



# School District of Altoona

1903 Bartlett Avenue Altoona, WI 54720  
715-839-6032 715-839-6066 FAX

Greg Fahrman, Superintendent

[www.altoona.k12.wi.us](http://www.altoona.k12.wi.us)

## ALTOONA BOARD OF EDUCATION

Regular Meeting

Altoona Commons Addition

August 1, 2011

6:30 p.m.

### *Agenda*

1. Call to Order
2. Roll Call
3. Reading of Public Notice
4. Pledge of Allegiance
5. Approval of Minutes
  - a. July 13, 2011 Special Meeting
  - b. July 18, 2011 Regular Meeting
6. Public Participation
  - a. Non-Agenda items - public comment and concern
  - b. Agenda items - public comment and concern
7. Treasurer's Report
  - a. Approval of Checks for Payment
    - (1) General fund checks totaling \$737,194.38
    - (2) Student activity fund checks totaling \$345.00
    - (3) Debt service checks totaling \$-0-
8. Information
  - a. Administrative Report
  - b. Committee Meeting Report
  - c. General Information
  - d. President Report
    - (1) Follow-up Discussion from the 2011 WASB President's/Leadership Conference, Helen Drawbert
      - (a) Aligning Resources for Results
      - (b) Promoting Effective Discussion and Deliberation
  - e. Superintendent's Report
    - (1) Policy Discussion of Recommended Procedures: GCN-R – Evaluation of Professional Staff and Forms
    - (2) Energy Management Annual Report: June 2010-May 2011
    - (3) 2010/11 Budget Update, Kathy Dahl

9. Board Action after Consideration and Discussion
  - a. Consider Resignations of Crossing Guards
  - b. Consider Resignations of Coaches/Advisors
  - c. Consider Employment Recommendation to Fill Coaching/Advisor Positions
  - d. Consider Employment Recommendation to Fill .50 High School Science Teacher Position
  - e. Consider Employment Recommendation to Fill Crossing Guard Positions
  - f. Consider Budget Revisions for 2010/11
  
10. Adjournment

*In partnership with our students, their families and the community, the vision of the School District of Altoona is to build a foundation for life-long learning and the emotional well-being of our students as we offer “large school opportunities with a small school approach” on our unique single campus setting.*



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Greg Fahrman, Superintendent

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ALTOONA BOARD OF EDUCATION  
Special Meeting  
District Board Room  
July 13, 2011  
6:00 p.m.

1. The Special Meeting of the Altoona Board of Education was called to order by Board President, Edward Bohn at 6:01 p.m. in the district board room.
2. Roll call was taken and the following were present:  
Edward P. Bohn, President  
Helen S. Drawbert, Vice President  
Robin E. Elvig, Clerk  
Robert (Red) A. Hanks, Treasurer  
Michael J. Hilger, Member  
Gregory J. Fahrman, Superintendent  
Joyce M. Orth, Board Secretary
3. Reading of Public Notice. All posting requirements were met and posting places are noted: Altoona City Hall, Altoona Post Office, school district office, high school office, middle school office, and elementary school office.
4. Pledge of Allegiance
5. Discuss Filling the Gifted/Talented Teacher/Coordinator Position and Review Job Descriptions. Helen Drawbert reviewed her request for the Special Meeting to consider filling the Gifted/Talented position. Job posting, application, screening, interview, and reference check procedures were discussed. The job descriptions along with policy and rule IGBB, IGBB-R (Gifted and Talented Programs) were also reviewed. In light of the Strategic Planning process and community input, filling this position is an opportunity to advance the Gifted and Talented program under the direction of the Vision and Mission.
6. Board Action after Consideration and Discussion. a. Consider the Gifted/Talented Teacher/Coordinator Position. No action needed.
7. Adjournment. Motion by Hanks to adjourn at 7:38 p.m., seconded by Drawbert. Elvig, yes; Hilger, yes; Hanks, yes; Drawbert, yes; Bohn, yes. Motion carried 5-0.

Joyce M. Orth CPS, Board Secretary

\_\_\_\_\_  
District Clerk

\_\_\_\_\_  
Date

*The Altoona school district is committed to providing quality education in a safe environment where all students have the opportunity to prepare for today's challenges and realize tomorrow's dreams.*



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## ALTOONA BOARD OF EDUCATION

Regular Meeting

Altoona Commons Addition

July 18, 2011

6:30 p.m.

1. The Regular Meeting of the Altoona Board of Education was called to order by Board President, Edward Bohn, at 6:34 p.m. in the Altoona commons addition.
2. Roll call was taken and the following were present:  
Edward P. Bohn, President  
Helen S. Drawbert, Vice President  
Robin E. Elvig, Clerk; Absent  
Robert (Red) A. Hanks, Treasurer  
Michael J. Hilger, Member  
Gregory J. Fahrman, Superintendent  
Joyce M. Orth, Board Secretary
3. Reading of Public Notice. All posting requirements were met and posting places are noted: Altoona City Hall, Altoona Post Office, school district office, high school office, middle school office, and elementary school office.
4. Pledge of Allegiance
5. Approval of Minutes. a. July 5, 2011 Regular Meeting. Motion by Hanks to approve the minutes as presented, seconded by Hilger. Hanks, yes; Elvig; absent; Drawbert, yes; Hilger, yes; Bohn, yes. Motion carried 4-0.
6. Public Participation. a. Non-Agenda items - public comment and concern. (1) Red Hanks mentioned that the Third Street street improvement project has been delayed due to equipment failure. (2) Greg Fahrman shared student enrollment information from RAIL Camp. 251 students are enrolled in session 2 that began on July 11. Last summer's average student enrollment was 200. (3) Helen Drawbert inquired if there were any questions concerning the feedback from Nancy Dorman, WASB, on the deletion of policy BBFA and updates to the bullying policy. An email from Nancy was forwarded to the board on July 8.  
b. Agenda items - public comment and concern. (1) Helen shared an article, Giftedness Among Underserved and Disadvantaged Populations as a follow-up from last Wednesday's meeting.
7. Treasurer's Report. a. Approval of Checks for Payment. Motion by Drawbert to approve general fund checks totaling \$460,725.87 and student activity fund checks totaling \$2,119.52 as presented, seconded by Hilger. Elvig; absent; Drawbert, yes; Hilger, yes; Hanks, yes; Bohn, yes. Motion carried 4-0.
8. Overview of Life of the Athlete Program. Kristin Hildebrand, Reality Check 21 coordinator for Eau Claire County, shared an overview of the Life of the Athlete Program, the impact of alcohol on brain development, and information about training/information sessions for coaches and parents that will be held in September. Also, in conjunction with the Program, Scott Hayden, activities director, presented a recommendation for a change to our activities code. Under the proposed change, the steps for addressing

code violations would be reduced from five to three. Scott will present the recommendation at activities code meetings in August/September and get input from parents.

9. Information. **a. Committee Meeting Report.** None. **b. General Information.** None. **c. President Report.** (1) WASB Presidents/Leadership Conference. Helen Drawbert shared highlights from the July 15-16 conference she attended in Lake Geneva. Sessions addressed the legal aspects of school board meetings; the community engagement side of the budgeting process; and how to manage conflicts through the use of group agreements. (2) WASB Special Summer Seminars. CESA 11, Turtle Lake will host the August 8 special seminar. The impact of the 2011-13 biennium state budget in the areas of legislative, human resources and leadership will be covered. If attending, board members should let Joyce know by July 25. (3) Review Final Draft Vision and Mission. The final draft of the district Vision and Mission were reviewed. (See 10.g.) (4) Discuss August 2 Meeting and Strategic Initiatives Process. The format of the August 2 meeting and the process for identifying strategic initiatives were discussed. **d. Superintendent's Report.** (1) Altoona Library Board Meeting. Greg Fahrman reviewed the July 13 meeting.
10. Board Action after Consideration and Discussion. **a. Consider Employment Recommendation to Fill Kindergarten Teacher Position.** Motion by Hanks to employ Edna Borrero, kindergarten teacher, beginning in the 2011/12 school year as recommended, seconded by Drawbert. Drawbert, yes; Hilger, yes; Hanks, yes; Elvig; absent; Bohn, yes. Motion carried 4-0. **b. Consider Employment Recommendation to Fill Kindergarten Teacher Position.** Motion by Hanks to employ Elizabeth Herder, kindergarten teacher, beginning in the 2011/12 school year as recommended, seconded by Drawbert. Hilger, yes; Hanks, yes; Elvig; absent; Drawbert, yes; Bohn, yes. Motion carried 4-0. **c. Consider Employment Recommendation to Fill Grade 1 Teacher Position.** Motion by Hilger to employ Rachel Krings, grade 1 teacher, beginning in the 2011/12 school year as recommended, seconded by Hanks. Hanks, yes; Elvig; absent; Drawbert, yes; Hilger, yes; Bohn, yes. Motion carried 4-0. **d. Consider Employment Recommendation to Fill Grade 1 Teacher Position.** Motion by Drawbert to employ Shelly Pierson, grade 1 teacher, beginning in the 2011/12 school year as recommended, seconded by Hilger. Elvig; absent; Drawbert, yes; Hilger, yes; Hanks, yes; Bohn, yes. Motion carried 4-0. **e. Consider Employment Recommendation to Fill Gifted and Talented Teacher Position.** Motion by Hanks to employ Mary Ann Modrak, gifted-talented teacher, beginning in the 2011/12 school year as recommended, seconded by Hilger. Elvig; absent; Drawbert, abstain; Hilger, yes; Hanks, yes; Bohn, yes. Motion carried 3-0. **f. Consider Employment Recommendation to Fill Bus Driver Position.** Motion by Drawbert to employ Brandon Birkenholz as regular bus driver beginning in the 2011/12 school year as recommended, seconded by Hilger. Drawbert, yes; Hilger, yes; Hanks, yes; Elvig; absent; Bohn, yes. Motion carried 4-0. **g. Consider Adoption of School District Vision and Mission.** Motion by Hilger to adopt the School District Vision and Mission as presented, seconded by Drawbert. Hilger, yes; Hanks, no; Elvig; absent; Drawbert, yes; Bohn, yes. Motion carried 3-1.
11. Adjournment. Motion by Hanks to adjourn at 7:52 p.m. seconded by Hilger. Hanks, yes; Elvig; absent; Drawbert, yes; Hilger, yes; Bohn, yes. Motion carried 4-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, August 1, 2011 at 6:30 p.m. in the Altoona commons addition.

Joyce M. Orth CPS, Board Secretary

\_\_\_\_\_  
District Clerk

\_\_\_\_\_  
Date

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CHECK DATE	CHECK ACCOUNT		VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER		DESCRIPTION	
07/22/2011	126498	10 L 000 000 811670 000	AMERIPRISE FINANCIAL SERV	Payroll accrual	25.00
07/22/2011	126498	10 L 000 000 811670 000	AMERIPRISE FINANCIAL SERV	Payroll accrual	25.00
				Totals for 126498	50.00
07/22/2011	126499	10 L 000 000 811670 000	AXA EQUITABLE	Payroll accrual	200.00
07/22/2011	126499	10 L 000 000 811670 000	AXA EQUITABLE	Payroll accrual	200.00
				Totals for 126499	400.00
07/22/2011	126500	10 L 000 000 811680 000	OKLAHOMA DEPARTMENT OF HU	Payroll accrual	74.91
				Totals for 126500	74.91
07/22/2011	126501	10 L 000 000 811670 000	RELIASTAR LIFE INS COMPAN	Payroll accrual	150.00
07/22/2011	126501	10 L 000 000 811670 000	RELIASTAR LIFE INS COMPAN	Payroll accrual	150.00
				Totals for 126501	300.00
07/22/2011	126502	10 L 000 000 811670 000	THRIVENT FINANCIAL/LUTHER	Payroll accrual	200.00
07/22/2011	126502	10 L 000 000 811670 000	THRIVENT FINANCIAL/LUTHER	Payroll accrual	200.00
				Totals for 126502	400.00
07/22/2011	126503	10 L 000 000 811690 000	UW-EAU CLAIRE	Payroll accrual	151.89
				Totals for 126503	151.89
07/22/2011	126504	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	31.90
07/22/2011	126504	27 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	4.21
07/22/2011	126504	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	219.89
07/22/2011	126504	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	239.98
07/22/2011	126504	27 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	202.39
07/22/2011	126504	80 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	5.58
07/22/2011	126504	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	3,138.56
07/22/2011	126504	27 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	394.36
07/22/2011	126504	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	239.98
07/22/2011	126504	27 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	202.39
07/22/2011	126504	80 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	5.58
07/22/2011	126504	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	3,117.95
07/22/2011	126504	27 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	414.97
				Totals for 126504	8,217.74
07/22/2011	126505	10 L 000 000 811680 000	WI SCTF	Payroll accrual	187.50
07/22/2011	126505	10 L 000 000 811680 000	WI SCTF	Payroll accrual	550.00
				Totals for 126505	737.50
07/22/2011	126506	10 L 000 000 811690 000	VALUE AUTO MART OF EAU CL	Payroll accrual	50.00
				Totals for 126506	50.00
07/22/2011	126507	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	36.11
07/22/2011	126507	10 L 000 000 811650 000	WEST CENTRAL EDUCATION AS	Payroll accrual	219.89
				Totals for 126507	256.00
07/22/2011	126508	10 L 000 000 811680 000	WI SCTF	Payroll accrual	54.00
				Totals for 126508	54.00
07/22/2011	126523	10 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	80,096.43
07/22/2011	126523	27 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	16,159.79
07/22/2011	126523	10 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	5,944.59
07/22/2011	126523	27 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	1,145.31
07/22/2011	126523	99 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	64.66

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER			DESCRIPTION	
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,017.45
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	150.68
07/22/2011	126523	80 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	0.00
07/22/2011	126523	99 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	7.56
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	3,420.26
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	429.94
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	682.57
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	45.31
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	24.56
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	5.66
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	15,912.54
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,477.78
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,048.44
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	99.57
07/22/2011	126523	50 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	64.66
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	205.90
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	14.91
07/22/2011	126523	50 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	6.75
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	34.38
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	4.62
07/22/2011	126523	50 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	3.00
07/22/2011	126523	10 A 000 000	715632 000	WEA INSURANCE TRUST	AUG BILLING IN JULY 2011/RETIREE	32,723.64
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	AUG BILLING IN JULY 2011	13,834.09
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	287.82
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	36.18
07/22/2011	126523	99 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	3.00
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,451.90
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	204.90
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	39.48
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	37.80
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	79,827.85
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	16,428.37
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	5,928.79
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,161.11
07/22/2011	126523	99 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	64.66
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,012.74
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	155.39
07/22/2011	126523	80 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	0.00
07/22/2011	126523	99 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	7.56
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	3,397.80
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	452.40
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	285.93
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	38.07
07/22/2011	126523	99 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	3.00
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	682.57
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	45.31
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	24.56
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	5.66
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	15,912.54
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,477.78
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	1,048.44
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	99.57
07/22/2011	126523	50 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	64.66
07/22/2011	126523	10 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	205.90
07/22/2011	126523	27 L 000 000	811631 000	WEA INSURANCE TRUST	Payroll accrual	14.91

CHECK DATE	CHECK ACCOUNT		VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER		DESCRIPTION	
07/22/2011	126523	50 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	6.75
07/22/2011	126523	10 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	1,457.39
07/22/2011	126523	27 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	199.41
07/22/2011	126523	10 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	39.48
07/22/2011	126523	27 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	37.80
07/22/2011	126523	10 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	34.38
07/22/2011	126523	27 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	4.62
07/22/2011	126523	50 L 000 000 811631 000	WEA INSURANCE TRUST	Payroll accrual	3.00
				Totals for 126523	306,814.53
07/20/2011	126524	10 E 100 411 110000 393	DENZINE, TINA	2ND GRADE JUMP START SUPPLIES	57.10
				Totals for 126524	57.10
07/20/2011	126525	10 E 200 310 125400 000	LIES, JUDY	State Solo/Ensemble	120.00
				Totals for 126525	120.00
07/20/2011	126526	10 E 400 310 125400 000	MILLER, SARAH	State Solo/Ensemble	60.00
				Totals for 126526	60.00
07/20/2011	126527	10 E 400 310 125400 000	MITCHELL, JANICE	State Solo/Ensemble Accompaniment	160.00
				Totals for 126527	160.00
07/26/2011	126541	10 E 800 355 263300 000	AT&T	11/12 BLANKET ORDER - TELEPHONE	135.72
				Totals for 126541	135.72
07/26/2011	126542	27 E 700 310 158720 517	CESA #10	SWIS training for elementary on 2/4/11	350.00
07/26/2011	126542	10 E 100 320 254300 000	CESA #10	test sample for asbestos/ mens middle school staff bathroom	15.00
07/26/2011	126542	10 E 200 320 254300 000	CESA #10	test sample for asbestos/ mens middle school staff bathroom	15.00
07/26/2011	126542	10 E 400 320 254300 000	CESA #10	test sample for asbestos/ mens middle school staff bathroom	15.00
07/26/2011	126542	10 E 100 310 221400 000	CESA #10	math advantage training for 2 elementary teachers	2,000.00
				Totals for 126542	2,395.00
07/26/2011	126543	10 E 100 411 110000 393	CITY OF ALTOONA	STAFF T-SHIRTS FOR RAIL PROGRAM	63.00
				Totals for 126543	63.00
07/26/2011	126544	10 E 800 348 254500 000	EXXON MOBIL - PROCESSING	JULY 2011	969.88
				Totals for 126544	969.88
07/26/2011	126545	10 E 800 310 256210 000	FAMILY STATIONS, INC.	Eau Claire Energy Cooperative charges a shared radio tower	164.23
				Totals for 126545	164.23
07/26/2011	126546	10 E 100 411 254300 000	FIRST SUPPLY LLC	ADTR, BALL, CORED PLUG	9.85
07/26/2011	126546	10 E 200 411 254300 000	FIRST SUPPLY LLC	ADTR, BALL, CORED PLUG	9.85
07/26/2011	126546	10 E 400 411 254300 000	FIRST SUPPLY LLC	ADTR, BALL, CORED PLUG	9.85



