee completes at least 1,000 Hours of Service. Alternatively, a Year of Service is: _____

- ☐ (f) **Different Employee groups.** The Employer may make a separate Matching Contribution to the Participants in the following allocation groups. The Employer must designate in writing the amount of the contribution to be allocated to each allocation group. The allocation groups must be clearly defined in a manner that will not violate the definite predetermined allocation formula requirement of Treas. Reg. §1.401-1(b)(1)(ii).

- ☐ (1) A separate discretionary Matching Contribution may be made to each Participant of the Employer (i.e., each Participant is in such Participant's own allocation group).
- ☐ (2) A separate discretionary or fixed Matching Contribution may be made to the following allocation groups. If no fixed amount is designated for a particular allocation group, the contribution made for such allocation group will be allocated as a uniform percentage of Eligible Contributions, to all Participants within that allocation group, unless otherwise designated as a uniform dollar amount below. The Employer may include limits on the Matching Contribution for the allocation groups.
- ☐ The contribution made for each allocation group will be allocated as a uniform dollar amount to all Participants within the allocation group.

Description of allocation groups

- ☐ **Group 1:** _____

[Note: The groups must be clearly defined in a manner that will not violate the definite predetermined allocation formula requirement of Treas. Reg. §1.401-1(b)(1)(ii).]

- ☐ (g) **Describe special rules for determining allocation formula:** _____

[Note: Any special rules must relate solely to determining the allocation formula and must be consistent with the available elections under this AA §6B-2.]

6B-3 **CONTRIBUTIONS ELIGIBLE FOR MATCHING CONTRIBUTIONS ("ELIGIBLE CONTRIBUTIONS").** Unless designated otherwise under this AA §6B-3, all Salary Deferrals, including any Roth Deferrals and Catch-Up Contributions, are eligible for the Matching Contributions designated under AA §6B-2.

- ☐ (a) **Matching Contributions.** Only the following contribution types are eligible for a Matching Contribution under AA §6B-2:

- ☐ (1) Pre-tax Deferrals
- ☐ (2) Roth Deferrals
- ☐ (3) Age 50 Catch-Up Contributions
- ☐ (4) Special Catch-Up Contributions for Qualified Employees of Qualified Employers

[Note: See AA §6C-2 to determine eligibility of After-Tax Employee Contributions for Matching Contributions.]

- ☐ (b) **Application of Matching Contributions to elective deferrals made under another plan maintained by the Employer.** If this subsection (b) is checked, the Matching Contributions described in AA §6B-2 will apply to elective deferrals made under another plan maintained by the Employer.

- ☐ (1) The Matching Contribution designated in AA §6B-2 above will apply to elective deferrals under the following plan maintained by the Employer: _____
- ☐ (2) The following special rules apply in determining the amount of Matching Contributions under this Plan with respect to elective deferrals under the plan described in subsection (1): _____

[Note: This subsection (b) may be used to describe special provisions applicable to Matching Contributions provided with respect to elective deferrals under another plan maintained by the Employer, including another Code §403(b) plan, a Code §401(a) plan or a Code §457(b) plan.]

- ☐ (c) **Calculation of Matching Contributions if Plan uses dual eligibility and/or different entry dates.** Unless designated otherwise below, if the Plan has dual eligibility and/or different entry dates (or the Employer chooses to use the Plan's optional true-up provisions), the Matching Contribution formula(s) will be based on Eligible Contributions and Plan Compensation for the period designated under AA §6B-5.

- ☐ The Plan will make Matching Contributions only on Salary Deferrals and After-Tax Employee Contributions (if applicable) made after the Participant becomes eligible for Matching Contributions, regardless of the period designated under AA §6B-5.

- ☐ (d) **Special rules.** The following special rules apply for purposes of determining the Matching Contribution under this AA §6B-3: _____

[Note: If contribution types are limited for only certain Matching Contributions, those limitations may be described under this subsection (d). Any special rule under this subsection (d) must be consistent with the available elections under this AA §6B-3.]

6B-4 **LIMITS ON MATCHING CONTRIBUTIONS.** In applying the Matching Contribution formula(s) selected under AA §6B-2 above, all Eligible Contributions are eligible for Matching Contributions, unless elected otherwise under this AA §6B-4. [See AA §6C-2 for any limits that apply with respect to After-Tax Employee Contributions.]

- ☐ (a) **Limit on the amount of Eligible Contributions.** The Matching Contribution formula(s) selected in AA §6B-2 above apply only to Eligible Contributions that do not exceed:

☐ (1) ____% of Plan Compensation.

☐ (2) \$_____.

☐ (3) A discretionary amount determined by the Employer that will be applied in a uniform manner for all eligible Participants for the Plan Year.

[Note: If both (1) and (2) are selected, the limit under this subsection (a) is the lesser of the percentage selected in subsection (1) or the dollar amount selected in subsection (2).]

- ☐ (b) **Limit on Matching Contributions.** The total Matching Contribution provided under the formula(s) selected in AA §6B-2 above will not exceed:

☐ (1) ____% of Plan Compensation.

☐ (2) \$_____.

☐ (3) Other limits on Matching Contributions: _____ (not greater than 100% of Plan Compensation.)

☐ The limit on Matching Contributions will be based on Plan Year, even if the period for determining Matching Contributions under AA §6B-5 is more frequent.

☐ (4) A discretionary amount determined by the Employer that will be applied in a uniform manner for all eligible Participants for the Plan Year.

- ☐ (c) **Application of limits.** The limits identified under this AA §6B-4 do **not** apply to the following Matching Contribution formula(s):

☐ (1) Any limit on the amount of Eligible Contributions does not apply to:

☐ (i) Discretionary match

☐ (ii) Fixed match

☐ (iii) Tiered match

☐ (iv) Year of Service match

☐ (v) Employee group match

☐ (2) Any limit on Matching Contributions does not apply to:

☐ (i) Discretionary match

☐ (ii) Fixed match

☐ (iii) Tiered match

☐ (iv) Year of Service match

☐ (v) Employee group match

- ☐ (d) **Special limits applicable to Matching Contributions:** _____

[Note: Any description under subsection (d) must be consistent with the available elections under this AA §6B-4.]

6B-5 **PERIOD FOR DETERMINING MATCHING CONTRIBUTIONS.** The Matching Contribution formula(s) selected in AA §6B-2 above (including any limitations on such amounts under AA §6B-4) are based on Eligible Contributions and Plan Compensation for the Plan Year. To apply a different period for determining the Matching Contributions and limits under AA §6B-2 and AA §6B-4, complete this AA §6B-5.

- ☐ (a) payroll period
- ☐ (b) Plan Year quarter
- ☐ (c) calendar month
- ☐ (d) Other period more frequent than Plan Year: _____

[Note: Although Matching Contributions (and any limits on those Matching Contributions) will be determined on the basis of the period designated under this AA §6B-5, this does not require the Employer to actually make contributions or allocate contributions on the basis of such period. Matching Contributions may be contributed and allocated to Participants at any time within the contribution period permitted under Treas. Reg. §1.415-6, regardless of the period selected under this AA §6B-5. Any alternative period designated under this AA §6B-5 may not exceed a 12-month period and will apply uniformly to all Participants.]

[Note: In determining the amount of Matching Contributions for a particular period, if the Employer actually makes Matching Contributions to the Plan on a more frequent basis than the period selected in this AA §6B-5, a Participant will be entitled to a true-up contribution to the extent such Participant does not receive a Matching Contribution based on the Eligible Contributions and/or Plan Compensation for the entire period selected in this AA §6B-5. If a period other than the Plan Year is selected under this AA §6B-5, the Employer may make an additional discretionary Matching Contribution equal to the true-up contribution that would otherwise be required if Plan Year was selected under this AA §6B-5. (See Section 3.04(c) of the BPD.)]

6B-6 **ACP TESTING.** The ACP Test does NOT apply to this Governmental Plan.

6B-7 **ALLOCATION CONDITIONS.** A Participant must satisfy any allocation conditions designated under this AA §6B-7 to receive an allocation of Matching Contributions under the Plan.

[Note: See AA §4-5 for treatment of service with Predecessor Employers for purposes of applying the allocation conditions under this AA §6B-7.]

☐ (a) **Application of allocation conditions.** *[Note: Leave (a) blank if allocation conditions will apply to all matching contributions under the Plan.]*

- ☐ (1) **No allocation conditions** apply with respect to Matching Contributions under the Plan.
- ☐ (2) Allocation conditions only apply to discretionary Matching Contributions under the Plan.
- ☐ (3) Allocation conditions only apply to fixed Matching Contributions under the Plan.

[Note: (2) or (3) above should be selected only if the Plan provides for both Fixed and Discretionary Matching Contributions.]

☐ (b) **Employment condition.** An Employee must be employed with the Employer on the last day of the Plan Year.

☐ (c) **Minimum service condition.** An Employee must be credited with at least:

- ☐ (1) _____ Hours of Service during the Plan Year.
- ☐ (i) Hours of Service are determined using actual Hours of Service.
- ☐ (ii) Hours of Service are determined using the following Equivalency Method (as defined under AA §4-3(e)):
- | | |
|---|---|
| ☐ (A) Monthly | ☐ (B) Weekly |
| ☐ (C) Daily | ☐ (D) Semi-monthly |
| ☐ (E) Hours worked | ☐ (F) Regular time hours |

☐ (2) _____ consecutive days of employment with the Employer during the Plan Year.

☐ (d) **Application to a specified period.** The allocation conditions selected under this AA §6B-7 apply on the basis of the Plan Year. Alternatively, if an employment or minimum service condition applies under this AA §6B-7, the Employer may elect under this subsection (d) to apply the allocation conditions on a periodic basis as set forth below. (See Section 3.06(a) of the BPD for a description of the rules for the application of allocation conditions on the basis of designated periods.)

☐ (1) **Period for applying allocation conditions.** Instead of the Plan Year, the allocation conditions set forth under subsection (2) below apply with respect to the following periods:

- ☐ (i) Plan Year quarter
- ☐ (ii) calendar month
- ☐ (iii) payroll period
- ☐ (iv) Other period more frequent than Plan Year: _____
- [**Note:** Any description under subsection (iv) must be for a period less than a Plan Year.]
- ☐ (2) **Application to allocation conditions.** To the extent an employment or minimum service allocation condition applies under this AA §6B-7, such allocation condition will apply based on the period selected under subsection (1) above, unless designated otherwise below:
- ☐ (i) Only the employment condition will be based on the period selected in subsection (1) above.
- ☐ (ii) Only the minimum service condition will be based on the period selected in subsection (1) above.
- ☐ (iii) Describe any special rules: _____
- [**Note:** Any special rules under subsection (iii) must relate solely to the application of the allocation conditions.]
- ☐ (e) **Equivalency Method.** For purposes of determining an Employee's Hours of Service for allocation purposes, the Plan will use the Equivalency Method (as defined in Section 2.03(a)(5) of the BPD). The Equivalency Method will apply to:
- ☐ (1) All Employees.
- ☐ (2) Only Employees for whom the Employer does not maintain hourly records. For Employees for whom the Employer maintains hourly records, eligibility will be determined based on actual hours worked.
- ☐ (f) **Elapsed Time Method.** For purposes of determining an Employee's service for allocation purposes, the Plan will use the Elapsed Time Method.
- ☐ (g) **Exceptions.**
- ☐ (1) The above allocation condition(s) will **not** apply if the Employee, during the Plan Year:
- ☐ (i) dies.
- ☐ (ii) has a Severance from Employment due to becoming Disabled.
- ☐ (iii) becomes Disabled.
- ☐ (iv) has a Severance from Employment after attaining Normal Retirement Age.
- ☐ If this box is checked, this waiver of allocation conditions applies only once during the Participant's employment with the Employer. Thus, if an Employee is rehired after such a waiver was applied to such Employee, the waiver of allocation conditions will not apply to a subsequent Severance from Employment.
- ☐ (v) has a Severance from Employment after attaining Early Retirement Age.
- ☐ If this box is checked, this waiver of allocation conditions applies only once during the Participant's employment with the Employer. Thus, if an Employee is rehired after such a waiver was applied to such Employee, the waiver of allocation conditions will not apply to a subsequent Severance from Employment.
- ☐ (vi) is on an authorized leave of absence from the Employer.
- ☐ (2) The exceptions selected under subsection (1) will apply even if an Employee has not had a Severance from Employment at the time of the selected event(s).

- ☐ (3) The exceptions selected under subsection (1) do not apply to:
- ☐ (i) an employment condition designated under this AA §6B-7.
 - ☐ (ii) a minimum service condition designated under this AA §6B-7.
 - ☐ (iii) the following Matching Contributions:
 - ☐ (A) Discretionary match
 - ☐ (B) Fixed match
 - ☐ (C) Tiered match
 - ☐ (D) Year of Service match
 - ☐ (E) Employee group match
- ☐ (h) **Describe** any special rules governing the allocation conditions under the Plan: _____
- [Note: Any special rule must relate solely to the allocation conditions and must be consistent with the available elections under AA §6B-7.]*

6B-8 **SPECIAL RULES APPLICABLE TO MATCHING CONTRIBUTIONS.** The following special rules apply to Matching Contributions: _____

[Note: Any special rules must relate solely to Matching Contributions and must be consistent with the available elections under AA §6B.]

SECTION 6C

AFTER-TAX EMPLOYEE CONTRIBUTIONS AND MANDATORY CONTRIBUTIONS

6C-1 **AFTER-TAX EMPLOYEE CONTRIBUTIONS AND MANDATORY CONTRIBUTIONS.** Participants may not make After-Tax Employee Contributions or be required to make Mandatory Contributions under the Plan, unless elected under this AA §6C:

- ☐ (a) Participants may make After-Tax Employee Contributions to the Plan.
- ☐ (b) Participants must make Mandatory Contributions to the Plan.

6C-2 **AFTER-TAX EMPLOYEE CONTRIBUTIONS.** If After-Tax Employee Contributions are authorized under AA §6C-1, a Participant may contribute any amount as After-Tax Employee Contributions up to the Code §415 Limitation (as defined in Section 5.03 of the BPD), except as limited under this AA §6C-2.

- ☐ (a) **Eligibility for After-Tax Employee Contributions.** If authorized under AA §6C-1, all Eligible Participants may make After-Tax Employee Contributions, except the following: _____

[Note: Any exclusion of Eligible Participants must satisfy applicable rules under Code §403(b) and must be definitely determinable.]

- ☐ (b) **Limits on After-Tax Employee Contributions.** If this subsection (b) is checked, the following limits apply to After-Tax Employee Contributions:

- ☐ (1) **Maximum limit.** A Participant may make After-Tax Employee Contributions up to:

- ☐ (i) ____% of Plan Compensation
- ☐ (ii) \$____

for the following period:

- ☐ (iii) the entire Plan Year.
- ☐ (iv) the portion of the Plan Year during which the Employee is eligible to participate.
- ☐ (v) each separate payroll period during which the Employee is eligible to participate.

- ☐ (2) **Minimum limit.** The amount of After-Tax Employee Contributions a Participant may make for any payroll period may not be less than:

- ☐ (i) ____% of Plan Compensation.
- ☐ (ii) \$____.

- ☐ (c) **Eligibility for Matching Contributions.** Unless designated otherwise under this subsection (c), After-Tax Employee Contributions will **not** be eligible for Matching Contributions under the Plan.
- ☐ (1) After-Tax Employee Contributions are eligible for the following Matching Contributions under the Plan:
- ☐ (i) All Matching Contributions elected under AA §6B.
- ☐ (ii) All Matching Contributions elected under AA §6B-2, except for the following Matching Contributions: _____
- ☐ (2) The Matching Contribution formula only applies to After-Tax Employee Contributions that do not exceed:
- ☐ (i) ____% of Plan Compensation.
- ☐ (ii) \$____.
- ☐ (iii) A discretionary amount determined by the Employer.
- (d) **Change or revocation of After-Tax Employee Contributions.** In addition to the Participant's Entry Date under the Plan, a Participant's election to change or resume an After-Tax election will be effective as set forth under the After-Tax Contributions election form or other written procedures adopted by the Plan Administrator. A Participant must be permitted to change or revoke an After-Tax election at least once per year. Unless the After-Tax Contributions election form or other written procedures adopted by the Plan Administrator provide otherwise, a Participant may revoke an After-Tax election (on a prospective basis) at any time.
- ☐ (e) **Describe special rules applicable to After-Tax Employee Contributions:** _____
- [**Note:** Any special rules must satisfy the requirements of Code §403(b).]

6C-3 **MANDATORY CONTRIBUTIONS.** If elected below, a Participant will be required to make a Mandatory Contribution (as defined in Section 1.59 of the BPD) to the Plan equal to the amount specified under this AA §6C-3. Any amounts contributed pursuant to this AA §6C-3 will be treated as Employer Contributions under the Plan. Such contributions and earnings thereon will be 100% vested at all times.

- ☐ (a) The following amounts will be contributed to the Plan as a Mandatory Contribution:
- ☐ (1) ____ % of Plan Compensation.
- ☐ (2) \$____ per pay period.
- ☐ (3) Any amount from ____ % to ____ % of Plan Compensation, as designated by the Participant.
- ☐ (4) The amount designated under an applicable collective bargaining agreement, employment contract or other arrangement with the Employee.
- ☐ (5) Describe amount: _____
- [**Note:** Amount may not exceed 100% of Plan Compensation.]
- ☐ (b) Special rules applicable to Mandatory Contribution: _____
- [**Note:** Special rules may describe special eligibility requirements and the definitely determinable amounts.]

SECTION 7 RETIREMENT AGES
--

7-1 **NORMAL RETIREMENT AGE.** Normal Retirement Age under the Plan is:

- ☒ (a) Age 62 (not to exceed 65).
- ☐ (b) The later of age ____ (not to exceed 65) or the ____ (not to exceed 5th) anniversary of the Employee's:
- ☐ (1) Participation commencement date.
- ☐ (2) Employment date.

☐ (c) Describe Normal Retirement Age: _____

7-2 **EARLY RETIREMENT AGE.** Unless designated otherwise under this AA §7-2, there is no Early Retirement Age under the Plan.

☐ (a) A Participant reaches Early Retirement Age if such Participant is still employed after attainment of each of the following:

- ☐ (1) Attainment of age ____.
- ☐ (2) The ____ anniversary of the date the Employee commenced participation in the Plan, and/or
- ☐ (3) The completion of ____ Years of Service, determined as follows:
 - ☐ (i) Same as for eligibility.
 - ☐ (ii) Same as for vesting.

☐ (b) Describe Early Retirement Age: _____

SECTION 8
VESTING AND FORFEITURES

8-1 **CONTRIBUTIONS SUBJECT TO VESTING.** Does the Plan provide for Employer Contributions under AA §6 or Matching Contributions under AA §6B that are subject to vesting?

- ☒ Yes
- ☐ No [If “No” is checked, skip to Section 9.]

[**Note:** “Yes” should be checked under this AA §8-1 if the Plan provides for Employer Contributions and/or Matching Contributions that are subject to a vesting schedule, even if such contributions are always 100% vested under AA §8-2. “No” should be checked if the only contributions under the Plan are Salary Deferrals and/or After-Tax Employee Contributions.]

8-2 **VESTING SCHEDULE.** The vesting schedule under the Plan is as follows for both Employer Contributions and Matching Contributions, to the extent authorized under AA §6 and AA §6B. (See Section 7.02 of the BPD for a description of the various vesting schedules under this AA §8-2.) If the Plan is intended to be a FICA Replacement Plan (as elected in AA §2-3(d)) and Part-Time, Seasonal or Temporary Employees are not excluded from participation under the Plan, any vesting schedule selected must satisfy the rules under Section 6.04(b)(1) of the BPD.

☒ (a) **Vesting schedule for Employer Contributions and Matching Contributions:**

- | ER | Match | |
|-------------------------------------|--------------------------|---|
| ☒ | ☐ | (1) Full and immediate vesting |
| ☐ | ☐ | (2) 3-year cliff vesting schedule |
| ☐ | ☐ | (3) 5-year graded vesting schedule |
| ☐ | ☐ | (4) 6-year graded vesting schedule |
| ☐ | ☐ | (5) Modified vesting schedule |
| | | ____% immediately on Plan participation |
| | | ____% after 1 Year of Service |
| | | ____% after 2 Years of Service |
| | | ____% after 3 Years of Service |
| | | ____% after 4 Years of Service |
| | | ____% after 5 Years of Service |
| | | ____% after 6 Years of Service |
| | | ____% after 7 Years of Service |
| | | ____% after 8 Years of Service |
| | | ____% after 9 Years of Service |
| | | ____% after 10 Years of Service |

ER Match

- ☐ (6) Describe additional modifications to vesting schedule applicable to Employer Contributions:
- ☐ (7) Describe additional modifications to vesting schedule applicable to Matching Contributions:

[Note: As a Governmental Plan, the Plan is not subject to the requirements of Code §411 and may modify the vesting schedule, provided the Plan satisfies the requirements of Code §§401(a)(4) and (7) as in effect before the enactment of ERISA. For this purpose, the modified vesting schedule must be at least as favorable as one of the following safe harbor vesting schedules:

- (1) **15-year cliff vesting schedule.** The Participant is fully vested after 15 years of creditable service. Service can be based on years of employment, years of participation or other creditable years of service.
- (2) **20-year graded vesting schedule.** The Participant is fully vested based on a graded vesting schedule of 5 to 20 years of creditable service. Service can be based on years of employment, years of participation or other creditable years of service.
- (3) **20-year cliff vesting for qualified public safety employees.** Participant is fully vested after 20 years of creditable service. Service can be based on years of employment, years of participation or other creditable years of service. The safe harbor schedule is available only with respect to the vesting schedule applicable to a group in which substantially all of the participants are qualified public safety employees (within the meaning of Code §72(t)(10(B))).

If a modified vesting schedule is selected under this subsection (a), the vested schedule must satisfy the pre-ERISA Code vesting requirements.]

- ☐ (b) **Special provisions applicable to vesting schedule:** _____

[Note: Any special provision must satisfy the pre-ERISA Code vesting requirement.]

8-3 **VESTING SERVICE.** In applying the vesting schedules under this AA §8, all service with the Employer counts for vesting purposes, unless designated otherwise under this AA §8-3.

- ☐ (a) Service before the original Effective Date of this Plan (or a Predecessor Plan) is excluded.
- ☐ (b) Service completed before the Employee's ____ (not to exceed 18th) birthday is excluded.
- ☐ (c) Describe special rules for vesting service: _____

8-4 **VESTING UPON DEATH, DISABILITY OR EARLY RETIREMENT AGE.** An Employee's vesting percentage increases to 100% if, while employed with the Employer, the Employee:

- ☐ (a) dies.
- ☐ (b) has a Severance from Employment due to becoming Disabled.
- ☐ (c) becomes Disabled.
- ☐ (d) reaches Early Retirement Age.
- ☐ (e) Not applicable. No increase in vesting applies.

[Note: This AA §8-4(e) should not be completed if the Plan provides for 100% vesting for all contribution types.]

8-5 **DEFAULT VESTING RULES.** In applying the vesting requirements under this AA §8, the following default rules apply. **[Note:** No election should be made under this AA §8-5 if all contributions are 100% vested.]

- **Year of Service.** An Employee earns a Year of Service for vesting purposes upon completing 1,000 Hours of Service during a Vesting Computation Period. Hours of Service are calculated based on actual hours worked during the Vesting Computation Period. (See Section 1.52 of the BPD for the definition of Hour of Service.)
- **Vesting Computation Period.** The Vesting Computation Period is the Plan Year.
- **Break in Service Rules.** The Nonvested Participant Break in Service rule and One-Year Break in Service rules do NOT apply.

To override the default vesting rules, complete the applicable sections of this AA §8-5. If this AA §8-5 is not completed, the default vesting rules apply.

ER Match

ER	Match	
☐	☐	(a) Year of Service. Instead of 1,000 Hours of Service, an Employee earns a Year of Service upon the completion of ____ Hours of Service during a Vesting Computation Period.
☐	☐	(b) Vesting Computation Period. Instead of the Plan Year: ☐ (1) The Plan will use Anniversary Years for all Vesting Computation Periods. ☐ (2) Describe: _____ <i>[Note: Any Vesting Computation Period described in (2) must be a 12-consecutive month period and must apply uniformly to all Participants.]</i>
☐	☐	(c) Elapsed Time Method. Instead of determining vesting service based on actual Hours of Service, vesting service will be determined under the Elapsed Time Method. If this subsection (c) is checked, service will be measured from the Employee's Employment Commencement Date (or Reemployment Commencement Date, if applicable) without regard to the Vesting Computation Period provided in Section 7.04 of the BPD.
☐	☐	(d) Equivalency Method. For purposes of determining an Employee's Hours of Service for vesting, the Plan will use the Equivalency Method (as defined in Section 7.03(a)(2) of the BPD). The Equivalency Method will apply to: ☐ (1) All Employees. ☐ (2) Only to Employees for whom the Employer does not maintain hourly records. For Employees for whom the Employer maintains hourly records, vesting will be determined based on actual hours worked. Hours of Service for vesting will be determined under the following Equivalency Method: ☐ (3) Monthly. 190 Hours of Service for each month worked. ☐ (4) Weekly. 45 Hours of Service for each week worked. ☐ (5) Daily. 10 Hours of Service for each day worked. ☐ (6) Semi-monthly. 95 Hours of Service for each semi-monthly period worked. ☐ (7) Hours worked. 870 hours worked treated as 1,000 Hours of Service and 435 hours worked treated as 500 Hours of Service. ☐ (8) Regular time hours. 750 regular time hours treated as 1,000 Hours of Service and 375 regular time hours treated as 500 Hours of Service. ☐ (9) Describe: _____ <i>[Note: Any description under (9) must be definitely determinable with respect to Hours of Service.]</i>
☐	☐	(e) Nonvested Participant Break in Service rule applies. Service earned prior to a Nonvested Participant Break in Service will be disregarded in applying the vesting rules. (See Section 7.07(c) of the BPD.) ☐ The Nonvested Participant Break in Service rule applies to all Employees, including Employees who have not had a Severance from Employment.
☐	☐	(f) One-Year Break in Service rule applies. The One-Year Break in Service rule (as defined in Section 7.07(b) of the BPD) applies to temporarily disregard an Employee's service earned prior to a one-year Break in Service. ☐ The One-Year Break in Service rule applies to all Employees, including Employees who have not had a Severance from Employment.
☐	☐	(g) Special rules: _____

8-6 ALLOCATION OF FORFEITURES.

The Employer may decide in its discretion, within the permissible parameters below, how to treat forfeitures under the Plan. Alternatively, the Employer may designate under this AA §8-6 how forfeitures occurring during a Plan Year will be treated.

ER	Match	
☒	☐	(a) N/A. All contributions are 100% vested. <i>[Do not complete the rest of this AA §8-6.]</i>
☐	☐	(b) Reallocated as additional Employer Contributions or as additional Matching Contributions.
☐	☐	(c) Used to reduce Employer Contributions and/or Matching Contributions.

For purposes of subsection (b) or (c), forfeitures will be applied:

- | | | |
|--------------------------|--------------------------|--|
| ☐ | ☐ | (d) for the Plan Year in which the forfeiture occurs. |
| ☐ | ☐ | (e) within 12 months following the Plan Year in which the forfeiture occurs. |
| ☐ | ☐ | (f) for the Plan Year in which the forfeiture occurs or the following 12 months. |

Forfeitures used for Plan expenses:

- | | | |
|--------------------------|--------------------------|---|
| ☐ | ☐ | (g) Forfeitures will be used to pay Plan expenses prior to applying forfeitures under subsection (b) or (c). |
| ☐ | ☐ | (h) Forfeitures will be used to pay Plan expenses if any forfeitures remain after applying forfeitures under subsection (b) or (c). |
| ☐ | ☐ | (i) Forfeitures will not be used to pay Plan expenses. |

In determining the amount of forfeitures to be allocated under subsection (b), the same allocation conditions apply as for the source for which the forfeiture is being allocated under AA §6-7 or AA §6B-7, unless designated otherwise below:

- | | | |
|--------------------------|--------------------------|---|
| ☐ | ☐ | (j) Forfeitures are not subject to any allocation conditions. |
| ☐ | ☐ | (k) Forfeitures are subject to a last day of employment allocation condition. |
| ☐ | ☐ | (l) Forfeitures are subject to a ____ Hours of Service minimum service requirement. |

In determining the treatment of forfeitures under this AA §8-6, the following special rules apply:

- | | | |
|--------------------------|--------------------------|--|
| ☐ | ☐ | (m) Describe: _____
<i>[Note: Any language added under this subsection (m) must relate solely to the treatment of forfeitures.]</i> |
|--------------------------|--------------------------|--|

8-7 SPECIAL RULES REGARDING CASH-OUT DISTRIBUTIONS AND FORFEITURES.

- (a) **Additional allocations.** If a Participant who has a Severance from Employment receives a complete distribution of such Participant's vested Account Balance while still entitled to an additional allocation, the Cash-Out Distribution forfeiture provisions do not apply until the Participant receives a distribution of the additional amounts to be allocated.

To modify the default Cash-Out Distribution forfeiture rules, complete this AA §8-7(a).

- ☐ The Cash-Out Distribution forfeiture provisions will apply if a Participant who has a Severance from Employment takes a complete distribution, regardless of any additional allocations during the Plan Year.

- (b) **Timing of forfeitures.** A Participant who receives a Cash-Out Distribution (as defined in Section 7.09(a) of the BPD) is treated as having an immediate forfeiture of such Participant's nonvested Account Balance.

To modify the forfeiture timing rules, complete this AA §8-7(b).

- ☐ (1) A forfeiture will occur upon the completion of ____ consecutive Breaks in Service (as defined in Section 7.09(a)(1)(iv) of the BPD).
- ☐ (2) A forfeiture will occur immediately upon Severance from Employment.

- (c) **Repayment of Cash-Out Distribution.** Unless elected otherwise under this AA §8-7(c), if a Participant receives a Cash-Out Distribution that results in a forfeiture, and the Participant resumes employment covered under the Plan, such Participant may repay to the Plan the amount received as a Cash-Out Distribution.

- ☐ If a Participant receives a Cash-Out Distribution that results in a forfeiture, and the Participant resumes employment covered under the Plan, such Participant may NOT repay to the Plan the amount received as a Cash-Out Distribution and the provisions of Section 7.09(a)(2) do not apply.

- 8-8 **SPECIAL RULE FOR FORFEITURE UPON DEATH OF A PARTICIPANT.** Unless elected below, no vested benefits are forfeited upon the death of a Participant.

To modify this default forfeiture rule, check the box below.

- ☐ The Plan will forfeit benefits (including vested benefits) upon the death of a Participant. In no event may the Plan forfeit any amounts attributable to a Participant's Salary Deferrals or After-Tax Employee Contributions under the Plan or if the Plan has commenced distributions prior to the Participant's death.

SECTION 9

DISTRIBUTION PROVISIONS – SEVERANCE FROM EMPLOYMENT

- 9-1 **AVAILABLE FORMS OF DISTRIBUTION.**

Lump sum distribution. A Participant may take a distribution of such Participant's entire vested Account Balance in a single lump sum upon Severance from Employment. The Plan Administrator may, in its discretion, permit Participants to take distributions of less than their entire vested Account Balance provided, if the Plan Administrator permits multiple distributions, all Participants are allowed to take multiple distributions upon Severance from Employment.

Additional distribution options. To provide for additional distribution options, check the applicable distribution forms under this AA §9-1.

- ☒ (a) **Installment distributions.** A Participant may take a distribution over a specified period not to exceed the life or life expectancy of the Participant (and a designated beneficiary).
- ☒ (b) **Partial lump sum.** A Participant may take a distribution of less than the entire vested Account Balance upon Severance from Employment.
- ☐ Minimum distribution amount. A Participant may not take a partial lump sum distribution of less than \$_____
- ☒ (c) **Annuity distributions.** A Participant may elect to have the Plan Administrator use the Participant's vested Account Balance to purchase an annuity as described in Section 8.01 of the BPD.
- ☒ (d) **Installment distributions for RMD purposes only.**
- ☒ (e) **Partial lump sum for RMD purposes only.**
- ☐ (f) **Describe distribution options:** _____

[*Note: Any additional distribution options may not be subject to the discretion of the Employer or Plan Administrator.*]

- 9-2 **SPOUSAL CONSENT.** Except as provided by State law, spousal consent is not required for a Participant to receive a distribution, to name or change an alternate Beneficiary, or to obtain a Participant loan, unless designated otherwise under this AA §9-2. See Section 9.02 of the BPD for rules regarding spousal consent under the Plan.

Choose all that apply:

- ☐ (a) **Distribution consent.**
- ☐ (1) A Participant's Spouse must consent to any distribution to which a Participant must consent, as elected under AA §9-6(a).
- ☐ (2) A Participant's Spouse must consent to a distribution if the Participant's vested Account Balance exceeds:
- ☐ (i) \$1,000
- ☐ (ii) \$5,000
- ☐ (iii) \$_____ (may insert any dollar amount)
- ☐ (b) **Consent to Alternate Beneficiary/Alternate Beneficiary Changes.** A Participant's Spouse must consent to naming someone other than the Spouse as Beneficiary (or to change an alternate Beneficiary to which a spouse has previously consented) under the Plan.
- ☐ (c) **Consent to Participant Loans.** The default loan policy under the Plan does not require spousal consent but allows the Employer to elect a provision that requires spousal consent to Participant loans. If Participant's Spouse must consent to a Participant loan, please complete this election, below:
- ☐ Spousal consent is required for Participant loans.
- ☐ (d) **Spousal consent rights determined under administrative policy.** The Employer will establish spousal consent rights for the Plan under a separate administrative policy.

- ☐ (e) **Describe** any special rules affecting spousal consent: _____
- [Note: Any special rules under subsection (e) must be definitely determinable. The availability of distributions is subject to the terms of the Investment Arrangement, as well as any applicable spousal consent requirements.]*

9-3 **TIMING OF DISTRIBUTIONS UPON SEVERANCE FROM EMPLOYMENT.**

- (a) **Distribution of vested Account Balances exceeding \$5,000.** A Participant who has a Severance from Employment with a vested Account Balance exceeding \$5,000 (the default Involuntary Cash-Out Distribution threshold) may receive a distribution of such Participant's vested Account Balance in any form permitted under AA §9-1 within a reasonable period following:
- ☐ (1) the date the Participant has a Severance from Employment.
 - ☐ (2) the last day of the Plan Year during which the Participant has a Severance from Employment.
 - ☐ (3) the first Valuation Date following the Participant's Severance from Employment.
 - ☐ (4) the completion of ____ Breaks in Service.
 - ☐ (5) the end of the calendar quarter following the date the Participant has a Severance from Employment.
 - ☐ (6) attainment of Normal Retirement Age, death or becoming Disabled.
 - ☒ (7) Describe: No involuntary cash outs are permitted.
- [Note: Employer may elect an amount other than \$5,000 for the Involuntary Cash-Out Distribution threshold under AA §9-6(a).]*
- (b) **Distribution of vested Account Balances not exceeding \$5,000.** A Participant who has a Severance from Employment with a vested Account Balance that does not exceed \$5,000 (the default Cash-Out Distribution threshold) may receive a **lump sum** distribution of such Participant's vested Account Balance within a reasonable period following:
- ☐ (1) the date the Participant has a Severance from Employment.
 - ☐ (2) the last day of the Plan Year during which the Participant has a Severance from Employment.
 - ☐ (3) the first Valuation Date following the Participant's Severance from Employment.
 - ☐ (4) the end of the calendar quarter following the date the Participant has a Severance from Employment.
 - ☒ (5) Describe: No involuntary cash outs are permitted.
- [Note: Employer may elect an amount other than \$5,000 for the Involuntary Cash-Out Distribution threshold under AA §9-6(a).]*

9-4 **DISTRIBUTION UPON DISABILITY.** Unless designated otherwise under this AA §9-4, a Participant who has a Severance from Employment on account of becoming Disabled may receive a distribution of such Participant's vested Account Balance in the same manner as a regular distribution upon Severance from Employment.

- ☐ (a) **Immediate distribution.** Distribution will be made as soon as reasonable following the date the Participant has a Severance from Employment on account of becoming Disabled.
 - ☐ (b) **Following year.** Distribution will be made as soon as reasonable following the last day of the Plan Year during which the Participant has a Severance from Employment on account of becoming Disabled.
 - ☐ (c) **Describe:** _____
- [Note: Any distribution event described in subsection (c) will apply uniformly to all Participants under the Plan and may not be subject to the discretion of the Employer or Plan Administrator.]*

9-5 **DETERMINATION OF BENEFICIARY.**

- (a) **Default beneficiaries.** Under Section 8.07(c) of the BPD and subject to the terms of the Investment Arrangement, to the extent a Beneficiary has not been named by the Participant (subject to the spousal consent rules) and is not designated under the terms of the Investment Arrangement(s) to receive all or any portion of the deceased Participant's death benefit, such amount shall be distributed to the Participant's surviving Spouse (if the Participant was married at the time of death) who shall be considered the designated Beneficiary. If the Participant does not have a surviving Spouse at the time of death, distribution will be made to the Participant's surviving children (including legally adopted children, but not including step-children), as designated Beneficiaries, in equal shares. If the Participant has no surviving children, distribution will be made to the Participant's estate.
- ☐ If this subsection (a) is checked, the default beneficiaries under Section 8.07(c) of the BPD are modified as follows:

- ☐ (1) The Plan adopts the default beneficiary rules under Section 8.07(c)(3) of the BPD, except, if the Participant does not have a surviving Spouse at the time of death, distribution will be made to the Participant's children (including legally adopted children, but not including step-children), as designated Beneficiaries, **per stirpes**.
- ☐ (2) The Plan adopts the default beneficiary rules under Section 8.07(c)(3) of the BPD, except, if the Participant does not have a surviving Spouse at the time of death, distribution will be made to the Participant's estate.
- ☐ (3) The Plan adopts the default beneficiary rules under Section 8.07(c)(3) of the BPD, except, if the Participant does not have a surviving Spouse at the time of death, distribution will be made in the following order of priority: (1) to the Participant's children (including legally adopted children, but not including step-children), as designated Beneficiaries, **per stirpes**; (2) if there are no children, then to the Participant's surviving parents, per capita; and (3) if there are no surviving parents, to the Participant's estate.
- ☐ (4) Describe other modifications to the default beneficiaries under Section 8.07(c)(3) of the BPD: _____
- [Note: The description of the modifications to the default beneficiaries must be sufficiently clear for the Plan Administrator to determine the beneficiaries and the method of distribution of the Participant's death benefit, subject to any applicable State law.]*
- (b) **One-year marriage rule.** For purposes of determining whether an individual is considered the surviving Spouse of the Participant, the determination is based on the marital status as of the date of the Participant's death, unless designated otherwise under this subsection (b) or as otherwise provided in a QDRO.
- ☐ If this subsection (b) is checked, in order to be considered the surviving Spouse, the Participant and surviving Spouse must have been married for the entire one-year period ending on the date of the Participant's death. If the Participant and surviving Spouse are not married for at least one year as of the date of the Participant's death, the Spouse will not be treated as the surviving Spouse for purposes of applying the death distribution provisions of the Plan.
- (c) **Divorce of Spouse.** Unless otherwise provided by State law or the terms of the Investment Arrangement or unless elected otherwise under this subsection (c), if a Participant designates such Participant's Spouse as Beneficiary and subsequent to such Beneficiary designation, the Participant and Spouse are divorced, the designation of the Spouse as Beneficiary under the Plan is automatically rescinded as set forth under Section 8.07(c)(6) of the BPD.
- ☐ If this subsection (c) is checked, a Beneficiary designation will not be rescinded upon divorce of the Participant and Spouse.
- [Note: Section 8.07(c)(6) of the BPD and this subsection (c) will be subject to the provisions of a Beneficiary designation entered into by the Participant. Thus, if a Beneficiary designation specifically overrides the election under this subsection (c), the provisions of the Beneficiary designation will control. See Section 8.07(c)(6) of the BPD.]*

9-6 SPECIAL RULES.

- (a) **Availability of Involuntary Cash-Out Distributions.** A Participant who has a Severance from Employment with a vested Account Balance of \$5,000 (or other amount as elected in this Adoption Agreement) or less will receive an Involuntary Cash-Out Distribution, subject to the Automatic Rollover provisions under Section 8.05 of the BPD.
- Alternatively, an Involuntary Cash-Out Distribution will be made to the following Participants who have had a Severance from Employment:
- ☐ (1) **No consent required for distributions.** A Participant who has a Severance from Employment will receive an Involuntary Cash-Out Distribution, regardless of value of such Participant's vested Account Balance. No Participant consent is required.
- ☒ (2) **No Involuntary Cash-Out Distributions.** The Plan does not provide for Involuntary Cash-Out Distributions. A Participant who has a Severance from Employment must consent to any distribution from the Plan. (See Section 14.02(b) of the BPD for special rules upon Plan termination.)
- ☐ (3) **Different Involuntary Cash-Out Distribution threshold.** A Participant who has a Severance from Employment will receive an Involuntary Cash-Out Distribution only if the Participant's vested Account Balance is less than or equal to:
- ☐ (i) \$1,000
- ☐ (ii) \$____ (may insert any dollar amount)
- (4) **Treatment of Rollover Contributions.** Unless elected otherwise under this subsection (4), Rollover Contributions will be included in determining whether a Participant's vested Account Balance exceeds the Involuntary Cash-Out Distribution threshold. To exclude Rollover Contributions for purposes of determining

whether a Participant’s vested Account Balance exceeds the Involuntary Cash-Out Distribution threshold, check below.

- ☐ In determining whether a Participant’s vested Account Balance exceeds the Involuntary Cash-Out threshold, Rollover Contributions will be excluded.

(b) **Application of Automatic Rollover rules.** The Automatic Rollover rules described in Section 8.05 of the BPD do not apply to any Involuntary Cash-Out Distribution equal to or less than \$1,000 (to the extent available under the Plan) and do not apply to Participants who have attained the later of age 62 or Normal Retirement Age under the Plan.

To override this default provision, check this subsection (1) or (2). The Employer may also elect (3), if applicable.

- ☐ (1) The Automatic Rollover provisions under Section 8.05 of the BPD apply to all Involuntary Cash-Out Distributions (including those equal to or less than \$1,000).
- ☐ (2) The Automatic Rollover provisions under Section 8.05 of the BPD do not apply to Involuntary Cash-Out Distributions equal to or less than \$_____ (must be between \$0 and \$1,000).
- ☐ (3) The Automatic Rollover provisions under Section 8.05 of the BPD apply to Participants who have attained the later of age 62 or Normal Retirement Age under the Plan.

[**Note:** Rollover Contributions may not be disregarded for purposes of Automatic Rollover rules. For purposes of applying the Automatic Rollover provisions, including the \$1,000 threshold, a Participant’s Roth Deferral Account and the Participant’s other Accounts are treated as held under separate plans.]

(c) **Distribution upon attainment of stated age.** The Participant consent requirements under Section 8.03 of the BPD apply for distributions occurring prior to attainment of the Participant’s required beginning date as defined in Code §401(a)(9).

To allow for involuntary distribution upon attainment of Normal Retirement Age (or age 62, if later), check below.

- ☐ Subject to the spousal consent requirements under Section 9.02 of the BPD, a distribution from the Plan may be made to a Participant *who has a Severance from Employment* without the Participant’s consent, regardless of the value of such Participant’s vested Account Balance, upon attainment of Normal Retirement Age (or age 62, if later).

(d) **In-kind distributions.** Section 8.09(c) of the BPD allows the Plan Administrator to authorize an in-kind distribution of property to the extent the Plan holds such property.

To modify this default rule, check below.

- ☐ A Participant may not receive an in-kind distribution in the form of property, even if the Plan holds such property on behalf of any Participant.

(e) **Modification of Severance from Employment definition.** The Employer modifies the definition of Severance from Employment, as defined in Section 1.92 of the BPD, as follows:

- ☐ (1) Severance from Employment does not occur if an Employee continues to be employed by any Related Employer, regardless of whether the Related Employer is an Eligible Employer or the Employee is employed in a capacity that is not employment with an Eligible Employer.
- ☐ (2) Describe modification of the definition of Severance from Employment: _____

[**Note:** Any modification of the definition of Severance from Employment may be no more expansive than allowed under Treas. Reg. §1.403(b)-2(b)(19).]

SECTION 10
IN-SERVICE DISTRIBUTIONS

10-1 **AVAILABILITY OF IN-SERVICE DISTRIBUTIONS.** A Participant may withdraw all or any portion of such Participant’s vested Account Balance, to the extent designated, upon the occurrence of any of the event(s) selected under this AA §10-1. If more than one option is selected for a particular contribution type under this AA §10-1, a Participant may take an in-service distribution upon the occurrence of any of the selected events, unless designated otherwise under this AA §10-1.

Deferral	Match	ER	
☐	☐	☐	(a) No in-service distributions are permitted.
☒	☐	☐	(b) Attainment of age 59½.
☐	☐	☐	(c) Attainment of age _____. [If age is earlier than 59½, such age is deemed to be age 59½ for Salary Deferrals and for amounts held in a Custodial Account.]

Deferral	Match	ER	
☒	☐	☐	(d) A Hardship (that satisfies the safe harbor rules under Section 8.08(e)(1) of the BPD). [Note: <i>Not applicable to amounts attributable to Matching Contributions and Employer Contributions held in a Custodial Account.</i>] Unless elected otherwise below, a Participant is not required to first obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer as a condition for receiving a Hardship distribution. ☐ Participants are required to first obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer.
☐	☐	☐	(e) A non-safe harbor Hardship described in Section 8.08(e)(2) of the BPD. [<i>Not applicable to amounts attributable to Matching Contributions and Employer Contributions held in a Custodial Account.</i>] (1) Unless elected otherwise below, a Participant is not required to obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer as a condition for receiving a Hardship distribution. ☐ Participants are required to obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer. ☐ (2) In determining whether a Participant has an immediate and heavy financial need for purposes of applying the non-safe harbor Hardship provisions under Section 8.08(e)(2) of the BPD, the following modifications are made to the permissible events listed under Section 8.08(e)(1) of the BPD: _____
☐	☐	☐	(f) Attainment of Normal Retirement Age. [<i>If Normal Retirement Age is earlier than age 59½, such age is deemed to be age 59½ for Salary Deferrals and for amounts held in a Custodial Account.</i>]
☐	☐	☐	(g) Attainment of Early Retirement Age. [<i>If Early Retirement Age is earlier than age 59½, such age is deemed to be age 59½ for Salary Deferrals and for amounts held in a Custodial Account.</i>]
☒	☐	☐	(h) Upon a Participant becoming Disabled. [<i>The definition of disability may be different depending on the contribution type, as elected in AA§2-8.</i>]
☒	N/A	N/A	(i) As a Qualified Reservist Distribution as defined under Section 8.08(d) of the BPD.
N/A	☐	☐	(j) Completion of ____ Years of Service or ____ months of service. [<i>Not applicable with respect to amounts held in a Custodial Account.</i>]
☒	☐	☐	(k) A Qualified Birth or Adoption Distribution (QBAD). (See AA §10-3 for detailed elections relating to QBADs.)
☒	☐	☐	(l) Upon a deemed Severance from Employment as described in Section 8.02(b)(4) of the BPD when an individual is on active duty for a period of at least 30 days while performing service in the Uniformed Services, as described under Section 15.06 of the BPD.
☐	☐	☐	(m) Upon attainment of age ____ and ____ years of participation. [<i>If age is earlier than 59½, such age is deemed to be age 59½ for Salary Deferrals and for all amounts held in a Custodial Account.</i>]

Deferral	Match	ER	
N/A	☐	☐	(n) The amounts being withdrawn have been held in the Plan for at least two years. <i>[Not applicable to amounts attributable to Matching Contributions and Employer Contributions held in a Custodial Account.]</i>
☐	☐	☒	(o) Describe: <u>All in service distributions for employer contributions follow the same rules as salary deferrals.</u>

[Note: Unless designated otherwise under subsection (o), any selection(s) in the Deferral column also apply to Roth Contributions. Distributions from a Participant's Salary Deferral Account may not be made before the earliest of the time a Participant has a Severance from Employment, dies, has a Hardship, becomes Disabled or attains age 59½. Distributions from a Participant's Custodial Account may not be made before the earliest of the time a Participant has a Severance from Employment, dies, becomes Disabled or attains age 59½. Elections under the ER column also apply to Mandatory Contributions, unless otherwise provided in subsection (o). Any event described in subsection (o) may not violate the permissible distribution events under the Plan.]

10-2 **APPLICATION TO OTHER CONTRIBUTION TYPES.** If the Plan allows for Rollover Contributions under AA §C-2 or After-Tax Employee Contributions under AA §6C, unless elected otherwise under this AA §10-2, a Participant may take an in-service distribution from such Participant's Rollover Account and After-Tax Employee Contribution Account at any time.

Alternatively, if this AA §10-2 is completed, the following in-service distribution provisions apply for Rollover Contributions and/or After-Tax Employee Contributions:

Rollover	After-Tax	
☐	☐	(a) No in-service distributions are permitted.
☐	☐	(b) Attainment of age 59½.
☐	☐	(c) Attainment of age ____.
☐	☐	(d) A Hardship (that satisfies the safe harbor rules under Section 8.08(e)(1) of the BPD).
		Unless elected otherwise below, a Participant is not required to first obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer as a condition for receiving a Hardship distribution.
		☐ Participants are required to first obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer.
☐	☐	(e) A non-safe harbor Hardship described in Section 8.08(e)(2) of the BPD.
		(1) Unless elected otherwise below, a Participant is not required to obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer as a condition for receiving a Hardship distribution.
		☐ Participants are required to obtain all nontaxable loans available under the Plan and all other plans maintained by the Employer.
		☐ (2) In determining whether a Participant has an immediate and heavy financial need for purposes of applying the non-safe harbor Hardship provisions under Section 8.08(e)(2) of the BPD, the following modifications are made to the permissible events listed under Section 8.08(e)(1) of the BPD:
☐	☐	(f) Attainment of Normal Retirement Age.
☐	☐	(g) Attainment of Early Retirement Age.
☐	☐	(h) Upon a Participant becoming Disabled.
☐	☐	(i) As a Qualified Reservist Distribution as defined under Section 8.08(d) of the BPD.
☐	☐	(j) Completion of ____ Years of Service or ____ months of service.
☐	☐	(k) A Qualified Birth or Adoption Distribution (QBAD). (See AA §10-3 for detailed elections relating to QBADs.)

Rollover	After-Tax	
☐	☐	(l) Upon a deemed Severance from Employment when an individual is on active duty for a period of at least 30 days while performing service in the Uniformed Services, as described under Section 15.06 of the BPD.
☐	☐	(m) Upon attainment of age ____ and ____ years of participation. <i>[If age is earlier than 59½, such age is deemed to be age 59½ for Salary Deferrals and for all amounts held in a Custodial Account.]</i>
N/A	☐	(n) The amounts being withdrawn have been held in the Plan for at least two years. <i>[Not applicable to amounts attributable to Matching Contributions and Employer Contributions held in a Custodial Account.]</i>
☐	☐	(o) Describe: _____ <i>[Note: Any event described in subsection (o) may not violate the permissible distribution events under the Plan.]</i>

10-3 **SPECIAL DISTRIBUTION RULES.** No special distribution rules apply, unless specifically provided under this AA §10-3.

- ☐ (a) In-service distributions will only be permitted if the Participant is 100% vested in the source from which the withdrawal is taken. *[Select (1) or (2) below, if applicable. If (1) or (2) is not elected, the 100% vested requirement applies to all in-service distributions.]*
- ☐ (1) The 100% vested requirement only applies to Hardship distributions. *[If not elected, the 100% vested requirement applies to all in-service distributions.]*
- ☐ (2) The 100% vested requirement applies to all in-service distributions other than Hardship distributions.
- ☐ (b) A Participant may take no more than ____ in-service distribution(s) in a Plan Year.
- ☐ (c) A Participant may not take an in-service distribution of less than \$ ____.
- ☐ (d) A Participant may not take an in-service distribution of more than \$ ____.
- ☐ (e) Unless elected otherwise under this subsection (e), the Hardship distribution provisions of the Plan are not expanded to cover primary beneficiaries as set forth in Section 8.08(e)(6) of the BPD. If this subsection (e) is checked, the Hardship provisions of the Plan will apply with respect to individuals named as primary beneficiaries under the Plan.
- ☐ (f) A Participant may not take an in-service distribution from a Roth Deferral Account.
- ☐ (g) The following are not available to Participants who have had a Severance from Employment:
- ☐ (1) Qualified Birth or Adoption Distributions (QBADs).
- ☐ (2) Hardship distributions.
- ☐ (h) Other distribution rules: _____
- [Note: This subsection (h) may be used to apply the limitations under this AA §10-3 only to specific in-service distribution options (e.g., hardship distributions).]*

SECTION 11
MISCELLANEOUS PROVISIONS

11-1 **PLAN VALUATION.** The Plan is valued **annually**, as of the last day of the Plan Year.

- ☐ (a) **Additional valuation dates (optional).** In addition, for each contribution type selected below the Account will be valued on the following dates:
- | Deferral | Match | ER | |
|--------------------------|--------------------------|--------------------------|--|
| ☐ | ☐ | ☐ | (1) Daily. (i.e., the end of each business day during which the New York Stock Exchange is open.) |
| ☐ | ☐ | ☐ | (2) Monthly. (i.e., the end of each month of the Plan Year.) |
| ☐ | ☐ | ☐ | (3) Quarterly. (i.e., the end of each Plan Year quarter.) |
| ☐ | ☐ | ☐ | (4) Describe: _____ |

[Note: The Employer may elect operationally to perform interim valuations.]

- ☐ (b) **Special rules.** The following special rules apply in determining the amount of income or loss allocated to Participants' Accounts, including describing rules for different investment options: _____

11-2 SPECIAL RULES FOR APPLYING THE CODE §415 LIMITATION. The provisions under Section 5.03 of the BPD apply for purposes of determining the Code §415 Limitation.

Complete this AA §11-2 to override the default provisions that apply in determining the Code §415 Limitation under Section 5.03 of the BPD.

- ☐ (a) **Limitation Year.** Instead of the Plan Year, the Limitation Year is the 12-month period ending _____.

[Note: If the Plan has a short Plan Year for the first year of establishment, the Limitation Year is deemed to be the 12-month period ending on the last day of the short Plan Year.]

- ☐ (b) **Special rules:** _____

[Note: Any special rules under this subsection (b) must be consistent with the requirements of Code §415.]

11-3 SPECIAL RULES FOR MORE THAN ONE PLAN. If the Employer maintains another plan in which any Participant is a participant, the rules set forth under Section 5.03(e) of the BPD apply.

To modify the default provisions under Section 5.03(e) of the BPD, designate how such rules will apply.

- ☐ Instead of applying the default rules under Section 5.03(e) of the BPD, the Employer will limit Annual Additions in the following manner: _____

11-4 DELEGATION OF ADMINISTRATIVE FUNCTIONS. Generally, the Employer, as Plan Administrator, has responsibility to administer the Plan. These responsibilities include compliance with Code §403(b) and other tax requirements. However, under AA Addendum A, the Employer may delegate such responsibilities to a third party, including a provider of an Annuity Contract or Custodial Account, provided such third party agrees to such delegation of responsibilities. An Employer may not allocate administrative responsibilities to Plan Participants.

11-5 ELECTION NOT TO PARTICIPATE (See Section 2.08 of the BPD). Unless otherwise elected below, all Participants share in any allocation under this Plan and no Employee may waive out of Plan participation.

To allow Employees to waive participation under the Plan, check below.

- ☐ An Employee may make a one-time irrevocable election not to participate under the Plan at any time prior to the time the Employee first becomes eligible to participate under the Plan.

11-6 SPECIAL RULES FOR MULTIPLE EMPLOYER PLANS. If the Plan is a Multiple Employer Plan (as designated under AA §2-6), the rules applicable to Multiple Employer Plans under Section 16.07 of the BPD apply.

- ☐ The following special rules apply with respect to Multiple Employer Plans: _____

[Note: Any special rules must satisfy the rules applicable to Multiple Employer Plans under Code §413(c).]

11-7 CLAIMS PROCEDURES. The Plan Administrator shall establish and maintain reasonable claims procedures as described in Section 11.08 of the BPD. Special rules may be described below.

- ☐ The following special rules apply with respect to claims procedures under Section 11.08 of the BPD: _____

11-8 SPECIAL RULES APPLICABLE TO PLAN MERGERS AND SPINOFFS.

- ☐ **Describe:** _____

11-9 CONTRACT EXCHANGES AND PLAN-TO-PLAN TRANSFERS. Unless otherwise indicated below and subject to the approval of the Plan Administrator and the terms of any governing Investment Arrangement, the Plan authorizes the Participant and Beneficiaries to make contract exchanges and plan-to-plan transfers both into and out of the Plan. Contract exchanges and plan-to-plan transfers may only be made to those Investment Arrangements currently accepting contributions under the Plan.

- ☐ (a) **Contract exchanges.** The Plan does not authorize contract exchanges as described in Section 14.04 of the BPD:

☐ (1) into the Plan.

☐ (2) out of the Plan.

- ☐ (b) **Plan-to-plan transfers.** The Plan does not authorize plan-to-plan transfers as described in Section 14.05 of the BPD:

☐ (1) into the Plan.

☐ (2) out of the Plan.

☐ (c) **Describe special rules applicable to contract exchanges and plan-to-plan transfers:** _____

11-10 **SPECIAL MILITARY SERVICE PROVISIONS -- BENEFIT ACCRUALS.** Unless otherwise indicated below, an individual who dies or becomes disabled in qualified military service will NOT be treated as reemployed for purposes of determining entitlement to benefits under the Plan. (See Section 15.06 of the BPD.)

☒ **Eligibility for Plan benefits.** Check this box if the Plan will treat an individual who dies or becomes disabled in qualified military service as reemployed for purposes of determining entitlement to benefits under the Plan.

11-11 **PROTECTED BENEFITS.** There are no protected benefits (as defined in Code §411(d)(6)) other than those described in the Plan.

To designate protected benefits other than those described in the Plan, complete this AA §11-11.

☐ (a) **Additional protected benefits.** In addition to the protected benefits described in this Plan, certain other protected benefits are protected from a prior plan document, as described below: _____

☐ (b) **Elimination of distribution options.** Effective ____, the distribution options described in subsection (1) below are eliminated.

☐ (1) **Describe eliminated distribution options:** _____

☐ (2) **Application to existing Account Balances.** The elimination of the distribution options described in subsection (1) applies to:

☐ (i) All benefits under the Plan, including existing Account Balances.

☐ (ii) Only benefits accrued after the effective date of the elimination (as described above).

APPENDIX A
SPECIAL EFFECTIVE DATES

[Note: This Appendix A may be used to memorialize prior Plan provisions that pertain to sources that no longer accept new contributions under the Plan.]

- ☐ A-1 **Eligible Employees.** The definition of Eligible Employee under AA §3 is effective as follows:

- ☐ A-2 **Minimum age and service conditions.** The minimum age and service conditions and Entry Date provisions specified in AA §4 are effective as follows:

- ☐ A-3 **Compensation definitions.** The compensation definitions under AA §5 are effective as follows:

- ☐ A-4 **Employer Contributions.** The Employer Contribution provisions under AA §6 are effective as follows:

- ☐ A-5 **Salary Deferrals.** The provisions regarding Salary Deferrals under AA §6A are effective as follows:

- ☐ A-6 **Matching Contributions.** The Matching Contribution provisions under AA §6B are effective as follows:

- ☐ A-7 **Special Contributions.** The Special Contribution provisions under AA §6C are effective as follows:

- ☐ A-8 **Retirement ages.** The retirement age provisions under AA §7 are effective as follows:

- ☐ A-9 **Vesting and forfeiture rules.** The rules regarding vesting and forfeitures under AA §8 are effective as follows:

- ☐ A-10 **Distribution provisions.** The distribution provisions under AA §9 are effective as follows:

- ☐ A-11 **In-service distributions.** The provisions regarding in-service distributions under AA §10 are effective as follows:

- ☐ A-12 **Miscellaneous provisions.** The provisions under AA §11 are effective as follows:

- ☐ A-13 **Special effective date provisions for merged plans.** If any 403(b) or other plans have been merged into this Plan, the provisions of Section 14.03 of the BPD apply as follows:

- ☐ A-14 **Other special effective dates:**

- ☐ A-15 **Special effective dates for restated pre-approved plans:** The IRS allows the use of separate effective dates to memorialize plan operational changes that have occurred after the general effective date of the Plan and the actual Plan restatement adoption date. Adopting employers may use the above Special Effective Date options (A-1 through A-14) to memorialize these changes or they may use this A-15. If the adopting employer uses A-15, the changes will be part of the Plan, but will not be reflected in the SPD or plan summary:

APPENDIX B
LOAN POLICY

Use this Appendix B to identify elections dealing with the administration of Participant loans. These elections may be changed without amending this Adoption Agreement by substituting an updated Appendix B with new elections. Any modifications to this Appendix B or any modifications to a separate loan policy describing the loan provisions selected under the Plan will not affect an Employer's reliance on the Favorable IRS Letter. Irrespective of the elections made under this Appendix B, the Employer may permit under separate administrative procedures Participant loans consistent with any federally-declared disaster relief legislation or guidance.

B-1 Are **PARTICIPANT LOANS** permitted? (See Section 13 of the BPD.)