CHECK DATE	CHECK ACCOUNT		VENDOR	INVOICE		AMOUNT
	NUMBER	NUMBER		DESCRIPTION		
				Totals for 126546		29.55
07/26/2011	126547	10 E 800 310 221910 000	GOOGLE, INC.	GMail/Postini archiving and discovery services		25.93
				Totals for 126547		25.93
07/26/2011	126548	10 E 100 411 254300 000	HSBC BUSINESS SOLUTIONS	charges on menards card		72.62
07/26/2011	126548	10 E 100 551 254300 000	HSBC BUSINESS SOLUTIONS	charges on menards card		196.66
07/26/2011	126548	10 E 200 411 254300 000	HSBC BUSINESS SOLUTIONS	charges on menards card		23.27
07/26/2011	126548	10 E 200 551 254300 000	HSBC BUSINESS SOLUTIONS	charges on menards card		196.67
07/26/2011	126548	10 E 400 411 254300 000	HSBC BUSINESS SOLUTIONS	charges on menards card		151.20
07/26/2011	126548	10 E 400 551 254300 000	HSBC BUSINESS SOLUTIONS	charges on menards card		196.67
07/26/2011	126548	10 E 800 411 254300 000	HSBC BUSINESS SOLUTIONS	charges on menards card		31.12
				Totals for 126548		868.21
07/26/2011	126549	80 E 800 310 310000 000	JOHNS HOPKINS UNIVERSITY	National Network of Partnership Schools Registration		200.00
				Totals for 126549		200.00
07/26/2011	126550	10 E 800 470 120000 000	PEARSON EDUCATION	INV 12 CORE CURR PKG W/MANIP KIT		957.93
				Totals for 126550		957.93
07/26/2011	126551	10 E 200 434 222200 000	PROFESSIONAL MARKETING AS	Magazine renewals for 2011-12		680.71
				Totals for 126551		680.71
07/26/2011	126552	27 E 700 411 215000 517	QUILL CORPORATION	Planner		10.79
				Totals for 126552		10.79
07/26/2011	126553	27 E 700 310 223300 517	SAINT MARY'S UNIVERSITY	coursework on professional learning communities		120.00
				Totals for 126553		120.00
07/26/2011	126554	10 E 800 310 252000 000	SHARED PURCHASING SOLUTIO	MEMBERSHIP FEE FOR 2010		200.00
				Totals for 126554		200.00
07/26/2011	126555	10 E 200 310 120000 393	UW-EAU CLAIRE RECREATION	WYSP 2011 - 55 STUDENTS		4,950.00
				Totals for 126555		4,950.00
07/26/2011	126556	10 E 800 310 231500 000	WELD, RILEY, PRENN & RICC	Legal Services - GENERAL LABOR AND EXPULSION		2,745.00
				Totals for 126556		2,745.00
07/20/2011	111200012	10 E 100 411 110102 000	HINTGEN, SUSAN	Food for meeting on July 14, 2011 to discuss PBIS.		49.36
				Totals for 111200012		49.36
07/20/2011	111200013	10 E 800 713 270000 921	MARCZINKE, STEVE	LIABILITY/WORKFORCE DEVELOPMENT		309.25
				Totals for 111200013		309.25
07/20/2011	111200014	21 E 800 411 257220 000	WEINMEISTER, LORI	PAINT FOR HS COMMONS		144.20
				Totals for 111200014		144.20
07/26/2011	111200015	10 E 800 354 231100 000	BADGERLAND PRINTING INC.	STATIONARY FOR DO		224.90

CHECK DATE	CHECK ACCOUNT		VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER		DESCRIPTION	
07/26/2011	111200015	10 E 800 354 252000 000	BADGERLAND PRINTING INC.	STATIONARY FOR DO	224.90
07/26/2011	111200015	10 E 800 411 256210 000	BADGERLAND PRINTING INC.	STATIONARY FOR DO	103.80
07/26/2011	111200015	27 E 700 411 223300 517	BADGERLAND PRINTING INC.	STATIONARY FOR DO	138.40
07/26/2011	111200015	10 E 200 411 120000 000	BADGERLAND PRINTING INC.	4000 REPORT CARD LETTERHEAD	179.00
				Totals for 111200015	871.00
07/26/2011	111200016	10 E 400 320 254300 000	CERTIFIED INC	replace leaking copper water in girls locker room and hallway outside locker room see invoice.	957.10
				Totals for 111200016	957.10
07/26/2011	111200017	50 E 800 551 257220 000	INDIANHEAD FOODSERVICE	one door refrigerator	2,356.13
				Totals for 111200017	2,356.13
07/22/2011	201100030	10 L 000 000 811614 000	EMPLOYEE BENEFITS COOPERA	Payroll accrual	867.81
07/22/2011	201100030	27 L 000 000 811614 000	EMPLOYEE BENEFITS COOPERA	Payroll accrual	83.50
07/22/2011	201100030	80 L 000 000 811614 000	EMPLOYEE BENEFITS COOPERA	Payroll accrual	22.50
07/22/2011	201100030	10 L 000 000 811614 000	EMPLOYEE BENEFITS COOPERA	Payroll accrual	357.99
07/22/2011	201100030	27 L 000 000 811614 000	EMPLOYEE BENEFITS COOPERA	Payroll accrual	433.00
				Totals for 201100030	1,764.80
07/22/2011	201100031	10 L 000 000 811670 000	HORACE MANN LIFE INS COMP	Payroll accrual	469.00
07/22/2011	201100031	27 L 000 000 811670 000	HORACE MANN LIFE INS COMP	Payroll accrual	16.00
07/22/2011	201100031	99 L 000 000 811670 000	HORACE MANN LIFE INS COMP	Payroll accrual	200.00
				Totals for 201100031	685.00
07/22/2011	201100032	10 L 000 000 811671 000	GREAT-WEST RETIREMENT SER	Payroll accrual	1,003.50
07/22/2011	201100032	27 L 000 000 811671 000	GREAT-WEST RETIREMENT SER	Payroll accrual	500.00
				Totals for 201100032	1,503.50
07/22/2011	201100033	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	3,303.76
07/22/2011	201100033	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	528.87
07/22/2011	201100033	80 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	2.99
07/22/2011	201100033	99 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	18.63
07/22/2011	201100033	10 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	549.50
07/22/2011	201100033	80 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	7.50
07/22/2011	201100033	10 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	23,380.85
07/22/2011	201100033	27 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	3,351.91
07/22/2011	201100033	80 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	8.43
07/22/2011	201100033	99 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	77.91
07/22/2011	201100033	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	9,569.34
07/22/2011	201100033	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	1,531.86
07/22/2011	201100033	80 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	8.67
07/22/2011	201100033	99 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	53.96
				Totals for 201100033	42,394.18
07/22/2011	201100034	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	14,126.29
07/22/2011	201100034	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	2,261.31
07/22/2011	201100034	80 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	12.79
07/22/2011	201100034	99 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	79.65
07/22/2011	201100034	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	3,303.76
07/22/2011	201100034	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	528.87
07/22/2011	201100034	80 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	2.99
07/22/2011	201100034	99 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	18.63
				Totals for 201100034	20,334.29

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07/22/2011	201100035	10 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	12,881.24
07/22/2011	201100035	27 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	1,974.30
07/22/2011	201100035	80 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	2.06
07/22/2011	201100035	99 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	52.28
07/22/2011	201100035	10 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	22.50
07/22/2011	201100035	80 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	7.50
				Totals for 201100035	14,939.88
07/22/2011	201100036	10 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	561.80
07/22/2011	201100036	27 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	418.92
07/22/2011	201100036	80 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	11.67
07/22/2011	201100036	99 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	54.45
07/22/2011	201100036	10 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	716.00
07/22/2011	201100036	27 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	533.91
07/22/2011	201100036	80 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	14.88
07/22/2011	201100036	99 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	69.40
07/22/2011	201100036	10 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	10,776.23
07/22/2011	201100036	27 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	1,311.89
07/22/2011	201100036	10 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	13,734.35
07/22/2011	201100036	27 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	1,672.03
				Totals for 201100036	29,875.53
07/22/2011	201100037	10 L 000 000 811691 000	WEA TRUST ADVANTAGE	Payroll accrual	49.95
07/22/2011	201100037	27 L 000 000 811691 000	WEA TRUST ADVANTAGE	Payroll accrual	33.88
07/22/2011	201100037	10 L 000 000 811691 000	WEA TRUST ADVANTAGE	Payroll accrual	13.66
07/22/2011	201100037	10 L 000 000 811691 000	WEA TRUST ADVANTAGE	Payroll accrual	438.00
07/22/2011	201100037	27 L 000 000 811691 000	WEA TRUST ADVANTAGE	Payroll accrual	20.00
07/22/2011	201100037	10 L 000 000 811670 000	WEA TRUST ADVANTAGE	Payroll accrual	3,341.68
07/22/2011	201100037	27 L 000 000 811670 000	WEA TRUST ADVANTAGE	Payroll accrual	140.13
07/22/2011	201100037	10 L 000 000 811670 000	WEA TRUST ADVANTAGE	Payroll accrual	5,035.75
07/22/2011	201100037	27 L 000 000 811670 000	WEA TRUST ADVANTAGE	Payroll accrual	525.00
07/22/2011	201100037	80 L 000 000 811670 000	WEA TRUST ADVANTAGE	Payroll accrual	78.25
07/22/2011	201100037	10 L 000 000 811669 000	WEA TRUST ADVANTAGE	Payroll accrual	2,232.50
07/22/2011	201100037	10 L 000 000 811691 000	WEA TRUST ADVANTAGE	Payroll accrual	231.33
				Totals for 201100037	12,140.13
07/22/2011	201100038	10 A 000 000 711100 000	WELLS FARGO BANK	PR & DIRECT DEPOSIT/7-22-11/9 MO	160,019.18
07/22/2011	201100038	27 A 000 000 711100 000	WELLS FARGO BANK	PR & DIRECT DEPOSIT/7-22-11/9 MO	27,128.89
07/22/2011	201100038	80 A 000 000 711100 000	WELLS FARGO BANK	PR & DIRECT DEPOSIT/7-22-11/9 MO	85.34
07/22/2011	201100038	99 A 000 000 711100 000	WELLS FARGO BANK	PR & DIRECT DEPOSIT/7-22-11/9 MO	879.15
				Totals for 201100038	188,112.56
07/22/2011	201100039	10 L 000 000 811614 000	EMPLOYEE BENEFITS COOPERA	Payroll accrual	110.00
07/22/2011	201100039	10 L 000 000 811614 000	EMPLOYEE BENEFITS COOPERA	Payroll accrual	208.33
				Totals for 201100039	318.33
07/22/2011	201100040	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	2,923.12
07/22/2011	201100040	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	147.26
07/22/2011	201100040	50 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	85.76
07/22/2011	201100040	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	1,009.22
07/22/2011	201100040	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	50.86

CHECK DATE	CHECK ACCOUNT		VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER		DESCRIPTION	
07/22/2011	201100040	50 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	29.61
07/22/2011	201100040	10 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	160.00
07/22/2011	201100040	50 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	10.00
07/22/2011	201100040	10 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	6,640.05
07/22/2011	201100040	27 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	334.57
07/22/2011	201100040	50 L 000 000 811612 000	WELLS FARGO BANK	Payroll accrual	298.42
Totals for 201100040					11,688.87
07/22/2011	201100041	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	1,009.22
07/22/2011	201100041	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	50.86
07/22/2011	201100041	50 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	29.61
07/22/2011	201100041	10 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	4,315.04
07/22/2011	201100041	27 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	217.38
07/22/2011	201100041	50 L 000 000 811611 000	WELLS FARGO BANK	Payroll accrual	126.60
Totals for 201100041					5,748.71
07/22/2011	201100042	10 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	20.00
07/22/2011	201100042	50 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	55.00
07/22/2011	201100042	10 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	3,558.19
07/22/2011	201100042	27 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	195.93
07/22/2011	201100042	50 L 000 000 811613 000	WISCONSIN DEPT OF REVENUE	Payroll accrual	114.74
Totals for 201100042					3,943.86
07/22/2011	201100043	10 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	70.91
07/22/2011	201100043	10 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	1,908.96
07/22/2011	201100043	27 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	112.72
07/22/2011	201100043	10 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	1,497.79
07/22/2011	201100043	27 L 000 000 811621 000	WISCONSIN RETIREMENT SYST	Payroll accrual	88.44
07/22/2011	201100043	10 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	1,634.67
07/22/2011	201100043	27 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	88.71
07/22/2011	201100043	50 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	76.47
07/22/2011	201100043	10 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	2,083.43
07/22/2011	201100043	27 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	113.07
07/22/2011	201100043	50 L 000 000 811622 000	WISCONSIN RETIREMENT SYST	Payroll accrual	97.46
Totals for 201100043					7,772.63
07/22/2011	201100044	10 L 000 000 811670 000	WEA TRUST ADVANTAGE	Payroll accrual	324.00
07/22/2011	201100044	10 L 000 000 811670 000	WEA TRUST ADVANTAGE	Payroll accrual	850.00
07/22/2011	201100044	10 L 000 000 811669 000	WEA TRUST ADVANTAGE	Payroll accrual	20.00
Totals for 201100044					1,194.00
07/22/2011	201100045	10 A 000 000 711100 000	WELLS FARGO BANK	PR & DIRECT DEPOSIT/7-22-11/12 MO	53,455.79
07/22/2011	201100045	27 A 000 000 711100 000	WELLS FARGO BANK	PR & DIRECT DEPOSIT/7-22-11/12 MO	2,767.35
07/22/2011	201100045	50 A 000 000 711100 000	WELLS FARGO BANK	PR & DIRECT DEPOSIT/7-22-11/12 MO	1,448.31
Totals for 201100045					57,671.45
Totals for checks					737,194.38

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	GENERAL	624,829.67	0.00	16,280.57	641,110.24
21	SPECIAL REVENUE TRUST FUND	0.00	0.00	144.20	144.20
27	SPECIAL EDUCATION FUND	88,312.59	0.00	619.19	88,931.78
50	FOOD SERVICE	2,520.80	0.00	2,356.13	4,876.93
80	COMMUNITY SERVICE	276.73	0.00	200.00	476.73
99	Cooperative Programs	1,654.50	0.00	0.00	1,654.50
***	Fund Summary Totals ***	717,594.29	0.00	19,600.09	737,194.38

\*\*\*\*\* End of report \*\*\*\*\*

CHECK	CHECK ACCOUNT	INVOICE		
DATE	NUMBER NUMBER	VENDOR DESCRIPTION	AMOUNT	
07/19/2011	7576 61 L 000 000 814228 000	DAHL, KIRK	Announcing - 6 games	120.00
			Totals for 7576	120.00
07/19/2011	7577 61 L 000 000 814212 000	EQUAL RIGHTS DIVISIO	reimbursement to the state for work permits issued	105.00
			Totals for 7577	105.00
07/19/2011	7578 61 L 000 000 814228 000	LYNUM, KIM	SCOREBOARD, MUSIC FOR 6 GAMES	120.00
			Totals for 7578	120.00
			Totals for checks	345.00

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
61	EXTRA CURRICULAR FUND	345.00	0.00	0.00	345.00
***	Fund Summary Totals ***	345.00	0.00	0.00	345.00

\*\*\*\*\* End of report \*\*\*\*\*



# GOLD – GOVERNANCE AND LEADERSHIP DEVELOPMENT

**Building Effective  
School District Leadership**



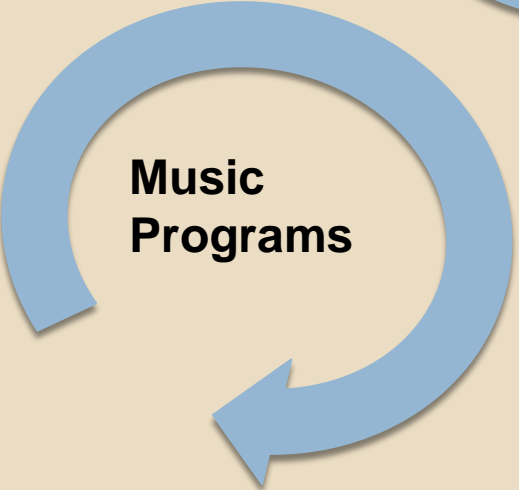
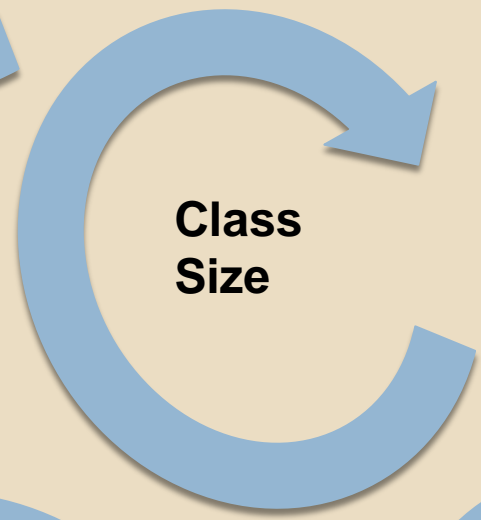
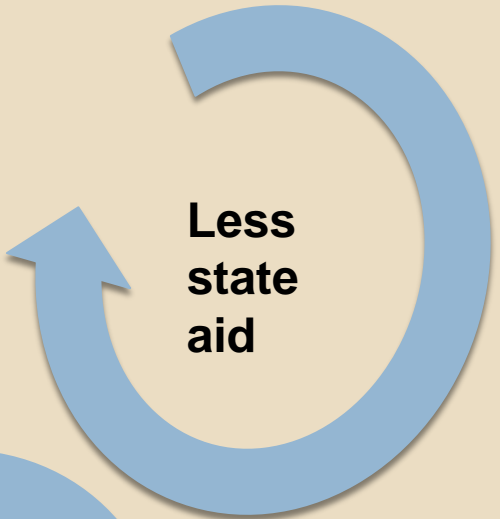
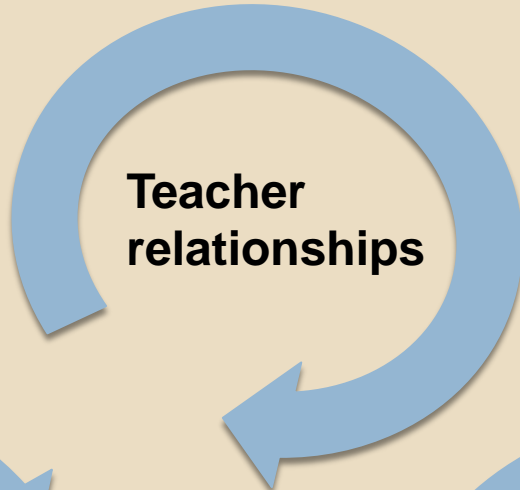
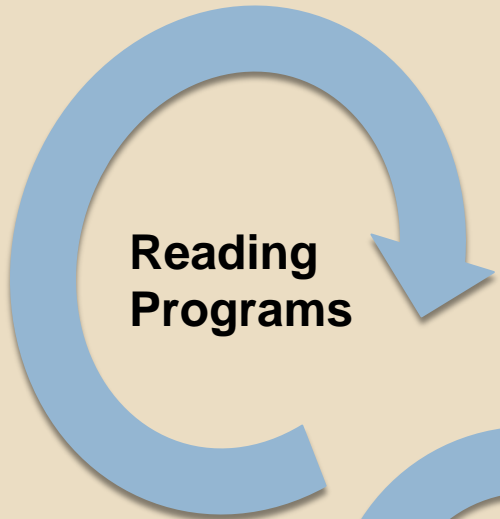
WISCONSIN ASSOCIATION OF SCHOOL BOARDS



# Aligning Resources for Results: The Soft Side of Budgeting



**Deb Gurke and Vicki McCormick**





More  
money  
needed  
to do  
the  
same  
thing

More things to fund





Budget  
drives  
Priorities

:0(

# The Context Is Changing

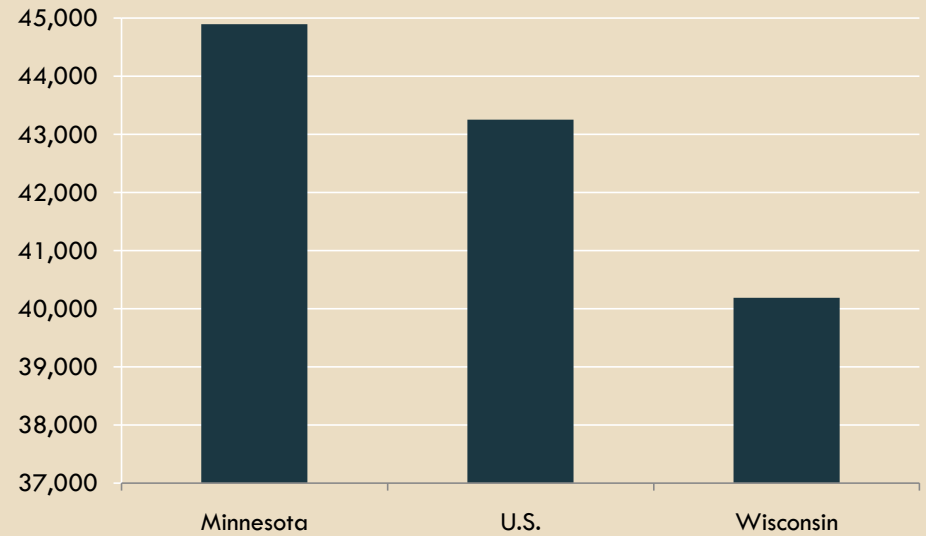


**NCLB**

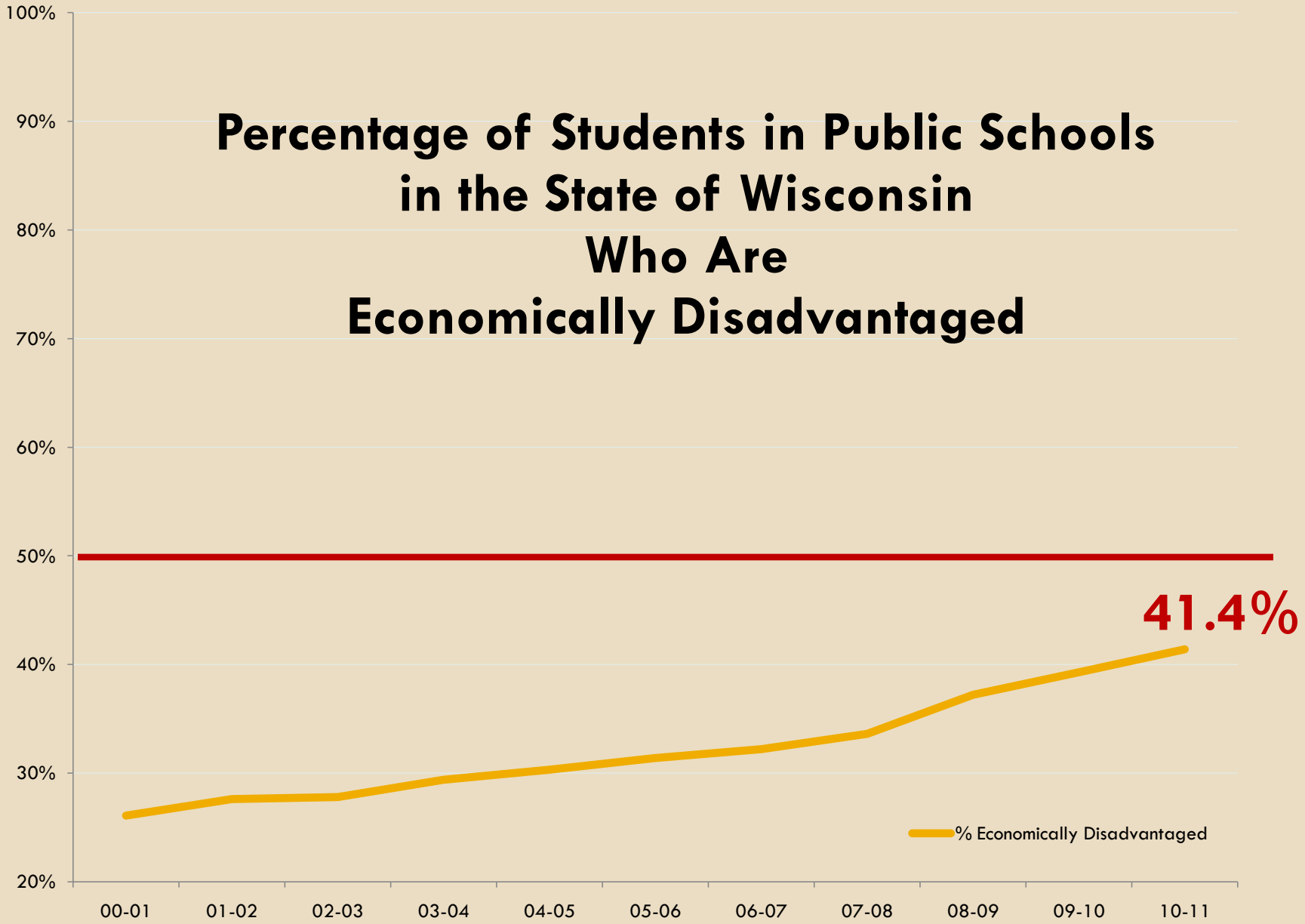
**WKCE**

The World,  
Wisconsin,  
and  
Expectations of  
Public Schools  
Are Changing

# Income



# Percentage of Students in Public Schools in the State of Wisconsin Who Are Economically Disadvantaged



# Strong Opinions, Strongly Held




**“Senate OKs Walker's budget plan as Dems return”**



# Innovation and Scarcity

- Harvard Business Review
- 162 innovation methodologies
- **Scarcity** is the only common denominator



*How can we change what we do  
so that we work in a way that  
accomplishes our goals  
and builds relationships?*

# The Effective Leader



The ability to communicate across the various constituencies of the organization (both internal and external) is the key to effective leadership.

Margaret Wheatley

**TRUST**

# In the business world.....

Return to shareholders is

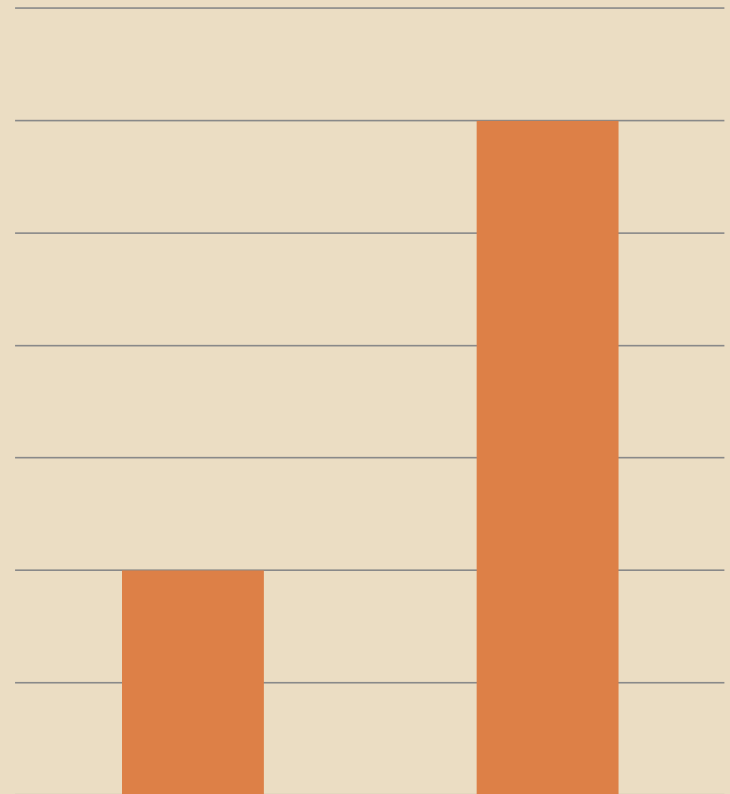
**3x higher**

at companies with

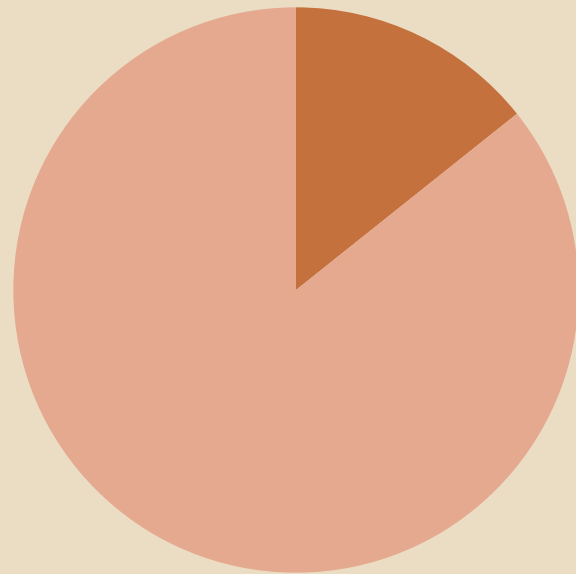
**high trust levels**

than at companies

with low trust levels

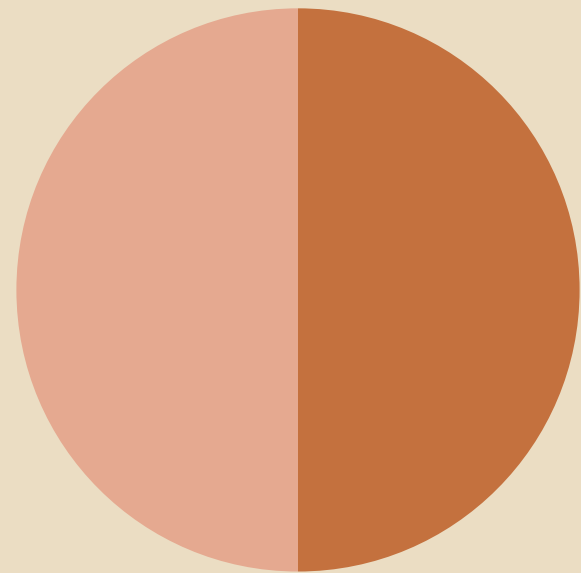


# Closing the Achievement Gap



Low Trust Schools

High Trust Schools



Bryk, A.S. and Schneider, B. 2003. Trust in Schools: A Core Resource for School Reform. Educational Leadership.

# High Trust Schools

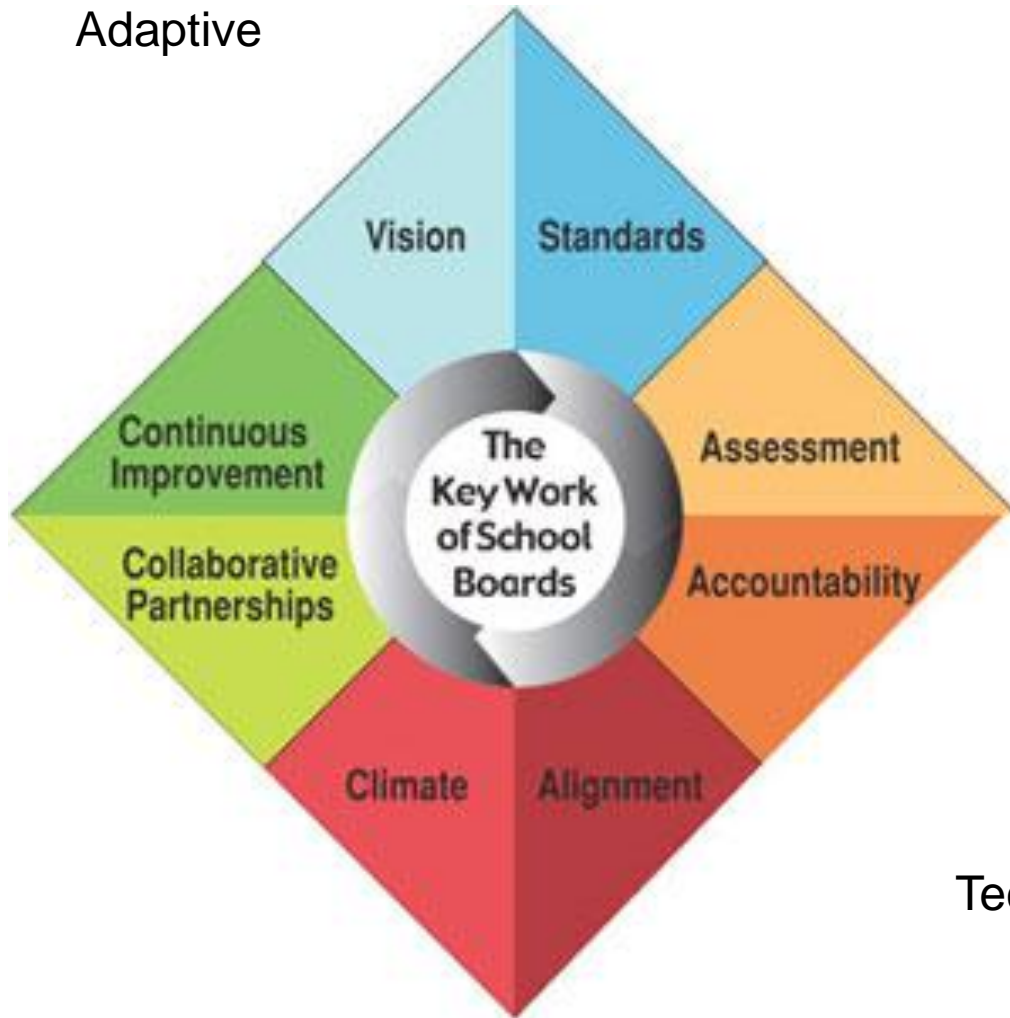


**8 percent** improvement in reading

**20 percent** improvement in math

Bryk, A.S. and Schneider, B. 2003. Trust in Schools: A Core Resource for School Reform. [Educational Leadership](#).

# The Key Work of School Boards



Adaptive

Technical



# The Foundation of Board Work

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# Shared Core Values

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What transcendent, timeless qualities of our community will we carry forward into the future?



**Core Values**



If you don't know where you are going,  
you might wind up someplace else.

Yogi Berra

# Mission and Vision

---

What is our purpose?

What do we want to create together that would make a difference?



**Mission and Vision**

**Core Values**


# Strategic Goals

What specific, measurable differences will we make and for whom by some identified time in the future?





# Collaborative Partnerships



The alternative to engagement with the public will not be an unengaged public, but a public with its own agenda and an understandable hostility to decision-making processes that ignore them.

Steve Coleman and John Gotze,  
Bowling Together, 2002

# As schools and communities move from communication to engagement








What do you  
think is the  
Public Safety  
your challenge  
to be in 18 years?  
What do you  
think is the  
Public Safety  
your challenge  
to be in 18 years?

# Asking Powerful Questions

- What do we want to create together that would make a difference?
- What can we create together that we cannot create alone?
- What is important to our community?
- What doubts and reservations do I have?
- What commitment am I willing to make to this process?



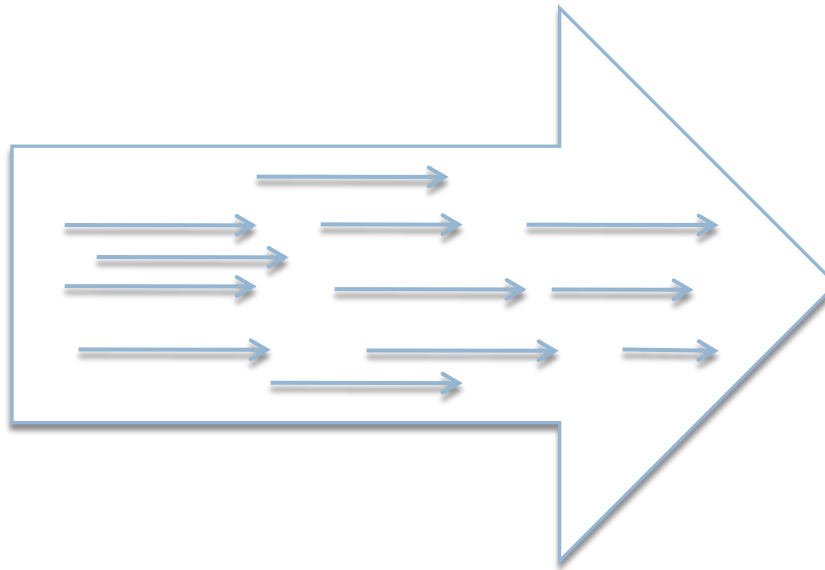
# ALIGNMENT



When resources, thinking, planning, and execution are aligned, everything goes much more smoothly. Knowing where others stand, what they are thinking, and what we are trying to accomplish makes the work easier and more fulfilling. Alignment fosters a real sense of accomplishment.