- ☒ (a) Yes
☐ (b) No

B-2 **LOAN PROCEDURES.** [**Note:** *Loan procedures and requirements are subject to the terms of any governing Investment Arrangement.*]

- ☒ (a) Loans will be provided under the default loan procedures set forth in Section 13 of the BPD, unless modified under this Appendix B and subject to the terms of any governing Investment Arrangement.
☐ (b) Loans will be provided under a separate written loan policy. [*If this subsection (b) is checked, do not complete the rest of this Appendix B.*]

B-3 **AVAILABILITY OF LOANS.** Under Section 13.02 of the BPD's default loan policy, subject to the terms of any Investment Arrangement, loans are available to all Participants on a reasonable equivalent basis as determined by the Plan Administrator. To override this default provision, complete this AA §B-3.

- ☐ (a) A former Employee or Beneficiary (including an Alternate Payee) who has a vested Account Balance may request a loan from the Plan.
☐ (b) A "limited participant", as described under Section 4.01 of the BPD, may not request a loan from the Plan.
☐ (c) An officer or director of the Employer may **not** request a loan from the Plan.
☐ (d) Describe limitations on receiving loans under the Plan: _____

B-4 **LOAN LIMITS.** Subject to the terms of any Investment Arrangement, the default loan policy under Section 13.03 of the BPD allows Participants to take a loan provided all outstanding loans do not exceed 50% of the Participant's vested Account Balance. To override the default loan policy and allow loans on the Participant's total vested Account Balance up to \$10,000, even if greater than 50% of the Participant's vested Account Balance, check this AA §B-4.

- ☒ A Participant may take a loan of the Participant's total vested Account Balance up to \$10,000, even if greater than 50% of the Participant's vested Account Balance.
[**Note:** *If this AA §B-4 is checked, the Participant may be required to provide adequate security as required under Section 13.06 of the BPD.*]

B-5 **NUMBER OF LOANS.** Subject to the terms of any Investment Arrangement, the default loan policy under Section 13.04 of the BPD restricts Participants to one loan outstanding at any time. To override the default loan policy and permit Participants to have more than one loan outstanding at any time, complete (a) or (b) below.

- ☐ (a) A Participant may have ____ loans outstanding at any time, subject to any internal administrative limitations imposed by the Investment Arrangement, the service provider or platform.
☒ (b) There are no restrictions on the number of loans a Participant may have outstanding at any time.

B-6 **LOAN AMOUNT.** The default loan policy under Section 13.04 of the BPD provides that a Participant may not receive a loan of less than \$1,000. To modify the minimum loan amount or to add a maximum loan amount, complete this AA §B-6.

- ☒ (a) There is no minimum loan amount.
☐ (b) The minimum loan amount is \$____.
☒ (c) The maximum loan amount is \$50,000 (no greater than \$50,000).
☐ (d) The maximum loan amount is ____% (no greater than 50%) of the Participant's vested Account Balance, except as permitted under B-4 of this Appendix B.

- B-7 **INTEREST RATE.** The default loan policy under Section 13.05 of the BPD provides for an interest rate commensurate with the interest rates charged by local commercial banks for similar loans. To override the default loan policy and provide a specific interest rate to be charged on Participant loans, complete this AA §B-7.
- ☒ (a) The prime interest rate plus 2____ percentage point(s).
- ☐ (b) The interest rate is determined in accordance with the terms of the Investment Arrangement, service provider procedures, or other loan policy document adopted by the Plan Administrator.
- ☐ (c) Describe: _____
- [Note: Any interest rate described in this AA §B-7 must be reasonable and must apply uniformly to all Participants.]*
- B-8 **PURPOSE OF LOAN.** The default loan policy under Section 13.02 of the BPD provides that a Participant may receive a Participant loan for any purpose. To modify the default loan policy to restrict the availability of Participant loans to hardship events, check this AA §B-8.
- ☐ (a) A Participant may only receive a Participant loan upon the demonstration of a hardship event, as described in Section 8.08(e)(1) of the BPD.
- ☐ (b) A Participant may only receive a Participant loan under the following circumstances: _____
- B-9 **APPLICATION OF LOAN LIMITS.** The default loan policy under Sections 13.03 and 13.06 of the BPD provides that a participant's entire Account will be taken into account in applying the loan limitation and adequate security requirement. To override this provision if Participant loans are not available from all contribution types, complete this AA §B-9.
- ☐ The loan limits and adequate security requirements will be applied by taking into account only those contribution Accounts which are available for Participant loans.
- B-10 **CURE PERIOD.** The default loan policy under Section 13.10 of the BPD provides that a Participant incurs a loan default if a Participant does not repay a missed payment by the end of the calendar quarter following the calendar quarter in which the missed payment was due. To override this default provision to apply a shorter cure period, complete this AA §B-10.
- ☐ (a) The cure period for determining when a Participant loan is treated as in default will be ____ days (cannot exceed 90) following the end of the month in which the loan payment is missed.
- ☐ (b) The cure period for determining when a loan is treated as in default will be _____ days (cannot exceed 90) following the first missed loan payment.
- B-11 **PERIODIC REPAYMENT – PRINCIPAL RESIDENCE.** The default loan policy under Section 13.07 of the BPD provides that if a Participant loan is for the purchase of a Participant's principal residence, the 5-year repayment period can be extended for a reasonable period commensurate with the repayment period permitted by commercial lenders for similar loans. To override this provision, complete this AA §B-11.
- ☐ (a) The Plan does not permit loan payments to exceed five (5) years, even for the purchase of a principal residence.
- ☐ (b) The loan repayment period for the purchase of a principal residence may not exceed ____ years (may not exceed 30), subject to any internal limitations imposed by the Investment Arrangement(s) or the service provider or platform.
- ☐ (c) Loans for the purchase of a Participant's principal residence may be payable over any reasonable period commensurate with the repayment period permitted by commercial lenders for similar loans, subject to any internal limitations imposed by the Investment Arrangement(s) or the service provider or platform.
- B-12 **SEVERANCE FROM EMPLOYMENT.** The default loan policy under Section 13.11 of the BPD provides that a Participant loan becomes due and payable in full upon the Participant's Severance from Employment. To override this default provision, complete this AA §B-12.
- ☒ A Participant loan will not become due and payable in full upon the Participant's Severance from Employment.
- B-13 **DIRECT ROLLOVER OF A LOAN NOTE.** The default loan policy under Section 13.11(b) of the BPD provides that upon Severance from Employment a Participant may request the Direct Rollover of a loan note provided the Participant has not already had a deemed distribution with respect to the note. To override this default provision, complete this AA §B-13.
- ☐ A Participant may **not** request the Direct Rollover of the loan note upon Severance from Employment.
- B-14 **LOAN RENEGOTIATION.** The default loan policy under Section 13.11(c) of the BPD provides that a Participant may renegotiate a loan, provided the renegotiated loan separately satisfies the reasonable interest rate requirement, the adequate security requirement, the periodic repayment requirement, and the loan limitations under the Plan. The Employer may restrict the availability of renegotiations to prescribed purposes provided the ability to renegotiate a Participant loan is available on a non-

discriminatory basis. To override the default loan policy and restrict the ability of a Participant to renegotiate a loan, complete this AA §B-14.

☐ (a) A Participant may **not** renegotiate the terms of a loan.

☐ (b) The following special provisions apply with respect to renegotiated loans: _____

B-15 **SOURCE OF LOAN.** The default loan policy under Section 13.09 of the BPD provides that Participant loans may be made from all available contribution types, to the extent vested. To override this provision, complete one of the sections below.

☐ (a) Participant loans will not be available from the following contribution types: _____

☐ (b) Participant loans will only be available from the following contribution types: _____

B-16 **MODIFICATIONS TO DEFAULT LOAN PROVISIONS.**

☐ The following special rules will apply with respect to Participant loans under the Plan: _____

[Note: Any provision under this AA §B-16 must satisfy the requirements under Code §72(p) and the regulations thereunder and will control over any inconsistent provisions of the Plan dealing with the administration of Participant loans.]

B-17 **SPOUSAL CONSENT.** The default loan policy under the Plan does not require spousal consent but allows the Employer to elect a provision that requires spousal consent to participant loans. To override this provision as permitted by Section 13.08 of the BPD, complete the applicable election in AA §9-2.

APPENDIX C ADMINISTRATIVE ELECTIONS

Use this Appendix C to identify certain elections dealing with the administration of the Plan. These elections may be changed without amending this Adoption Agreement by substituting an updated Appendix C with new elections. The provisions selected under this Appendix C do not create qualification issues and any changes to the provisions under this Appendix C will not affect the Employer's reliance on the Favorable IRS Letter. Instead of completing this Appendix C, the Employer may develop separate administrative procedures to address directions of investment, Rollover Contributions and/or QDRO procedures.

C-1 DIRECTION OF INVESTMENTS. Under Section 10.10 of the BPD, each Participant, Beneficiary or Alternate Payee (under a QDRO) shall have the exclusive right to direct the investment of all of their entire account. To override this provision, complete this AA § C-1.

☐ (a) Participants, Beneficiaries and Alternate Payees may not direct investments.

☐ (b) Participants, Beneficiaries and Alternate Payees may direct investments subject to the following restrictions:

☐ (1) Only for Accounts that are 100% vested.

☐ (2) Specify Accounts: _____

☐ (3) Describe any special rules that apply for purposes of direction of investments: _____

[Note: This subsection (3) may be used to describe special investment provisions for specific types of investments or for specific Accounts, such as the Rollover Contribution Account.]

C-2 ROLLOVER CONTRIBUTIONS. Does the Plan accept Rollover Contributions? (See Section 4 of the BPD.)

☐ (a) No

☒ (b) Yes

☒ (1) If this subsection (1) is checked, an Eligible Employee may make a Rollover Contribution to the Plan prior to becoming a Participant in the Plan. (See Section 4 of the BPD.)

☒ (2) Check this subsection (2) if the Plan will accept Rollover Contributions from former Eligible Employees with an Account Balance under the Plan.

☐ (3) Describe any special rules for accepting Rollover Contributions: _____

[Note: The Employer may designate in subsection (3) or in separate written procedures the extent to which it will accept rollovers from designated plan types. For example, the Employer may decide not to accept rollovers from certain designated plans (e.g., 403(b) plans, §457 plans or IRAs). Any special rollover procedures will apply uniformly to all Participants under the Plan.]

C-3 QDRO PROCEDURES. Although the requirements of Code §414(p) do not apply to the Plan, the Employer may elect to apply the procedures set forth under Section 11.07 of the BPD (which are patterned after the rules under Code §414(p)) by electing subsection (a) below or may elect not to apply the procedures set forth under Section 11.07 of the BPD and instead, describe the Plan's procedures for addressing domestic relations orders below or in separate administrative procedures.

☐ (a) The Employer elects to have the requirements of Section 11.07 of the BPD apply to its Plan.

☒ (b) The requirements of Section 11.07 of the BPD do not apply to the Plan. The procedures for addressing the receipt of domestic relations orders are either set forth below or in separate administrative procedures.

Describe domestic relations procedures: _____

EMPLOYER SIGNATURE PAGE**PURPOSE OF EXECUTION.** This Signature Page is being executed to effect:

- ☐ (a) The adoption of a **new plan**, effective _____
[**Note:** Date can be no earlier than the first day of the Plan Year in which the Plan is adopted.]
- ☒ (b) The **restatement** of an existing plan in order to comply with the requirements for Cycle 2 Pre-Approved 403(b) Plans, pursuant to Rev. Proc. 2021-37.
- (1) Effective date of restatement: January 1, 2026
[**Note:** Date can be no earlier than the first day of the Plan Year in which the restatement is adopted.]
- (2) Name of plan(s) being restated: Unified School Dist #259 Sedgwick County
- (3) The original effective date of the plan(s) being restated: January 1, 2009
- ☐ (c) An **amendment or restatement** of the Plan (other than to comply with the requirements for Cycle 2 Pre-Approved 403(b) Plans under Rev. Proc. 2021-37). If this Plan is being amended, a snap-on amendment may be used to designate the modifications to the Plan or the updated pages of the Adoption Agreement may be substituted for the original pages in the Adoption Agreement. All prior Employer Signature Pages should be retained as part of this Adoption Agreement.
- (1) Effective Date(s) of amendment/restatement: _____
[**Note:** Date can be no earlier than the first day of the Plan Year in which the Plan is adopted.]
- (2) Name of plan being amended/restated: _____
- (3) The original effective date of the plan being amended/restated: _____
- (4) If Plan is being amended, identify the Adoption Agreement section(s) being amended: _____

PRE-APPROVED PLAN PROVIDER INFORMATION. The Pre-Approved Plan Provider (or authorized representative) will inform the Employer of any amendments made to the Plan and will notify the Employer if it discontinues or abandons the Plan. To be eligible to receive such notification, the Employer agrees to notify the Pre-Approved Plan Provider (or authorized representative) of any change in address. The Employer may direct inquiries regarding the Plan or the effect of the Favorable IRS Letter to the Pre-Approved Plan Provider (or authorized representative) at the following location:

Name of Pre-Approved Plan Provider (or authorized representative): U.S. Omni & TSACG Compliance Services, Inc.

Address: 220 Alexander Street, Suite 400, Rochester, New York 14607

Telephone number: 850-244-7306

IMPORTANT INFORMATION ABOUT THIS PRE-APPROVED PLAN. A failure to properly complete the elections in this Adoption Agreement or to operate the Plan in accordance with applicable law may result in disqualification of the Plan. Except to the extent provided in Rev. Proc. 2021-37, an Adopting Employer may rely on a currently valid Favorable IRS Letter as evidence that the plan satisfies the Code § 403(b) Requirements if: (1) the Adopting Employer's Plan is identical to this Nonstandardized Code §403(b) Pre-Approved Plan and (2) the adopting Employer has not amended this Nonstandardized Code §403(b) Pre-Approved Plan other than by choosing options provided in the Adoption Agreement or making amendments that are described in §9.03 of Rev. Proc. 2021-37 (relating to Employer amendments that will not affect reliance). The adopting Employer may not rely on the Favorable IRS Letter in certain other circumstances, which are specified in the Favorable IRS Letter issued with respect to the Plan, or in Rev. Proc. 2021-37. In order to obtain reliance in such circumstances or with respect to certain other Code §403(b) requirements, the Employer may need to apply to the Internal Revenue Service for a determination letter.

By executing this Adoption Agreement, the Employer intends to adopt the provisions as set forth in this Adoption Agreement and the related Plan document. By signing this Adoption Agreement, the individual below represents that such individual has the authority to execute this Plan document on behalf of the Employer. This Adoption Agreement may only be used in conjunction with Basic Plan Document #12. The Employer understands that the Pre-Approved Plan Provider has no responsibility or liability regarding the suitability of the Plan for the Employer's needs or the options elected under this Adoption Agreement. It is recommended that the Employer consult with legal counsel before executing this Adoption Agreement.

Unified School Dist #259 Sedgwick County
(Name of Employer)

(Name of authorized representative)

(Title)

(Signature – Electronically signed)

(Date)

ADDENDUM A
ALLOCATION OF ADMINISTRATIVE FUNCTIONS

This Addendum A identifies any party to whom administrative functions have been allocated and the specific functions allocated to such persons, effective December 15, 2025.

Service agreements and other records or information pertaining to the administration of the Plan may be included or incorporated by reference in the Addendum. The Addendum may be modified from time to time. A modification of the Addendum is not an amendment of the Plan.

☒ Administrative functions are specified in a separate service agreement.

ADDENDUM B VENDORS OF INVESTMENT ARRANGEMENTS

This Addendum B lists the Vendors of Investment Arrangements approved for use under the Plan, effective January 1, 2026.

The Addendum must include sufficient information to identify the approved Investment Arrangements. The terms governing each Investment Arrangement under the Plan, excluding those terms that are inconsistent with the Plan or Code §403(b), are hereby incorporated by reference in the Plan. The Addendum may be modified from time to time. A modification of the Addendum is not an amendment of the Plan.

Name of Vendor	Type of Investment Arrangement (e.g., annuity contract, custodial account, etc.)	Active/Inactive
American Fidelity Assurance Co.	annuity contract and/or custodial account	Active
Ameriprise Financial/RiverSource	annuity contract and/or custodial account	Active
Aspire Financial Services	annuity contract and/or custodial account	Active
Corebridge Financial (formerly AIG/VALIC)	annuity contract and/or custodial account	Active
Equitable (formerly AXA)	annuity contract and/or custodial account	Active
Fiduciary Trust Co. of New Hampshire	annuity contract and/or custodial account	Active
GWN/Employee Deposit Acct	annuity contract and/or custodial account	Active
Horace Mann Life Ins. Co.	annuity contract and/or custodial account	Active
Industrial Alliance - (Sec.Ben.)	annuity contract and/or custodial account	Active
Invesco OppenheimerFunds	annuity contract and/or custodial account	Active
Lincoln National	annuity contract and/or custodial account	Active
Mass Mutual VA	annuity contract and/or custodial account	Active
MetLife	annuity contract and/or custodial account	Active
National Life Group (LSW)	annuity contract and/or custodial account	Active
North American Company 2	annuity contract and/or custodial account	Active
NY Life Ins. & Annuity Corp.	annuity contract and/or custodial account	Active
Oldham Resource Group, Inc.	annuity contract and/or custodial account	Active
Orion Portfolio Solutions, LLC (Formerly FTJ FundChoice)	annuity contract and/or custodial account	Active
PenServ SmartSAV (formerly Foresters)	annuity contract and/or custodial account	Active
PlanMember Services Corp.	annuity contract and/or custodial account	Active
Primerica Financial Services	annuity contract and/or custodial account	Active
ROTH - Aspire	annuity contract and/or custodial account	Active
ROTH - Corebridge Financial (formerly AIG/VALIC)	annuity contract and/or custodial account	Active
ROTH - Equitable (formerly AXA)	annuity contract and/or custodial account	Active
ROTH - GWN/Employee Deposit Acct	annuity contract and/or custodial account	Active
ROTH - Horace Mann Life Ins. Co.	annuity contract and/or custodial account	Active
ROTH - Industrial Alliance Pacific	annuity contract and/or custodial account	Active
ROTH - Invesco OppenheimerFunds	annuity contract and/or custodial account	Active
ROTH - Lincoln National	annuity contract and/or custodial account	Active
ROTH - MetLife	annuity contract and/or custodial account	Active
ROTH - National Life Group (LSW)	annuity contract and/or custodial account	Active
ROTH - Oldham Resource Group	annuity contract and/or custodial account	Active
ROTH - Orion Portfolio Solutions, LLC (Formerly FTJ FundChoice)	annuity contract and/or custodial account	Active
ROTH - PenServ SmartSAV (formerly Foresters)	annuity contract and/or custodial account	Active
ROTH - PlanMember Services Corp.	annuity contract and/or custodial account	Active
ROTH - Primerica Financial Services	annuity contract and/or custodial account	Active
ROTH - Security Benefit	annuity contract and/or custodial account	Active
ROTH - The Legend Group, A Lincoln Investment Company	annuity contract and/or custodial account	Active
ROTH - Voya Financial (Reliastar)	annuity contract and/or custodial account	Active
ROTH - Voya Financial (VRIAC)	annuity contract and/or custodial account	Active
Security Benefit	annuity contract and/or custodial account	Active
The Legend Group, A Lincoln Investment Company	annuity contract and/or custodial account	Active

Thrivent Financial for Lutherans	annuity contract and/or custodial account	Active
Voya Financial (Reliastar)	annuity contract and/or custodial account	Active
Voya Financial (VRIAC)	annuity contract and/or custodial account	Active

SECURE 2.0 ACT INTERIM AMENDMENT ELECTIVE PROVISIONS

These Elective Provisions provide for elections related to the SECURE 2.0 Act Interim Amendment. **All provisions and elections made below are your document Provider's defaults.** Application of the SECURE 2.0 Act Interim Amendment and the Elective Provisions may depend on the Investment Arrangement(s) associated with the Plan.

ELECTIVE PROVISIONS RELATING TO EMPLOYER CONTRIBUTIONS

S2-1. OPTIONAL TREATMENT OF EMPLOYER CONTRIBUTIONS AS DESIGNATED ROTH NONELECTIVE CONTRIBUTIONS. (S2IA §3.01)

- ☐ (a) A Participant may not elect to treat a nonforfeitable Employer Contribution made on behalf of such Participant as a Designated Roth Nonelective Contribution.
- ☐ (b) Effective __ (insert date on or after December 30, 2022), a Participant MAY elect to treat a nonforfeitable Employer Contribution made on behalf of such Participant as a Designated Roth Nonelective Contribution.
- ☒ (c) Describe special any special rules relating to the optional treatment of nonforfeitable Employer Contributions as a Designated Roth Nonelective Contribution: Special rules relating to the optional treatment of nonforfeitable Employer Contributions as a Designated Roth Nonelective Contribution are set forth in the applicable agreement between the employer and the employee and/or in an employer administrative/board policy.

ELECTIVE PROVISIONS RELATING TO SALARY DEFERRALS

S2-2. MANDATORY AUTOMATIC ENROLLMENT. (S2IA §4.01)

[Note: The mandatory automatic enrollment requirements do not apply to the Pre-Approved Retirement Income Account (RIA) 403(b) Plan (#09-001), the Church 403(b) Plan (#11-001) or the Public School/Dual Status 403(b) Plan (#12-001). The mandatory automatic enrollment requirements also do not apply to the Pre-Approved 403(b) Plan for 501(c)(3) Organizations and Electing Churches (#08-001) or the Salary Reduction Only 403(b) Plan (#10-001), if such Plan is exempted from the requirements under Code §414A, including a Plan maintained by an Employer that normally employs 10 or fewer Employees, a Plan maintained by an Employer that has been in existence for less than 3 years, or a Plan established before December 29, 2022. (See S2IA §4.01(e).)]

- ☐ (a) **The Plan is exempt from the mandatory automatic enrollment requirements.** [Note: Designation under this S2-2(a) as to whether and why the Plan is exempt from the automatic enrollment requirements is optional. The exemption may be determined administratively.]

The Plan is exempt from the mandatory automatic enrollment requirements because:

- ☐ (1) The Plan was established before December 29, 2022.
- ☐ (2) The Plan is maintained by an Employer that normally employs 10 or fewer Employees.
- ☐ (3) The Plan is maintained by an Employer that has been in existence for less than 3 years.
- ☐ (4) The Plan is a governmental plan (within the meaning of Code §414(d).
- ☐ (5) The Plan is a church plan (within the meaning of Code §414(e).

[Note: If the Plan is exempt from the mandatory automatic enrollment requirements, do not complete the elective provisions under (b) – (f) below. Additionally, an Employer is not required to complete the following elective provisions if the elections in the Adoption Agreement already satisfy the mandatory automatic enrollment requirements.]

The following elections apply for the first Plan Year beginning after December 31, 2024 or, if later, the date the Plan is initially effective, unless the Employer designates a special effective date under subsection (f) below.

- ☐ (b) **Eligible Automatic Contribution Arrangement deferral percentage and automatic increase.**
 - ☐ (1) **Initial automatic (default) Salary Deferral percentage.** ____% of Plan Compensation (percentage must be between 3% and 10%)
 - ☐ (2) **Automatic (default) Salary Deferral percentage increase.** For each Plan Year beginning after an Employee's initial period under the arrangement, the percentage of the default Salary Deferral is increased by 1 percentage point until the percentage is ____% of Plan Compensation (must be at least 10%, but may not exceed 15%)

- ☐ (3) **Special application of automatic increase provisions.** The Employer may describe under this subsection (3) special rules applicable to automatic increase provisions: _____

[*Note: Special rules must satisfy all applicable statutory and regulatory requirements.*]

- ☐ (c) **Application of automatic (default) Salary Deferral provisions.** The automatic (default) Salary Deferral election under subsection (b) will apply to Participants who enter the Plan after the automatic (default) Salary Deferral provisions are effective and to current Participants eligible to participate in the Plan at the time the automatic (default) Salary Deferral provisions are effective as set forth below.

- ☐ (1) **Current Participants.** The automatic (default) Salary Deferral provisions apply to all other eligible Participants as follows:

- ☐ (i) Automatic (default) Salary Deferral provisions apply to current Participants who have not entered into an affirmative Salary Deferral election. (***Under this election, the automatic (default) Salary Deferral provisions do not apply to current Participants who have made an affirmative Salary Deferral election to not defer into the Plan.***)
- ☐ (ii) Automatic (default) Salary Deferral provisions apply to current Participants who have not entered into a Salary Deferral election and to current Participants who have made an affirmative Salary Deferral election not to defer under the Plan.
- ☐ (iii) Automatic (default) Salary Deferral provisions apply to all current Participants who have not entered into a Salary Deferral election that is at least equal to the automatic (default) Salary Deferral amount under subsection (b)(1). Current Participants who have made a Salary Deferral election that is less than the automatic (default) Salary Deferral amount, or who have not made a Salary Deferral election, will automatically be increased to the automatic (default) Salary Deferral amount unless the Participant enters into a new Salary Deferral election on or before the effective date of the automatic (default) Salary Deferral provisions.

- ☐ (iv) Describe: _____

- ☐ (2) **Expiration of affirmative deferral elections.** Unless this subsection (2) is elected, for purposes of the automatic (default) Salary Deferral provisions of the Plan, a Participant's affirmative Salary Deferral election will not expire. If this subsection (2) is elected, a Participant's affirmative Salary Deferral election will expire:

- ☐ (i) At the end of each Plan Year.
- ☐ (ii) Describe date that the affirmative Salary Deferral election will expire: _____

Expiration applies to the following:

- ☐ (iii) All affirmative Salary Deferral elections.
- ☐ (iv) Only to affirmative Salary Deferral elections that are less than the current automatic (default) Salary Deferral rate.

If a Participant fails to complete a new affirmative Salary Deferral election subsequent to the prior election expiring, the Participant becomes subject to the automatic (default) Salary Deferral percentage as specified in the Plan pursuant to the automatic (default) Salary Deferral provisions. Each year, the Participant may always complete a new affirmative Salary Deferral election and designate a new Salary Deferral percentage.

- (3) **Treatment of automatic (default) Salary Deferral.** Any Salary Deferrals made pursuant to an automatic (default) Salary Deferral election will be treated as Pre-Tax Deferrals, unless designated otherwise under this subsection (3).

- ☐ Any Salary Deferrals made pursuant to an automatic (default) Salary Deferral election will be treated as Roth Deferrals.

[*Note: This subsection (3) may only be checked if Roth Deferrals are permitted under the Plan.*]

- (d) **Permissive redetermination of periods without automatic (default) Salary Deferrals.** The uniform automatic (default) Salary Deferral percentages under (b) above are based on the date the Employee's initial period begins. However, if, after the Employee's initial period began, the Employee did not have automatic (default) Salary Deferral made for an entire Plan Year, then an Employee's initial period is redetermined as follows or under separate administrative procedures: (If no elections are made below or under separate administrative procedures, the initial period is not redetermined.)
- ☐ (1) **Redetermination for Employee who became ineligible.** If, for an entire Plan Year, no automatic (default) Salary Deferral were made solely because the Employee was not eligible to make Salary Deferrals under the Plan for that Plan Year, then the Employee's initial period is redetermined so that it begins on the date the Employee is again eligible to make Salary Deferrals under the Plan.
 - ☐ (2) **Redetermination for Employee who remained eligible and made an affirmative Salary Deferral election.** If, for an entire Plan Year, no automatic (default) Salary Deferral were made to the Plan solely because the Employee made an affirmative Salary Deferral election in a different amount (including an election not to make Salary Deferrals), then the Employee's initial period is redetermined so that it begins:
 - ☐ (i) On the first day of the Plan Year that begins after the first full Plan Year in which the affirmative election was in effect.
 - ☐ (ii) Describe date for which an Employee's initial period is redetermined (may not be earlier than the first day of the Plan Year beginning after the last day of the Plan Year that follows the Plan Year that includes the date the initial period began): _____
- (e) **Permissible withdrawals.**
- (1) **Time period for electing a permissible withdrawal.** A Participant who had an automatic (default) Salary Deferral made under the Plan must be allowed to withdraw such contributions (and earnings attributable thereto). Unless otherwise elected below, a Participant must request a permissible withdrawal no later than 90 days after the date of the Participant's first automatic (default) Salary Deferral under the EACA.
 - ☐ Instead of a 90-day election period, a Participant must request a permissible withdrawal no later than ____ [may not be less than 30 nor more than 90] days after the date the Plan Compensation from which automatic (default) Salary Deferral are withheld would otherwise have been included in gross income.
 - (2) **Employee with no automatic (default) Salary Deferral for a full Plan Year.** Unless elected otherwise below, an Employee who would otherwise be subject to the automatic (default) Salary Deferral requirements but who for an entire Plan Year did not have automatic (default) Salary Deferral made under the Plan (e.g., a Participant who terminated employment) may elect a permissible withdrawal within the applicable time period if automatic (default) Salary Deferral begin at a later time (e.g., the Employee is rehired).
 - ☐ The ability to take permissible withdrawals does not apply to an Employee who would otherwise be subject to the automatic (default) Salary Deferral requirements but who for an entire Plan Year did not have automatic (default) Salary Deferral made under the Plan.
 - ☐ (f) Describe special rules, including effective date rules, applicable to the mandatory automatic enrollment under the Plan: _____

S2-3. AGE 50 CATCH-UP CONTRIBUTIONS. (S2IA §4.02) [If the Employer has elected to not permit Age 50 Catch-Up Contributions under the Adoption Agreement, no elections are necessary under this §S2-3. Note that the Plan default is that the Plan permits Age 50 Catch-Up Contributions.]

- (a) **Age 50 Catch-Up Contribution elections.** Unless otherwise elected under this §S2-3(a), a Plan that permits Age 50 Catch-Up Contributions added the higher Age 50 Catch-Up Contribution Limit for Participants who have attained ages 60 - 63, effective for taxable years beginning on January 1, 2025.
- ☐ (1) The higher Age 50 Catch-Up Contribution Limit for Participants who have attained ages 60 - 63 is not permitted under the Plan.
 - ☐ (2) The higher Age 50 Catch-Up Contribution Limit for Participants who have attained ages 60 – 63 was added to the Plan effective ____ [insert date after January 1, 2025].
 - ☐ (3) The higher Age 50 Catch-Up Contributions for Participants who have attained ages 60 - 63 were permitted for taxable years beginning on or after January 1, 2025, but are no longer permitted under the Plan, effective ____ [insert date].
 - ☐ (4) Collectively Bargained Employees who are eligible to make Salary Deferrals under the Plan are not eligible for the higher Age 50 Catch-Up Contribution Limit for Participants who have attained ages 60 - 63.