Key Work of School Boards

System  
Functions  
are in  
Alignment



Vision  
Mission  
Values  
Goals

# The Key is Good Questions

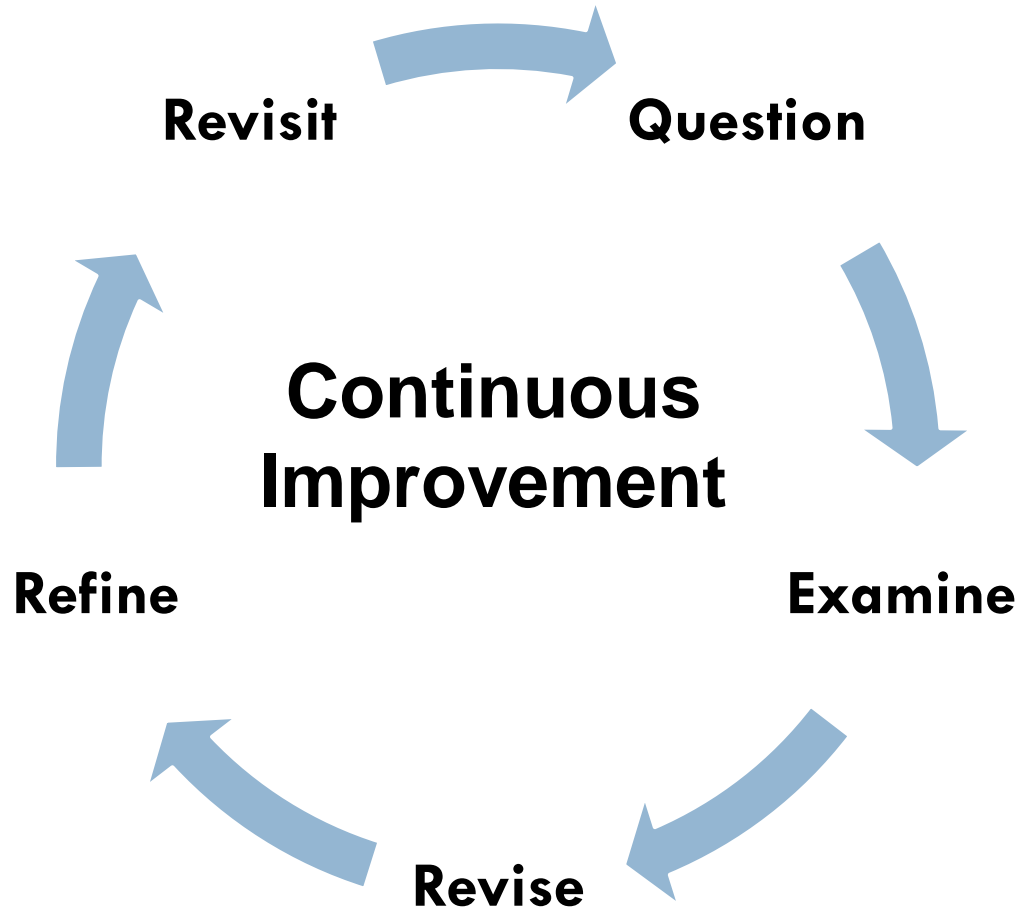
- How does this initiative fit with our strategic goals?
- Does this initiative reflect our values?
- How does this initiative enhance student learning?
- What are the implications for facilities, transportation, scheduling, profession development?
- Can you specifically link line items to district goals?

**Stay focused on the goals.**

**Questions should always take you back to the goals.**



# CONTINUOUS IMPROVEMENT





**REVISIT**

**QUESTION**

**CONTINUOUS  
IMPROVEMENT**

**REFINE**

**EXAMINE**

**REVISE**



A habit of the mind—

Looking for improvement without  
passing judgment.

# TABLE TALK

# Reflect, integrate, ask

- I will pose a series of three questions
- With a partner, take turns answering each question. You have five minutes per question.
- Share air time and value diverse perspectives
- Aim for inquiry—there's no need to agree on or decide anything

# What stands out for you in what you heard?

I remember  
hearing...

I saw ... as really  
important from that  
section.

I was struck by...

What reactions do you have to what you heard?

I'm concerned  
about...

I'm excited about...

I'm struggling with...

# What might this mean for you and your school district?

We may need to...

We thought ...  
but now...

Looking ahead,  
I can see...

# Case Study Activity



# Your District's Opportunities

Next Steps



# GoLD – GOVERNANCE AND LEADERSHIP DEVELOPMENT

Building Effective  
School District Leadership



WISCONSIN ASSOCIATION OF SCHOOL BOARDS

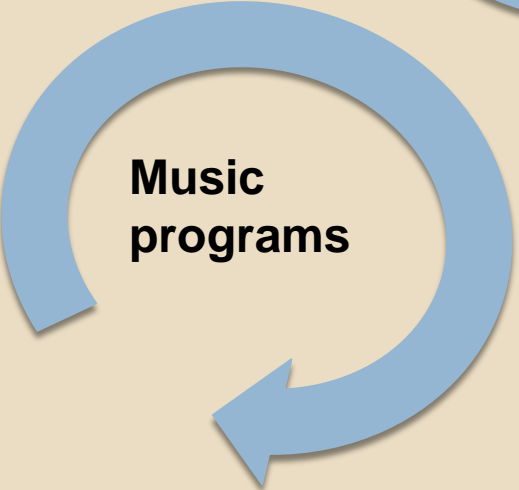
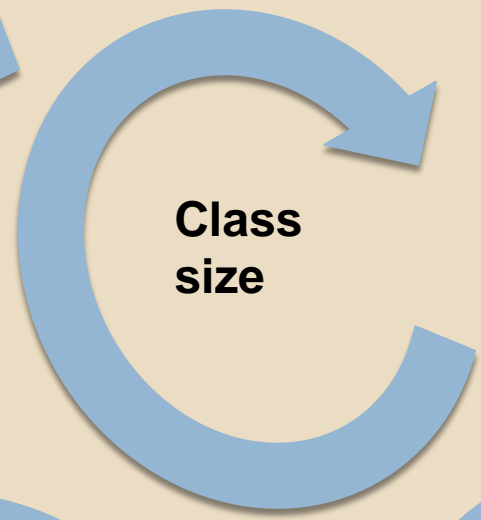
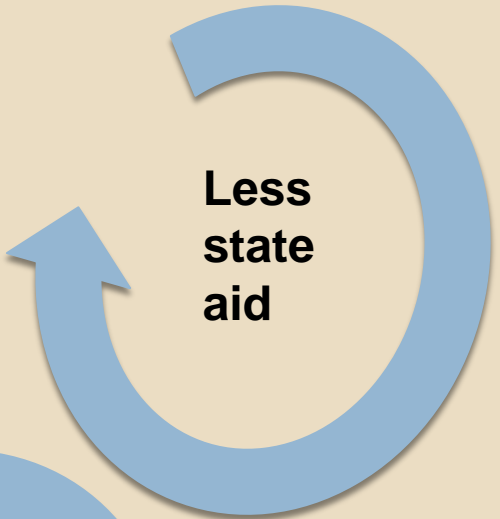
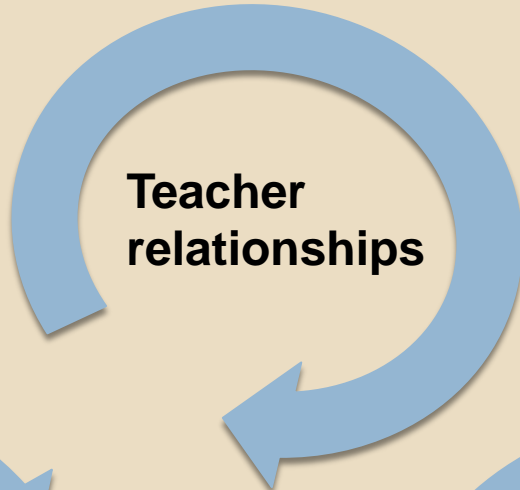
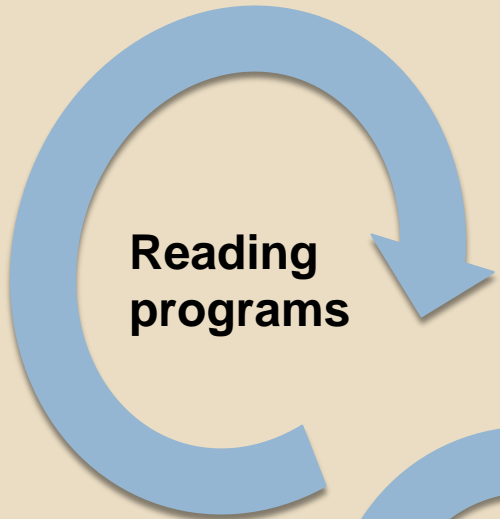
# Promoting Effective Discussion and Deliberation: When Robert's Rules Isn't Enough



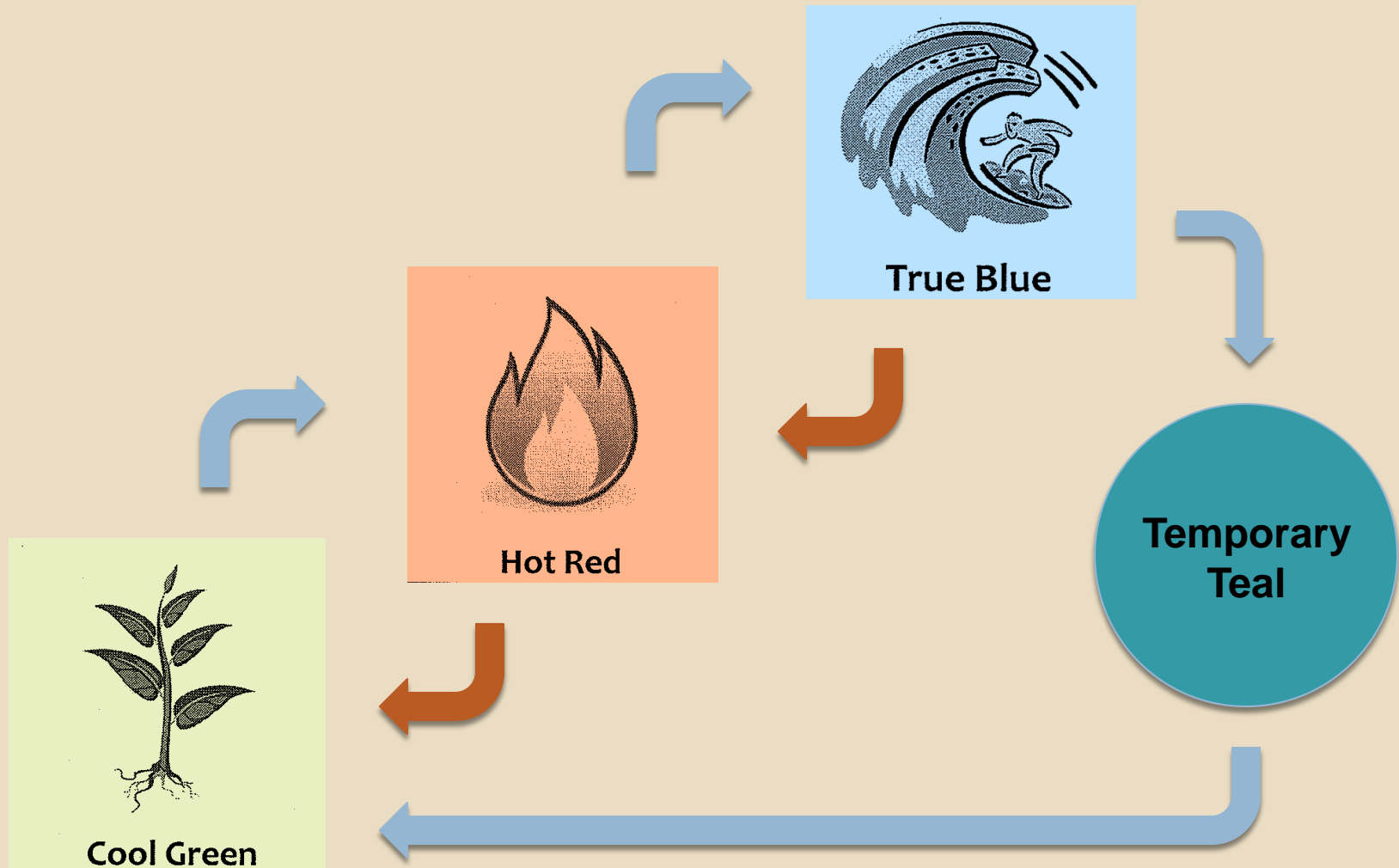
**Deb Gurke and A.B. Orlik**

# What we'll cover

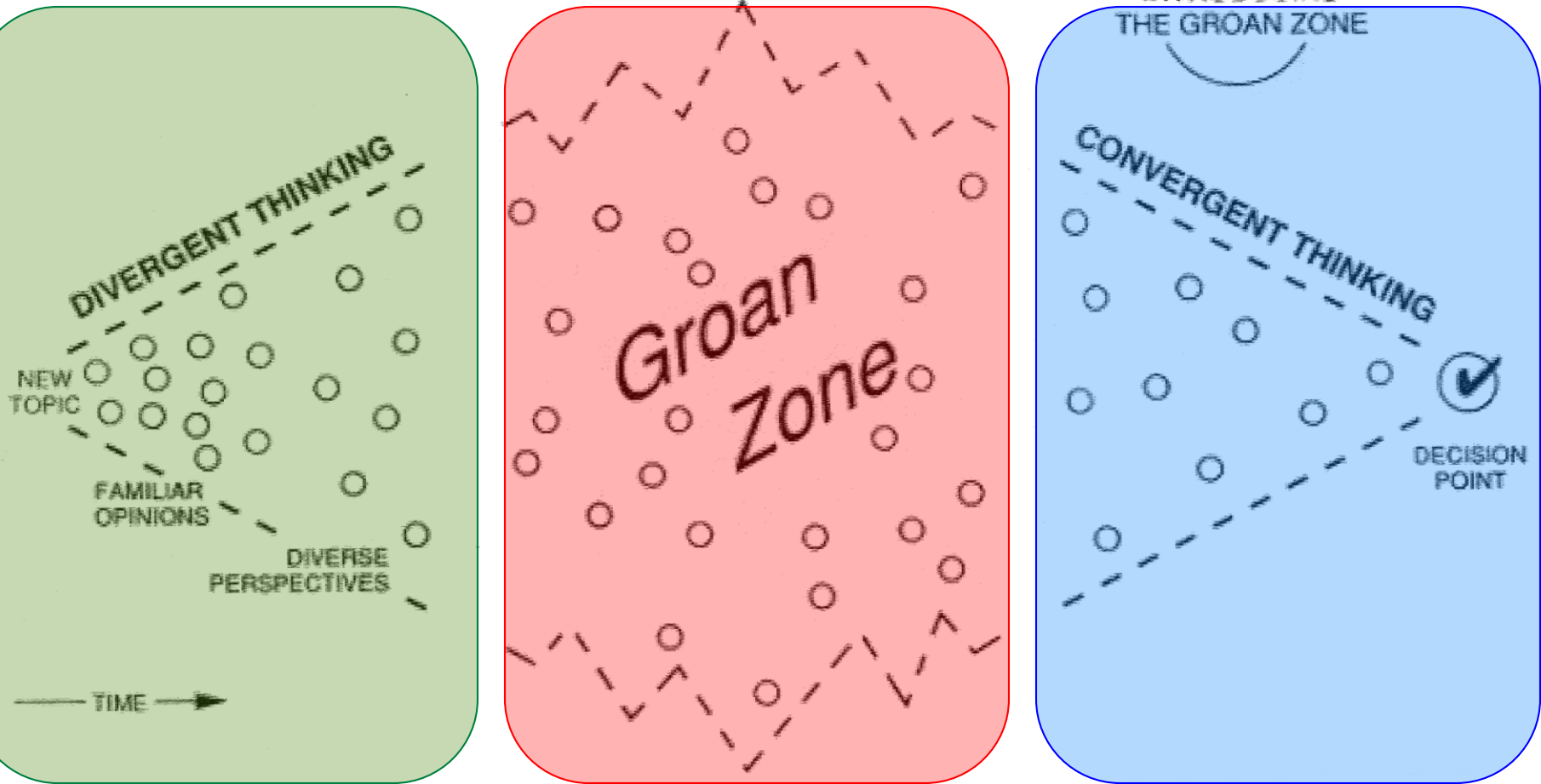
- Context
- Models
- Practices
  - ▣ What they are
  - ▣ When and how to use them
  - ▣ Opportunity to practice



# Model of Task Team Development



## DYNAMICS OF GROUP DECISION-MAKING

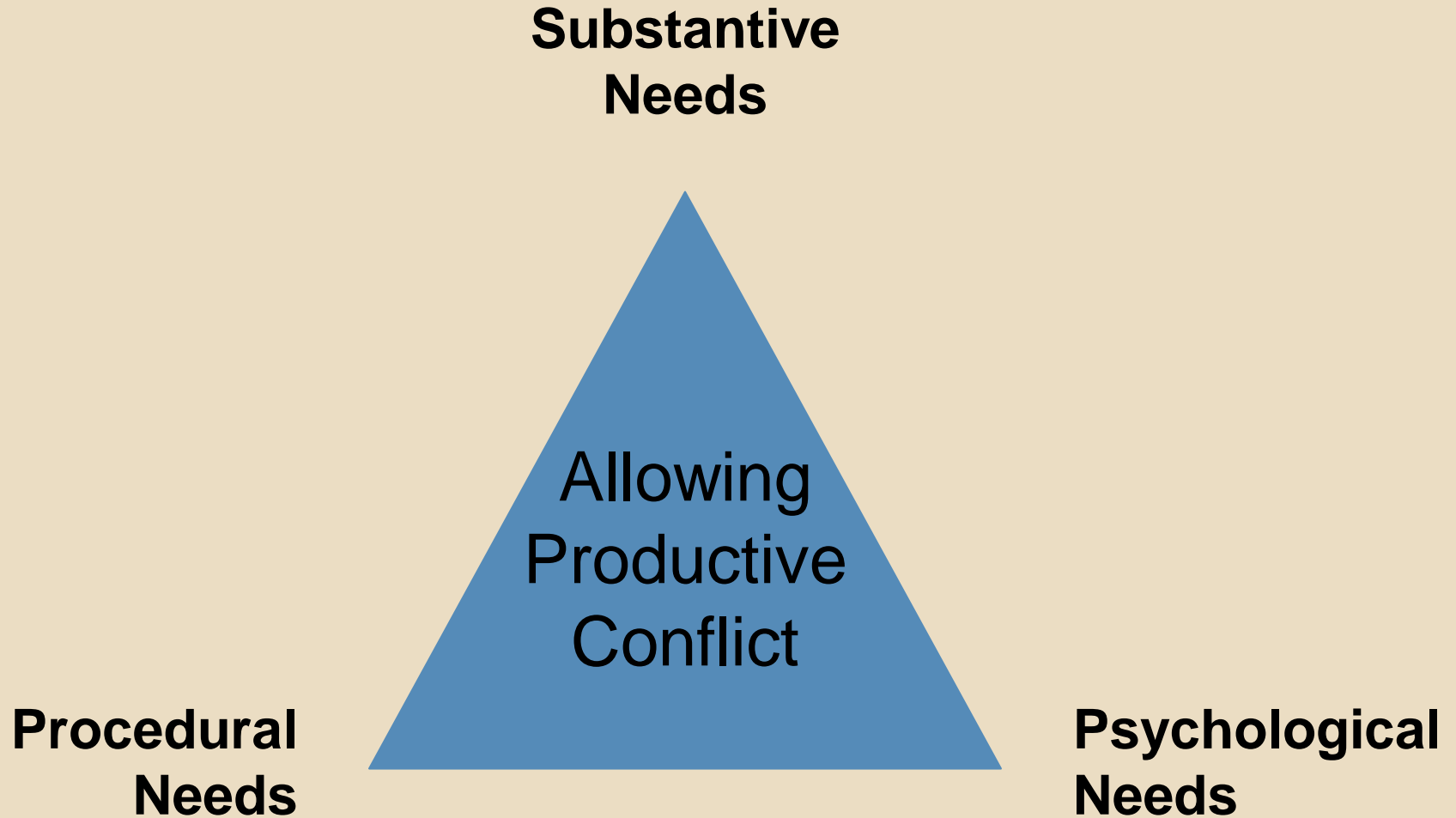




WHAT STANDS OUT FOR YOU?

**successfully navigating through  
“hot red” and the “groan zone”  
requires**

**TRUST**



# Group agreements

## QUICK SHOW OF HANDS

1 = Never heard of it

2 = Heard of it, but don't understand it

3 = Understand it, but never used it

4 = Understand it and have used it somewhat

5 = Understand it and can explain it to others

- What are group agreements?
- When and why do groups use them?
- How do groups create them?
- How do we monitor and use them?

# PRACTICE

At your table, create a set of group agreements. Consider all 3 types of needs.

Pay attention both to WHAT you create and HOW you create it.

You will have \_\_\_\_ minutes to practice before we get back together in the large group.



QUESTIONS?

# Ladder of Inference

## QUICK SHOW OF HANDS

1 = Never heard of it

2 = Heard of it, but don't understand it

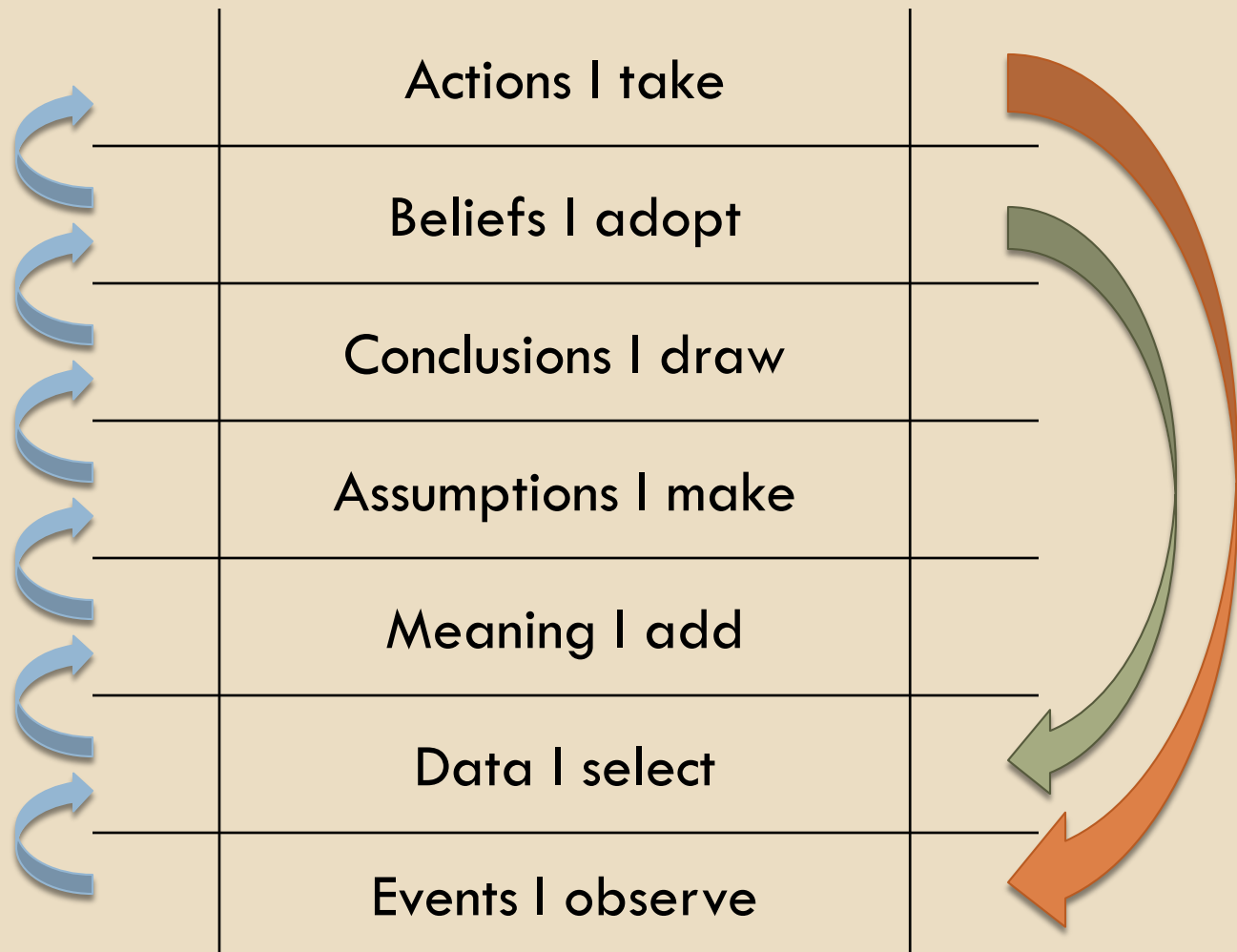
3 = Understand it, but never used it

4 = Understand it and have used it somewhat

5 = Understand it and can explain it to others

- What is the Ladder of Inference?
- When and why do groups introduce it?
- When and why do groups return to it?
- How do we use it over time?

# Ladder of Inference





# PRACTICE

With a partner, fill out your worksheet. When you're done, find someone with the other worksheet and compare notes.

Pay attention both to **WHAT** you create and **HOW** you create it.

You will have \_\_\_\_ minutes to practice before we get back together in the large group.



QUESTIONS?

# COACHING OPPORTUNITIES

**OFFER A** — Follow-up webinar Thurs Oct 20, 7-8pm. Included in your registration today.

**OFFER B** — Second follow-up webinar plus one hour of GoLD consulting. Additional \$150.

## EVALUATION OF PROFESSIONAL STAFF

### Purpose Statement

The purpose of teacher supervision and evaluation is ...

To provide “a ‘roadmap’ to guide novice teachers through their initial classroom experiences, a structure to help experienced professionals become more effective, and a means to focus improvement efforts” (Danielson, 1996, p. vii).

### Types of Supervision and Evaluation

- Routine Supervision and Evaluation
  - Ongoing with all staff
- Professional Performance Review
  - Conducted at least once every three years for non-probationary staff
    - Staff who have consistently achieved at proficient or advanced level will have the option of a Professional Growth Plan
  - Two formal evaluations during each of teacher’s first two years of employment
- Teacher Assistance Phase
  - Awareness Phase
  - Intensive Assistance Phase
  - Discipline Phase

### Routine Supervision and Evaluation

A variety of informal and formal observations that principals typically do are included in routine supervision. Observations and records *may* include the following:

- Annual plans or course outlines
- Samples of daily lesson plans
- Student data and student artifacts
- Impromptu classroom observations (walk-throughs and short visitations)
- Critical communications
- Routine communications
- Policy and rule applications

While routine supervision and evaluation include a variety of informal and formal observations and a variety of formal and informal communications, formal conferences and written reports are used at the administrator’s discretion. Such conferences and reports may be necessitated by problems observed or by critical communications, from a desire to recognize exceptional performance or outstanding contributions, or at a staff member’s request.

## **Professional Performance Review**

A Professional Performance Review will be conducted with all non-probationary staff. It will consist of a preconference meeting, a formal observation and a post-conference meeting. Administrators will complete a written report and share it with the individual.

The Professional Performance Review will focus on the Ten Wisconsin Teacher Standards. Teachers prior to the pre-conference meeting will reflect on their performance and suggest areas that they would like the administrator to review. Teachers will maintain a status of “proficient” or “distinguished” in the ten teacher standards in fulfillment of their professional responsibilities. Within the review year, evidence of proficiency in the ten teacher standards will be demonstrated.

## **Individualized Professional Growth Plan**

The Individual Professional Growth Plan is largely independent work by an individual staff member on a professional improvement goal. The individual prepares a professional development plan (based on the Wisconsin Teacher Standards), clears the plan with his/her supervisor by the last school day of September, implements the plan, reports to administrator at a mid-year check in January, and reports at the end of the year on the implementation and results.

## **Options for Professional Growth**

### Option 1. Videotape and Analysis of Instruction: Using technology to document progress

- Plan and develop a lesson that you would like to videotape and analyze
- Videotape lesson
- Complete a written reflection of the lesson
- Have a colleague critique your lesson (optional)
- Give video and analysis to the administrator for feedback

### Option 2. Action Research

- Work alone or in a group
- Select an area of educational interest to study
- Analyze the implications of the topic
- Collect data over time
- Share study by completing a written analysis and submit to the administrator for feedback
- Share study at a staff or unit meeting or with other colleagues engaged in studying the same topic (optional)

### Option 3. Professional Portfolio

- Create a baseline description of where you are now
- A successful portfolio should show
  - Efforts: teachers attempts. The portfolio may include a unit the teacher wrote, including draft to show the stages of development
  - Progress: the portfolio should include some convincing evidence that the teacher has grown
- Portfolios may be shared in a session with your colleagues
- Submit portfolio to the supervisor for review and feedback

### Option 4. Peer Support

- Identify three like position holders across state or two, plus the administrator
- Choose area or behavior for professional growth and development
- Collaborate with partner(s), using parts or all of options 1, 2, 4 or 5, a minimum of once each quarter
- Provide ongoing feedback to peer partner(s)
- Complete a written assessment/summary or discuss during a conference, share assessment with administrator

### Option 5. Reflective Practices

- Journal
  - Keep a weekly journal reflecting on your teaching, current literature or professional growth
  - Complete a summary and submit it to the supervisor for review and feedback
- Study Group (topic oriented using three peer model)
  - Identifies a topic that focuses on an educational issue
  - Meets on a regular basis
  - Completes a summary for supervisor review and feedback
- Reflections Group (current practice oriented using three peer model)
  - Focuses on a current practice
  - Meets on a regular basis
  - Completes a summary for supervisor review and feedback

### Other Professional Growth Plan

- As determined jointly by teacher and administrator

### **Teacher Assistance Phase**

There are three stages to the teacher assistance phase: the Awareness Phase, the Intensive Assistance Phase, and the Disciplinary Phase.

## **Awareness Phase**

The purpose of the Awareness Phase is for the administrator to alert the teacher that there is a problem, issue or to address a particular standard.

Procedures:

1. A specific concern is brought to the teacher to resolve.
2. The administrator and the teacher set up a specific time to collaborate and attempt to resolve the concern.
3. If the concern is not addressed within a reasonable time frame, then the administrator or teacher identifies the concern in writing. At this point, this documentation may not go into their personnel file, but may remain in the administrator/teacher files. Within the documentation, a timeframe will be established for the concern to be remedied.
4. At the conclusion of the Awareness Phase, the administrator will review the progress and make one of the following decisions:
  - The teacher has resolved the problem or concern and continues working on her/his professional development plan.
  - The teacher or the administrator, or both, feel that continuing to work at this stage will benefit the teacher so the time within the Awareness Phase is extended.
  - The administrator determines that the teacher is not making satisfactory progress at this level and begins the process of moving the teacher to the second stage, Intensive Assistance.

## **Intensive Assistance Phase**

If an administrator determines that a teacher is not making satisfactory progress in the Awareness Phase, the teacher will be moved to the second phase, the Intensive Assistance Phase. The key component of this more intensive stage is the development of an Improvement Plan, subject to inclusion in the teacher's personnel file.

Components of Intensive Assistance Phase:

1. Review any recommendations from the Awareness Phase.
2. Develop a specific plan and document for improvement to include goals, strategies and timelines
  - Indicators of progress and how to document progress, or lack thereof.
  - Resources and support needed.
3. The administrator and teacher set up a specific time or times to review what progress has been made.
4. One of the following recommendations will be made upon reviewing the teacher's progress.
  - Each concern is resolved and the teacher is returned to routine supervision and evaluation

- One or more concern is not resolved, but it has been determined that the teacher will remain in the Intensive Assistance Phase with revised goals and time lines. (This option should be used when some progress is being made, the teacher appears committed to the process, and the administrator determines there is a reasonable likelihood for success.)
- One or more concern is not resolved and the teacher is moved into the Disciplinary Phase.

## **Disciplinary Phase**

A teacher enters the Disciplinary Phase after not being successful in the Awareness and Intensive Assistance Phase or enters this Phase directly due to serious offense, error or misconduct.

A teacher may be placed in the disciplinary phase because of, but not limited to:

- Not meeting the Standards for Effective Teaching after being in the Intensive Assistance Phase.
- Insubordination.
- Specific policy or rule violation(s).

The disciplinary phase consists of a meeting with the administrator. The teacher has the option to be represented. The administrator will identify the specific standard, rule or policy violation, or progress from the intensive assistance phase in writing. The teacher is given an opportunity to respond to the facts and evidence.

The administrator will determine the next steps of action to be taken depending upon the circumstances and frequency of the violation, may include:

- A specific remedial plan with a timeline.
- Requirement of specific training or evaluation by a professional.
- Written reprimand.
- Placement of the teacher on a paid or unpaid administrative leave.
- Suspension.
- Recommendation for non-renewal of contract or termination.

Once a teacher satisfactorily meets the standards that placed him or her in the Intensive Assistance Phase, he or she is deemed proficient in those standards. If there is a reoccurrence or failure to meet standards, the teacher may immediately move to the disciplinary phase.

## **Professional Performance Review Descriptors and Rubrics**

The following rubric is designed to provide administrators with a consistent framework for guiding the assessment of our professional staff. The Board of Education, administration, teachers, staff and community are committed to an expectation of excellence for everyone. Regarding the Professional Performance Review form, “proficient” is the standard by which we assess our staff. The rubric establishes traits that should be evident in teachers who are “proficient.” Teachers achieving “proficient” are exhibiting these or similar traits appropriate to the level of students and content area.



## **Descriptors**

**Distinguished:** A teacher exceeds the standard, and consistently demonstrates mastery in that standard.

**Proficient:** A teacher demonstrates competency by meeting the criteria of that standard.

**Basic:** A teacher has established some skills and shows potential and willingness for further development. The teacher and supervisor will establish a professional development plan for improvement.

**Unsatisfactory:** A teacher demonstrates a need to improve in a teaching standard. The teacher and supervisor will establish a professional development plan for improvement.

## **State Standard #1: Teachers know the subjects they are teaching.**

The teacher understands the central concepts, tools of inquiry, and structures of the disciplines she or he teaches and can create learning experiences that make these aspects of subject matter meaningful for pupils.