- (b) **Age 50 Catch-Up Contributions that are eligible for Matching Contributions.** Unless elected otherwise under this §S2-3(b), a Plan that includes an election to make Age 50 Catch-Up Contributions that are eligible for Matching Contributions (see AA §6B-3) will provide such Matching Contributions on all Age 50 Catch-Up Contributions (including higher Age 50 Catch-Up Contributions) that are permitted under the Plan.
- ☐ (1) Only regular Age 50 Catch-Up Contributions are eligible for Matching Contributions. Higher Age 50 Catch-Up Contributions for Participants who have attained ages 60 - 63 are not eligible for Matching Contributions.
- ☐ (2) Only regular Age 50 Catch-Up Contributions are eligible for Matching Contributions. Matching Contributions on higher Age 50 Catch-Up Contributions for Participants who have attained ages 60 - 63 are no longer made to the Plan, effective ____ [insert date after January 1, 2025].
- ☐ (3) Describe any special rules or provisions, including effective dates, relating to Age 50 Catch-Up Contributions and their eligibility for Matching Contributions: _____
- [Note: If no elections are made above, the Plan will treat higher Age 50 Catch-Up Contributions in the same manner as Age 50 Catch-Up Contributions as designated under AA §6B-3.]*
- (c) **Elections relating to Roth Deferrals and Age 50 Catch-Up Contributions.**
- ☐ (1) Age 50 Catch-Up Contributions are removed from the Plan effective ____ [insert date on or after January 1, 2024].
- ☐ (2) Roth Deferrals are added to the Plan effective ____ [enter a date on or after January 1, 2024].
- [Note: In lieu of making elections under this subsection (c), the Employer may make appropriate elections (i.e., to remove Age 50 Catch-Up Contributions or to add Roth Deferrals) under the Adoption Agreement. If Roth Deferrals are added under (2) above, the Plan defaults for Roth Deferrals will apply unless otherwise described under subsection (f) below.]*
- ☐ (3) Highly Paid Individuals (i.e., any eligible Participant whose wages (as defined in Code §3121(a)) for the preceding calendar year from the employer sponsoring the Plan exceeded \$150,000 (as adjusted) are not eligible to make Age 50 Catch-Up Contributions under the Plan.
- ☐ (4) Highly Compensated Employees and Highly Paid Individuals (i.e., any eligible Participant whose wages (as defined in Code §3121(a)) for the preceding calendar year from the employer sponsoring the Plan exceeded \$150,000 (as adjusted) are not eligible to make Age 50 Catch-Up Contributions under the Plan.
- ☐ (5) Highly Compensated Employees with net earnings from self-employment for the preceding calendar year that exceeded \$150,000 (as adjusted) and Highly Paid Individuals (i.e., any eligible Participant whose wages (as defined in Code §3121(a)) for the preceding calendar year from the employer sponsoring the Plan exceeded \$150,000 (as adjusted) are not eligible to make Age 50 Catch-Up Contributions under the Plan.
- (d) **Deemed Roth Age 50 Catch-Up Contribution election.** Unless elected otherwise below, the Plan deems a Participant who is subject to the Roth Age 50 Catch-Up Contribution requirement to have irrevocably designated any Age 50 Catch-Up Contributions as a Roth Deferral.
- ☐ (1) The Plan does not provide for a deemed Roth Catch-Up Contribution election, unless the Plan Administrator notifies the Participant of such a deemed Roth Catch-Up Contribution election before the Participant makes a Salary Deferral election. (See SECURE 2.0 Act IA §4.02(d).)
- ☐ (2) The Plan does not provide for a deemed Roth Catch-Up Contribution election. The Participant must make an election to treat Catch-Up Contributions as Roth Catch-Up Contributions. (See SECURE 2.0 Act IA §4.02(d).)
- ☐ (e) **Aggregation of employers for determining the “employer sponsoring the Plan” for purposes of Code §414(v)(7).** For purposes of Code §414(v)(7) and determining wages from the “employer sponsoring the Plan,” the following employers are aggregated, as allowed under Treas. Reg. §1.414(v)-2(b)(4) (e.g., employers using a common paymaster or part of a Related Employer group): _____
- [Note: In lieu of listing aggregated employers above, the Employer may describe such aggregated employers in a separate written administrative procedure.]*
- ☐ (f) Describe other special rules or provisions, including effective date rules, relating to Age 50 Catch-Up Contributions: _____

S2-4. LTPT EMPLOYEES. (S2IA §4.03) Effective for Plan Years beginning on or after January 1, 2025, the Plan must permit LTPT Employees to make Salary Deferrals into the Plan, as required under Code §§403(b)(12). The Employer may make elections under this Elective Provisions §S2-4 consistent with the requirements of Code §§403(b)(12) and S2IA §4.03. Elections under this Elective Provisions §S2-4 are not necessary if no Employees will ever be eligible to make Salary Deferrals solely because of the LTPT Employee requirements or if the Plan is not subject to Title I of ERISA.

[**Note:** Because the LTPT Employee requirements do not apply to plans not subject to Title I of ERISA, these requirements do not apply to the Pre-Approved Retirement Income Account (RIA) 403(b) Plan (#09-001), the Salary Reduction Only Plan (#10-001), the Church 403(b) Plan (#11-001) or the Public School/Dual Status 403(b) Plan (#12-001).]

- ☐ (a) **Eligibility for Employer Contributions and Matching Contributions.** Unless elected otherwise below, LTPT Employees are not eligible for Employer Contributions or Matching Contributions under the Plan.

In addition to the ability to make Salary Deferrals, LTPT Employee may receive the following in the same manner and under the same conditions as other Eligible Employees under the Plan: [Note: The elections below are effective for Plan Years beginning on or after January 1, 2025 or such later date as designated.]

- ☐ (1) All available Employer Contributions and Matching Contributions, effective ____.
- ☐ (2) Employer Contributions (including Qualified Nonelective Employer Contributions), effective ____.
- ☐ (3) Matching Contributions (including Qualified Matching Contributions), effective ____.
- ☐ (4) Safe Harbor 403(b) Plan Contributions, effective ____.
- ☐ (5) Describe: _____

- ☐ (b) **Eligibility Computation Period (ECP).** Unless elected otherwise below, the ECP rules under the Plan apply to LTPT Employees.

- ☐ (1) The ECP for an LTPT Employee is based on Anniversary Years and will not switch to the Plan Year.

- ☐ (2) Describe ECP rules applicable to LTPT Employees: _____
[**Note:** Any description under this (2) must be consistent with requirements for ECPs under the Plan.]

- ☐ (c) **Entry Date.** Unless elected otherwise below, the Entry Date rules under the Plan apply to LTPT Employees.

- ☐ (1) The Entry Date for LTPT Employees will be the first day of the 1st and 7th month of the Plan Year.

- ☐ (2) Describe the Entry Date rules applicable to LTPT Employees: _____
[**Note:** Any description under this (2) must be consistent with requirements for Entry Dates under the Plan.]

- (d) **Collectively Bargained Employees and non-resident aliens.** If Collectively Bargained Employees and/or non-resident aliens who receive no compensation from the Employer that constitutes U.S. source income are otherwise eligible for the Plan, the Employer may elect to exclude such Employees from the LTPT Employee rules below:

- ☐ (1) Collectively Bargained Employees are excluded from eligibility as LTPT Employees.
- ☐ (2) Non-resident aliens who receive no compensation from the Employer that constitutes U.S. source income are excluded from eligibility as LTPT Employees.

- (e) **Roth Deferrals.** LTPT Employees may make Roth Deferrals if Roth Deferrals are permitted under the Plan, unless the Employer elects otherwise below:

- ☐ LTPT Employees are not permitted to make Roth Deferrals under the Plan.

- (f) **After-Tax Employee Contributions.** LTPT Employees may make After-Tax Employee Contributions if After-Tax Employee Contributions are permitted under the Plan, unless the Employer elects otherwise below:

- ☐ LTPT Employees are not permitted to make After-Tax Employee Contributions under the Plan.

- (g) **Rollover Contributions.** LTPT Employees may make Rollover Contributions if Rollover Contributions are permitted under the Plan, unless the Employer elects otherwise below:

- ☐ LTPT Employees are not permitted to make Rollover Contributions under the Plan.

- (h) **Automatic Contribution Arrangements.** LTPT Employees are subject to the Plan's Automatic Contribution Arrangement provisions (including automatic escalation), unless the Employer elects otherwise below:

- ☐ (1) LTPT Employees are not subject to the Automatic Contribution Arrangement provisions of the Plan.
- ☐ (2) LTPT Employees are subject to the Plan's Automatic Contribution Arrangement provisions (**excluding automatic escalation**).

[**Note:** If the Plan is subject to the mandatory automatic enrollment rules under S2IA §4.01, LTPT Employees must be automatically enrolled in the Plan and the above elections do not apply.]

- (i) **Vesting Computation Periods (VCPs).** LTPT Employee will not receive vesting credit for VCPs beginning before January 1, 2023, unless the Employer elects otherwise below:
- ☐ (1) All VCPs beginning before January 1, 2023 will be taken into account for determining vesting credit for LTPT Employees.
- ☐ (2) Describe the VCPs beginning before January 1, 2023 that will be taken into account for determining vesting credit for LTPT Employees: _____
- (j) **Nondiscrimination and coverage election.** If the Plan is not a Safe Harbor 403(b) Plan, the Employer may administratively elect on an annual basis to exclude LTPT Employee from all nondiscrimination and coverage tests.
- If the Plan is a Safe Harbor 403(b) Plan, the Employer excludes LTPT Employees from all nondiscrimination and coverage tests, unless elected otherwise below:
- ☐ The Plan is a Safe Harbor 403(b) Plan and the Employer elects to INCLUDE LTPT Employees in all nondiscrimination and coverage tests. (The Employer must make this nondiscrimination and coverage election before the Plan Year for which the election applies.)
- (k) **Automatic Increase for Participants with Affirmative Salary Deferral election.** LTPT Employees are subject to the Plan's provisions relating to automatic increase for Participants with affirmative Salary Deferral Election under AA §6A-6.
- ☐ LTPT Employees are not subject to the Plan's provisions relating to automatic increase for Participants with affirmative Salary Deferral Election under AA §6A-6.
- ☐ (l) **Describe other rules applicable to LTPT Employees.** _____
- [Note: Any rules under this (l) must be consistent with requirements for the participation of LTPT Employees as set forth under S2IA §4.03.]*

S2-5. STARTER 403(b) PLANS FOR EMPLOYERS WITH NO RETIREMENT PLAN. (S2IA §4.05)

[Note: The Starter 403(b) Plan provisions do not apply to Pre-Approved Public School/Dual Purpose 403(b) Plan (#12-001).]

- ☐ **Establishment of Starter 403(b) Plan.** The Employer establishes a Starter 403(b) Plan, as of the effective date indicated on the Employer Signature Page of the Adoption Agreement. The effective date may be no earlier than December 31, 2023.

An Employer adopting a Starter 403(b) Plan should complete the Adoption Agreement consistent with the requirements applicable to a Starter 403(b) Plan, as described under S2IA §4.05. The Employer must designate an automatic (default) deferral percentage of at least 3% and not more than 15%, a minimum service requirement of not more than one Year of Service, a minimum age requirement of not more than age 21, and an Entry Date.

S2-6. PENSION-LINKED EMERGENCY SAVINGS ACCOUNT (PLESA). (S2IA §4.06)

- (a) **Establishment of a PLESA.** Unless otherwise elected below, the Plan does not include PLESAs.
- ☐ Effective for Plan Years beginning on or after ____ [enter a date no earlier than January 1, 2024], the Employer establishes, as part of the Plan, a PLESA for the benefit of eligible Participants, as provided under Code §402A(e) and ERISA §§801 – 804.
- (b) **Elections relating to PLESAs.** If PLESAs are established under the Plan, the Employer may make the following elections:
- ☐ (1) Instead of \$2,500 the Plan limits the portion of a Participant's Account attributable to PLESA contributions to \$ ____ [insert amount less than \$2,500]
- ☐ (2) Instead of requiring an affirmative election by a Participant to contribute to the PLESA, the Plan will automatically enroll eligible Participants at a rate of ____% [must be 3% or less]

ELECTIVE PROVISIONS RELATING TO MATCHING CONTRIBUTIONS

S2-7. OPTIONAL TREATMENT OF MATCHING CONTRIBUTIONS AS DESIGNATED ROTH MATCHING CONTRIBUTIONS. (S2IA §5.01)

- ☐ (a) A Participant may not elect to treat a nonforfeitable Matching Contribution made on behalf of such Participant as a Designated Roth Matching Contribution.
- ☐ (b) Effective ____ [insert date on or after December 30, 2022], a Participant MAY elect to treat a nonforfeitable Matching Contribution made on behalf of such Participant as a Designated Roth Matching Contribution.

- ☒ (c) Describe any special rules relating to the optional treatment of nonforfeitable Matching Contributions as a Designated Roth Matching Contribution: Special rules relating to the optional treatment of nonforfeitable Matching Contributions as a Designated Roth Matching Contribution are set forth in the applicable agreement between the employer and the employee and/or in an employer administrative/board policy.

S2-8. TREATMENT OF QUALIFIED STUDENT LOAN PAYMENTS (QSLPs) AS SALARY DEFERRALS FOR PURPOSES OF MATCHING CONTRIBUTIONS. (S2IA §5.02)

- ☐ (a) The Plan does not treat QSLPs as Salary Deferrals (or After-Tax Employee Contributions, if applicable) for purposes of Matching Contributions.
- ☐ (b) Effective for Plan Years beginning on or after ____ [enter a date no earlier than January 1, 2024], the Plan will treat QSLPs as Salary Deferrals (or After-Tax Employee Contributions, if applicable) for purposes of Matching Contributions, as provided for under §110 of the SECURE 2.0 Act.
- ☒ (c) Describe any special rules relating to the treatment of QSLPs as Salary Deferrals (or After-Tax Employee Contributions, if applicable) for purposes of Matching Contributions: Special rules relating to the treatment of QSLPs as Salary Deferrals (or After-Tax Employee Contributions, if applicable) are set forth in the applicable agreement between the employer and the employee and/or in an employer administrative/board policy.

S2-9. FEDERAL SAVER'S MATCHING CONTRIBUTION. (S2IA §5.03)

- ☒ (a) Employer will not accept receipt of the federal saver's matching contribution.
- ☐ (b) The Employer elects to accept the receipt of the federal saver's matching contribution, effective ____ [insert date on or after January 1, 2027].
- ☐ (c) Describe special rules applicable to the federal saver's matching contribution: _____

ELECTIVE PROVISIONS RELATING TO DISTRIBUTIONS

S2-10. AVAILABILITY OF INVOLUNTARY CASH-OUT DISTRIBUTIONS. (S2IA §6.01)

- ☒ (a) **No change to Involuntary Cash-Out Distribution related-provisions as elected under the Adoption Agreement and as applicable before January 1, 2024 (i.e., prior to the effective date of §304 of the SECURE 2.0 Act).**
- ☐ (b) **Involuntary Cash-Out Distributions.** Beginning January 1, 2024, or, if later, ____ [insert date after January 1, 2024], a Participant who has a Severance from Employment with a vested Account Balance of \$7,000 or less will receive an Involuntary Cash-Out Distribution, subject to the Automatic Rollover provisions under the Plan.
- ☐ (c) **No Involuntary Cash-Out Distributions.** Beginning January 1, 2024, or, if later, ____ [insert date after January 1, 2024], the Plan does not provide for Involuntary Cash-Out Distributions. A Participant who has a Severance from Employment must consent to any distribution from the Plan.
- ☐ (d) **Lower Involuntary Cash-Out Distribution threshold.** Beginning January 1, 2024, or, if later, ____ [insert date after January 1, 2024], a Participant who has a Severance from Employment will receive an Involuntary Cash-Out Distribution only if the Participant's vested Account Balance is less than or equal to:
- ☐ (1) \$1,000
- ☐ (2) \$5,000
- ☐ (3) \$____ (must be less than \$7,000)
- ☐ (e) **Application to spousal consent requirements.** Beginning January 1, 2024, or, if later, ____ [insert date after January 1, 2024], if the Plan is subject to the Qualified Joint and Survivor Annuity rules and this subsection (e) is elected, the elections in subsections (a) - (d) do not apply in determining the dollar threshold for spousal consent under the Plan and instead the spousal consent threshold is \$7,000 or such lower amount as selected below:
- ☐ (1) \$1,000
- ☐ (2) \$5,000
- ☐ (3) \$____ (must be less than \$7,000)
- ☐ (f) Describe any special rules relating to Involuntary Cash Out Distributions and/or spousal consent requirements: _____

S2-11. AVAILABILITY OF IN-SERVICE DISTRIBUTIONS. (S2IA §§6.02, 6.03, 6.04, 6.05, 6.07) A Participant may withdraw all or any portion of such Participant’s vested Account Balance, to the extent designated, upon the occurrence of any of the event(s) selected under this S2-11. If more than one option is selected for a particular contribution type under this S2-11, a Participant may take an in-service distribution upon the occurrence of any of the selected events, unless designated otherwise under this S2-11.

If the Plan allows for Rollover Contributions under AA §C-2 or After-Tax Employee Contributions under AA §6D, unless elected otherwise under this S2-11, a Participant may take an in-service distribution from such Participant’s Rollover Account and After-Tax Employee Contribution Account at any time. If the Plan provides for Safe Harbor Contributions (SH) under AA §6C, unless elected otherwise under this S2-11, a Participant may take an in-service distribution from such Participant’s Safe Harbor Contribution Account at the same time as elected for Salary Deferrals under S2-11. Unless otherwise described under S2-11(e), a Participant may take an in-service distribution from a Transfer Account as allowed for the underlying contribution source.

[**Note:** In-service distributions must satisfy the distribution restrictions applicable to Custodial Accounts and Salary Deferral Accounts.]

All Available Sources	Deferral	Match	ER	R/O	AT	SH	
☐	☐	☐	☐	☐	☐	☐	(a) As an Emergency Personal Expense Distribution beginning January 1, 2024, or, if later, ____ [insert date after January 1, 2024].
☒	☐	☐	☐	☐	☐	☐	(b) As a Domestic Abuse Distribution beginning January 1, 2024, or, if later, ____ [insert date after January 1, 2024].
☒	☐	☐	☐	☐	☐	☐	(c) As a Qualified Long-Term Care Distribution beginning December 30, 2025, or, if later, ____ [insert date after December 30, 2025].
☒	☐	☐	☐	☐	☐	☐	(d) As a Terminally Ill Individual Distribution beginning December 30, 2022, or, if later, ____ [insert date after December 30, 2022]. [Note: Not available with respect to Salary Deferrals or amounts held under a Custodial Account unless legislation amends Code §72(t)(2)(L) to allow a Terminally Ill Individual Distribution as a permissible distribution event under Code §403(b).]
☐	☐	☐	☐	☐	☐	☐	(e) Describe: _____

[**Note:** Unless designated otherwise under subsection (e), any selection(s) in the Deferral column also apply to Roth Contributions, QMACs and QNECs. Elections under the ER column also apply to Mandatory Contributions, unless otherwise provided in subsection (e). Any event described in subsection (e) may not violate the permissible distribution events under the Plan.]

☐ (f) **Special distribution rules for in-service distributions.**

- ☐ (1) The following are not available to Participants who have had a Severance from Employment:
 - ☐ (i) Emergency Personal Expense Distributions
 - ☐ (ii) Domestic Abuse Distributions
 - ☐ (iii) Qualified Long-Term Care Distributions
 - ☐ (iv) Terminally Ill Individual Distributions
- ☐ (2) The following are not available unless the Participant is 100% vested in the source from which the distribution is taken:
 - ☐ (i) Emergency Personal Expense Distributions
 - ☐ (ii) Domestic Abuse Distributions
 - ☐ (iii) Qualified Long-Term Care Distributions

- ☐ (iv) Terminally Ill Individual Distributions
- ☐ (3) Unless otherwise elected below, Hardship distributions may include earnings on Pre-Tax Deferral Accounts and Roth Deferral Accounts, effective for Plan Years beginning on or after January 1, 2024.
- ☐ (i) Hardship distributions may NOT include earnings on Pre-Tax Deferral Accounts and Roth Deferral Accounts.
- ☐ (ii) Hardship distributions may include earnings on Pre-Tax Deferral Accounts and Roth Deferral, effective ____ [insert date after January 1, 2024].
- ☐ (4) Unless otherwise elected below, Hardship distributions may include QNEC, QMAC, Traditional Safe Harbor Contribution and QACA Safe Harbor Contribution Accounts (including earnings), effective for Plan Years beginning January 1, 2024.
- ☐ (i) Hardship distributions may NOT include the following Accounts (including earnings):
- ☐ (A) QNEC Account
- ☐ (B) QMAC Account
- ☐ (C) Traditional Safe Harbor Contribution Accounts
- ☐ (D) QACA Safe Harbor Contribution Accounts.
- ☐ (ii) Hardship distributions may include QNEC, QMAC, Traditional Safe Harbor and QACA Safe Harbor Accounts (including earnings), effective ____ [insert date after January 1, 2024].
- ☐ (5) Describe any special rules relating to Hardship distributions: _____
- ☐ (6) Other distribution rules: _____

S2-12. PEP FIDUCIARY FOR COLLECTING CONTRIBUTIONS TO THE PEP. (S2IA §8.01)

- ☐ Instead of the PPP, the fiduciary for collecting contributions to the PEP is: _____

S2-13. SPECIAL PROVISIONS.

If the Employer wishes to provide additional or clarifying provisions to this SECURE 2.0 Act Interim Amendment, the Employer may include such provisions below.

- ☐ Describe any special rules related to this SECURE 2.0 Act Interim Amendment: _____

APPLICATION OF SECURE 2.0 ACT INTERIM AMENDMENT

Pursuant to Revenue Procedure 2023-37 and Section 14.01(a) of the Plan, this SECURE 2.0 Act Interim Amendment has been adopted by the Pre-Approved Plan Provider on behalf of all adopting Employers. This amendment applies to the signatory Employer and all Participating Employers under the Plan.

**ACTION BY THE GOVERNING BOARD
RESTATEMENT OF 403(b) RETIREMENT PLAN**

The undersigned, on behalf of the Governing Board, hereby certifies that at a meeting of the Governing Board of Unified School Dist #259 Sedgwick County ("Employer"), the following resolutions were approved:

WHEREAS, the Employer has maintained the Unified School Dist #259 Sedgwick County ("Plan") since January 1, 2009 for the benefit of eligible employees; and

WHEREAS, the Employer is restating the above-referenced Plan to comply with 2022 Cumulative List of Changes in Section 403(b) Requirements for 403(b) Pre-approved Plans and to continue to receive the tax benefits of an IRS pre-approved plan.

NOW, THEREFORE, BE IT RESOLVED that the Employer hereby adopts the Unified School Dist #259 Sedgwick County as a complete restatement of the prior Plan, to be effective on January 1, 2026;

RESOLVED FURTHER that the undersigned representative of the Employer is authorized to execute the restated Plan document and authorize the performance of any other actions necessary to implement the adoption of the Plan restatement. The Employer may designate any other authorized person to execute the restated Plan document and perform the necessary actions to adopt the restated Plan. The Employer will maintain a copy of the restated Plan, as approved by the Governing Board, along with a copy of the prior plan, in its files;

The undersigned hereby certifies that he/she is an Authorized Representative of the Employer and that the foregoing is a true record of a resolution duly adopted at a meeting of the Governing Board and that said meeting was held in accordance with state law and the Bylaws of the above-named Employer.

IN WITNESS WHEREOF, I have executed my name below as an Authorized Representative of the Employer.

Authorized Representative / Date

Certificate Of Completion

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Status: Sent

Subject: Unified School Dist #259 Sedgwick County

Source Envelope:

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Signatures: 0

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plansupport@omni403b.com

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shoyme@usd259.net

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Timestamp

Editor Delivery Events

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Agent Delivery Events

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Status

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tcameron

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tcameron@wichitapublicschools.org

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Envelope Summary Events	Status	Timestamps
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Payment Events	Status	Timestamps

**Wichita Public Schools
Unified School District No. 259
Wichita, Kansas**

September 14, 2026

Resolution 2026-__

A RESOLUTION ADOPTED BY THE BOARD OF EDUCATION OF UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY, KANSAS (THE “DISTRICT”), PERTAINING TO ADOPTING A RESTATED, INTERNAL REVENUE SERVICE PR-APPROVED PLAN DOCUMENT FOR THE UNIFIED SCHOOL DISTRICT NO. 259, SEDGWICK COUNTY, STATE OF KANSAS 403(b) RETIREMENT PLAN.

Recitals

The District currently offers the Unified School District No. 259, Sedgwick County, State of Kansas 403(b) Retirement Plan (the “Plan”) to give its employees the opportunity to save additional funds for retirement;

The District desires to restate the Plan under an Internal Revenue Service (IRS) pre-approved plan document provided by US OMNI & TSACG Compliance Services, the Plan’s third party administrator, for the Plan, effective as of the date of adoption of the resolution to maintain compliance with applicable sections of the Internal Revenue Code and provisions in the Setting Every Community Up for Retirement Enhancement 2.0 Act of 2022 (“SECURE 2.0”); the Setting Every Community Up for Retirement Enhancement Act of 2019 (“SECURE”), the Coronavirus Aid, Relief, And Economic Security Act (“CARES”) and the Bipartisan American Miners Act (“BAMA” as enacted in Division M of the Further Consolidated Appropriations Act of 2019;

The District, by signing the Adoption Agreement, adopts the restated, IRS pre-approved plan document;

Be it resolved by the Board of Education of Unified School District No. 259, Sedgwick County, Kansas, that the Adoption Agreement of the IRS pre-approved plan document is hereby adopted and approved by the Board, effective of the date of adoption:

RESOLVED FURTHER, that a copy of the above-stated Adoption Agreement be made a part of the minutes of this meeting; and

FINALLY RESOLVED, that District staff are authorized and directed to execute and implement the Adoption Agreement substantially in the form presented to the meeting.

ADOPTED by the Board of Education of the Unified School District No. 259, Sedgwick County, Kansas, on this 14th day of September 2026.

UNIFIED SCHOOL DISTRICT NO. 259,
SEDGWICK COUNTY, KANSAS

By _____
Stan Reeser, President of the Board

ATTEST:

By _____

Litona Hoyt, Clerk of the Board

**Request for Facilities Approval
Projects \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14, 2026

1. **Hadley K-8 – Long-Lead HVAC Equipment Purchase** 27004
Responsible party as indicated in the summary: Steve Noble

Recommendation:

It is recommended that the Board enter into a contract with Daikin TMI, LLC, for HVAC equipment with long lead times for Hadley K-8 in an amount not to exceed ~~\$1,156,780~~ **\$1,196,790**.

Explanation: Low Bid

Tabulation:

Daikin TMI, LLC **\$1,196,790 LB**

Funding Year and Funding: 2026-2027, 2027-2028 Capital Outlay

Reason for Purchase: The Capital Outlay Budget includes funding to purchase long-lead HVAC equipment required for the planned improvements at Hadley K-8 in preparation for occupancy by students transitioning from Horace Mann K-8 beginning in August 2027.

Architectural and engineering documents for the overall project are being finalized for competitive bidding and selection of a general contractor. Based on the project schedule, the HVAC equipment must be available on site by January 2027 to support installation, startup, testing, and completion of the facility improvements prior to the start of the 2027–2028 school year.

Several major HVAC components currently have anticipated lead times of approximately 20 weeks. To maintain the project schedule and reduce the risk of delays associated with equipment availability, the District needs to acquire these items directly as owner-furnished equipment prior to completion of the general contractor selection process.

The equipment to be purchased includes boiler coil units, fan coil units, air handling units, air-cooled chillers, rooftop units, and hot water coils. Early procurement will allow the equipment to be manufactured and delivered in accordance with the construction schedule while the remaining design and bidding activities are completed.

**Request for Facilities Approval
Projects \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14, 2026

2. **K-8 – Design Services – Furniture Standard Development**
Responsible party as indicated in the summary: Steve Noble

BID EXEMPT

Recommendation:

It is recommended that the Board enter into a contract with Incite Design Studio, LLC, for furniture standards and bid package development for K-8 schools, including Hadley, in an amount not to exceed \$29,500.

Explanation: Responsible Proposal

Tabulation:

Incite Design Studio, LLC

\$29,500 RP

Funding Year and Funding: 2026-2027

Capital Outlay

Reason for Purchase: The Capital Outlay Budget includes funding to support furniture design services for K-8 schools, including Hadley, in preparation for the purchase of new furniture, contingent upon voter approval of the November 2026 bond election.

Through this process, the District will work with Incite Design Studio, LLC, to develop and establish a new furniture standard for K-8 schools and prepare a complete furniture package for competitive bidding. The package will identify the required furniture for each space, including quantities and types, and will include assistance with bidding, value engineering, final selections, and limited installation administration.

This work must begin now to support the District's goal of having the furniture package ready for bidding by November 24, 2026, which is necessary to maintain the planned Fall 2027 opening of Hadley K-8, contingent upon voter approval of the bond proposal.

**Request for Facilities Approval
Projects \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14, 2026

3. Structural Repairs at North High School – Construction Manager at Risk – GMP #5 CMAR

Responsible party as indicated in the summary: Steve Noble

Recommendation:

It is recommended that the Board amend the contract with Hutton Corporation to include Guaranteed Maximum Price (GMP) #5 in the amount of \$7,128,165. This will bring the cumulative total for GMP #1 through #5 to \$27,361,512.

Explanation: CMAR

Tabulation:

Hutton Corporation

\$7,128,165 CMAR

Funding Year and Funding: 2026-2027, 2027-2028

Capital Outlay

Reason for Purchase: On July 31, 2023, the Board approved entering into a contract with Hutton Corporation to provide Construction Manager at Risk services for the Structural Repairs at North and Northwest High Schools. The Board of Education approved Guaranteed Maximum Price (GMP) awards #1 through #4 in the cumulative amount of \$20,233,347. GMP #5, in the amount of \$7,128,165, has been established to execute structural floor repairs for North High School at the lightwells and the Boys' and Girls' locker rooms.

09/14/2026: BOE Approval for CMAR services with Hutton Corporation				
(North & Northwest High Schools Structural Repairs)				
GMP #1	GMP #2	GMP #3	GMP #4	GMP #5
2/12/2024	4/8/2024	8/26/2024	2/2/2026	9/14/2026
\$97,840	\$12,400,000	\$1,801,969	\$5,933,538	\$7,128,165
Total				\$27,361,512
Design assistance for LiDAR scanning, BIM, and prefab	Floor repairs in C Hall & Commons Area at North; Wall repairs in pool area at Northwest	Floor Repairs at North High School "B-Hall" (North of Media Center), "C-Hall" (East of Original Gymnasium) and "J-Hall" (Northwest of Original	Auditorium, Original Gymnasium, and West Mechanical Tunnel	Lightwells, Boys' and Girls' locker rooms

**Request for Facilities Approval
Projects \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14, 2026

4. Owner's Representative Services – November 2026 Bond Program **BID EXEMPT**

Responsible party as indicated in the summary: Steve Noble

Recommendation:

It is recommended that the Board enter into a contract with Lighthouse Construction Guidance, LLC, for Owner's Representative services in support of the proposed November 2026 Bond Program in an amount not to exceed \$689,192.

Explanation: Responsible Proposal

Tabulation:

Lighthouse Construction Guidance, LLC	\$689,192 RP
--	---------------------

Funding Year and Funding: 2026-2027

Capital Outlay

Reason for Purchase: The Capital Outlay Budget includes funding for Owner's Representative services to support the planning, coordination, and implementation of the District's proposed November 2026 bond program. All services under this agreement, including pre- and post-bond program services, are contingent upon voter approval of the November 3, 2026 bond election.