<b>Distinguished</b>	<b>Proficient</b>
<ul style="list-style-type: none"><li>• Has a clear understanding of the latest research related to his/her subject area(s)</li><li>• In addition to being aware of school and district resources, teacher is aware and uses additional resources available through the community</li><li>• Displays knowledge of students' skills and knowledge for each student, including those with special needs</li><li>• Displays continuing search for best practice and incorporates research-based techniques into lessons</li><li>• Learning activities are highly relevant to students and instructional goals</li></ul>	<ul style="list-style-type: none"><li>• Exhibits confidence and a high level of knowledge in the material being presented</li><li>• Exhibits knowledge of the available resources in the school or district and knows how to gain access for students</li><li>• Leads discussions to assess the prior knowledge and skills of the students and recognizes the value of this knowledge</li><li>• Teaches in a manner that leads students to ask questions and correct misconceptions</li><li>• Makes subject matter meaningful for students and most of the learning activities are suitable to students and instructional goals</li></ul>
<b>Developing</b>	<b>Unsatisfactory</b>
<ul style="list-style-type: none"><li>• Displays basic content knowledge but cannot articulate connections with other parts of the discipline or other disciplines</li><li>• Displays limited awareness of resources available through the school or district</li><li>• Recognizes the value of understanding students' skills and knowledge but displays this knowledge for the class only as a whole</li><li>• Displays general understanding of the different approaches to learning that students exhibit</li><li>• Only some of the learning activities are suitable to students or instructional goals</li></ul>	<ul style="list-style-type: none"><li>• Has minimal content knowledge, makes content errors or does not correct content errors students make</li><li>• Is unaware of resources available through the school or district</li><li>• Displays little knowledge of students' interests or cultural heritage and does not indicate that such knowledge is valuable</li><li>• Is unfamiliar with the different approaches to learning that students exhibit</li><li>• Learning activities are not suitable to students or instructional goals</li></ul>

**State Standard #2: Teachers know how children grow.**

The teacher understands how children with broad ranges of ability learn and provides instruction that supports their intellectual, social, and personal development.

**State Standard #3: Teachers understand that children learn differently.**

The teacher understands how pupils differ in their approaches to learning and the barriers that impede learning and can adapt instruction to meet the diverse needs of pupils, including those with disabilities and exceptionalities.

<b>Distinguished</b>	<b>Proficient</b>
<ul style="list-style-type: none"> <li>• Uses techniques with students that almost always meet the needs of the students. If a technique doesn't work, is able to "reach into his/her bag of tricks" and come up with another effective tool.</li> <li>• Is a model to other teachers in the school</li> <li>• Is able to meet the diverse needs of students within the classroom—from children struggling to advanced students.</li> <li>• Uses data to develop a plan to meet the diverse needs of students.</li> </ul>	<ul style="list-style-type: none"> <li>• Promotes a comfortable, safe climate for teaching and learning.</li> <li>• Takes a proactive approach in meeting the needs of students.</li> <li>• Maintains a consistently positive and enthusiastic attitude.</li> <li>• Listens to students and gets to know them as individuals.</li> <li>• Involves all students in activities and discussions.</li> <li>• Works closely with counselors, special education teachers when necessary.</li> <li>• Modifies lessons and assessments.</li> <li>• Expects students to challenge themselves by providing opportunities for choice in activities and assignments.</li> <li>• Differentiates the curriculum to meet the needs of all students.</li> <li>• Consistently has lessons that reflect the ability to meet the needs of <u>all</u> students.</li> </ul>
<b>Developing</b>	<b>Unsatisfactory</b>
<ul style="list-style-type: none"> <li>• Partial knowledge of students' backgrounds, skills and interests and attempts to use this knowledge in planning</li> <li>• Has general understanding of the different approaches to learning that students exhibit</li> <li>• Some differentiation of the curriculum to meet the needs of most students</li> <li>• Occasionally offers opportunities to challenge the students with choice in activities and assignments</li> <li>• Lessons reflect the ability to meet the needs of all students, but not consistently</li> </ul>	<ul style="list-style-type: none"> <li>• Makes little or no attempts to get to know the students' backgrounds, skills or interests and does not use such information in planning</li> <li>• Maintains a negative and unenthusiastic attitude</li> <li>• Unfamiliar with the different approaches to learning that students exhibit</li> <li>• Does not differentiate the curriculum to meet the needs of all students</li> <li>• Involves only some students in activities and discussions, plays favorites</li> <li>• Does not challenge the students, provides no opportunities for choice in activities and assignments</li> </ul>

**State Standard #4: Teachers know how to teach.**

The teacher understands and uses a variety of instructional strategies, including the use of technology, to encourage children's development of critical thinking, problem solving, and performance skills.

**State Standard #7: Teachers are able to plan different kinds of lessons.**

The teacher organizes and plans systematic instruction based upon knowledge of subject matter, pupils, the community, and curriculum goals.

<b>Distinguished</b>	<b>Proficient</b>
<ul style="list-style-type: none"><li>• If a visiting teacher came to school, the teacher would be recommended for showing lessons that contained: high level thinking skills, excellent time management, ideas for computer integration, etc.</li><li>• Lesson structure is highly coherent. Pacing of lesson is appropriate for all students</li><li>• Examining lesson plans and formal/informal class visits shows that the teacher uses a variety of styles that are appropriate and effective with the grade level</li><li>• Lessons show that the teacher addresses multiple learning styles over a period of time. Students initiate and adapt activities and projects to enhance understanding</li><li>• Formally shows that lessons address state standards and district curriculum learning goals</li></ul>	<ul style="list-style-type: none"><li>• Plans and teaches in a manner that leads students to ask questions and construct knowledge for themselves</li><li>• Lesson has clearly defined structure. Pacing of the lesson is consistent</li><li>• Develops high level thinking skills</li><li>• Implements activities that use a variety of teaching techniques and strategies that engage students in their lessons</li><li>• Uses computer and other technology where appropriate</li><li>• Lessons address state standards and district curriculum learning goals</li></ul>
<b>Developing</b>	<b>Unsatisfactory</b>
<ul style="list-style-type: none"><li>• Some instructional strategies engage students mentally, but others do not</li><li>• Lesson has recognizable structure, although it is not uniformly maintained. Pacing of the lesson is inconsistent</li><li>• Teacher's questions are a combination of low and high quality. Only some invite response.</li><li>• Demonstrates a willingness to integrate technology but is reliant on others to plan and implement the use of technology</li><li>• Is unable to independently plan link lessons and units to state standards and district learning goals (is reliant on department/team)</li></ul>	<ul style="list-style-type: none"><li>• Uses the same instructional strategy with most material and with most lessons</li><li>• Lesson has no clearly defined structure, or the pacing of the lesson is too slow or rushed, or both</li><li>• Interaction between teacher and students is predominately recitation style, with teacher mediating all questions and answers</li><li>• Unable to integrate technology and/or computers within the classroom to enhance learning</li><li>• Uses instructional strategies that do not correlate with the achievement of learning goals</li><li>• Does not plan based upon state standards and district learning goals</li></ul>

**State Standard #5: Teachers know how to manage a classroom.**

The teacher uses an understanding of individual and group motivation and behavior to create a learning environment that encourages positive social interaction, active engagement in learning, and self-motivation.

<b>Distinguished</b>	<b>Proficient</b>
<ul style="list-style-type: none"> <li>• Practices, routines and expectations are enforced by the teacher and are done so to enhance the learning environment for all students</li> <li>• Demonstrates genuine caring and respect for individual students. Students exhibit respect for teacher as an individual, beyond that for the role</li> <li>• Clearly communicates acceptable classroom practices, routines, and expectations to students, parents and staff, and involves students parents and staff in the creation of practices, routines and expectations</li> <li>• Responds to misbehavior in a highly effective manner that is sensitive to a student’s individual needs. Student behavior is entirely appropriate</li> <li>• Both students and teacher establish and maintain through planning of learning activities, interactions, and the classroom environment high expectations for the learning of all students</li> <li>• Systems for performing non-instructional duties are well established, with students assuming considerable responsibility for operation</li> <li>• Both teacher and students use physical resources optimally, and students ensure that all learning is equally accessible to all students</li> </ul>	<ul style="list-style-type: none"> <li>• Practices, routines, and expectations are adjusted for individual student needs and/or characteristics</li> <li>• Teacher-student interactions are friendly and demonstrate general warmth, caring and respect. Such interactions are appropriate to developmental and cultural norms. Students exhibit respect for teacher</li> <li>• Communicates acceptable classroom practices, routines, and expectations to students, parents, and staff</li> <li>• Responds to misbehavior successfully and with respect to the student’s dignity. Student behavior is generally appropriate</li> <li>• Instructional goals and activities, interactions, and the classroom environment convey inconsistent expectations for student achievement</li> <li>• Efficient systems for performing non-instructional duties are in place, resulting in minimal loss of instructional time.</li> <li>• Uses physical resources adequately, and at least essential learning is accessible to all students</li> </ul>
<b>Developing</b>	<b>Unsatisfactory</b>
<ul style="list-style-type: none"> <li>• Directions and procedures are sometimes clear</li> <li>• Teacher-student interactions are generally appropriate but may reflect occasional inconsistencies or favoritism. Students exhibit only minimal respect for teacher</li> <li>• Inconsistent standards regarding appropriate classroom behavior and conduct are communicated or established</li> <li>• Teacher attempts to respond to student misbehavior but with uneven results, or no serious disruptive behavior occurs</li> <li>• Classroom environment conveys inconsistent expectations for student achievement and students invest little energy in the quality of their work</li> <li>• Systems for performing non-instructional duties are fairly efficient, resulting in little loss of instructional time</li> <li>• Classroom is safe and essential learning is accessible to all students but classroom environment only partially supports the learning activities</li> </ul>	<ul style="list-style-type: none"> <li>• Directions and procedures are unclear, inconsistent and confusing to students</li> <li>• Teacher interaction with at least some students is negative, demeaning, sarcastic, or inappropriate to the age or culture of the students. Students exhibit disrespect for teacher</li> <li>• No clear standards regarding appropriate classroom behavior and conduct are communicated or established</li> <li>• Does not respond to misbehavior, responds inconsistently, or responds punitively and unduly harsh.</li> <li>• Classroom environment conveys only modest expectations for student achievement and does not promote self-motivation or pride in work</li> <li>• Considerable instructional time is lost in performing non-instructional duties</li> <li>• Makes poor use of the physical environment, resulting in unsafe or inaccessible conditions for some students</li> </ul>

**State Standard #6: Teachers communicate well.**

The teacher uses effective verbal and nonverbal communication techniques as well as instructional media and technology to foster active inquiry, collaboration, and supportive interaction in the classroom.

**State Standard #10: Teachers are connected with other teachers and the community.**

The teacher fosters relationships with school colleagues, parents, and agencies in the larger community to support pupil learning and well being and acts with integrity, fairness and in an ethical manner.

<b>Distinguished</b>	<b>Proficient</b>
<ul style="list-style-type: none"> <li>• Teacher’s written and spoken language is expressive, correct, and with well-chosen vocabulary that enriches learning</li> <li>• Teacher’s questions constantly encourage critical thinking and discussion techniques are an integral part of classroom activities and student learning</li> <li>• Provides frequent, proactive information to parents regarding curriculum, instruction, and assessment and handles parent concerns with great sensitivity</li> <li>• Consistently demonstrates excellent skills in using current technology to enhance learning and communication and continues to ensure knowledge related to technology integration</li> <li>• Is highly proactive and effective in serving students’ needs, seeking outside resources if necessary</li> <li>• The teacher relationships with school and community are highly proactive, supportive, cooperative, and optimistic while working to assist students and families in meeting educational, personal, and social goals</li> <li>• Volunteers for and demonstrates leadership qualities in district efforts and demonstrates leadership in developing and nurturing teamwork</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher’s written and spoken language is correct, clear, and appropriate for students</li> <li>• Uses questions that are appropriate, foster thinking and discussion techniques that enhance learning</li> <li>• Provides frequent communication to parents regarding instructional programs and responds productively to parent concerns</li> <li>• Accesses and uses current technologies to enhance learning and communication</li> <li>• Is active in serving students’ needs within the school and beyond the classroom</li> <li>• Maintains proactive, supportive relationships with colleagues and parent community</li> <li>• Participates in district efforts and contributes productively to teams</li> </ul>
<b>Developing</b>	<b>Unsatisfactory</b>
<ul style="list-style-type: none"> <li>• Teacher’s written and spoken communication contains minimal errors, but may not be completely appropriate or clear</li> <li>• Provides minimal information to parents about instructional programs and student progress</li> <li>• Teacher’s questions are a combination of low and high quality and discussion attempts engage some students with uneven results</li> <li>• Is limited in their ability to use technology.</li> <li>• Demonstrates inconsistent effort to get to know students and serve their needs</li> <li>• Teacher’s relationships with colleagues/parents are reactive (rather than proactive) to concerns raised about student progress.</li> <li>• Finds limited ways to contribute to the district and team efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher’s written and spoken communication contains errors or are unclear or inappropriate to students</li> <li>• Does not respond or responds insensitively to parent concerns and does not provide information to parents on student progress</li> <li>• Teacher’s questions are of poor quality and interaction between students and teacher is predominantly recitation style, with teacher mediating all questions and answers</li> <li>• Is unable and unwilling to access current technology and has limited ability word processing and grading programs</li> <li>• Is not aware of students’ needs beyond the classroom</li> <li>• Teacher’s relationships with colleagues/parents are negative and/or self-serving</li> <li>• Avoids becoming involved in district efforts and negatively impacts staff cohesiveness</li> </ul>

**State Standard #8: Teachers know how to test for student progress.**

The teacher understands and uses formal and informal assessment strategies to evaluate and ensure the continuous intellectual, social, and physical development of the pupil.

<b>Distinguished</b>	<b>Proficient</b>
<ul style="list-style-type: none"> <li>• Has exemplary knowledge of effective assessment principles, and uses a variety of assessments <b>of</b> and <b>for</b> learning, and continues in the pursuit of assessment knowledge.</li> <li>• Consciously and consistently matches assessment methods with learning goals and uses data from assessments to guide future instruction</li> <li>• Feedback is high quality, consistent, and provision is made for student to use feedback to improve their learning</li> <li>• System for maintaining information on non-instructional and instructional activities (such as completion of assignments and progress toward meeting the learning goals) is fully effective and students participate in the maintenance of records.</li> <li>• Provides frequent information to parents on both positive and negative aspects of student progress and response to parent concerns is handled with great sensitivity</li> <li>• Pre-assessment of learning goals is a regular practice and with learning goals and post-assessments tailored to individual students. Students may participate in post-assessment grading</li> <li>• Grades student learning based on demonstration of learning goals assessed through both formal and informal assessments. Effort is graded separate from achievement of learning goals</li> </ul>	<ul style="list-style-type: none"> <li>• Is conscious of effective assessment principles, and uses a variety of assessments <b>of</b> and <b>for</b> learning,</li> <li>• Correctly matches assessment methods with learning goals and modifies assessments when appropriate to meet the needs of students</li> <li>• Feedback is consistently high quality and provided in a timely manner</li> <li>• System for maintaining information on non-instructional and instructional activities (such as completion of assignments and progress toward meeting the learning goals) is fully effective</li> <li>• Communicates with parents about student progress on a regular basis and is available to respond to parent concerns</li> <li>• Assessment practices are communicated to students in advance of instruction in order to prepare students for learning. Pre-assessment of learning is an example</li> <li>• Grades student learning based on demonstration of learning goals assessed through both formal and informal assessments</li> </ul>
<b>Developing</b>	<b>Unsatisfactory</b>
<ul style="list-style-type: none"> <li>• Is conscious of effective assessment principles, but demonstrates inconsistent use of assessment <b>of</b> and <b>for</b> learning</li> <li>• Feedback to students is uneven in quality and its timeliness is inconsistent</li> <li>• System for maintaining information on non-instructional and instructional activities (such as completion of assignments and progress toward meeting the learning goal) is partially effective</li> <li>• Adheres to the school's required procedures for communicating progress to parents and response to parent concerns are minimal</li> <li>• Assessment procedures are explained to students</li> <li>• Grades student learning in a consistent manner that may not account for individual needs or differences</li> </ul>	<ul style="list-style-type: none"> <li>• Is unaware of effective assessment principles, assessments are not aligned to learning goals, and informal assessment of student progress is not taking place</li> <li>• Feedback to students is of poor quality and is not given in a timely manner</li> <li>• No system for maintaining accurate records, resulting in errors and confusion</li> <li>• Teacher provides minimal information to parents and does not respond or responds insensitively to parent concerns about students</li> <li>• Assessment procedures are not clearly explained to students</li> <li>• Grades student learning in an inconsistent subjective and unfair manner</li> </ul>

**State Standard #9: Teachers are able to evaluate themselves.**

The teacher is a reflective practitioner who continually evaluates the effects of his or her choices and actions on pupils, parents, professionals in the learning community and others and who actively seeks out opportunities to grow professionally.

<b>Distinguished</b>	<b>Proficient</b>
<ul style="list-style-type: none"> <li>• Makes thoughtful and accurate assessment of lesson’s effectiveness and can cite specific examples for the lesson and weigh the relative strength of each</li> <li>• Has a clear set of professional goals and consistently seeks out ways to improve themselves</li> <li>• Clearly incorporates the District’s mission, vision, student goals and reflections of classroom experiences into their program</li> </ul>	<ul style="list-style-type: none"> <li>• Can accurately determine whether a lesson has met the stated goals and can site ways to improve the lesson in the future</li> <li>• Actively seeks constructive criticism and opportunities for professional development</li> <li>• Modifies lessons and procedures in light of classroom experiences</li> </ul>
<b>Developing</b>	<b>Unsatisfactory</b>
<ul style="list-style-type: none"> <li>• Reflection on lesson is generally accurate and can make general suggestions on how it might be improved</li> <li>• Reluctant to accept constructive criticism and makes only minimal effort to implement change or seek professional development</li> <li>• Some flexibility in lessons and procedures in light of classroom experiences</li> </ul>	<ul style="list-style-type: none"> <li>• Does not know if lesson was effective or achieved its goals, or profoundly misjudges the success of the lesson</li> <li>• Is not willing to seek or accept constructive criticism or suggested professional development opportunities</li> <li>• Lessons and procedures are not flexible and do not get modified in light of classroom experiences</li> </ul>

Approved:

# Individual Professional Growth Plan Form

School District of Altoona  
Individual Professional Growth Plan

Employee Name:	Date:
School:	Grade/Subject:
GOAL FOR THIS CONTRACT YEAR:	
RELATED TEACHER STANDARD(S):	
KNOWLEDGE/ATTITUDES/SKILLS NEEDED FOR THIS GOAL:	
<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li></ul>	
ACTIVITIES PLANNED TO MEET THIS GOAL:	
<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li></ul>	
HOW ACCOMPLISHING THIS GOAL WILL BENEFIT MY STUDENTS:	
<ul style="list-style-type: none"><li>•</li><li>•</li><li>•</li></ul>	
MY CLASSROOM ENVIRONMENT WILL:	
<ul style="list-style-type: none"><li>•</li><li>•</li></ul>	
BENCHMARKS:	
By November:	
By February:	
By May:	
By September:	



YEAR END REPORT OF IMPLEMENTATION, RESULTS, AND NEXT STEPS:

Meeting Dates:

Signature of Professional

Signature of Administrator

September \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

January \_\_\_\_\_  
(Optional)

\_\_\_\_\_

\_\_\_\_\_

End of Year \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Approved:

Teacher Name: \_\_\_\_\_

Observation Date: \_\_\_\_\_

Subject: \_\_\_\_\_

Grade: \_\_\_\_\_

Number of Students: \_\_\_\_\_

**Meeting the Standards:**

Wisconsin Teacher Standard:	Educator's Performance:	Comments:
1: Teachers know the subject they are teaching.		
2: Teachers know how children grow.		
3: Teachers understand that children learn differently.		
4: Teachers know how to teach.		
5: Teachers know how to manage a classroom.		
6: Teachers communicate well.		
7: Teachers are able to plan different kinds of lessons.		
8: Teachers know how to test for student progress.		
9: Teachers are able to evaluate themselves.		
10: Teachers are connected with other teachers and the community.		