The District issued a Request for Qualifications/Proposals (RFQ/RFP) seeking an experienced and independent Owner's Representative to assist the District with pre- and post-bond program planning and implementation. The Owner's Representative will serve as an advisor, coordinator, and project-controls resource for the District and will assist with program planning, budgeting, scheduling, procurement, design coordination, construction-phase monitoring, reporting, project closeout, and warranty activities.

The Owner's Representative will also assist the District in coordinating the work of architects, engineers, construction managers, contractors, consultants, vendors, and District staff while monitoring project budgets, schedules, risks, changes, and other program requirements. The firm will provide regular reporting to District administration and the Board of Education to support program accountability and informed decision-making.

Following review of submitted qualifications and proposals and interviews with shortlisted firms, Lighthouse Construction Guidance, LLC, was identified as the firm providing the best overall value and approach for the District. The Bond Oversight Committee recommends that the Board of Education approve Lighthouse Construction Guidance, LLC, to provide Owner's Representative services for the District's bond program.

The agreement and the expenditure of \$689,192 are contingent upon voter approval of the November 3, 2026 bond election. If the election is successful, the agreement will become effective November 4, 2026, and services and expenditures will occur from November 4, 2026, through June 30, 2027. If the election is not successful, the agreement will not take effect and the District will not incur the \$689,192 expenditure.

**Request for Facilities Approval
Projects \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14, 2026

5. School Service Center – Operational Space Alignment 27002

Responsible party as indicated in the summary: Steve Noble

Recommendation:

It is recommended that the Board enter into a contract with Van Asdale Construction, LLC, for construction of the Operational Space Alignment at the School Service Center in an amount not to exceed \$121,325.

Explanation: Low Bid

Tabulation:

Van Asdale Construction, LLC \$121,325 LB

Funding Year and Funding: 2026-2027 – 2027-2028 Capital Outlay

Reason for Purchase: The Capital Outlay Budget includes funding for construction to realign operational workspace within the School Service Center to support the integration of staff from multiple divisions into an area previously configured for a single division. The project includes reconfiguration of existing workstations; construction of two enclosed offices; modifications to circulation paths; and updates to shared support spaces, including print/plotter areas and break/storage zones. The construction will enhance workflow efficiency, support both collaborative and individual work needs, and maintain operational continuity throughout implementation.

6. East High School – Design Services - Exterior Restoration Phase 5 BID EXEMPT

Responsible party as indicated in the summary: Steve Noble

Recommendation:

It is recommended that the Board enter into a contract with Shelden Architecture, Inc, for design services of Exterior Restoration Phase 5 of East High School in an amount not to exceed \$108,500.

Explanation: Responsible Proposal

Tabulation:

Shelden Architecture, Inc \$108,500 RB

Funding Year and Funding: 2026-2027 – 2027-2028 Capital Outlay

Reason for Purchase: The Capital Outlay Budget includes funding for design services for East High School Exterior Restoration Phase 5. This project is the final phase of restoration work for East High School's main classroom building that was constructed in 1922, to address the recommendations noted by Thos. Rewerts & Co., LLC, described in the Structural Engineering Evaluation of Existing Exterior Masonry Walls for the East Complex Main Building and Science Building report dated April 22, 2020. This phase includes restoration of the exterior masonry walls at four lightwell locations, including a window replacement, and tuckpointing the upper-level masonry above the third level roof, around the upper portion of the auditorium.

**Request for Facilities Approval
Projects \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14, 2026

7. United States Department of Energy Renew America's Schools Grant – Budget Period 2

Responsible party as indicated in the summary: Steve Noble

Recommendation:

It is recommended that the Board approve Budget Period 2 of the United States Department of Energy Renew America's Schools Grant project in a total amount not to exceed \$18,669,128, inclusive of the District's required 25% matching funds, for implementation of the approved energy conservation measures and associated project activities.

Explanation: Responsible Proposal

Tabulation:

Navitas \$18,669,128 RP

Funding Year and Funding: 2026-2027 Grant and Capital Outlay

Reason for Purchase: In 2024 Wichita Public Schools was awarded funding through the United States Department of Energy Renew America's Schools Grant program to implement energy-saving improvements at selected schools. The project includes energy audits, energy conservation measures such as lighting upgrades, HVAC improvements, building controls, and retro-commissioning, and other qualifying energy-efficiency enhancements.

On November 4, 2024, the Board of Education approved the selection of Navitas, LLC, as the Energy Service Company (ESCO) for the District's Renew America's Schools Grant project and authorized the first phase of the project, Budget Period 1, which included Investment Grade Audits (IGA) at 30 schools to develop the detailed scope of energy-saving measures.

On August 7, 2026, the Department of Energy approved Wichita Public Schools' Budget Period 2 through September 30, 2029. Budget Period 2 funding will be used to implement the approved energy conservation measures such as lighting upgrades, HVAC improvements, building controls, and retro-commissioning at selected schools. These associated project activities are in accordance with the scope, terms, and requirements of the United States Department of Energy's Renew America's Schools Grant program.

**Request for Facilities Approval
Projects \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14, 2026

Terms Legend

Low Bid (LB) – The lowest bid received and one that meets all requirements of the bid.

Low Bid Meeting Specification (LBMS) – Not the lowest priced bid but the lowest bid that meets all requirements of the bid.

Only Bid (OB) – The only bid received in the bid process.

Responsible Proposal (RP) – The proposal deemed by the proposal evaluation committee to have provided the best solution to the stated objectives of the proposal. While pricing is always considered in evaluation, it is rarely the primary selection tool.

Master Control (MC) – Per BOE Policy 3304, Purchase Orders of \$20,000 or more that are issued to set aside funds for extended periods of time for payment of such items as utility bills, postage, software maintenance agreements and lease agreements which are necessary and continuing operational expenses that can be secured from an only source provider.

Multiple Sources (MS) – Where it has been determined that multiple sources are necessary to facilitate procurement services in order to minimize expenditures and perform the absolute best services required by the District.

Inter-Agency Cooperative Purchase (IACP) – Contracts issued, awarded and meeting the requirements set forth in Kansas Statute 72-1151 for cooperative purchasing. These contracts are such as but not limited to, contracts by state agencies, federal, national or other state contracts facilitated by a federal or local governmental entity or agency.

Sole Source (SS) - A situation created due to the inability to obtain competition. This may result because only one vendor or supplier possesses the unique ability or capability to meet the particular requirements of the solicitation. The purchasing authority may require a justification from the requesting user explaining why this is the only source for the requirement.

State Use (SU) Statute KSA 75-3317 – 3322 and amendments thereto: Same; purchase of products or services by state or school district

Unified school districts must purchase products on the list certified by the State's director of purchases from qualified vendors when those products meet the specifications identified by the unified school district.

Bid Exempt (BE) – KSA 72-1151 provides for exemptions from the solicitation of competitive bids and/or proposals.

Construction Manager at Risk (CMAR) – KSA 72-1153 through 72-1155 - A qualifications-based project delivery method in which a construction manager or general contractor is selected during the design phase to provide preconstruction services and assume responsibility and risk for construction delivery within a specified cost and schedule, including a guaranteed maximum price. The construction manager at risk competitively solicits bids for trade packages and contracts with qualified trade contractors to complete the construction.

Request for Facilities Approval
Projects \$20,000.00 and above
 In accordance with BOE Policy 3304
 Date: September 14, 2026

Summary

Description of Products/Services	Amount	Responsible Party
1. Hadley K-8 – Long-Lead HVAC Equipment Purchase	~~\$1,156,780~~ \$1,196,790	Steve Noble
2. K-8 - Design Services – Furniture Standard Development	\$29,500	Steve Noble
3. Structural Repairs at North High School – Construction Manager at Risk – GMP #5	\$7,128,165	Steve Noble
4. Owner's Representative Services – November 2026 Bond Program	\$689,192	Steve Noble
5. School Service Center – Operational Space Alignment	\$121,325	Steve Noble
6. East High School – Design Services - Exterior Restoration Phase 5	\$108,500	Steve Noble
7. United States Department of Energy Renew America's Schools Grant – Budget Period 2	\$18,669,128	Steve Noble

Request for Purchasing Approval
Annual Renewals
Supplies \$20,000.00 and above
 In accordance with BOE Policy 3304
 Date: September 14th, 2026

- 1. ATHLETIC CHARTER BUS SERVICE** **BID EXEMPT**
 Responsible party as indicated in the summary: Loren Hatfield

Recommendation:
 It is recommended the Board approve the use of Village Travel LLC (Wichita, KS), in an amount not to exceed \$125,000.00, for charter bus rentals during the 2026-2027 school year.

Explanation: Bid Exempt

Tabulation:
 Village Travel LLC **\$125,000.00 BE**

Funding Year and Funding: 2026-2027 Supplemental General

Reason for Purchase: Charter buses are used for out-of-town trips for athletic events when our contracted bus provider cannot provide services.

- 2. TRANSLATION SERVICES** **BID EXEMPT**
 Responsible party as indicated in the summary: Rachel Bell

Recommendation:
 It is recommended the Board approve payment to Propio Language Services (Overland Park, KS), in an amount not to exceed \$80,000.00, for translation services used throughout the district for the 2026-2027 school year.

Explanation: Bid Exempt

Tabulation:
 Propio Language Services **\$80,000.00 BE**
OMNIA Contract # R260509

Funding Year and Funding: 2026-2027 Bilingual Fund

Reason for Purchase: Propio is a third-party interpretation service. It gives Wichita Public Schools the ability to provide over 200 different languages with telephone interpreters to meet the 82 languages which are currently represented in the Wichita Public School system. Propio supplements the District's Language Lines Spanish and Vietnamese languages, ensuring USD 259's ability to meet Federal Guidelines for interpretation support.

- 3. MICROSOFT SCHOOL SERVICE AGREEMENT** **MASTER CONTROL**
 Responsible party as indicated in the summary: Rob Dickson

Recommendation:
 It is recommended the Board approve payment to CDW Government (Vernon Hills, IL), in an amount not to exceed \$1,950,000.00 for Microsoft desktop software on all district computers.

Explanation: Master Control

Tabulation:
 CDW Government **\$1,950,000.00 MC**
Greenbush Technology AEPA 026D

Funding Year and Funding: 2026-2027 Capital Outlay/Supplemental General

Reason for Purchase: All district computers use Microsoft applications by students and staff.

Request for Purchasing Approval
Annual Renewals
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

4. **TICKETING SOFTWARE** **MASTER CONTROL**
Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the Board approve payment to Incident IQ, LLC (Atlanta, GA) in an amount of \$196,340.71 for the district wide ticketing software platform.

Explanation: Master Control

Tabulation:

Incident IQ, LLC **\$196,340.71 MC**

Funding Year and Funding: 2026-2027 Capital Outlay/Supplemental General

Reason for Purchase: This software is specifically designed for K-12 environments that centralize technology infrastructure, streamline workflows, and improve operational efficiency across the district. It enables ticketing submission and asset tracking for student and staff devices.

5. **USER LICENSES FOR ORACLE PBSC AND EPRCS** **MASTER CONTROL**
Responsible party as indicated in the summary: Rob Dickson

Recommendation:

It is recommended the board approve payment to DLT Solutions (Herndon, VA), in the amount of \$37,864.80, for user licenses to Oracle Planning and Budgeting Cloud Services (PBCS) and Enterprise Performance Reporting Cloud Service (EPRCS).

Explanation: Master Control

Tabulation:

DLT Solutions **\$37,864.80 MC**

Funding Year and Funding: 2026-2027 Various Funds

Reason for Purchase: Oracle is the District's Enterprise Performance Management (EPM) system, which includes PBCS and EPRCS. Finance Services requires these licenses to maintain and operate the EPM system.

6. **SECURITY SERVICES** **BID EXEMPT**
Responsible party as indicated in the summary: Terri Moses

Recommendation:

It is recommended the board approve payment to Extra Duty Solutions (Shelton, CT), in an amount not to exceed \$500,000.00, for district scheduling with Wichita Police Department.

Explanation: Bid Exempt

Tabulation:

Extra Duty Solutions **\$500,000.00 BE**

Funding Year and Funding: 2026-2027 Various Funds

Reason for Purchase: The Wichita Police Department has contracted with Extra Duty Solutions to administer off-duty programs for law enforcement agencies, including customer interaction, job scheduling, officer payroll, invoicing, and collections. WPD officers are no longer allowed to work as independent contractors.

Request for Purchasing Approval
Annual Renewals
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

7. **BEHAVIORAL THREAT CASE MANAGEMENT SYSTEM** **BID EXEMPT**
Responsible party as indicated in the summary: Terri Moses

Recommendation:

It is recommended the Board approve payment to Public Consulting Group, LLC. (Boston, MA), in the amount of \$58,667.00 for annual licensing, support, and maintenance of the EDPlan Behavioral Threat Assessment software suite.

Explanation: Bid Exempt

Tabulation:

Public Consulting Group LLC **\$58,667.00 BE**

Funding Year and Funding: 2026-2027

Capital Outlay Funds

Reason for Purchase: PCG is a sole-source provider of the EDPlan Behavioral Threat Assessment software suite. This software is designed to support behavioral threat assessments, intervention, and referral services management. This system helps maximize transparency, fidelity, collaboration, efficiency, and reporting/data collection.

8. **WEATHER MONITORING AND NOTIFICATION SERVICES** **MASTER CONTROL**
Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the board approve payment to Perry Weather, Inc. (Dallas, TX) in the amount of \$21,275.76 for weather monitoring and notification services contract renewal.

Explanation: Master Control

Tabulation:

Perry Weather, Inc **\$21,275.76 MC**

Funding Year and Funding: 2026-2027

Supplemental General

Reason for Purchase: The district uses Perry Weather to monitor severe weather conditions in real time with notifications to key employees throughout the district to allow them to react appropriately during the normal school day and after school activities.

Request for Purchasing Approval
Annual Renewals
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

9. **STUDENT TRANSPORTATION SERVICES CONTRACT AMENDMENT** **MASTER CONTROL**
Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It was previously approved at the April 7, 2025 BOE meeting the contract extension with First Student, (Wichita, KS) through the 2030 school year. There was a mutually agreed amendment to the contract involving only vehicle options, no additional funds are being requested.

Explanation: Master Control

Tabulation:

First Student, Inc.

Funding Year and Funding: 2026-2027

Supplemental General

Reason for Purchase: To amend the District's existing agreement with First Student to include Alternative Transportation Services through First ALT. First ALT utilizes smaller-capacity vehicles, such as vans, SUVs, and sedans, to transport students whose needs cannot be efficiently met through traditional bus routes. This addendum does not add vehicles or expand services but instead provides the District with greater flexibility to utilize the most appropriate vehicle type for student transportation needs and to reallocate existing transportation services among current providers.

10. **RECYCLING AND SHREDDING SERVICES** **BID EXEMPT**
Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is recommended the Board approve the continued use from Recycle for Youth Sports (Wichita, KS) in an amount not to exceed \$115,000.00, for recycling and shredding services for all attendance and administrative centers throughout the district.

Explanation: Bid Exempt

Tabulation:

Recycle for Youth Sports

\$115,000.00 BE

Funding Year and Funding: 2026-2027

Supplemental General

Reason for Purchase: Recycle for Youth Sports collects recyclable materials as well as material for shredding from all the district's locations.

Request for Purchasing Approval
Annual Renewals
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

Terms Legend

Low Bid (LB) – The lowest bid received and one that meets all requirements of the bid.

Low Bid Meeting Specification (LBMS) – Not the lowest priced bid but the lowest bid that meets all requirements of the bid.

Only Bid (OB) – The only bid received in the bid process.

Responsible Proposal (RP) – The proposal deemed by the proposal evaluation committee to have provided the best solution to the stated objectives of the proposal. While pricing is always considered in evaluation, it is rarely the primary selection tool.

Master Control (MC) – Per BOE Policy 3304, Purchase Orders of \$20,000 or more that are issued to set aside funds for extended periods of time for payment of such items as utility bills, postage, software maintenance agreements and lease agreements which are necessary and continuing operational expenses that can be secured from an only source provider.

Multiple Sources (MS) – Where it has been determined that multiple sources are necessary to facilitate procurement services in order to minimize expenditures and perform the absolute best services required by the District.

Inter-Agency Cooperative Purchase (IACP) – Contracts issued, awarded and meeting the requirements set forth in Kansas Statute 72-1151 for cooperative purchasing. These contracts are such as but not limited to, contracts by state agencies, federal, national or other state contracts facilitated by a federal or local governmental entity or agency.

Sole Source (SS) - A situation created due to the inability to obtain competition. This may result because only one vendor or supplier possesses the unique ability or capability to meet the particular requirements of the solicitation. The purchasing authority may require a justification from the requesting user explaining why this is the only source for the requirement.

State Use (SU) Statute KSA 75-3317 – 3322 and amendments thereto: Same; purchase of products or services by state or school district

Unified school districts must purchase products on the list certified by the State's director of purchases from qualified vendors when those products meet the specifications identified by the unified school district.

Bid Exempt (BE) – KSA 72-1151 provides for exemptions from the solicitation of competitive bids and/or proposals.

Request for Purchasing Approval
Annual Renewals
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

Summary

Description of products/services	Amount	Responsible Party
1. Athletic Charter Bus	\$125,000.00	Loren Hatfield
2. Translation Services	\$80,000.00	Rachel Bell
3. Microsoft School Service Agreement	\$1,950,000.00	Rob Dickson
4. Ticketing Software	\$196,340.71	Rob Dickson
5. User Licenses for Oracle PBSC & EPRCS	\$37,864.80	Rob Dickson
6. Security Services	\$500,000.00	Terri Moses
7. Behavior Threat Case Management System	\$58,667.00	Terri Moses
8. Weather Monitoring and Notification Services	\$21,275.76	Fabian Armendariz
9. Student Transportation Services Contract Amendment		Fabian Armendariz
10. Recycling and Shredding Services	\$115,000.00	Fabian Armendariz

**Request for Purchasing Approval
Supplies \$20,000.00 and above**

In accordance with BOE Policy 3304

Date: September 14th, 2026

- 1. WRESTLING MATS** **26138-2,1**
Responsible party as indicated in the summary: Loren Hatfield

Recommendation:
It is recommended the Board approve the purchase of wrestling mats from Dollamur Sport Surfaces (Fort Worth, TX), in an amount not to exceed \$35,000.00 to replace existing worn out mats at North High.

Explanation: Low Bid

Tabulation:

Dollamur Sport Surfaces	\$35,000.00 LB
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Funding Year and Funding: 2026-2027 General Funds

Reason for Purchase:
Replacing the current North High mats is necessary to address serious health and safety concerns, improve the room's accessibility, and reflect the school's current identity.

- 2. TWO-WAY RADIOS & ACCESSORIES** **27014**
Responsible party as indicated in the summary: Terri Moses

Recommendation:
It is recommended the Board approve the purchase of Kenwood two-way radios and accessories from Uplink, LLC, DBA Watco Companies, LLC (Pittsburg, KS) in an amount not to exceed \$125,000.00, for use throughout the district.

Explanation: Low Bid Meeting Specification

Tabulation:

Uplink, LLC	\$125,000.00 LBMS
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Funding Year and Funding: 2026-2027 Capital Outlay Funds

Reason for Purchase: Safety Services purchases radios to be used for communication within the schools and throughout the district.

- 3. ROBOT AUTOSCRUBBER** **IACP**
Responsible party as indicated in the summary: Steve Nobel

Recommendation:
It is recommended that the Board approve the purchase of 4 commercial cleaning robots from BradyPLUS (Las Vegas, NV) in the amount of \$114,752.00.

Explanation: Inter-Agency Cooperative Purchase

Tabulation:

BradyPLUS	\$114,752.00 IACP
<i>Omnia Partners Contract #152610</i>	

Funding Year and Funding: 2026-2027 Capital Outlay

Reason for Purchase: Purchasing additional Pringle cleaning robots will increase cleaning efficiency, provide consistent overnight floor care, and allow custodial staff to focus on detailed cleaning tasks that require human attention. This investment helps address staffing shortages, maintain cleaner facilities, and improve the overall learning environment while maximizing district resources.

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14th, 2026

4. **FOOD – JULY 2026** **MASTER CONTROL**
Responsible part as indicated in the summary: Fabian Armendariz
- Recommendation:**
It is reported that food items scheduled to be used for 2026-2027 menus have been purchased in the amount of \$3,298,755.47. An itemized report is attached for review.
- Explanation:** Master Control
- Tabulation:**
See Attachment A **\$3,298,755.47 MC**
- Funding Year and Funding:** 2026-2027 Nutrition Services Fund
- Reason for Purchase:** Nutrition Services purchases various food items to complete menus for students.
-
5. **FOOD – AUGUST 2026** **MASTER CONTROL**
Responsible part as indicated in the summary: Fabian Armendariz
- Recommendation:**
It is reported that food items scheduled to be used for 2026-2027 menus have been purchased in the amount of \$376,835.82. An itemized report is attached for review.
- Explanation:** Master Control
- Tabulation:**
See Attachment B **\$376,835.82 MC**
- Funding Year and Funding:** 2026-2027 Nutrition Services Fund
- Reason for Purchase:** Nutrition Services purchases various food items to complete menus for students.
-
6. **CAFETERIA, CLASSROOM, OFFICE FURNITURE & SUPPLIES – AUGUST 2026** **MASTER CONTROL**
Responsible part as indicated in the summary: Fabian Armendariz
- Recommendation:**
It is reported that furniture & supplies have been purchased in the amount of \$31,606.34. An itemized report is attached for review.
- Explanation:** Master Control
- Tabulation:**
See Attachment C **\$31,606.34 MC**
- Funding Year and Funding:** 2026-2027 Nutrition Services Fund
- Reason for Purchase:** Nutrition Services purchases various food items to complete menus for students.

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14th, 2026

7. SUPPLY WAREHOUSE STOCK – JULY 2026

MASTER CONTROL

Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is reported that stock supplies for the Supply Warehouse to be utilized throughout the School District have been purchased for \$346,569.36 and an itemized report is attached for review.

Explanation: Master Control

Tabulation:

See Attachment D

\$346,569.36 MC

Funding Year and Funding: 2026-2027

Various Funds

Reason for Purchase: The Supply Warehouse stocks various items used throughout the district. This allows the district to receive large volume discounts because we can request quotes/bids from multiple vendors, providing cost and time savings.

8. SUPPLY WAREHOUSE STOCK – AUGUST 2026

MASTER CONTROL

Responsible party as indicated in the summary: Fabian Armendariz

Recommendation:

It is reported that stock supplies for the Supply Warehouse to be utilized throughout the School District have been purchased for \$181,257.02 and an itemized report is attached for review.

Explanation: Master Control

Tabulation:

See Attachment E

\$181,257.02 MC

Funding Year and Funding: 2026-2027

Various Funds

Reason for Purchase: The Supply Warehouse stocks various items used throughout the district. This allows the district to receive large volume discounts because we can request quotes/bids from multiple vendors, providing cost and time savings.

9. FACILITIES SHOP STOCK – AUGUST 2026

Responsible part as indicated in the summary: Steve Nobel

Recommendation:

It is reported that Facilities shop stock items have been purchased in the amount of \$48,214.76. An itemized report is attached for review.

Explanation: Master Control

Tabulation:

See Attachment F

\$48,214.76 MC

Funding Year and Funding: 2026-2027

Nutrition Services Fund

Reason for Purchase: Facilities department purchased various parts to complete maintenance and repairs within the district.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

10. **HVAC PARTS AND SUPPLIES – JULY -AUGUST 2026**
Responsible part as indicated in the summary: Steve Nobel

Recommendation:

It is reported that Facilities HVAC parts and supplies have been purchased in the amount of \$72,866.28. An itemized report is attached for review.

Explanation: Master Control

Tabulation:

See Attachment G **\$72,866.28 MC**

Funding Year and Funding: 2026-2027

Nutrition Services Fund

Reason for Purchase: Facilities department purchased various HVAC parts and supplies to complete maintenance and repairs within the district.

11. **BULK TECHNOLOGY – JUNE, JULY, & AUGUST 2026**
Responsible party as indicated in the summary: Rob Dickson

IACP

Recommendation:

It is reported that technology items have been purchased in the amount of \$2,070,887.00. An itemized report is attached for review.

Explanation: Multiple Services

Tabulation:

See Attachment H **\$2,070,887.00 IACP**

Funding Year and Funding: 2026-2027

Various Funds

Reason for Purchase: The IST Department will make purchases on behalf of the district's students and staff for technology hardware devices and accessories to be used by District schools. Items are purchased on an as needed basis and will be reported periodically.

12. **AUDIO VISUAL EQUIPMENT, PRINTERS, ACCESSORIES, & SOFTWARE AUG 2026**
Responsible party as indicated in summary: Rob Dickson

IACP

Recommendation:

It is reported that audio equipment items have been purchased in the amount of \$39,460.00. An itemized report is attached for review.

Explanation: Multiple Services

Tabulation:

See Attachment I **\$39,460.00 IACP**

Funding Year and Funding: 2026-2027

Various Funds

Reason for Purchase: Audio-visual equipment, printers, and accessories used throughout the district's instructional and office settings.

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14th, 2026

Terms Legend

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Master Control (MC) – Per BOE Policy 3304, Purchase Orders of \$20,000 or more that are issued to set aside funds for extended periods of time for payment of such items as utility bills, postage, software maintenance agreements and lease agreements which are necessary and continuing operational expenses that can be secured from an only source provider.

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State Use (SU) Statute KSA 75-3317 – 3322 and amendments thereto: Same; purchase of products or services by state or school district

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Bid Exempt (BE) – KSA 72-1151 provides for exemptions from the solicitation of competitive bids and/or proposals.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

Summary

Description of products/services	Amount	Responsible Party
1. North High Wrestling Mats	\$35,000.00	Loren Hatfield
2. Two-Way Radios & Accessories	\$125,000.00	Terri Moses
3. Robot Auto scrubber	\$114,752.00	Steve Nobel
4. Food – July 2026	\$3,298,755.47	Fabian Armendariz
5. Food - August 2026	\$376,835.82	Fabian Armendariz
6. Cafeteria, Classroom, Office Furniture & Supplies – August 2026	\$31,606.34	Fabian Armendariz
7. Supply Warehouse Stock – July 2026	\$346,569.36	Fabian Armendariz
8. Supply Warehouse Stock – August 2026	\$181,257.02	Fabian Armendariz
9. Facilities Shop Stock – August 2026	\$48,214.76	Steve Nobel
10. HVAC Parts and Supplies – July-August 2026	\$72,866.28	Steve Nobel
11. Bulk Technology	\$2,070,887.00	Rob Dickson
12. Audio Visual Equipment, Printer, Accessories & Software Aug 2026	\$39,460.00	Rob Dickson

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

ATTACHMENT A
FOOD – JULY 2026

Purchase Order	Date	Supplier	Item Description	Amount
WPS2700020	7/9/2026	BEN E KEITH COMPANY	Open PO FY27; Ben E Keith	\$ 75,000.00
WPS2700021	7/9/2026	BIMBO BAKERIES USA	Open PO FY27; Bimbo Bakery	\$ 200,000.00
WPS2700024	7/9/2026	F & A FOOD SALES INC	Open PO FY27; F&A	\$ 50,000.00
WPS2700025	7/9/2026	HILAND DAIRY FOODS COMPANY LLC	Open PO FY27; Hiland	\$ 1,000,000.00
WPS2700026	7/9/2026	LIBERTY FRUIT CO INC	Open PO FY27; Liberty Fruit	\$ 1,000,000.00
WPS2700027	7/9/2026	PIZZA HUT	Open PO FY27; Pizza Hut	\$ 300,000.00
WPS2700030	7/9/2026	GOLD STAR FOODS INC	Add Funds to Open PO; Gold Star; WPS2700030	\$ 200,000.00
WPS2700030		GOLD STAR FOODS INC	Open PO FY27; Gold Star	\$ 50,000.00
WPS2700048	7/13/2026	F & A FOOD SALES INC	NS1380 - HAM , ALL PORK, SLICED, REFRIGERATED, FULLY COOKED, BONELESS	\$ 2,256.00
WPS2700049	7/13/2026	BEN E KEITH COMPANY	NS1803 - TURKEY BREAST, DICED, FROZEN.	\$ 6,225.00
WPS2700050	7/13/2026	Gregory Packaging Inc	NS2237 - 40/4.23 OZ CASE -SS- APPLE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 5,527.20
WPS2700050		Gregory Packaging Inc	NS2252 - 40/4.23 OZ CASE -SS- NATURAL FRUIT PUNCH 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 5,527.20
WPS2700050		Gregory Packaging Inc	NS2265 - 40/4.23 OZ CASE -SS- GRAPE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2700050		Gregory Packaging Inc	NS2288 - 40/4.23 OZ CASE -SS- VERY BERRY 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 1,842.40
WPS2700050		Gregory Packaging Inc	NS2289 - 40/4.23 OZ CASE - SS - STRAWBERRY/KIWI 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2700051	7/13/2026	BEN E KEITH COMPANY	NS5540 - SPORTS DRINK	\$ 2,340.00
WPS2700052	7/13/2026	BEN E KEITH COMPANY	NS5502 - COFFEE FLAVORED MILK, COLD BREW, 8 OUNCES	\$ 1,763.84
WPS2700054	7/13/2026	BEN E KEITH COMPANY	NS5590 - WATER, FLAVORED, CARBONATED	\$ 1,255.20
WPS2700055	7/13/2026	F & A FOOD SALES INC	NS2970 - SALSA, BOTTLED	\$ 4,598.40
WPS2700056	7/13/2026	US FOODS INC	NS1334 - EGG, LIQUID, PASTEURIZED, COOK-IN-THE-BAG, FROZEN	\$ 2,389.00
WPS2700057	7/13/2026	BEN E KEITH COMPANY	NS1810 - TURKEY, SMOKED, SLICED, REFRIGERATED	\$ 5,612.00

It should be noted that industry standards dictate that volume shipments of certain products will be shipped plus or minus 15% from the quantity ordered to complete case or pallet. When additional products are shipped it will be billed at the per each bid price. This additional quantity is not returned to the Board for Review.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