**Evaluation Narrative – Administrative Comments/Recommendations:**

Administrator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Educator's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Copies to be distributed to: Employee, Employee District Office File, and Superintendent. A copy may be maintained in the building by the supervising principal or administrator. Signature by the educator does not signify agreement with the evaluation; rather, it indicates that a evaluation was presented and the evaluation was received by the educator.

Approved:





# Energy Management Update (EMU) Altoona School District Annual Report: June 2010 - May 2011



## Introduction

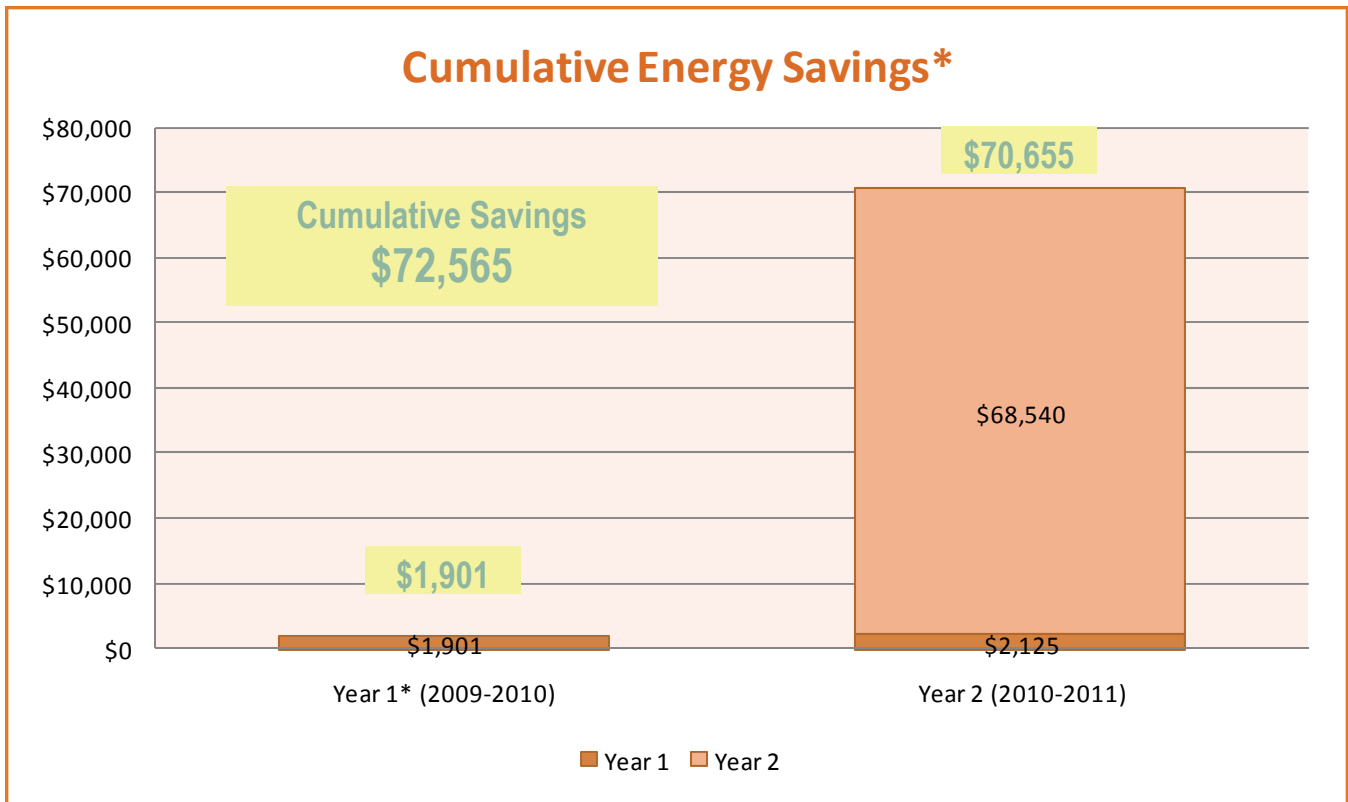
The CESA 10 Energy Management Team has been working with the Altoona School District since 2009. Our goal is to optimize occupant comfort and happiness while managing rising electricity and natural gas utility bills.

Over the years, the energy managers have listened to the needs of the district and used feedback from the building occupants to help implement appropriate energy projects. They have made suggestions for new equipment and have helped program the Direct Digital Controls/Energy Management System (DDC/EMS). Although providing objective advice about equipment and assisting during installation and start-up are important to realizing maximum energy savings, these are only a few of the many benefits your district has received.

Energy managers have also increased the general level of energy awareness among staff members (facilities, teaching, administration, and support staff). Over the years, building occupants have participated in staff presentations and have interacted with energy managers during site visits. We encourage facilities personnel to continue to be trained as technology advances and outdated equipment is upgraded. It is important that everyone who uses the school facilities take responsibility for the energy that they use.

The CESA 10 Energy Management Team is at your service:

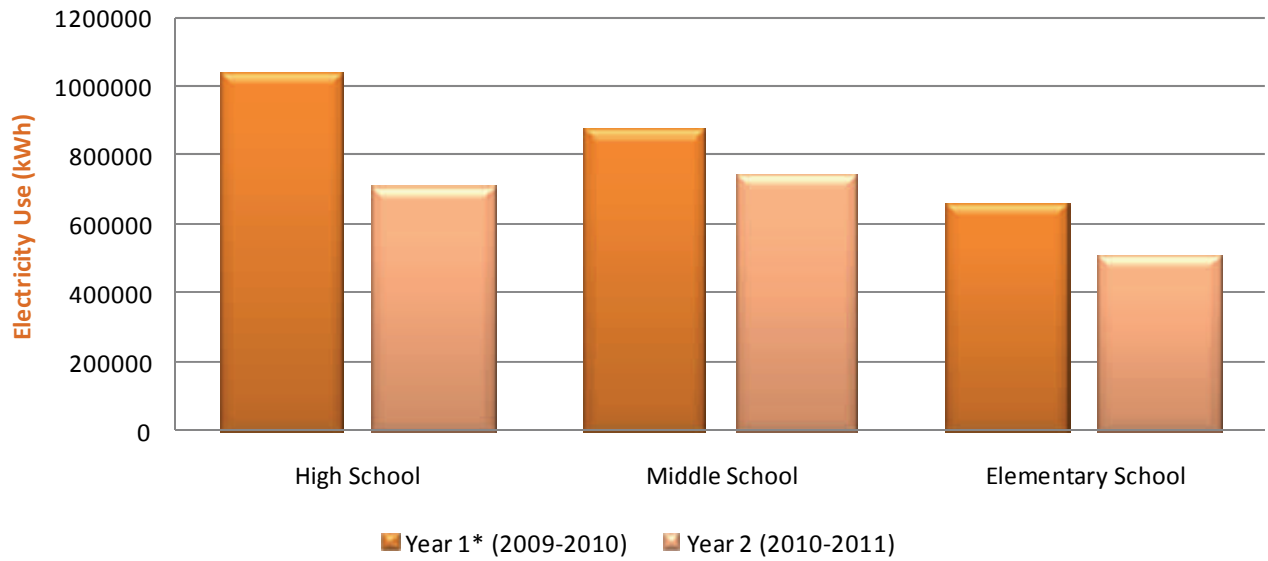
*When we work together, we can accomplish your goals more effectively.*



## \*Savings Summary

The Cumulative Gross Energy Savings (Gas & Electricity) for the first two years of Energy Manager Services (June 2009—May 2011) illustrated above include residual savings based on the gas and electricity prices for the year indicated. Year 2 represents residual savings at today's prices. The dollar values will change over time as the commodity prices fluctuate.

## Electricity\*\* Use - By School

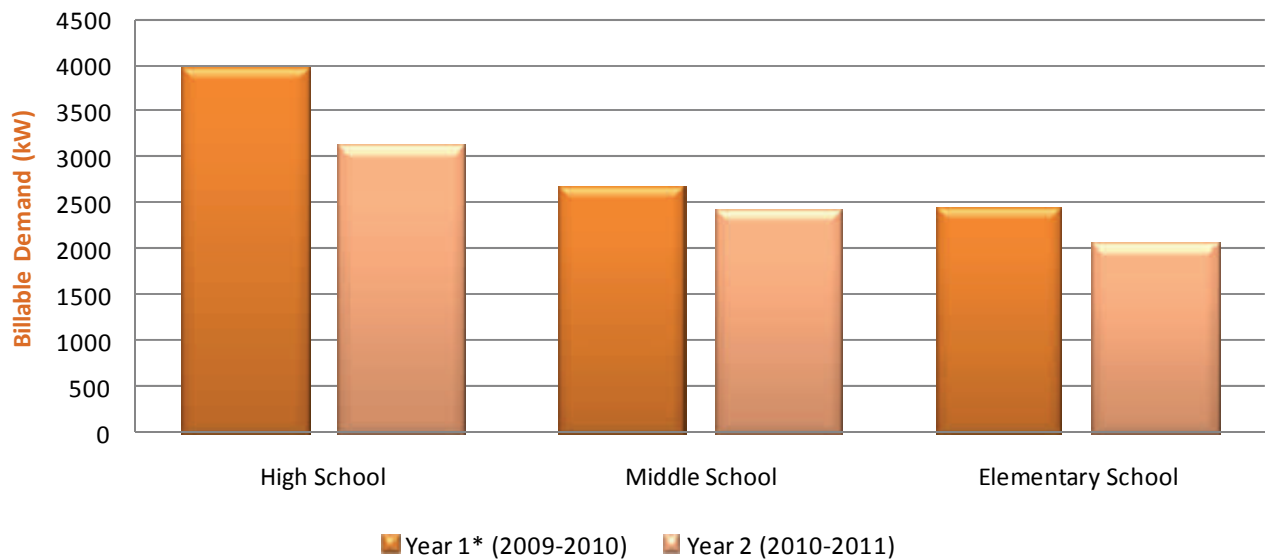


\*Year 1 began in February 2010

\*\*Electricity use does not include demand (kW) or associated savings

The electricity use savings (kWh) came from various places including: scheduling equipment off earlier in the day, weekends, holidays and summer; delamping over lit areas; matching ventilation levels to actual occupancy which reduces heating and cooling requirements; unplugging classroom appliances for summer; closing classroom blinds to keep building cooler in summer; turning off kitchen walk-in coolers and freezers for summer.

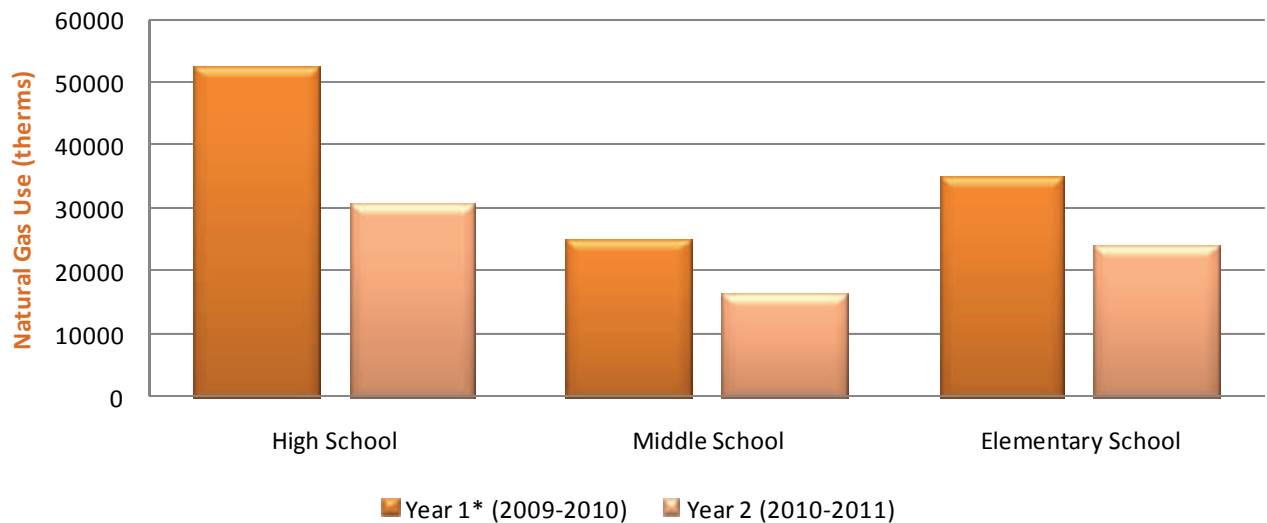
## Demand (kW) - By School



\*Year 1 began in February 2010

The electric demand (kW) savings came from various places including: delamping over lit areas; reducing cooling requirements by matching ventilation levels to actual occupancy; turning off walk in coolers and freezers for the summer.

## Natural Gas Use - By School



\*Year 1 began in February 2010

The natural gas (therms) savings came from various places including: optimizing boiler sequencing so one boiler carries the load most of the time; scheduling air handling equipment off earlier in the day, weekends, and holidays; and reducing heating requirements by matching ventilation levels to actual occupancy.

### Energy Projects 2010-2011

#### School District

Projects that have saved energy in the school district in the last year include:

- Optimized boiler sequencing
- Scheduled equipment off over holiday break
- Adjusted boiler temp according to outside temp
- Conducted night audits to identify equipment that should not be running at night
- Adjusted ventilation levels to match actual occupancy

### Future Energy Projects 2011-2012+

#### School District

Projects planned for the upcoming year include:

- Program exhaust fans to turn off at night with air handlers
- Add occupancy controls for some exhaust fans
- Clean VAV heating coils in *Middle School*
- Shut equipment down for summer where possible
- Pull all exhaust fans off of roof curb and inspect/clean back-draft dampers
- Replace lighting in *High School* for Whole Building Lighting project

### Additional Services Provided 2010-2011

#### EMUs Generated

Two Energy Management Updates (EMUs) were generated:  
 May—October 2010  
 Annual Report: June 2008—May 2010



#### Weekly Energy Tips (E-tips)

Energy Manager disseminated 16 E-tips (service began in January 2011).

### Questions - Comments - Suggestions

Please contact Todd Wanous, Energy Manager at CESA 10: 715.720.2143 or [twanous@cesa10.k12.wi.us](mailto:twanous@cesa10.k12.wi.us)  
 Melissa Rickert, Energy Manager at CESA 10: 715.720.2123 or [mrickett@cesa10.k12.wi.us](mailto:mrickett@cesa10.k12.wi.us)

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

2010-11	2010-11	Unexpended
Original Budget	FY Activity	Balance

### GENERAL FUND 10

#### Elementary

10 E 100 --- 110000 ---	UNDIFF CURRICULUM	296,120.00	309,298.89	(13,178.89)	0.33 FTE increase
10 E 100 --- 110100 ---	GRADE 1	618,885.00	621,736.27	(2,851.27)	
10 E 100 --- 110101 ---	KINDERGARTEN	580,753.00	575,201.74	5,551.26	0.33 FTE increase
10 E 100 --- 110102 ---	4K	12,700.00	7,748.30	4,951.70	
10 E 100 --- 110200 ---	GRADE 2	665,235.00	661,895.46	3,339.54	
10 E 100 --- 110300 ---	GRADE 3	533,677.00	529,922.09	3,754.91	
10 E 100 --- 110400 ---	GRADE 4	359,489.00	368,133.91	(8,644.91)	Under budgeted teachers salaries/fringe
10 E 100 --- 121000 ---	ART	135,746.00	148,611.89	(12,865.89)	Switch from Cash in Lieu to Health Ins
10 E 100 --- 121100 ---	ART/BURGRAFF	1,710.00	1,665.67	44.33	
10 E 100 --- 122100 ---	LANGUAGE SKILLS	96,401.00	75,995.76	20,405.24	0.33 FTE decrease/Title IA
10 E 100 --- 125100 ---	MUSIC-GENERAL	121,761.00	128,803.18	(7,042.18)	Shared staff coding
10 E 100 --- 143000 ---	PHYSICAL EDUCATION	101,819.00	103,144.95	(1,325.95)	
10 E 100 --- 161000 ---	VOCAL-INSTRUM COORDINATOR	2,385.00		2,385.00	
10 E 100 --- 161306 ---	DRAMA DEPARTMENT		2,742.59	(2,742.59)	
10 E 100 --- 213000 ---	GUIDANCE/COUNSELOR	79,367.00	78,770.99	596.01	
10 E 100 --- 221400 ---	STAFF DEVELOPMENT	4,000.00	2,361.10	1,638.90	
10 E 100 --- 222200 ---	SCHOOL LIBRARY	131,645.00	132,061.31	(416.31)	
10 E 100 --- 232200 ---	SCHOOL IMPROVEMENT	3,500.00	410.53	3,089.47	
10 E 100 --- 241000 ---	PRINCIPAL	240,936.00	227,128.82	13,807.18	Cut in Admin Asst time
10 E 100 --- 253300 ---	OPERATIONS	243,188.00	237,655.76	5,532.24	Under on Utilities Over Budget in Supplies
10 E 100 --- 254300 ---	MAINTENANCE/BUILDING	41,216.00	45,785.69	(4,569.69)	
10 E 100 --- 254410 ---	INSTRUCTIONAL EQUIPMENT	200		200.00	
10 E 100 --- 254490 ---	OTHER EQUIPMENT	11,000.00	12,453.96	(1,453.96)	
10 E 100 --- 256270 ---	FIELD TRIPS	2,500.00	5,193.04	(2,693.04)	
10 E 100 --- -----	ELEMENTARY	4,284,233.00	4,276,721.90	7,511.10	Total Under Budget