WPS2700058	7/13/2026	BEN E KEITH COMPANY	NS1809 - TURKEY, SLICED, COMBO PACK WITH PEPPERONI, SALAMI, AND HAM, READY TO EAT.	\$ 2,699.00
WPS2700065	7/13/2026	GOLD STAR FOODS INC	NS1349 - SUSHI, 6OZ PACK, READY TO EAT.	\$ 925.20
WPS2700069	7/13/2026	F & A FOOD SALES INC	NS2313 - JUICE, 100 percent JUICE, CARBONATED, CANNED.	\$ 14,976.00
WPS2700070	7/13/2026	F & A FOOD SALES INC	NS6480 - SYRUP, TABLE, PORTION PACK, 100ct/CASE, 1.5 OUNCE MINIMUM WEIGHT PER PACKET OR CUP	\$ 4,188.80
WPS2700071	7/13/2026	BEN E KEITH COMPANY	NS6348 - DRESSING, RANCH, LOW FAT OR FAT FREE PORTION PACK, 12 GRAM	\$ 7,104.00
WPS2700072	7/13/2026	US FOODS INC	NS6330 - KETCHUP, TOMATO, PORTION PACK	\$ 3,398.40
WPS2700074	7/13/2026	F & A FOOD SALES INC	NS5943 - YOGURT, 2 OUNCE TUBE, FLAVORED, LOW FAT.	\$ 7,488.00
WPS2700075	7/13/2026	US FOODS INC	NS5980 - YOGURT, VANILLA FLAVOR, REDUCED SUGAR, LOW FAT	\$ 5,132.16
WPS2700076	7/13/2026	BEN E KEITH COMPANY	NS6351 - DRESSING, CHIPOLTE RANCH, GALLON,	\$ 3,047.52
WPS2700077	7/13/2026	F & A FOOD SALES INC	NS6471 - SAUCE, PICANTE, PORTION PACK	\$ 2,120.00
WPS2700078	7/13/2026	BEN E KEITH COMPANY	NS6409 - SAUCE, CHICKEN DIPPIN,	\$ 4,947.68
WPS2700082	7/13/2026	F & A FOOD SALES INC	NS5940 - YOGURT, 4 OUNCE, FLAVORED, LOW FAT OR FAT FREE, INDIVIDUAL PACKAGE	\$ 3,511.20
WPS2700083	7/13/2026	F & A FOOD SALES INC	NS5749 - SAUCE, CHEESE, JALAPENO, INDIVIDUAL PACKAGE	\$ 3,352.00
WPS2700085	7/13/2026	F & A FOOD SALES INC	NS5736 - CHEESE, CHEDDAR, STICK, INDIVIDUAL PACKAGE, 1 ounce package, refrigerated not frozen.	\$ 2,199.00
WPS2700086	7/13/2026	F & A FOOD SALES INC	NS5735 - CHEESE, CUBES, MILD CHEDDAR, REDUCED FAT, 5lb BAG.	\$ 3,675.00
WPS2700087	7/13/2026	F & A FOOD SALES INC	NS5733 - CHEESE, SHREDDED, CHEDDAR, MEDIUM SHRED, refrigerated not frozen, 5lb bag.	\$ 4,666.50
WPS2700088	7/13/2026	F & A FOOD SALES INC	NS5734 - CHEESE, CUBES, MILD CHEDDAR, REDUCED FAT, 1OZ BAG, refrigerated not frozen	\$ 3,295.00
WPS2700089	7/13/2026	F & A FOOD SALES INC	NS5730 - CHEESE, MOZZERELLA, SHREDDED, FANCY, 5lb BAG.	\$ 4,590.00
WPS2700090	7/13/2026	F & A FOOD SALES INC	NS5630 - WATER, UNFLAVORED, NON-CARBONATED,	\$ 284.76
WPS2700091	7/13/2026	F & A FOOD SALES INC	NS5710 - CHEESE, PROCESSED AMERICAN, SLICED, YELLOW COLOR, REFRIGERATED NOT FROZEN	\$ 2,400.00

It should be noted that industry standards dictate that volume shipments of certain products will be shipped plus or minus 15% from the quantity ordered to complete case or pallet. When additional products are shipped it will be billed at the per each bid price. This additional quantity is not returned to the Board for Review.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

WPS2700092	7/13/2026	BEN E KEITH COMPANY	NS5592 - WATER, FLAVORED, UNCARBONATED	\$ 788.40
WPS2700093	7/13/2026	BEN E KEITH COMPANY	NS5591 - WATER, FLAVORED, CARBONATED WITH CAFFEINE,	\$ 470.00
WPS2700095	7/13/2026	F & A FOOD SALES INC	NS5760 - CHEESE, STRING, MOZZARELLA, PART-SKIM, INDIVIDUALLY WRAPPED, REFRIGERATED,	\$ 39,755.52
WPS2700098	7/13/2026	RYADD LLC	Open PO FY27; Ryadd (Yo Dots)	\$ 30,000.00
WPS2700100	7/13/2026	US FOODS INC	Open PO FY27; US Foods	\$ 80,000.00
WPS2700132	7/14/2026	GOLD STAR FOODS INC	NS1349 - SUSHI, 6OZ PACK, READY TO EAT.	\$ 925.20
WPS2700135	7/14/2026	F & A FOOD SALES INC	NS3515 - Kashi Strawberry Banana Loops, 1oz package, maximum 6g added sugar per pouch	\$ 8,912.50
WPS2700135		F & A FOOD SALES INC	NS3517 - Cocoa Loops, Kellogg's 11322	\$ 9,469.60
WPS2700135		F & A FOOD SALES INC	NS3544 - Cereal, Frosted Corn Flakes, 2 grain equivalent bowl, maximum 12g added sugar per container	\$ 14,357.25
WPS2700251		HADLEY FARMS INC	NS3927 ROLL, RASPBERRY SWIRL WITH ICING, INDIVIDUALLY WRAPPED, FROZEN 144/2.7oz. cs	\$ 9,235.20
WPS2700251		HADLEY FARMS INC	NS3927 ROLL, RASPBERRY SWIRL WITH ICING, INDIVIDUALLY WRAPPED, FROZEN 144/2.7oz. cs	\$ 11,544.00
WPS2700337	7/21/2026	F & A FOOD SALES INC	NS3520 - Cinnamon Toast Crunch Cereal, 2 grain equivalent bowl, 25 percent less sugar, maximum 12g added sugar per container	\$ 7,976.25
WPS2700337		F & A FOOD SALES INC	NS3526 - Lucky Charms Cereal, 2 grain equivalent bowl, 25 percent less sugar, maximum 12g added sugar per container	\$ 7,976.25
WPS2700337		F & A FOOD SALES INC	NS3527 - Cereal, cocoa puffs, 2 grain equivalent bowl, 25 percent less sugar, maximum 12g added sugar per container	\$ 7,976.25
WPS2700337		F & A FOOD SALES INC	NS3542 - Cereal, Trix, 25% less sugar, 2 grain equivalent bowl, maximum 12g added sugar per container	\$ 5,104.80
WPS2700445	7/23/2026	GOLD STAR FOODS INC	NS4820- Cheetos Baked (.875 oz), Individual Portion Size, 104/.875oz/cs	\$ 6,418.44
WPS2700445		GOLD STAR FOODS INC	NS4825 - Cheetos Fantastix Chili Cheese (1oz), Individual Size Portion, 104/1oz/cs	\$ 39.62
WPS2700445		GOLD STAR FOODS INC	NS4826 – Cheetos Fantastix Flamin Hot (1oz), Individual Size Portion, 104/1oz/cs	\$ 515.06

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WPS2700445		GOLD STAR FOODS INC	NS4829 - Cheetos Baked Flamin Hot Limon (.875oz), Individual Size Portion,104ct/.875oz/cs	\$	237.72
WPS2700445		GOLD STAR FOODS INC	NS4850 – Cheetos Baked Flamin Hot (.875oz), Individual Size Portion, 104/.875oz/cs	\$	475.44
WPS2700445		GOLD STAR FOODS INC	NS5025 - Doritos Reduced Fat Tangy Golden Sriracha (1oz), Individual Portion Size, 72ct/1oz/cs	\$	168.30
WPS2700445		GOLD STAR FOODS INC	NS5026 – Doritos Reduced Fat Flamas (1oz), Individual Portion Size, 72/1oz/cs	\$	493.74
WPS2700445		GOLD STAR FOODS INC	NS5027 – Doritos Reduced Fat Nacho Cheese (1oz), Individual Portion Size, 72/1oz/cs	\$	7,570.68
WPS2700445		GOLD STAR FOODS INC	NS5028 – Doritos Reduced Fat Spicy Sweet Chili (1oz), Individual Portion Size,72/1oz/cs	\$	164.58
WPS2700445		GOLD STAR FOODS INC	NS5180 - Lay's Kettle Cooked 40 percent Less Fat Cheddar Jalapeno (1.375oz), Individual Portion Size 64/1.375oz/cs	\$	158.00
WPS2700445		GOLD STAR FOODS INC	NS5183 - Lay's Kettle Cooked 40 percent Less Fat Smokey BBQ (1.375oz), Individual Portion Size 64/1.375ozcs	\$	39.50
WPS2700445		GOLD STAR FOODS INC	NS5194 - SunChips Original (1.5oz), Individual Portion Size, 64/1.5oz/cs	\$	165.88
WPS2700445		GOLD STAR FOODS INC	NS5201 – Tostitos Reduced Fat Crispy Rounds (.875oz), Individual Portion Size,104/.875oz/cs	\$	5,943.00
WPS2700445		GOLD STAR FOODS INC	NS5202 – Tostitos Reduced Fat Crispy Rounds (1.45oz), Individual Portion Size, 64/1.45oz/cs	\$	3,976.32
WPS2700597	7/28/2026	GOLD STAR FOODS INC	NS4826 – Cheetos Fantastix Flamin Hot (1oz), Individual Size Portion,104/1oz/cs	\$	39.62
WPS2700597		GOLD STAR FOODS INC	NS4850 – Cheetos Baked Flamin Hot (.875oz), Individual Size Portion, 104/.875oz/cs	\$	79.24
WPS2700597		GOLD STAR FOODS INC	NS4860 – Fritos Corn Chip (1oz), Individual Portion Size,104/1oz/cs	\$	742.14
WPS2700597		GOLD STAR FOODS INC	NS5026 – Doritos Reduced Fat Flamas (1oz), Individual Portion Size, 72/1oz/cs	\$	219.44
WPS2700597		GOLD STAR FOODS INC	NS5027 – Doritos Reduced Fat Nacho Cheese (1oz), Individual Portion Size, 72/1oz/cs	\$	713.18

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WPS2700597	7/29/2026	GOLD STAR FOODS INC	NS5028 – Doritos Reduced Fat Spicy Sweet Chili (1oz), Individual Portion Size, 72/1oz/cs	\$ 27.43
WPS2700597		GOLD STAR FOODS INC	NS5055 – Funyuns (.75oz), Individual Portion Size, 104/.75oz/cs	\$ 39.62
WPS2700597		GOLD STAR FOODS INC	NS5180 - Lay's Kettle Cooked 40 percent Less Fat Cheddar Jalapeno (1.375oz), Individual Portion Size 64/1.375oz/cs	\$ 118.50
WPS2700597		GOLD STAR FOODS INC	NS5181 - Lay's Kettle Cooked 40 percent Less Fat Original (1.375oz), Individual Portion Size 64/1.375ozcs	\$ 39.50
WPS2700597		GOLD STAR FOODS INC	NS5201 – Tostitos Reduced Fat Crispy Rounds (.875oz), Individual Portion Size, 104/.875oz/cs	\$ 5,943.00
WPS2700597		GOLD STAR FOODS INC	NS5202 – Tostitos Reduced Fat Crispy Rounds (1.45oz), Individual Portion Size, 64/1.45oz/cs	\$ 279.04
WPS2700629		Gregory Packaging Inc	NS2237 - 40/4.23 OZ CASE -SS- APPLE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2700629		Gregory Packaging Inc	NS2252 - 40/4.23 OZ CASE -SS- NATURAL FRUIT PUNCH 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2700629		Gregory Packaging Inc	NS2265 - 40/4.23 OZ CASE -SS- GRAPE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2700629		Gregory Packaging Inc	NS2288 - 40/4.23 OZ CASE -SS- VERY BERRY 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2700629		Gregory Packaging Inc	NS2289 - 40/4.23 OZ CASE - SS - STRAWBERRY/KIWI 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 3,684.80
			TOTAL	\$ 3,298,755.47

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ATTACHMENT B
FOOD – AUGUST 2026

Purchase Order	Date	Supplier	Item Description	Amount
WPS2700831	8/3/2026	F & A FOOD SALES INC	NS1380 - HAM , ALL PORK, SLICED, REFRIGERATED, FULLY COOKED, BONELESS	\$ 9,024.00
WPS2700838	8/3/2026	F & A FOOD SALES INC	NS2499 - HUMMUS, 30 OUNCE IN PE	\$ 688.50
WPS2700843	8/3/2026	BEN E KEITH COMPANY	NS1810 - TURKEY, SMOKED, SLICED, REFRIGERATED	\$ 10,796.00
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS4826 – Cheetos Fantastix Flamin Hot (1oz), Individual Size Portion, 104/1oz/cs	\$ 39.62
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS4828 - Cheetos Puffs (.7oz), Individual Size Portion, 72/.7oz/cs	\$ 192.01
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS4828 - Cheetos Puffs (.7oz), Individual Size Portion, 72/.7oz/cs	\$ 6,857.50
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS4829 - Cheetos Baked Flamin Hot Limon (.875oz), Individual Size Portion, 104ct/.875oz/cs	\$ 79.24
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS4860 – Fritos Corn Chip (1oz), Individual Portion Size, 104/1oz/cs	\$ 742.14
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5026 – Doritos Reduced Fat Flamas (1oz), Individual Portion Size, 72/1oz/cs	\$ 164.58
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5027 – Doritos Reduced Fat Nacho Cheese (1oz), Individual Portion Size, 72/1oz/cs	\$ 164.58
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5028 – Doritos Reduced Fat Spicy Sweet Chili (1oz), Individual Portion Size, 72/1oz/cs	\$ 27.43
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5055 – Funyuns (.75oz), Individual Portion Size, 104/.75oz/cs	\$ 39.62
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5180 - Lay's Kettle Cooked 40 percent Less Fat Cheddar Jalapeno (1.375oz), Individual Portion Size 64/1.375oz/cs	\$ 39.50
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5183 - Lay's Kettle Cooked 40 percent Less Fat Smokey BBQ (1.375oz), Individual Portion Size 64/1.375ozcs	\$ 39.50

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WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5194 - Sunchips Original (1.5oz), Individual Portion Size, 64/1.5oz/cs	\$ 165.88
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5201 – Tostitos Reduced Fat Crispy Rounds (.875oz), Individual Portion Size, 104/.875oz/cs	\$ 5,943.00
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5202 – Tostitos Reduced Fat Crispy Rounds (1.45oz), Individual Portion Size, 64/1.45oz/cs	\$ 2,092.80
WPS2701005	8/5/2026	GOLD STAR FOODS INC	NS5216 – Tostitos Crispy Rounds, Whole Grain Rich, Bulk (16oz), Frito Lay 000-28400-62399-5, 8/16oz/cs	\$ 185.13
WPS2701279	8/10/2026	F & A FOOD SALES INC	NS2530 - BROCCOLI, SHORT SPEARS/FLORETS	\$ 1,880.00
WPS2701279	8/10/2026	F & A FOOD SALES INC	NS2530 - BROCCOLI, SHORT SPEARS/FLORETS	\$ 3,760.00
WPS2701388	8/11/2026	Smart Source Critical Communications, LLC	Freight for sealer paper	\$ 350.00
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS4820- Cheetos Baked (.875 oz), Individual Portion Size, 104/.875oz/cs	\$ 5,943.00
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS4826 – Cheetos Fantastix Flamin Hot (1oz), Individual Size Portion, 104/1oz/cs	\$ 237.72
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS4829 - Cheetos Baked Flamin Hot Limon (.875oz), Individual Size Portion, 104ct/.875oz/cs	\$ 356.58
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS4850 – Cheetos Baked Flamin Hot (.875oz), Individual Size Portion, 104/.875oz/cs	\$ 237.72
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5025 - Doritos Reduced Fat Tangy Golden Sriracha (1oz), Individual Portion Size, 72ct/1oz/cs	\$ 28.05
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5026 – Doritos Reduced Fat Flamas (1oz), Individual Portion Size, 72/1oz/cs	\$ 658.32
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5027 – Doritos Reduced Fat Nacho Cheese (1oz), Individual Portion Size, 72/1oz/cs	\$ 164.58
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5028 – Doritos Reduced Fat Spicy Sweet Chili (1oz), Individual Portion Size, 72/1oz/cs	\$ 164.58

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WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5055 – Funyuns (.75oz), Individual Portion Size, 104/.75oz/cs	\$ 237.72
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5180 - Lay's Kettle Cooked 40 percent Less Fat Cheddar Jalapeno (1.375oz), Individual Portion Size 64/1.375oz/cs	\$ 237.00
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5181 - Lay's Kettle Cooked 40 percent Less Fat Original (1.375oz), Individual Portion Size 64/1.375ozcs	\$ 79.00
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5182 - Lay's Kettle Cooked 40 percent Less Fat Sea Salt & Vinegar (1.375oz), Individual Portion Size 64/1.375ozcs	\$ 39.50
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5183 - Lay's Kettle Cooked 40 percent Less Fat Smokey BBQ (1.375oz), Individual Portion Size 64/1.375ozcs	\$ 79.00
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5194 - Sunchips Original (1.5oz), Individual Portion Size, 64/1.5oz/cs	\$ 290.29
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5201 – Tostitos Reduced Fat Crispy Rounds (.875oz), Individual Portion Size, 104/.875oz/cs	\$ 594.30
WPS2701410	8/12/2026	GOLD STAR FOODS INC	NS5202 – Tostitos Reduced Fat Crispy Rounds (1.45oz), Individual Portion Size, 64/1.45oz/cs	\$ 2,616.00
WPS2701451	8/12/2026	BEN E KEITH COMPANY	NS1345 - FISH STICK, ALASKAN POLLOCK, WHOLE GRAIN CRUNCHY BREADED, OVEN READY, FROZEN	\$ 10,208.16
WPS2701523	8/13/2026	F & A FOOD SALES INC	NS5940 - YOGURT, 4 OUNCE, FLAVORED, LOW FAT OR FAT FREE, INDIVIDUAL PACKAGE	\$ 3,777.20
WPS2701524	8/13/2026	F & A FOOD SALES INC	NS5736 - CHEESE, CHEDDAR, STICK, INDIVIDUAL PACKAGE, 1 ounce package, refrigerated not frozen.	\$ 4,398.00
WPS2701525	8/13/2026	BEN E KEITH COMPANY	NS1337 - EGG, WHOLE, HARD BOILED, FULLY COOKED, REFRIGERATED, Packaged 12 eggs per package,	\$ 2,691.75
WPS2701538	8/13/2026	F & A FOOD SALES INC	NS5760 - CHEESE, STRING, MOZZARELLA, PART-SKIM, INDIVIDUALLY WRAPPED, REFRIGERATED,	\$ 39,755.52

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WPS2701622	8/14/2026	US FOODS INC	NS5980 - YOGURT, VANILLA FLAVOR, REDUCED SUGAR, LOW FAT	\$ 5,132.16
WPS2701623	8/14/2026	F & A FOOD SALES INC	NS5943 - YOGURT, 2 OUNCE TUBE, FLAVORED, LOW FAT.	\$ 7,488.00
WPS2701624	8/14/2026	F & A FOOD SALES INC	NS5734 - CHEESE, CUBES, MILD CHEDDAR, REDUCED FAT, 1OZ BAG, refrigerated not frozen	\$ 6,590.00
WPS2701626	8/14/2026	Gregory Packaging Inc	NS2237 - 40/4.23 OZ CASE -SS- APPLE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2701626	8/14/2026	Gregory Packaging Inc	NS2252 - 40/4.23 OZ CASE -SS- NATURAL FRUIT PUNCH 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2701626	8/14/2026	Gregory Packaging Inc	NS2265 - 40/4.23 OZ CASE -SS- GRAPE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2701626	8/14/2026	Gregory Packaging Inc	NS2288 - 40/4.23 OZ CASE -SS- VERY BERRY 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2701626	8/14/2026	Gregory Packaging Inc	NS2289 - 40/4.23 OZ CASE - SS - STRAWBERRY/KIWI 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 3,684.80
WPS2701676	8/14/2026	BEN E KEITH COMPANY	NS6348 - DRESSING, RANCH, LOW FAT OR FAT FREE PORTION PACK, 12 GRAM	\$ 7,104.00
WPS2701677	8/14/2026	US FOODS INC	NS6310 - SAUCE, BARBECUE, PORTION PACK, 12 GRAM MINIMUM WEIGHT PER PACK.	\$ 2,126.00
WPS2701799	8/17/2026	BEN E KEITH COMPANY	NS5123 - SUNFLOWER SEED KERNELS, SPICY, INDIVIDUAL PACKAGE	\$ -
WPS2701874	8/18/2026	BradyPLUS	NS7161 - 9509502 - GS6-2 6IN CLR PLA GREENWARE SQR 300/CS	\$ 4,119.60
WPS2701888	8/18/2026	BEN E KEITH COMPANY	NS5123 - SUNFLOWER SEED KERNELS, SPICY, INDIVIDUAL PACKAGE	\$ 5,382.30
WPS2701960	8/19/2026	F & A FOOD SALES INC	NS3520 - Cinnamon Toast Crunch Cereal, 2 grain equivalent bowl, 25 percent less sugar, maximum 12g added sugar per container	\$ 15,952.50

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WPS2701960	8/19/2026	F & A FOOD SALES INC	NS3526 - Lucky Charms Cereal, 2 grain equivalent bowl, 25 percent less sugar, maximum 12g added sugar per container	\$ 3,828.60
WPS2701960	8/19/2026	F & A FOOD SALES INC	NS3527 - Cereal, cocoa puffs, 2 grain equivalent bowl, 25 percent less sugar, maximum 12g added sugar per container	\$ 7,976.25
WPS2701960	8/19/2026	F & A FOOD SALES INC	NS3528 - Cereal, Honey Cheerios, 2 grain equivalent bowl, maximum 12g added sugar per container	\$ 3,828.60
WPS2701960	8/19/2026	F & A FOOD SALES INC	NS3529 - Cereal, Blueberry Chex, 2 grain equivalent bowl, maximum 12g added sugar per container	\$ 3,190.50
WPS2701960	8/19/2026	F & A FOOD SALES INC	NS3542 - Cereal, Trix, 25% less sugar, 2 grain equivalent bowl, maximum 12g added sugar per container	\$ 6,381.00
WPS2702020	8/20/2026	F & A FOOD SALES INC	NS5710 - CHEESE, PROCESSED AMERICAN, SLICED, YELLOW COLOR, REFRIGERATED NOT FROZEN	\$ 4,800.00
WPS2702021	8/20/2026	F & A FOOD SALES INC	NS2499 - HUMMUS, 30 OUNCE IN PE	\$ 1,836.00
WPS2702042	8/20/2026	F & A FOOD SALES INC	NS4036 - WAFFLE, MAPLE FLAVORED, WHOLE GRAIN RICH, BULK, FROZEN	\$ 3,320.00
WPS2702042	8/20/2026	F & A FOOD SALES INC	NS4036 - WAFFLE, MAPLE FLAVORED, WHOLE GRAIN RICH, BULK, FROZEN	\$ 6,640.00
WPS2702044	8/20/2026	Gregory Packaging Inc	NS2237 - 40/4.23 OZ CASE -SS- APPLE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2702044	8/20/2026	Gregory Packaging Inc	NS2252 - 40/4.23 OZ CASE -SS- NATURAL FRUIT PUNCH 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2702044	8/20/2026	Gregory Packaging Inc	NS2265 - 40/4.23 OZ CASE -SS- GRAPE 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00
WPS2702044	8/20/2026	Gregory Packaging Inc	NS2288 - 40/4.23 OZ CASE -SS- VERY BERRY 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 4,606.00

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WPS2702044	8/20/2026	Gregory Packaging Inc	NS2289 - 40/4.23 OZ CASE - SS - STRAWBERRY/KIWI 100% JUICE - 51% DOMESTIC (min order truckload 3360cs mix-n-match)	\$ 3,684.80
WPS2702135	8/21/2026	US FOODS INC	NS6330 - KETCHUP, TOMATO, PORTION PACK	\$ 6,796.80
WPS2702142	8/21/2026	BEN E KEITH COMPANY	NS5591 - WATER, FLAVORED, CARBONATED WITH CAFFEINE,	\$ 1,175.00
WPS2702278	8/25/2026	F & A FOOD SALES INC	NS5940 - YOGURT, 4 OUNCE, FLAVORED, LOW FAT OR FAT FREE, INDIVIDUAL PACKAGE	\$ 5,266.80
WPS2702279	8/25/2026	F & A FOOD SALES INC	NS5943 - YOGURT, 2 OUNCE TUBE, FLAVORED, LOW FAT.	\$ 11,232.00
WPS2702280	8/25/2026	BEN E KEITH COMPANY	NS5540 - SPORTS DRINK	\$ 1,170.00
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS4825 - Cheetos Fantastix Chili Cheese (1oz), Individual Size Portion, 104/1oz/cs	\$ 713.16
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS4826 – Cheetos Fantastix Flamin Hot (1oz), Individual Size Portion, 104/1oz/cs	\$ 79.24
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS4828 - Cheetos Puffs (.7oz), Individual Size Portion, 72/.7oz/cs	\$ 713.18
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS4829 - Cheetos Baked Flamin Hot Limon (.875oz), Individual Size Portion, 104ct/.875oz/cs	\$ 198.10
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS4850 – Cheetos Baked Flamin Hot (.875oz), Individual Size Portion, 104/.875oz/cs	\$ 118.86
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS4860 – Fritos Corn Chip (1oz), Individual Portion Size, 104/1oz/cs	\$ 82.46
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5026 – Doritos Reduced Fat Flamas (1oz), Individual Portion Size, 72/1oz/cs	\$ 658.32
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5027 – Doritos Reduced Fat Nacho Cheese (1oz), Individual Portion Size, 72/1oz/cs	\$ 6,583.20
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5028 – Doritos Reduced Fat Spicy Sweet Chili (1oz), Individual Portion Size, 72/1oz/cs	\$ 82.29
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5055 – Funyuns (.75oz), Individual Portion Size, 104/.75oz/cs	\$ 39.62

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WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5180 - Lay's Kettle Cooked 40 percent Less Fat Cheddar Jalapeno (1.375oz), Individual Portion Size 64/1.375oz/cs	\$ 118.50
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5183 - Lay's Kettle Cooked 40 percent Less Fat Smokey BBQ (1.375oz), Individual Portion Size 64/1.375ozcs	\$ 158.00
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5194 - Sunchips Original (1.5oz), Individual Portion Size, 64/1.5oz/cs	\$ 580.58
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5201 – Tostitos Reduced Fat Crispy Rounds (.875oz), Individual Portion Size, 104/.875oz/cs	\$ 5,546.80
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5202 – Tostitos Reduced Fat Crispy Rounds (1.45oz), Individual Portion Size, 64/1.45oz/cs	\$ 1,883.52
WPS2702297	8/25/2026	GOLD STAR FOODS INC	NS5216 – Tostitos Crispy Rounds, Whole Grain Rich, Bulk (16oz), Frito Lay 000-28400-62399-5, 8/16oz/cs	\$ 617.10
WPS2702348	8/26/2026	BEN E KEITH COMPANY	NS1810 - TURKEY, SMOKED, SLICED, REFRIGERATED	\$ 16,836.00
WPS2702352	8/26/2026	EVCO WHOLESALE FOOD CORPORATION	Open PO FY27; EVCO	\$ 50,000.00
WPS2702377	8/26/2026	BEN E KEITH COMPANY	NS1345 - FISH STICK, ALASKAN POLLOCK, WHOLE GRAIN CRUNCHY BREADED, OVEN READY, FROZEN	\$ 10,208.16
			TOTAL	\$ 376,835.82

**Request for Purchasing Approval
Supplies \$20,000.00 and above**

In accordance with BOE Policy 3304

Date: September 14th, 2026

Attachment C

Cafeteria, Classroom, Office Furniture & Supplies – August 2026

Creation Date	Order	Supplier	Item Description	Purchase Order Amount
08/14/2026	WPS2701652	THE HON COMPANY	AMAC - Labor and material to provide and install office furniture per quote	\$ 31,606.34
			Total	\$ 31,606.34

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026
ATTACHMENT D
SUPPLY – JULY 2026

Order	Date	Supplier	Item Description	Purchase Order Amount
WPS2700002	7/8/2026	MIDLAND	Paper, 2 part, Carbonless, 17 1/2" x 22 1/2", 20# Precollated, *Nekoosa Only* 2000 Sheets	\$ 3,908.40
WPS2700002		MIDLAND	Paper, 3 part, Reverse Carbonless, 17 1/2" x 22 1/2", 20# Precollated, 2000 sheets, *Nekoosa ONLY*	\$ 1,076.10
WPS2700002		MIDLAND	Paper, bond, multipurpose, blue, 8 1/2" x 11", 500 sheets	\$ 1,321.20
WPS2700002		MIDLAND	Paper, bond, multipurpose, green, 8 1/2" x 11", 500 sheets	\$ 1,614.80
WPS2700002		MIDLAND	Paper, bond, multipurpose, orchid, 8 1/2" x 11", 500 sheets	\$ 1,174.40
WPS2700002		MIDLAND	Paper, bristol, card stock 67#, goldenrod, 8 1/2" x 11", 250 sheets/pkg.	\$ 289.20
WPS2700004	7/9/2026	School & Office Products of AR Inc	Dry Erase Board, White, 4 ft H x 6 ft W, Porcelain-on-steel surface, magnetic, aluminum trim, full-length marker tray, mounting hardware included, lifetime warranty; "CLARIDGE LCS2046" *ONLY*	\$ 6,061.52
WPS2700004		School & Office Products of AR Inc	Dry Erase Board, White, 4 ft H x 8 ft W, Porcelain-on-steel surface, magnetic, aluminum trim, full-length marker tray, mounting hardware included, lifetime warranty; "CLARIDGE LCS2048" *ONLY*	\$ 7,925.78
WPS2700004		School & Office Products of AR Inc	Trim, aluminum bulletin board, 9/16" x 12' 6" #182's	\$ 2,714.35
WPS2700304	7/20/2026	VERITIV OPERATING COMPANY	Pad, Stripping, Black, 19", 3M High Productivity Pad, # 7300	\$ 1,011.25
WPS2700304		VERITIV OPERATING COMPANY	Pump, plastic, general-purpose trigger sprayer, 10 inch tube length, approx. 1.4mL output per stroke, no-leak design	\$ 410.00
WPS2700304		VERITIV OPERATING COMPANY	Stripper, SPOT Spray, Diversey Heavy Duty Bravo Power Foam floor Stripper for spot buildup and baseboard cleaning, 23oz spray can, 2 Yr shelf life -MFG# "Diversey 94966769" ONLY	\$ 299.56
WPS2700470	7/23/2026	VERITIV OPERATING COMPANY	Dispenser, toilet tissue, double roll, 9", San Jamar R4000TBK ONLY	\$ 2,030.08
WPS2700470		VERITIV OPERATING COMPANY	Handle, water mop, 60" wood handle, 4" wide metal spring clamp head, spring locks to handle, "GOLEN STAR HWM118SG" Only	\$ 727.80
WPS2700470		VERITIV OPERATING COMPANY	Pad, scouring, 6"x9", 10 Pack - Certified by HACCP International as "Food Safe", "Scotch-Brite 96CC" ONLY	\$ 1,075.20
WPS2700470		VERITIV OPERATING COMPANY	Paper, Toilet Tissue, 1000 ft. roll, 12 rolls per case, Universal jumbo roll tissue (JRT), durable 3.3 inch core, minimum 22 lb. gross case weight: Essity TJ0922A ONLY	\$ 49,186.80
WPS2700470		VERITIV OPERATING COMPANY	Towel, paper roll, 8" X 800', 6 Rolls per case, standard hard-wound universal roll towel, durable 2" core, minimum 24 lb. gross case weight, embossed for absorbency: TORK ESSITY RK8002 ONLY	\$ 40,622.40
WPS2700498	7/24/2026	WILLIAMS LAFE T & ASSOC INC	Cleaner, All-purpose, Hydrogen Peroxide 1 Gal. Scent Fresh Spring Rain, Spartan Clean by Peroxy Mfg #3504 ONLY, 4 Gal/Case	\$ 7,257.60
WPS2700498		WILLIAMS LAFE T & ASSOC INC	Cleaner, Disinfectant, effective against a broad spectrum of bacteria, Spartan Halt MFG# 102902 ONLY, 4-2L/Case	\$ 4,852.00
WPS2700498		WILLIAMS LAFE T & ASSOC INC	Cleaner, Multi-Purpose, Scent Fresh Lavender, Spartan Xcelente 24 #480302 ONLY, 4-2L/Case	\$ 4,156.00
WPS2700498		WILLIAMS LAFE T & ASSOC INC	Pad, Unger OmniClean Microfiber Mop, 16", 7mm looped pile 100% polyester microfiber, Washable, Color coding tabs, MFG# UNGCLMFP ONLY	\$ 240.00
WPS2700498		WILLIAMS LAFE T & ASSOC INC	Replacement Vacuum bags, Vacuum, 10 bags per pack, for use with CleanMax Zoom model ZM-200, MFG# "CMZM-P6" ONLY	\$ 320.00

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Request for Purchasing Approval
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WPS2700499	7/24/2026	WILLIAMS LAFE T & ASSOC INC	Towel, Paper, Kleenex Hard Roll Paper Towels, White, 8x600', 1.75" Core, 6/case, *Kimberly Clark #50606* ONLY	\$ 3,757.80
WPS2700591	7/28/2026	Shamrock Manufacturing Co., Inc.	Nitrile Exam Gloves, (Large), Powder-Free 100-150/Box, Beaded cuff, latex free, approximately 4mil. thickness, ambidextrous, medical grade	\$ 3,780.00
WPS2700591		Shamrock Manufacturing Co., Inc.	Nitrile Exam Gloves, (Medium), Powder-Free 100-150/Box, beaded cuff, latex free, approximately 4 mil. thickness, ambidextrous, medical grade	\$ 1,890.00
WPS2700591		Shamrock Manufacturing Co., Inc.	Nitrile Exam Gloves, (XL), powder-free, 100-150/box, beaded cuff, latex free, approximately 4 mil. thickness, ambidextrous, medical grade	\$ 3,780.00
WPS2700591		Shamrock Manufacturing Co., Inc.	Vinyl disposable gloves, Medium, M, general purpose, powder free, latex free, 100-150 per box, beaded cuff, approximately 4 mil. thickness, ambidextrous, must comply with Federal regulations for food contact	\$ 1,190.00
WPS2700594	7/28/2026	STAR LUMBER & SUPPLY CO INC	Cabinet/Drawer Pull, 3 inch Center-to-Center handle, Classic Wire Style, 3/8" thickness, 3 3/8"W X 1 1/4"D, Brushed Chrome Finish; "HARDWARE RESOURCES 'Elements Torino' #S271-3BC" ONLY	\$ 606.00
WPS2700594		STAR LUMBER & SUPPLY CO INC	Catch, Cabinet Elbow, H.B Ives, #2A92 ONLY	\$ 620.40
WPS2700594		STAR LUMBER & SUPPLY CO INC	Hinge, cabinet, Blum 71T6580 CLIP Top Full Overlay Press-In Cabinet Door Hinge with 170-Degree Opening, Nickel ONLY	\$ 3,637.50
WPS2700594		STAR LUMBER & SUPPLY CO INC	Wing plate, for mounting BLUM cabinet hinges, Steel, mounts w/ Expando dowels, height adjustment, nickel finish; "BLUM #174H7100E" ONLY	\$ 942.00
WPS2700602	7/28/2026	Halco Fasteners Inc	Velcro (Hook & Loop) coins, Hook side, 1/2" diameter, with adhesive backing, minimum 1400 coins per roll, white preferred	\$ 3,465.00
WPS2700602		Halco Fasteners Inc	Velcro (Hook & Loop) coins, Loop side, 1/2" diameter, with adhesive backing, minimum 1400 coins per roll, white preferred	\$ 3,465.00
WPS2700603	7/28/2026	ACCREDITED LOCK SUPPLY	Padlock, corbin #95, 8687, keyed alike, 30 lock, keyway #CR-12-B130	\$ 3,282.00
WPS2700622	7/29/2026	GRAYBAR ELECTRIC COMPANY INC	Silicone Spray, NSF H1 registered lubricant, aerosol can, colorless, orderless, non-staining, 10oz., meets FDA regulation 21 CFR 178.3570, CRC Food Grade Silicone "Part No. 03040 Item# 1003296"	\$ 237.12
WPS2700679	7/30/2026	SOUTHWEST PLASTIC BINDING CO	Laminating Pouches, 9 x 11 1/2", 100/Box, hard pouch 5 mL	\$ 7,716.00
WPS2700750	7/31/2026	ACCREDITED LOCK SUPPLY	Door closer, silver aluminum finish, parallel arm mounting, fully adjustable spring power to accommodate sizes 1 through 6, includes nuts and bolts (SNBs) (1-3/4" minimum thickness), ASSA ABLOY DC6210-689-M54 ONLY	\$ 19,360.00
			Total	\$ 196,003.26

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14th, 2026

**ATTACHMENT E
SUPPLY – AUGUST 2026**

Order	Date	Supplier	Item Description	Purchase Order Line Amount
WPS2700935	8/4/2026	WILLIAMS LAFE T & ASSOC INC	Cleaner, Multi-Purpose, Scent Fresh Lavender, Spartan Xcelente 24 #480302 ONLY, 4-2L/Case	\$ 4,156.00
WPS2700935		WILLIAMS LAFE T & ASSOC INC	Trash Dolly Black, twist lock design, non marking casters, supports 250lbs, compatible with Brute Trash can 32-55 Gal, equivalent to FG264000BLA or LEP J-Dolly-19-5W-Gr	\$ 580.00
WPS2700936	8/4/2026	WILLIAMS LAFE T & ASSOC INC	Paper, Toilet Tissue, White, 3.3"x850', 12/case, *Livi VPG 23724 Jumbo Bath Tissue* ONLY	\$ 1,390.00
WPS2701229	8/10/2026	MIDLAND	Paper, White, 17 1/2" x 22 1/2", 60# Offset	\$ 17,136.00
WPS2701229		MIDLAND	Paper, bond, 3 hole punch, 20 lb., white, 8 1/2" x 11", 500 sheets per ream	\$ 3,800.00
WPS2701229		MIDLAND	Paper, bond, multipurpose, canary, 8 1/2" x 11", 500 sheets	\$ 2,936.00
WPS2701229		MIDLAND	Paper, bond, multipurpose, goldenrod, 8 1/2" x 11", 500 sheets	\$ 1,174.40
WPS2701229		MIDLAND	Paper, bond, multipurpose, gray, 8 1/2" x 11", 500 sheets	\$ 1,174.40
WPS2701229		MIDLAND	Paper, bond, multipurpose, ivory, 8 1/2" x 11", 500 sheets	\$ 1,174.40
WPS2701229		MIDLAND	Paper, bond, multipurpose, pink, 8 1/2" x 11", 500 sheets	\$ 1,174.40
WPS2701229		MIDLAND	Paper, bond, multipurpose, salmon, 8 1/2" x 11", 500 sheets	\$ 587.20
WPS2701263		SCHOOL NURSE SUPPLY	Thermometer Probe Covers, Welch Allyn SureTemp Disposable Probe Covers, package of 250, for use with Welch Allyn SureTemp 678,679,690,692 thermometers, Welch Allyn #05031-750 ONLY	\$ 621.60
WPS2701264	8/10/2026	ENVISION INDUSTRIES INC	Band-Aid, 80-100/box, 3/4" W x 3" L, Sheer, Breathable, Non-stick Absorbent Pad	\$ 960.00
WPS2701284	8/10/2026	VERITIV OPERATING COMPANY	Dispenser, roll paper towel dispenser; manual paddle lever; 14.25"H x 12.75"W x 10.5"D, plastic, smoke color, works with standard hardwound universal roll towels, Georgia-Pacific 54338A ONLY	\$ 2,116.80
WPS2701285	8/10/2026	BradyPLUS	Head, water mop, Rubbermaid SKU: FGA25306OR00 **ONLY**, 24oz Web Foot Blend Shrinkless Wet Mop, 5" Universal Headband, Orange	\$ 11,263.56
WPS2701285		BradyPLUS	Head, wet mop, Rubbermaid SKU: FGA25306WH00 **ONLY**, 24oz Web Foot Blend Shrinkless Wet Mop, 5" Universal Headband, White	\$ 8,849.94
WPS2701285		BradyPLUS	Pad, Autoscrubber, Red, 13", for 26" Scrubber, Buffing/Cleaning/Polishing, for use on rotary or automatic floor machines, 3M 5100 ONLY	\$ 89.40
WPS2701285		BradyPLUS	Replacement Vacuum bags, 10 bags per package, for use with ProTeam Super Coach Pro 6 backpack vacuum, must fit #1073120; "EMERSON PROTEAM part #107314" ONLY	\$ 724.00
WPS2701285		BradyPLUS	Toilet bowl mop, white handle, bowl cleaner; "IMPACT# 204 ONLY	\$ 408.00
WPS2701285		BradyPLUS	Wipes, diaper, min. 72/pkg, hypoallergenic, minimum 7x7.5	\$ -
WPS2701425	8/12/2026	VERITIV OPERATING COMPANY	Battery, Duracell Procell, Size D (12/Box)	\$ 612.72
WPS2701425		VERITIV OPERATING COMPANY	Handle, water mop, 60" wood handle, 4" wide metal spring clamp head, spring locks to handle, "GOLEN STAR HWM118SG" Only	\$ 727.80
WPS2701560	8/13/2026	Pratt (Love Box), LLC	Box, Cardboard Ex Large, Mini Gaylord 48"x24"x36" w/o Lid	\$ 13,871.37

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WPS2701560		Pratt (Love Box), LLC	Box, Cardboard Large, 26"x16"x15" with Hand Holes	\$	2,957.00
WPS2701560		Pratt (Love Box), LLC	Box, Cardboard Single Wall, 18"x12"x12", MINIMUM Requirements - Edge Crush 32 lbs/in, Size Limit 75", Gross Weight Limit 65 lbs, Brown, Palletized	\$	8,798.86
WPS2701763	8/17/2026	VERITIV OPERATING COMPANY	Tape, masking, 2" x 60 yds, 5 mL	\$	369.60
WPS2701796	8/17/2026	IML Security Supply Co	Access Door Control Hardware, Sargent HK56-8804F 36 WXP5Bx649xL/C, US32D RHR, Panic Bar ONLY	\$	6,678.72
WPS2701796		IML Security Supply Co	Access Door Control Hardware, Sargent M56A-F Electric Latch Retraction Retrofit Motor Kit	\$	4,014.84
WPS2701911	8/19/2026	Shamrock Manufacturing Co., Inc.	Nitrile Exam Gloves, (Medium), Powder-Free 100-150/Box, beaded cuff, latex free, approximately 4 mil. thickness, ambidextrous, medical grade	\$	1,890.00
WPS2701911		Shamrock Manufacturing Co., Inc.	Nitrile Exam Gloves, (Small), Powder-Free 100-150/Box, beaded cuff, latex free, approximately 4 mil. thickness, ambidextrous, medical grade	\$	378.00
WPS2701911		Shamrock Manufacturing Co., Inc.	Nitrile Exam Gloves, (XL), powder-free, 100-150/box, beaded cuff, latex free, approximately 4 mil. thickness, ambidextrous, medical grade	\$	1,890.00
WPS2701911		Shamrock Manufacturing Co., Inc.	Vinyl disposable gloves, Extra Large, XL, general purpose, powder free, latex free, 100-150 per box, beaded cuff, approximately 4 mil. thickness, ambidextrous, must comply with Federal regulations for food contact Vinyl Gloves, Extra Large,	\$	1,190.00
WPS2701911		Shamrock Manufacturing Co., Inc.	Vinyl disposable gloves, Large, L, general purpose, powder free, latex free, 100-150 per box, beaded cuff, approximately 4 mil. thickness, ambidextrous, must comply with Federal regulations for food contact Title 21 CFR Part 177	\$	1,190.00
WPS2701938	8/19/2026	AIRGAS INC	Glove, Medium, reinforced goatskin & top grain leather construction w/ spandex back, double palm, elastic cuff w/hook & loop closure, "Tillman Truefit 1470M" ONLY	\$	294.44
WPS2701938		AIRGAS INC	Glove, Small, reinforced goatskin & top grain leather construction w/ spandex back, double palm, elastic cuff w/hook & loop closure, "Tillman Truefit 1470S" ONLY	\$	147.22
WPS2701938		AIRGAS INC	Glove, X-Large, reinforced goatskin & top grain leather construction w/ spandex back, double palm, elastic cuff w/hook & loop closure, "Tillman Truefit 1470XL" ONLY	\$	294.44
WPS2701956	8/19/2026	VERITIV OPERATING COMPANY	Bag, zip-top plastic, Gallon Size (10 9/16"x10 3/4"), freezer-grade thickness (approximately 2.7mil.), 30-40 per box, BPA free; equivalent to GLAD or ZIPLOC	\$	996.48
WPS2701956		VERITIV OPERATING COMPANY	Bag, zip-top plastic, Sandwich Size (6 1/2"x5 7/8"), 40-90 per box, BPA free; equivalent to GLAD or ZIPLOC	\$	1,209.72
WPS2701956		VERITIV OPERATING COMPANY	Tissue, facial cleansing, 2 ply, white, interfolded, 100 tissues/box, 36 inner boxes/case, sold by the box; "KLEENEX Brand #KCC21400" ONLY	\$	31,622.40
WPS2701956		VERITIV OPERATING COMPANY	Toilet Bowl Brush, plastic handle, 15" overall length; "RUBBERMAID FG631000" ONLY	\$	344.16
WPS2701957	8/19/2026	PYRAMID PAPER COMPANY	Angle Broom, Flagged nylon/polypropylene bristles, 10-12 inch slanted sweep face, light weight, suitable for general purpose sweeping; equivalent to "GOLDEN STAR# BRA39SBL"	\$	704.16
WPS2701957		PYRAMID PAPER COMPANY	Broom and Dust Pan, Lobby Combo, all pieces must be contained in one box, dustpan must have low-profile edge and pivot upwards, broom must be flared or angled with unflagged bristles, steel handles; "CARLISLE #36141503 ONLY"	\$	959.04

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WPS2702217	8/24/2026	PYRAMID PAPER COMPANY	Mop Bucket and Wringer, WaveBrake 44 QT Down Press Bucket and Wringer, Drain, Yellow, MFG# FG757688YEL ONLY	\$	5,254.80
WPS2702229	8/24/2026	MIDLAND	Paper, 2 part, Carbonless, 17 1/2" x 22 1/2", 20# Precollated, *Nekoosa Only* 2000 Sheets	\$	4,559.80
WPS2702229		MIDLAND	Paper, 3 part Reverse Carbonless, 20#, 8 1/2" x 11" Precollated White, Canary and Pink, 1670sets/5010sheets *Nekoosa Only*	\$	194.35
WPS2702380	8/26/2026	School & Office Products of AR Inc	Dry Erase Board, White, 4 ft H x 6 ft W, Porcelain-on-steel surface, magnetic, aluminum trim, full-length marker tray, mounting hardware included, lifetime warranty; "CLARIDGE LCS2046" *ONLY*	\$	8,338.36
WPS2702380		School & Office Products of AR Inc	Dry Erase Board, White, 4 ft H x 8 ft W, Porcelain-on-steel surface, magnetic, aluminum trim, full-length marker tray, mounting hardware included, lifetime warranty; "CLARIDGE LCS2048" *ONLY*	\$	8,140.81
WPS2702380		School & Office Products of AR Inc	Trim, aluminum bulletin board, 9/16" x 12' 6" #182's	\$	7,467.83
WPS2702435	8/27/2026	Hauserr Shade Co	Fabric, Shade Cloth, for standard roller shade construction, 54" width, Translucent Flame Retardant (TFR), Black, 30 linear yards per roll, washable, flame retardant	\$	677.11
WPS2702435		Hauserr Shade Co	Fabric, Shade Cloth, for standard roller shade construction, 72" width, Translucent Flame Retardant (TFR), Black, 30 linear yards per roll, washable, flame retardant	\$	1,049.09
WPS2702436	8/27/2026	WILLIAMS LAFE T & ASSOC INC	Pad, Unger OmniClean Microfiber Mop, 16", 7mm looped pile 100% polyester microfiber, Washable, Color coding tabs, MFG# UNGCLMFP ONLY	\$	360.00
WPS2702437	8/27/2026	WILLIAMS LAFE T & ASSOC INC	Towel, Paper, Kleenex Hard Roll Paper Towels, White, 8x600', 1.75" Core, 6/case, *Kimberly Clark #50606* ONLY	\$	3,757.80
			Total	\$	181,257.02

Request for Purchasing Approval
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Date: September 14th, 2026

Attachment F
Facilities Shop Stock – August 2026

Creation Date	Order	Line	Supplier	Item Description	Purchase Order Line Amount	Invoiced Amount
08/03/2026	WPS2700860	1.00	TRANE U S INC	FY27 Open PO Mechanical Systems Maintenance (Trane)	\$ 97,000.00	\$ 5,673.46
08/03/2026	WPS2700911	1.00	SHERWIN WILLIAMS	FY27 Open PO Building Finishes Maintenance (Sherwin Williams)	\$ 60,000.00	\$ 3,053.78
	WPS2700911	2.00	SHERWIN WILLIAMS	FY27 Open PO Millings Maintenance (Sherwin Williams)	\$ 2,000.00	
08/04/2026	WPS2700945	1.00	PHOENIX SUPPLY INC	FY27 Open PO Plumbing Maintenance (Phoenix)	\$ 65,000.00	\$ 3,521.83
	WPS2700945	2.00	PHOENIX SUPPLY INC	FY27 Open PO Building Engineer Maintenance (Phoenix)	\$ 2,000.00	
08/04/2026	WPS2700950	1.00	KANSAS READY MIX LLC	FY27 Open PO Kansas Ready Mix	\$ 53,000.00	\$ 4,548.64
08/04/2026	WPS2700951	1.00	JM OCONNOR LLC	FY27 Open PO JM O'Connor	\$ 50,000.00	\$ 1,743.87
08/04/2026	WPS2700958	1.00	HAJOCA CORPORATION	FY27 Open PO Hajoca (Plumbing)	\$ 44,000.00	\$ 100.60
	WPS2700958	2.00	HAJOCA CORPORATION	FY27 Open PO Hajoca (Mechanical Systems)	\$ 5,000.00	\$ 2,243.22
	WPS2700958	3.00	HAJOCA CORPORATION	FY27 Open PO Hajoca (Building Engineers)	\$ 1,000.00	
08/04/2026	WPS2700959	1.00	B&B ELECTRIC MOTOR CO	FY27 Open PO B&B Electric Motor CO	\$ 33,000.00	\$ 12,898.78
08/04/2026	WPS2700960	1.00	BUILDING CONTROLS AND SERVICES INC	FY27 Open PO BCS (Mechanical Systems)	\$ 33,000.00	\$ 8,273.94
08/04/2026	WPS2700961	1.00	KANSAS GOLF AND TURF INC	FY27 Open PO Kansas Golf and Turf (Grounds Maintenance)	\$ 24,000.00	\$ 2,748.30

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Date: September 14th, 2026

08/04/2026	WPS2700962	1.00	AMERICAN BOILER SERVICES INC	FY27 Open PO for American Boiler Services- Wichita Burner (Mechanical Systems)	\$ 21,000.00	\$ 2,120.64
08/04/2026	WPS2700963	1.00	O'REILLY AUTO PARTS	FY27 Open PO O'Reilly Auto Parts (Garage)	\$ 21,000.00	\$ 1,287.70
					\$ 511,000.00	\$ 48,214.76

Request for Purchasing Approval
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Date: September 14th, 2026

Attachment G
HVAC Parts and Supplies – July & August 2026

Date	Order	Supplier	Item Description	Purchase Order Line Amount
07/13/2026	WPS2700094	JOHNSON CONTROLS FIRE PROTECTION LP	Heights HS TPS Upgrade. Invoice 103110083140. Payment only.	\$ 4,573.98
07/14/2026	WPS2700159	BUILDING CONTROLS AND SERVICES INC	Building Controls & Services INV 14774 \$491.40 - Brooks	\$ 491.40
07/14/2026	WPS2700160	SANDIFER ENGINEERING & CONTROLS INC	Sandifer Engineering & Controls INV 63027 \$355.00 - White	\$ 355.00
07/20/2026	WPS2700264	TRANE U S INC	South - Labor and materials to check BCU1 issues with communication	\$ 226.50
07/22/2026	WPS2700413	JOHNSON CONTROLS FIRE PROTECTION LP	Quote # US26103700 Power supply NAC card	\$ 3,574.00
07/30/2026	WPS2700708	JOHNSON CONTROLS FIRE PROTECTION LP	NW High-fire panel SPS replace/upgrade.	\$ 3,574.00
07/31/2026	WPS2700759	C&C GROUP	shipping fees for parts	\$ 35.00
	WPS2700759	C&C GROUP	vb-2253-500-9-07	\$ 582.00
	WPS2700759	C&C GROUP	vs-2253-505-9-18	\$ 1,848.00
07/31/2026	WPS2700785	Daikin TMI LLC	5/8 Copper tube, .020 wall thickness Hot Water Coil	\$ 2,705.00
08/04/2026	WPS2700947	BUILDING CONTROLS AND SERVICES INC	Building Controls & Services INV 15217 \$1,443.40 - Cessna	\$ 1,443.40
08/07/2026	WPS2701145	BUILDING CONTROLS AND SERVICES INC	FREIGHT OK ELEMENTARY	\$ 274.08
	WPS2701145	BUILDING CONTROLS AND SERVICES INC	V4720 COMP ZP154KCE-TE5-950 230/3 1467540 OK ELEMENTARY	\$ 4,226.26
	WPS2701145	BUILDING CONTROLS AND SERVICES INC	V4727 COMP ZP154KCE-TE-950 230/3 1467540 OK ELEMENTARY	\$ 5,480.44
08/07/2026	WPS2701147	TRANE U S INC	COMPRESSOR CSHD183K0*OM R410A 15.2 TON 380-415/3/50-460/3/60	\$ 4,128.23
	WPS2701147	TRANE U S INC	LIQUID DIER LINE 305-7S,5/8 ODF	\$ 19.45
08/11/2026	WPS2701382	BUILDING CONTROLS AND SERVICES INC	Building Controls and Services INV 15208 \$2,653.25 - Coleman	\$ 2,653.25
08/11/2026	WPS2701383	BUILDING CONTROLS AND SERVICES INC	Building Controls and Services LLC INV 15366 \$830.80 - Robinson	\$ 830.80
08/20/2026	WPS2702056	TRANE U S INC	YSK090A4SOH0000 7.5 TONS PRECEDENT PACKAGED GAS/ELECTRIC STANDARD EFFICIENCY 460/60/3	\$ 9,997.19
08/21/2026	WPS2702166	TRANE U S INC	FAN04078 FAN BLADE 23 DEGREE PITCH	\$ 3,886.08
	WPS2702166	TRANE U S INC	MOT10294 MOTOR 1.5 HP 460/60/3	\$ 5,271.20
08/25/2026	WPS2702246	JOHNSON CONTROLS FIRE PROTECTION LP	Levy fire panel install	\$ 3,158.48
08/26/2026	WPS2702328	Daikin TMI LLC	063261702 motor 1/4hp 1075rpm 115/60/1	\$ 2,457.30
	WPS2702328	Daikin TMI LLC	063261703 motor 1/4hp 1075rpm 115/60/1	\$ 2,182.60

It should be noted that industry standards dictate that volume shipments of certain products will be shipped plus or minus 15% from the quantity ordered to complete case or pallet. When additional products are shipped it will be billed at the per each bid price. This additional quantity is not returned to the Board for Review.

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

	WPS2702328	Daikin TMI LLC	BRG SLEEVE AV-AH PERM LUBE	\$ 412.80
	WPS2702328	Daikin TMI LLC	COUPLING	\$ 2,425.80
	WPS2702328	Daikin TMI LLC	FREIGHT	\$ 195.00
	WPS2702328	Daikin TMI LLC	SET SCREWS	\$ 140.40
08/26/2026	WPS2702333	TRANE U S INC	FREIGHT	\$ 120.00
	WPS2702333	TRANE U S INC	MOT18951 motor 1/4hp 115V 48frame1050rpm	\$ 4,391.64
08/31/2026	WPS2702598	TRANE U S INC	FIA OPTN002A FRESH AIR MODULE	\$ 173.00
	WPS2702598	TRANE U S INC	FIADAST004A DISCHARGE AIR SENSING TUBE KIT T/W C CAB INET	\$ 237.00
	WPS2702598	TRANE U S INC	FIAECON002A ACCESSORY 0-100% DRY BULB ECONOMIZER	\$ 797.00
			Total	\$ 72,866.28

Request for Purchasing Approval
Supplies \$20,000.00 and above
In accordance with BOE Policy 3304
Date: September 14th, 2026

Attachment H

Bulk Technology - July & August 2026

Order	Creation Date	Supplier	Item Description	Purchase Order Line Amount
WPS2700246	07/16/2026	KANSAS CITY AUDIO-VISUAL INC	Extended Limited Warranty for 6000 Series 75" Interactive Panels; Total of 5 Years (CTI-EXWTY-6075-2Y)	0.00
			Franklin room 204 - Adjustable Mobile Stand - Curve-Shaped Open Base with Manual (hand-crank) Height Adjustment (CTI-STAND-ADJM-M1)	779.00
			Jackson room C25 - Adjustable Mobile Stand - Curve-Shaped Open Base with Manual (hand-crank) Height Adjustment (CTI-STAND-ADJM-M1)	779.00
			Franklin room 204 - Clear Touch 75" 6000A+ Series Interactive Panel with USBHID/AGG/40 Points of Touch (CTI-6075A+UH40)	2,475.00
			Jackson room C25 - Clear Touch 75" 6000A+ Series Interactive Panel with USB HID/AGG/40 Points of Touch (CTI-6075A+UH40)	2,475.00
			Shipping & Handling of all items (qty 3) (SHIP-HANDLING)	2,650.00
			Enders rooms C105, B106, B111, 129, B112 - Adjustable Mobile Stand - Curve-Shaped Open Base with Manual (hand-crank) Height Adjustment (CTI-STAND-ADJM-M1)	3,895.00
			Isely rooms E6, E13, E17, E14, E8 - Adjustable Mobile Stand - Curve-Shaped Open Base with Manual (hand-crank) Height Adjustment (CTI-STAND-ADJM-M1)	3,895.00
			Enders rooms C105, B106, B111, 129, B112 - Clear Touch 75" 6000A+ Series Interactive Panel with USB HID/AGG/40 Points of Touch (CTI-6075A+UH40)	12,375.00
			Isely rooms E6, E13, E17, E14, E8 - Clear Touch 75" 6000A+ Series Interactive Panel with USB HID/AGG/40 Points of Touch	12,375.00
WPS2700388	07/22/2026	Insight Public Sector, Inc.	UAG Scout Series Rugged Surface Pro 9 Scout Series w/ Handstrap - Bulk Poly Bag- Black - back cover for tablet (324014B14040)	39,990.00
			Microsoft Surface Pro Keyboard with Slim Pen - Commercial - Black (8X8-00141)	223,990.00
			Microsoft Complete for Business Plus for Surface Pro Copilot+ PC, US, 3-years of coverage (ZWL-00033)	276,360.00
			Microsoft Surface Pro Copilot+ PC for Business - 11th Edition - 13" - Intel Core Ultra 5 - 236V - 16 GB RAM - 256 GB SSD (EP2-20111)	1,444,990.00
WPS2701178	08/07/2026	RIVERSIDE TECHNOLOGIES INC	RTI-BR1104CTA Asus 11.6" Laptop with 3yr ADP -BR1104CTA, YS24T Asus BR1104C 11.6" Rugged Notebook - HD - Intel N-Series N250 - 8 GB Mineral Gray - Intel Chip - 1366 x 768 - Intel UHD Graphics - Tru2Life - IEEE-802.11ax Wireless LAN Stand	22,560.00
WPS2702513	08/28/2026	KANSAS CITY AUDIO-VISUAL INC	Shipping & Handling (SHIP-HANDLING)	1,775.00
			Adjustable Mobile Stand - Curve-Shaped Open Base with Manual (hand-crank) Height Adjustment (CTI-STAND-ADJM-M1)	4,674.00
			75" 6000A+ Series Interactive Panel with USB HID/ AGG/40 Points of Touch (CTI-6075A+UH40), Extended Limited Warranty for 6000 Series 75" 5 Years (Extended Limited Warranty for 6000 Series 75")	14,850.00
			Total	2,070,887.00

**Request for Purchasing Approval
Supplies \$20,000.00 and above**
In accordance with BOE Policy 3304
Date: September 14th, 2026

**Attachment I
Audio Visual – AUGUST 2026**

Order	Creation Date	Supplier	Item Description	Purchase Order Line Amount
WPS2700904	8/3/2026	MCCLELLAND INC	Cloud - Labor and material to replace screen and projector in gym per quote	\$ 39,460.00
			Total	\$ 39,460.00

Board of Education Minutes
Wichita Public Schools · USD 259
Wichita, Kansas
August 7, 2026

Roll Call	The Board of Education of Unified School District No. 259, Sedgwick County, Kansas, met in session in the Wichita Public Schools Alvin E. Morris Administrative Center, at approximately 9:52 a.m., on August 7, 2026, with Vice President Julie Hedrick presiding. Present: Diane Albert, Julie Hedrick, Amy Jensen, Sheila Kinnard, and Amy Warren Absent: Stan Reeser
Reports	
5-Year Capital Outlay Plan	Addi Lowell, Chief Financial Officer, and Luke Newman, Division Director of Facilities, presented the District's 5-Year Capital Outlay Plan. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was for the Board's information.
Adjournment	Ms. Warren (Ms. Albert) moved to adjourn the meeting. The motion passed 5-0. At approximately 10:57 a.m., the workshop adjourned.


Litona Hoyt
Clerk of the Board

All Minutes are unofficial unless approved by the Board of Education

Board of Education Minutes
Wichita Public Schools · USD 259
Wichita, Kansas
August 10, 2026

Roll Call	The Board of Education of Unified School District No. 259, Sedgwick County, Kansas, met in regular session in the Alvin E. Morris Administrative Center, 903 S. Edgemoor, Wichita, Kansas, at approximately 6:00 p.m., on August 10, 2026, with President Stan Reeser presiding. Present: Diane Albert, Julie Hedrick, Amy Jensen, Sheila Brown-Kinnard, Stan Reeser, and Amy Warren. Absent: None
Moment of Silence/Pledge of Allegiance	The business portion of the meeting opened with a moment of silence followed by the Pledge of Allegiance led by Northeast Magnet High School Color Guard.
Presentations	
Good News – WPS Welcomed New Staff Members at New Staff Orientation	Tammy Martin, Executive Coordinator for Instructional Support, shared highlights from the New Teacher Induction that welcomed more than 350 new staff to the District.
Good News – 2026 Rally at the Roundhouse	Greer Cowley, Executive Director of the WPS Foundation, thanked the community partners for supporting the third annual Rally at the Roundhouse, a staff kick off for the 2026-27 school year.
Good News – Wichita Public Schools District Wide Para Training	Holly Ingram, Assistant Superintendent of Learning Services, shared that the district hosted the first District Wide Para Training to help paras prepare for the 2026-27 school year.
United Teachers of Wichita	Katie Laske, UTW President, shared information regarding literacy work, the new state cell phone law, educator feedback, programs, the walkthrough process, taking things off educator's plates, and teacher moves to new buildings.
Service Employees International Union	Esau Freeman, SEIU President, shared an example of entrance signage that addresses aggressive behavior guidelines for visitors.
Public Communications	Trish Hileman - Bond
Superintendent's Report	Superintendent Kelly Bielefeld shared that work and collaboration continues with the City of Wichita in the spirit of stronger and more efficient local government. He provided updates regarding the judicial election, primary election, and the Kansas State Board of Education technology guidelines. The superintendent also expressed gratitude for the HVAC crew and leaders, shared excitement for the first day of school, and reminded patrons to slow down as increased school bus and student traffic returns to the community. Finally, he highlighted key reports that will be presented during tonight's board meeting.
Education	
Strategic Plan and Priorities	Loren Hatfield, Holly Ingram, and Stephen Christian the district's Strategic Plan, outlining district goals to improve graduation rates, and the Strategic Priorities, which directs district efforts and resources.

	<u>Recommendation:</u> It was requested that the Board approve the Strategic Priorities, which directs District efforts and resources towards our vision of becoming an organization with Thriving Students and Staff and a Future Ready District of Choice. Ms. Hedrick (Ms. Albert) moved. The motion passed 6-0. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was for the Board's information.						
	At approximately 7:02 p.m. Mr. Reeser left the meeting and returned at approximately 7:06 p.m.						
Reports							
2026 Bond Proposal Update	Gil Alvarez, Deputy Superintendent, shared an informational update on actions and progress related to the 2026 bond proposal. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was for the Board's information.						
Budget Report: Authorization to Publish the Notice of Hearing and Intent to Exceed Revenue Neutral Rate for the 2026-27 Budget	Addi Lowell, Director of Finance, shared a proposed 2026-27 district budget along with the Notice of Hearing and Notice of Intent to Exceed Revenue Neutral Rate. <u>Recommendation:</u> District administration recommends that the board approve the publication of the 2026-27 Notice of Hearing and Notice of Intent to Exceed Revenue Neutral Rate, setting the budget and revenue neutral rate hearings for Monday, September 14th at 6:00 p.m. at the Alvin E. Morris Administrative Center. Mr. Reeser (Ms. Hedrick) moved. The motion passed 6-0. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was for the Board's information.						
Consent	Mr. Reeser (Ms. Albert) moved that the Board of Education approve the consent agenda as presented, with the exception of consent agenda item C.1.5. Common Sense Media. The motion passed 6-0. The board held discussions regarding the pulled consent agenda item. Mr. Reeser (Ms. Albert) moved to approve the consent agenda item C.1.5. Common Sense Media, as presented. The motion passed 5-1.						
Human Resources Report Appendix 2	<u>Recommendation:</u> Board approval.						
Professional Mitigation Services – Various	<u>Recommendation:</u> It is recommended that the Board approve an amount not to exceed \$121,000 to be paid to Anderson Wildlife Solutions for professional bat mitigation services at the named sites.						
Facilities Consent Appendix 3	<u>Recommendation:</u> Board approval. <table><tr><th>Description of Products/Services</th><th>Amount</th><th>Responsible Party</th></tr><tr><td></td><td></td><td></td></tr></table>	Description of Products/Services	Amount	Responsible Party			
Description of Products/Services	Amount	Responsible Party					

	1. North High School – Historic Conservation Treatments	\$70,000	Luke Newman																								
Purchasing Consent Annual Renewals Appendix 4	<u>Recommendation:</u> Board approval. <table><tr><th>Description of Products/Services</th><th>Amount</th><th>Responsible Party</th></tr><tr><td>1. STEALTH Evaluation Services</td><td>\$50,000</td><td>Addi Lowell</td></tr><tr><td>2. Smart Sense Food Thermometers and Annual Monitoring</td><td>\$21,000</td><td>Fabián Armendáriz</td></tr><tr><td>3. Canvas</td><td>\$226,275</td><td>Rob Dickson</td></tr><tr><td>4. Classlink - Launchpad</td><td>\$140,308</td><td>Rob Dickson</td></tr><tr><td>5. Common Sense Media</td><td>\$50,000</td><td>Rob Dickson</td></tr><tr><td>6. Student Data/Mifi Services</td><td>\$144,000</td><td>Rob Dickson</td></tr><tr><td>7. Student Device Repair Services</td><td>\$150,000</td><td>Rob Dickson</td></tr></table>			Description of Products/Services	Amount	Responsible Party	1. STEALTH Evaluation Services	\$50,000	Addi Lowell	2. Smart Sense Food Thermometers and Annual Monitoring	\$21,000	Fabián Armendáriz	3. Canvas	\$226,275	Rob Dickson	4. Classlink - Launchpad	\$140,308	Rob Dickson	5. Common Sense Media	\$50,000	Rob Dickson	6. Student Data/Mifi Services	\$144,000	Rob Dickson	7. Student Device Repair Services	\$150,000	Rob Dickson
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Juvenile Detention Facility & County Detention Facility Services (Renewal)	<u>Recommendation:</u> It is recommended that the Board authorize the district to enter into an agreement with Orion to provide 2026-27 educational services for students placed at either the Sedgwick County Juvenile Detention Facility or Sedgwick County Detention Facility in an amount of \$1,121,875.																										
Orion Adult Students (Renewal)	<u>Recommendation:</u> It is recommended that the Board authorize the district to enter into an agreement with Orion during the 2026-27 school year, for a diploma completion program for adult students who are completing their high school diplomas in the amount of \$1,056,651.75.																										
Orion Summer School Program	<u>Recommendation:</u> It is recommended the Board approve an agreement with Orion Education and Training in the amount not to exceed \$42,000 for summer school services provided to students residing at the Sedgwick County Juvenile Detention Facility for the 2025-26 school year.																										
Language Assessment Program for Deaf/Hard of Hearing Children (LAP-DHH)	<u>Recommendation:</u> It is recommended that the Board authorize the district to compensate the Kansas State School for the Deaf the required \$2000 per student fee for participants in the Language Assessment Program that reside within district attendance boundaries in order to be in compliance with K.S.A. 75-5397e and K.S.A. 75-4215. The district currently has thirteen students participating in LAP-DHH, bringing the anticipated compensation to \$26,000.																										
Positive Rhythm Productions – Restorative Practices with Rob Simon (Renewal)	<u>Recommendation:</u> It is recommended the Board approve an agreement with Rob Simon to provide Restorative Practices in an amount not to exceed \$30,000 beginning August 1, 2026, and ending July 31, 2027.																										
Legal Services: Fleeson, Gooing, Coulson & Kitch, LLC and McDonald Tinker PA	<u>Recommendation:</u> It is recommended that the Board authorize payment for legal services and expenses for Civil Litigation and Workers' Compensation under the school district's self-insured programs for June 2026 in the amount of \$12,043.15 to Fleeson, Gooing, Coulson & Kitch, LLC and the amount of \$12,017.74 to McDonald Tinker PA.																										
BOE Meeting Minutes for July 16, 2026 Board Workshop Appendix 5	<u>Recommendation:</u> Board approval.																										

BOE Meeting Minutes for July 20, 2026 Board Meeting Appendix 6	<u>Recommendation:</u> Board approval.
Various Policy Updates Appendix 7	<u>Recommendation:</u> Board approval. P6020 Textbook Adoption Procedures P3415 Investment of Idle Funds P3515 Voluntary Retirement Plans P1409 Employee Fund Raising Campaigns P3307 Credit/Procurement Cards P6326 Course Credit - Secondary
Discussion	
P1413 – Coordination with the WPS Foundation Appendix 8	<u>Recommendation:</u> A new board policy 1413 Coordination with the WPS Foundation was brought forward for board discussion to establish guidelines to ensure coordination and transparency between WPS and WPS Foundation.
Action	
Board Appointment Process Appendix 9	<u>Recommendation:</u> It is recommended the board approve the board appointment process as presented. The timeline, application, and notice of vacancy is attached in the appendix. Mr. Reeser (Ms. Warren) moved. The motion passed 6-0.
Executive Session	
Negotiations	At approximately 8:50 p.m. Mr. Reeser (Ms. Warren) moved to go into executive session to discuss matters relating to employer-employee negotiations whether or not in consultation with the representative or representatives of the body or agency; to protect the district's right to the confidentiality of its negotiating position and the public interest for 30 minutes following an 8-minute break. The open meeting will resume in the board room at approximately 9:28 p.m. The motion passed 6-0. Mr. Reeser (Ms. Albert) moved to extend the executive session by 10 minutes. The open meeting will resume at approximately 9:49 p.m. The motion passed 4-0, with Ms. Warren, Ms. Jensen, Ms. Albert, and Mr. Reeser present and voting.
Reports and Requests	Ms. Jensen asked the board members to invite their representatives and the candidates to the September 9 KASB legislative listening tour which will be held at the Alvin E. Morris Administrative Center.
Adjournment	Mr. Reeser (Ms. Albert) moved that the meeting adjourn. The motion passed 6-0. At approximately 9:50 p.m., the meeting adjourned.

Litona Hoyt
Clerk of the Board

All Minutes are unofficial unless approved by the Board of Education

Board of Education Minutes
Wichita Public Schools · USD 259
Wichita, Kansas
August 28, 2026

Roll Call	The Board of Education of Unified School District No. 259, Sedgwick County, Kansas, met in session in the Wichita Public Schools Alvin E. Morris Administrative Center, at approximately 10:00 a.m., on August 28, 2026, with President Stan Reeser presiding. Present: Julie Hedrick, Amy Jensen, Sheila Kinnard, Stan Reeser and Amy Warren Absent: Diane Albert
Reports	
Student Disciplinary Hearing Procedures and Data	Melissa Zieammermann, Senior Executive Director of Behavior Management and Support, shared a high-level overview of the disciplinary hearing process and data from the 2025-26 school year. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was for the Board's information.
The Student is the Story: Meaningful Technology in Wichita Public Schools	Rob Dickson, Chief Information Officer; Dyane Smokorowski, Coordinator of Digital Literacy; and Katelyn Schoenhofer, AI Specialist, presented how technology helps WPS students access, connect, create, and share their learning. Also highlighted the district's technology use guidelines that helps teachers use technology with purpose and balance. The complete presentation is included in the archival copies of this BOE Agenda and Minutes. This presentation was for the Board's information.
Adjournment	Mr. Reeser (Ms. Hedrick) moved to adjourn the meeting. The motion passed 5-0. At approximately 12:05 a.m., the workshop adjourned.

Litona Hoyt
Clerk of the Board

**WICHITA PUBLIC SCHOOLS
UNIFIED SCHOOL DISTRICT NO. 259
WICHITA, KANSAS**

RESOLUTION
Alignment of BOE Policies

August 10, 2026

BE IT RESOLVED, the Board of Education authorizes the Superintendent to approve limited revisions to the Administrative Implemental Procedures (AIPs) and Administrative Responsibility of BOE Policies that relate to the organizational chart; other staff positions noted in AIPs; standard district terminology (including revision of *pupil* to *student*, and revision of subject-verb agreement to use gender neutral words); building addresses; cross-referencing; and renumbering of policies. The revisions will help the Board, district staff, and the public understand policies according to the current organization. Upon approval by the Superintendent, the Clerk of the Board will publish all revised policies on the BOE Policies Web site and send updates to Board members, Administration, principals, and school office staff.

In addition, the minor revisions the Superintendent is authorized to make under this Resolution will reflect the 2026-27 organizational information below.

District Leadership Team member	Administrative Responsibility listing
Superintendent	Superintendent or Designee
Chief Operations Officer	
Deputy Superintendent	Community and Partnerships
Chief of Schools	Office of School Leadership
Assistant Superintendent of Learning Services	Learning Services
Assistant Superintendent of Student Support Services	Student Support Services
Chief Financial Officer	Financial Services
Chief Human Resources Officer	Human Resources
Chief Information Officer	Information Services and Technology
Division Director of Facilities	Facilities Division
Chief Communications Officer	Strategic Communications Division
Division Director of Operations	Operations Division
Division Director of Safety Services	Safety and Environmental Services
General Counsel	Legal Services

This resolution and its authorization will continue in full force and effect until amended or revoked by the Board of Education of Unified School District No. 259.

President, Board of Education
Unified School District No. 259

Clerk of the Board
Unified School District No. 259

P1220 ELIGIBILITY OF STUDENTS ON SPECIAL ASSIGNMENT

BOARD POLICY:

Students assigned to a school through the district's centralized choice enrollment and assignment process shall have eligibility to participate in Kansas State High School Activities Association (KSHSAA) activities determined in accordance with KSHSAA regulations and district policy.

The principal of the receiving school is responsible for determining student eligibility for participation in KSHSAA-sponsored activities, except as otherwise provided by KSHSAA regulations or district policy.

~~Under authority granted by the Kansas State High School Activities Association, secondary principals have the authority, in general, to determine the eligibility of students on special assignment to participate in state sponsored activities.~~

Administrative Implemental Procedures:

- ~~1. As a part of the request for special assignment, it is necessary to make a determination as to the student's eligibility to participate in activities sponsored by the Kansas State High School Activities Association:~~
 - ~~a. Health of student~~
 - ~~When approved by both the sending and receiving principals, a student is immediately eligible to participate in state sponsored activities to the extent specified by a written statement signed by a licensed physician.~~
 - ~~b. Discipline/behavior~~
 - ~~When, in the opinion of both principals, a student will be provided an opportunity to successfully adjust in another attendance center and thereby enhance the student's educational growth, the student may be declared eligible immediately. Serious consideration should be given to the type of act or acts which prompted the recommendation of a special assignment from one school to another.~~
 - ~~c. Special education programs~~
 - ~~Special education students who are reassigned from one center to another will be declared eligible immediately upon approval of both principals.~~
 - ~~d. Administrative recommendations~~
 - ~~In the case of special assignment which originates at an administrative level other than at the school level, the principal of the receiving school shall make eligibility determination with approval of the appropriate Assistant Superintendent.~~
 - ~~e. Other special programs~~
 - ~~The principal of the receiving school shall determine the eligibility of students reassigned from an alternative school to the secondary school in which the lawful custodian(s) reside.~~
- ~~2. Special assignment from one middle school to another~~
 - ~~a. Eligibility, in general, shall be determined by the two principals involved when such requests for special assignment are approved.~~

- b. ~~Students who are reassigned from one middle school to another will be assigned to attend and be eligible at the high school attendance center in which the lawful eustodian(s) reside unless: (1) both principals agree it would be in the best interest of the student to permit the student to be eligible at another high school center, and (2) Assistant Superintendent(s) of the participating schools grants approval.~~
1. All special assignments shall be processed in accordance with Board Policy P5511 and the district's centralized enrollment and assignment procedures.
 2. Assignment to a school does not automatically establish eligibility for participation in KSHSAA-sponsored activities. Eligibility shall be determined separately in accordance with applicable KSHSAA regulations.
 3. The receiving principal shall determine a student's eligibility for participation in KSHSAA-sponsored activities, including any limitations or conditions required under KSHSAA rules.
 4. Students assigned through district administrative action, special education placement, alternative education programs, disciplinary reassignment, or other district-approved assignment processes shall have eligibility determined under the same KSHSAA standards applicable to all students.
 5. When the KSHSAA regulations require additional district approval or documentation, the receiving principal shall coordinate with the appropriate district administrator to ensure compliance.
 6. Questions regarding assignment decisions shall be addressed through the district's centralized enrollment and assignment process. Questions regarding activity eligibility shall be addressed in accordance with KSHSAA regulations and district administrative procedures.

Administrative Responsibility: ~~Elementary and Secondary Education Offices~~Office of School Leadership

Latest Revision Date: ~~November 2007~~September 2026

Previous Revision Date: ~~November 2007~~March 1999 P1220

~~Updated administratively for alignment purposes: November 2020~~

P6105 EXPERIMENTAL INSTRUCTIONAL MATERIALS

BOARD POLICY:

Teachers desiring to use experimental instruction must obtain permission from the department chairs, building principal, and the curriculum coordinator if the activity will alter classroom instruction, deviating from current curriculum adoptions.

Administrative Implemental Procedures:

1. Classroom teacher, department chair, principal, or curriculum coordinator may initiate experimental projects or materials in schools.
2. School principals will be responsible for notifying and obtaining approval from Learning Services when deviations of the accepted pattern are desired. If a project is considered to be a research activity, it must be reviewed in advance by submitting it to the district Research Council ~~via the Executive Director of Assessments and Research.~~
3. Professional employees may seek financial assistance from Learning Services if experimental items must be purchased. Experimental materials purchased from Unified School District 259 funds will be processed in the usual manner.
4. Learning Services may authorize a publisher to place resources in the classroom for evaluation.
5. Teachers using the sample materials may be asked to submit a written evaluation and may be asked to give an oral report. The evaluation of materials shall be conducted with due regard for the input of and feedback from teacher evaluators.
6. After the materials have been evaluated, they may remain in the classroom as part of the school's inventory. If the materials are found to be unsuitable, they will be returned to the Supply Center for discard.

Administrative Responsibility: Learning Services

Latest Revision Date: ~~April~~ **September** 2026

Previous Revision Date: **April 2026** ~~October 2011~~ P6105

~~Updated administratively for alignment purposes: October 2016~~

P6730 SOCIAL STUDIES EDUCATION

BOARD POLICY:

The social studies program for the Wichita Public Schools is designed to give students perspectives on their own life experiences so they see themselves as a part of the larger human adventure in time and place. An understanding of world history, geography, economics, and political and social institutions, coupled with the knowledge of the traditions and values of the people of the United States ~~as it is expressed in our unity and diversity~~, is central to the curriculum. This program is devoted to developing citizens who possess the critical attitudes and analytical perspectives needed to understand the situation in which they find themselves, and to act appropriately.

Administrative Implemental Procedures:

1. Learning Services provides consultant services, inservice experiences, and coordination of the social studies program.
2. Funds for purchase of materials for the social studies program may be secured from the per student allocations received by each building and from the equipment budget for those items listed as social studies equipment and audiovisual equipment.
3. ~~A criteria committee~~ Learning Services shall gather input from teachers and other stakeholders in order is established to provide guidelines and criteria for adoption of textbooks and materials for the textbook adoption.
4. ~~The textbook selection committee, composed of teachers from all grade levels,~~ An pilot period may be will be utilized to evaluates and studies study and study the social studies program curriculum resources and so that Learning Services may recommends for adoption those suitable textbooks and materials that are consistent with the guidelines and criteria for adoption committee.
5. ~~Experimental and/or pilot programs may be initiated by teachers, principals, and/or curriculum personnel after authorization by the coordinator and other appropriate administrative personnel pursuant to P6105 Experimental Instructional Materials, as applicable, and the Learning Services Coordinator.~~
6. ~~Guidelines for the time allocations for the middle and high school schools are in BOE Policy 1225 Organization of the School Day Middle and High Schools, and P6333 Graduation Rule. Principals will ensure that recommended time allotments and class hours are maintained at the middle and high school levels.~~
- 7.5. The administration and supervision of the social studies program within each middle and high school building is the responsibility of the principal, but the departmental coordinator Learning Services will assist the department's teachers, through guidance and advice, in the application and development of the middle and high school social studies program.

Administrative Responsibility: Learning Services

Latest Revision Date: ~~September 2006~~ [August 2026](#)

Previous Revision Date: [September 2006](#) ~~July 1994 P6730~~

~~Updated administratively for alignment purposes: March 2021~~

P7350 SCHOOL TRIPS & STUDENT TRANSPORTATION IN PRIVATE VEHICLES BOARD POLICY:

SECTION A: SCHOOL TRIPS. Principals and teachers are encouraged to utilize available community resources in planning instructional activities inside and outside the classroom. Experiences outside the classroom such as school trips should include only activities that contribute significantly to the educational enrichment of the student. School trips are considered an integral part of the curriculum. Preparation, plans, evaluation, supervision, and safety precautions are responsibilities of the principals and teachers involved.

Administrative Implemental Procedures:

1. A school trip is defined as when students are transported by some conveyance or walk an extended distance (.75 of a mile or more).
2. The school nurse must be involved in school trip planning, and the school nurse is required to ~~sign~~ **approve** all school trip plans.
3. Any **60+ miles and/or** Overnight School Trip Plan must be ~~submitted~~ **approved** by the principal, ~~and school nurse, and Chief of Schools using the appropriate 7350 form then submitted to the appropriate Assistant Superintendent or Elementary or Secondary Schools for approval~~ according to the following schedule:
 - a. School trip that is 60+ miles from Wichita city limits: Seven (7) calendar days prior to the day of the trip.
 - b. Overnight trip: Thirty (30) calendar days prior to the date of the start of the trip.
 - c. During school district sponsored travel that requires overnight stays by students, separate overnight accommodations will be provided for students of each biological sex.
 - i. Biological sex means the biological indication of male and female in the context of reproductive potential or capacity such as sex chromosomes, naturally occurring sex hormones, gonads, and non-ambiguous internal and external genitalia present at birth, without regard to an individual's psychological, chosen, or subjective experience of gender.
 - ii. School district sponsored travel means any travel that is necessary for students to attend, participate, or compete in any event or activity that is sponsored or sanctioned by a school operated by the school district, including, but no limited to, any travel that is organized:
 - a. By any club or other organization recognized by the school;
 - b. Through any communication facilitate by the school, such as email; or
 - c. Through fundraising activities conducted, in whole or in part, by school district employees or on school district property.
 - iii. This policy will be provided to parents prior to a student's participation in a school district sponsored activity or travel that requires overnight stays by students.
 - d. Trips with a total cost of \$20,000 or more: At least six (6) months prior to the start of the trip. Exceptions to the timeline can be made with written approval of the ~~appropriate Assistant Superintendent~~ **Chief of Schools**. A trip itinerary listing any vendors is required.
4. Students, teachers/sponsors, volunteers, and parents/guardians must be informed of their responsibilities.
 - a. Transportation for school trips must be by licensed public conveyance, leased motor vehicle, or private passenger vehicle. Authorized drivers of private passenger vehicles may be

students, employees, or other licensed individuals subject to parental consent. All drivers who wish to transport students in private vehicles must also comply with Section B of this policy. All federal and state regulations are to be adhered to when transporting students in private, rented, or leased vehicles, including school buses. K.S.A. 72-64,100 states that any school district transporting students in a vehicle designed for transporting more than 10 passengers in addition to the driver shall transport such students in a school bus or in a bus other than a school bus (e.g., charter bus) as defined in K.S.A. 72-6486(c).

- b. The Parent/Guardian School Trip Consent must be signed by parents/guardians and on file with the teacher/sponsor before a student will be permitted to participate in the school trip.
 - c. The Parent-Guardian Athletic Trips Consent must be signed by parents/guardians and on file with the school before a student will be permitted to participate in trips involving athletic competitions.
 - d. Teachers/sponsors/staff are responsible for supervising the conduct and activities of students and adults in the group.
5. Before planning or approving a school trip, teachers and principals shall also review: P7350 - Section B; P1410 – Fundraising Activities; P3402 – Compensation for Out-of-District Travel and the USD 259 Travel and Business Expense Guide; P3420 – Administering School Activities and School Activity Funds; and P3710 – District Liability.
 6. School trips should include all or a majority of the eligible pupils in a class, regardless of ability to pay. No pupil shall be denied the right to participate in a field trip as a disciplinary measure except in the following circumstances:
 - a. The pupil is under suspension on the day of the field trip.
 - b. The pupil is being disciplined for inappropriate behavior on a previous school trip during the school year.

SECTION B: STUDENT TRANSPORTATION IN PRIVATE VEHICLES. Especially at elementary and middle schools, the district encourages the use of buses or district-leased vehicles over private vehicles for the transport of students to and from school-approved activities. If private vehicles are used, such vehicles are expected to be reasonably safe.

Administrative Implemental Procedures:

1. Definitions
K.S.A. 8-126(eff.): Passenger Vehicle – every vehicle which is designed to carry at least three (3), but no more than ten (10) passengers and which is not used for the transportation or delivery of freight and merchandise, per Kansas statute. Drivers of privately-owned passenger vehicles (that is, vehicles not owned by local, state, or federal government) cannot transport more than 10 passengers in addition to the driver (see P7350, Section A, AIP 4a).
2. Passenger vehicles which transport students, or any privately-owned passenger vehicle must have at least the minimum insurance coverage as listed in K.S.A. 40-3107(e).
Minimum coverage required:
 - a. Liability insurance of at least \$25,000 per person per accident with a limit of at least \$50,000 per accident involving two or more people.
 - b. Property damage of at least \$25,000 per accident.
 - c. Personal injury protection as defined by K.S.A. 40-3107.
 - d. Uninsured motorist and underinsured motorist coverage as required by K.S.A. 40-284.

3. Leased/rented passenger vehicles used for school trips must be secured from district-approved vendors.
4. Private passenger vehicles driven by employees while in their official capacity are covered primarily by the employee's insurance and secondarily by a Board of Education automobile liability insurance policy. The Board of Education coverage is in effect while the employee is using a private passenger vehicle on official school business. This coverage is for liability only and does not cover damage to the employee's vehicle.
5. The school principal and/or sponsoring teacher is expected to exercise reasonable care when arranging for student transportation for school sponsored and approved activities.
6. Students and other licensed individuals (excluding district employees) using a private vehicle to transport students under this section shall submit [and receive approval of a Driver Verification – Non-Employee form before transporting students](#) ~~to the school and must be authorized by the school prior to transporting any students.~~
7. Employees using a private vehicle to transport students under this section shall submit [and receive approval of the a electronic Driver Verification – Employee form before transporting students.](#) ~~The verification form can be located on the Employee Benefits department page on the USD 259 website. The school administration must receive confirmation from Human Resources, that the 7350f is approved, prior to allowing transportation of students.~~
8. Driver Verification submissions are valid through the end of the academic year in which the form was submitted.

Board Counsel has reviewed this policy as to legal form and content.

Administrative Responsibility: ~~Elementary and Secondary Education Offices~~ [Office of School Leadership](#)

-Latest Revision Date: ~~January~~ [September](#) 2026

Previous Revision: [January 2026](#) ~~November 2023~~

P1413: COORDINATION WITH THE WICHITA PUBLIC SCHOOLS FOUNDATION

BOARD POLICY:

The purpose of this policy is to establish guidelines to ensure coordination and transparency between Wichita Public Schools (WPS) and the Wichita Public Schools Foundation (WPSF). The policy provides a framework for collaboration that supports the district’s educational mission while maintaining accountability, legal compliance, and appropriate organizational independence.

Administrative Implemental Procedures:

1. The Wichita Public Schools Foundation is a separate nonprofit entity established to support the district’s mission through fundraising and financial contributions in accordance with applicable federal and state laws. WPS recognizes and values the WPSF’s role in enhancing educational opportunities for students and staff. The district must ensure coordination with the WPSF to maintain alignment with WPS strategic goals, financial accountability, and transparency in all joint efforts.
2. WPS may enter into a Memorandum of Understanding (MOU), in accordance with WPS policies, with the Wichita Public Schools Foundation to define the relationship, roles, and expectations between the two organizations. The MOU shall be approved by both governing boards and reviewed periodically. The MOU will address, at minimum:
 - **Roles and Responsibilities:** WPS and WPSF shall maintain distinct roles consistent with Kansas law. The district retains full authority over programming, curriculum, staff compensation, and use of district facilities.
 - **The MOU will specify any arrangements for reimbursement of staff compensation provided on behalf of the WPSF.**
 - **Decision-Making and Oversight:** The superintendent or designee shall communicate district priorities to the WPSF. WPSF-funded expenditures that affect district operations, programs, or personnel must comply with district purchasing policies and receive approval by the Board of Education when applicable.
 - **Coordination and Communication:** The superintendent, or designee, and WPSF executive director shall meet regularly to review funding requests, planned initiatives, and the impact of WPSF contributions.
 - **Financial Transparency:** The WPSF shall maintain independent financial records. The superintendent, chief financial officer, or designee shall have access to WPSF financial reports related to district-funded initiatives. The WPSF will provide financial updates and share audit results with WPS.
 - **Public Communication:** In its discretion, WPS will report to the public on how WPSF contributions support district programs to ensure transparency and community trust.
 - **Conflict of Interest:** Both entities shall adhere to conflict-of-interest standards consistent with state and federal law and applicable WPS policies.

3. All requests for financial support from WPS to the WPSF must be initiated and approved by the superintendent, chief financial officer, or designee. Other district staff do not have the authority to request financial support and shall not independently solicit or accept WPSF funding.
4. Any WPSF donation or grant of a capital improvement to any school property or any transfer of in kind real property to the district, regardless of the amount of the improvement or value of the property, shall require prior approval by the Board of Education. Any contracts or professional services must follow all applicable laws and policies. All capital improvement projects must be coordinated with Wichita Public Schools, Facilities Division, in accordance with WPS policies.
5. The Board of Education shall formally acknowledge all WPSF grants to WPS in accordance with WPS policies. The Financial Services Division shall account for, monitor, and report all WPSF funds received by the district to ensure compliance with donor intent and district financial policies. Board agenda items involving WPSF funding shall identify such funding in the item description.
6. The superintendent and any designated members of the district leadership team shall meet with WPSF leadership at least once annually to review strategic priorities, funding opportunities, and the impact of WPSF-supported initiatives. The district shall collaborate with the WPSF to assess the outcomes of funded programs and ensure continued alignment with WPS's strategic plan.
7. The Financial Services Division shall oversee all district financial transactions related to WPSF funding to ensure compliance with applicable policies and laws. An annual review of WPSF-funded district expenditures shall be conducted, and results shared with both the WPS Board of Education and the WPSF Board of Directors.

Administrative Responsibility: Superintendent

New Policy Date: September 2026