#### Middle School

10 E 200 --- 120000 ---	REGULAR CURRICULUM	165,098.00	127,503.62	37,594.38	0.25 FTE decrease
10 E 200 --- 120500 ---	GRADE 5	393,938.00	390,369.73	3,568.27	
10 E 200 --- 120600 ---	GRADE 6	378,392.00	369,359.41	9,032.59	Teacher on partial leave
10 E 200 --- 121000 ---	ART	47,142.00	46,934.05	207.95	
10 E 200 --- 122000 ---	ENGLISH	385,522.00	381,999.94	3,522.06	
10 E 200 --- 123000 ---	SPANISH	25,714.00	25,722.78	(8.78)	
10 E 200 --- 124000 ---	MATH	176,331.00	191,739.19	(15,408.19)	Missed HS shared staff
10 E 200 --- 125400 ---	MUSIC-VOCAL	52,600.00	52,130.31	469.69	
10 E 200 --- 125500 ---	MUSIC-INSTRUMENTAL	50,565.00	49,270.72	1,294.28	

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

	2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance	
10 E 200 --- 125510 ---	106,921.00	106,954.81	(33.81)	
10 E 200 --- 126000 ---	185,086.00	186,680.46	(1,594.46)	
10 E 200 --- 127000 ---	182,204.00	184,549.35	(2,345.35)	
10 E 200 --- 132700 ---	63,264.00	63,071.45	192.55	
10 E 200 --- 136320 ---	11,957.00	12,173.92	(216.92)	
10 E 200 --- 141000 ---	36,113.00	17,339.60	18,773.40	
10 E 200 --- 143000 ---	112,350.00	113,706.77	(1,356.77)	
10 E 200 --- 161000 ---	3,100.00	3,098.38	1.62	
10 E 200 --- 161337 ---		2,208.18	(2,208.18)	
10 E 200 --- 161338 ---		1,806.44	(1,806.44)	
10 E 200 --- 161339 ---		2,729.14	(2,729.14)	
10 E 200 --- 161390 ---	1,200.00	690.61	509.39	
10 E 200 --- 162118 ---		1,206.69	(1,206.69)	
10 E 200 --- 162319 ---		125.17	(125.17)	
10 E 200 --- 162400 ---		515.21	(515.21)	
10 E 200 --- 164311 ---	1,714.00	1,188.08	525.92	
10 E 200 --- 211110 ---		601.13	(601.13)	
10 E 200 --- 213000 ---	78,500.00	77,750.40	749.60	
10 E 200 --- 213800 ---	361	334.66	26.34	
10 E 200 --- 221400 ---	2,150.00	1,892.30	257.70	
10 E 200 --- 222200 ---	122,776.00	117,665.19	5,110.81	Over budgeted Health insurance
10 E 200 --- 232200 ---	5,692.00	2,734.67	2,957.33	
10 E 200 --- 241000 ---	225,501.00	207,701.76	17,799.24	Cut in Admin Asst time
10 E 200 --- 241100 ---	26,645.00	24,082.81	2,562.19	
10 E 200 --- 253300 ---	279,410.00	255,491.26	23,918.74	Savings on Utilities
10 E 200 --- 254300 ---	125,824.00	127,102.79	(1,278.79)	
10 E 200 --- 254410 ---	1,500.00	1,620.00	(120.00)	
10 E 200 --- 254490 ---	9,036.00	18,856.70	(9,820.70)	Copier Lease/Maintenance payments
10 E 200 --- 256240 ---		1,590.87	(1,590.87)	
10 E 200 --- 256270 ---	773	2,619.35	(1,846.35)	
10 E 200 --- 256770 ---	3,000.00		3,000.00	
10 E 200 --- ----- ---	3,260,379.00	3,173,117.90	87,261.10	Total Under Budget



# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

2010-11	2010-11	Unexpended
Original Budget	FY Activity	Balance

### HIGH SCHOOL

10 E 400 --- 120000 ---	REGULAR CURRICULUM	99,445.00	114,559.22	(15,114.22)	HSED program and Textbooks
10 E 400 --- 121000 ---	ART	95,621.00	86,214.46	9,406.54	Shared staff coding
10 E 400 --- 122000 ---	ENGLISH	360,957.00	373,021.25	(12,064.25)	0.5 FTE reduction
10 E 400 --- 123000 ---	SPANISH	172,037.00	170,117.03	1,919.97	
10 E 400 --- 124000 ---	MATH	305,518.00	288,244.31	17,273.69	Shared staff coding
10 E 400 --- 125400 ---	MUSIC-VOCAL	55,225.00	55,463.99	(238.99)	
10 E 400 --- 125500 ---	MUSIC-INSTRUMENTAL	53,723.00	52,261.49	1,461.51	
10 E 400 --- 126000 ---	SCIENCE	325,490.00	302,723.42	22,766.58	.5 FTE cut over budgeted
10 E 400 --- 127000 ---	SOCIAL STUDIES	271,565.00	271,106.74	458.26	
10 E 400 --- 132700 ---	BUSINESS EDUCATION	226,386.00	225,585.47	800.53	
10 E 400 --- 133200 ---	MARKETING		495.4	(495.40)	
10 E 400 --- 136320 ---	TECHNOLOGY EDUCATION	80,395.00	78,816.60	1,578.40	
10 E 400 --- 141000 ---	HEALTH	58,438.00	45,187.45	13,250.55	Change in duties to PE
10 E 400 --- 143000 ---	PHYSICAL EDUCATION	144,319.00	145,781.50	(1,462.50)	
10 E 400 --- 161000 ---	VOCAL-INSTRUM COORDINATOR	3,835.00	3,819.06	15.94	
10 E 400 --- 161100 ---	GRADUATION/PROM COORDINATOR	3,907.00	4,571.93	(664.93)	
10 E 400 --- 161306 ---	DRAMA DEPARTMENT	3,570.00	6,235.39	(2,665.39)	
10 E 400 --- 161322 ---	NATIONAL HONOR SOCIETY	945	806.36	138.64	
10 E 400 --- 161338 ---	YEARBOOK	2,465.00	2,455.34	9.66	
10 E 400 --- 161339 ---	FORENSICS	5,265.00	5,549.09	(284.09)	
10 E 400 --- 162105 ---	BASKETBALL-GIRLS	12,700.00	15,918.33	(3,218.33)	
10 E 400 --- 162117 ---	SOFTBALL-GIRLS	8,750.00	11,842.39	(3,092.39)	
10 E 400 --- 162118 ---	GIRLS TENNIS	8,479.00	11,449.95	(2,970.95)	
10 E 400 --- 162119 ---	TRACK-GIRLS	5,760.00	5,788.35	(28.35)	
10 E 400 --- 162120 ---	DANCE	3,479.00	3,092.88	386.12	
10 E 400 --- 162121 ---	VOLLEYBALL-GIRLS	15,840.00	15,345.54	494.46	
10 E 400 --- 162122 ---	FLAGS	1,031.00	896.73	134.27	
10 E 400 --- 162204 ---	BASEBALL-BOYS	10,810.00	9,935.44	874.56	
10 E 400 --- 162205 ---	BASKETBALL-BOYS	16,590.00	17,214.17	(624.17)	
10 E 400 --- 162210 ---	FOOTBALL-BOYS	20,015.00	20,883.19	(868.19)	
10 E 400 --- 162212 ---	GOLF-BOYS	4,490.00	3,564.55	925.45	
10 E 400 --- 162218 ---	BOYS TENNIS	7,540.00	6,895.40	644.60	
10 E 400 --- 162219 ---	TRACK-BOYS	6,140.00	4,012.08	2,127.92	
10 E 400 --- 162222 ---	WRESTLING-BOYS	2,915.00	3,569.90	(654.90)	
10 E 400 --- 162223 ---	ICE HOCKEY-BOYS	25,975.00	10,074.94	15,900.06	Not billed for Ice Time
10 E 400 --- 162308 ---	CROSS COUNTRY-BOTH	7,125.00	6,016.64	1,108.36	

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

		2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance	
10 E 400 --- 162400 ---	WEIGHT ROOM	5,356.00	5,061.80	294.20	
10 E 400 --- 164311 ---	STUDENT COUNCIL	3,210.00	3,189.92	20.08	
10 E 400 --- 213000 ---	GUIDANCE/COUNSELOR	182,347.00	170,163.87	12,183.13	.5 FTE change in position Health Ins over budgeted
10 E 400 --- 221400 ---	STAFF DEVELOPMENT	2,255.00	5,273.26	(3,018.26)	
10 E 400 --- 222200 ---	SCHOOL LIBRARY	147,683.00	142,605.29	5,077.71	
10 E 400 --- 232200 ---	SCHOOL IMPROVEMENT	2,255.00	933.66	1,321.34	
10 E 400 --- 241000 ---	PRINCIPAL	228,786.00	218,339.29	10,446.71	Cut in Admin Asst time
10 E 400 --- 241100 ---	DEAN OF STUDENTS	84,816.00	86,268.01	(1,452.01)	
10 E 400 --- 253300 ---	OPERATIONS	332,051.00	301,370.11	30,680.89	Savings on Utilities
10 E 400 --- 254300 ---	MAINTENANCE/BUILDING	107,772.00	215,513.60	(107,741.60)	Lighting Project
10 E 400 --- 254410 ---	INSTRUCTIONAL EQUIPMENT	2,735.00	1,668.00	1,067.00	
10 E 400 --- 254490 ---	OTHER EQUIPMENT	11,500.00	24,547.83	(13,047.83)	Copier Lease/Maintenance payments
10 E 400 --- 256240 ---	CO-CURRICULAR ACTIVITIES	19,331.00	22,468.02	(3,137.02)	
10 E 400 --- 256270 ---	FIELD TRIPS	4,680.00	4,814.26	(134.26)	
10 E 400 --- 256740 ---	CO-CURRICULAR	4,500.00	5,725.36	(1,225.36)	
10 E 400 --- 431000 ---	General Tuition-Non Open Enrol	<u>975</u>	<u>0</u>	<u>975.00</u>	
10 E 400 --- ----- ---	HIGH	3,566,997.00	3,587,458.26	(20,461.26)	Total Over Budget

### DISTRICT WIDE OPERATIONS

10 E 700 --- 161341 ---	DESTINATION IMAGINATION		1,964.06	(1,964.06)	
10 E 700 --- 172000 ---	GIFTED & TALENTED/ENGELSGJERD	93,379.00	77,250.09	16,128.91	New person in position didn't spend
10 E 700 --- 173000 ---	HOMEBOUND-NON EEN	1,626.00	61.65	1,564.35	
10 E 800 --- 120000 ---	REGULAR CURRICULUM	18,952.00	109,089.76	(90,137.76)	Math Curriculum Purchases
10 E 800 --- 122000 ---	ENGLISH	213,513.00	209,610.45	3,902.55	
10 E 800 --- 146900 ---	SAFETY-CROSSING GUARDS	16,220.00	15,297.32	922.68	
10 E 800 --- 162000 ---		7,500.00	7,499.69	0.31	
10 E 800 --- 162101 ---	SHOW CHOIR	4,500.00	4,589.22	(89.22)	
10 E 800 --- 162390 ---	TOURNAMENT-ALL SPORTS	17,206.00	12,894.42	4,311.58	
10 E 800 --- 211100 ---	DIRECTION OF PUPIL SERVICES	92,176.00	94,378.65	(2,202.65)	
10 E 800 --- 214400 ---	Nursing	61,335.00	61,030.00	305.00	
10 E 800 --- 215000 ---	PSYCHOLOGICAL SERVICES	1,000.00		1,000.00	
10 E 800 --- 219100 ---	OTHER SUPPORT SERVICES	3,580.00	448.14	3,131.86	
10 E 800 --- 221001 ---	PERKINS/SCHOOL TO WORK		13,392.47	(13,392.47)	Grant not budgeted
10 E 800 --- 221200 ---	CURRICULUM DEVELOP/CESA	67,600.00	5,035.73	62,564.27	Used ARRA funds last year not this year
10 E 800 --- 221208 ---	SAFE & DRUG FREE SCHOOLS	6,574.00	2,308.33	4,265.67	
10 E 800 --- 221210 ---	CURRICULUM DEVELOPMENT	7,405.00	16,753.00	(9,348.00)	Consultant Hired after budget done
10 E 800 --- 221230 ---	GIFTED AND TALENTED	850	844	6.00	
10 E 800 --- 221240 ---	INSTRUCTIONAL COMPUTING		8,175.00	(8,175.00)	CESA 10 Service reinstated

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

		2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance	
10 E 800 --- 221300 ---	Instructional Staff Training	24,452.00	13,653.73	10,798.27	Grant dollars spent in other areas
10 E 800 --- 221301 ---	IKE GRANT		1,982.14	(1,982.14)	
10 E 800 --- 221390 ---	MENTORING	2,885.00	1,827.83	1,057.17	
10 E 800 --- 221400 ---	STAFF DEVELOPMENT	75,444.00	48,339.50	27,104.50	Grant dollars not spent
10 E 800 --- 221910 ---	TECHNOLOGY/COORDINATOR	274,659.00	263,558.84	11,100.16	Software budget not spent
10 E 800 --- 222200 ---	SCHOOL LIBRARY	50,590.00	29,649.19	20,940.81	Software and equipment not purchased
10 E 800 --- 222210 ---	SCIMATECH RESOURCE CENTER	4,315.00	4,315.00	0.00	
10 E 800 --- 223100 ---	ATHLETICS SUPERVISION AND COOR	80,905.00	79,021.08	1,883.92	
10 E 800 --- 223710 ---	VOC EDUC ADM/CESA	2,930.00	2,927.00	3.00	
10 E 800 --- 223720 ---	CLUSTER COORDINATION	13,120.00	9,191.82	3,928.18	
10 E 800 --- 231100 ---	BOARD MEMBERS	32,980.00	33,258.79	(278.79)	
10 E 800 --- 231400 ---	BOARD OF EDUCATION/ELECT	2,000.00	258.03	1,741.97	
10 E 800 --- 231500 ---	BOARD OF EDUCATION/LEGAL	20,000.00	14,580.75	5,419.25	Lower legal costs
10 E 800 --- 231700 ---	BOARD OF EDUCATION/AUDIT	13,000.00	15,698.00	(2,698.00)	
10 E 800 --- 232100 ---	ADMINISTRATOR	264,483.00	259,208.64	5,274.36	No equipment purchased
10 E 800 --- 232200 ---	SCHOOL IMPROVEMENT	2,267.00	755.69	1,511.31	
10 E 800 --- 239000 ---	IASA TITLE I	7,149.00	6,960.47	188.53	
10 E 800 --- 249000 ---	ALTERNATIVE SC/CESA PAYMENT	6,915.00	8,557.00	(1,642.00)	
10 E 800 --- 252000 ---	FISCAL	214,733.00	210,458.63	4,274.37	
10 E 800 --- 252100 ---	SECTION 125 ADMIN COSTS	3,300.00	2,827.64	472.36	
10 E 800 --- 253000 ---	OPERATION	2,411.00	2,411.00	0.00	
10 E 800 --- 253300 ---	OPERATIONS	45,246.00	27,295.29	17,950.71	Miss coding of new positions
10 E 800 --- 254200 ---	MAINTENANCE/SITES	115,710.00	87,009.78	28,700.22	No major maintenance issues
10 E 800 --- 254300 ---	MAINTENANCE/BUILDING	126,227.00	121,768.59	4,458.41	
10 E 800 --- 254490 ---	OTHER EQUIPMENT	3,000.00	8,446.19	(5,446.19)	Copier lease/maintenance payments
10 E 800 --- 254500 ---	MAINTENANCE/VEHICLE	19,500.00	8,141.79	11,358.21	No major issues
10 E 800 --- 255400 ---	FACILITIES/RENTAL	2,000.00	6,988.75	(4,988.75)	
10 E 800 --- 256210 ---	TRANSPORTATION/FLEET	229,238.00	220,943.71	8,294.29	Bus Driver salaries over budgeted
10 E 800 --- 256300 ---	BUS RENTAL	61,145.00	60,548.87	596.13	
10 E 800 --- 256600 ---	PUPIL TRAN - VEHICLE SERVICING	107,800.00	98,149.39	9,650.61	Lower Maintenance costs - 3 new buses
10 E 800 --- 256730 ---	PARENT CONTRACT TRANSPORTATION	5,500.00	6,035.00	(535.00)	
10 E 800 --- 256800 ---	PUPIL TRANSPORTATION INSURANCE	12,800.00	11,920.00	880.00	
10 E 800 --- 258100 ---	COOPERATIVE PURCHASING	880	880	0.00	
10 E 800 --- 258300 ---	DELIVERY/CESA	1,400.00	1,400.00	0.00	
10 E 800 --- 258500 ---	MAIL/POSTAGE	26,350.00	23,627.43	2,722.57	
10 E 800 --- 262100 ---	EDUCATIONAL TECHNOLOGY	3,900.00	4,020.00	(120.00)	
10 E 800 --- 263300 ---	TELEPHONE	33,000.00	22,223.36	10,776.64	Telephone costs down

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

		2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance	
10 E 800 --- 263310 ---	DISTANCE LEARNING	3,450.00	3,640.00	(190.00)	
10 E 800 --- 266000 ---	DATA PROCESSING/DISTRICT	28,700.00	32,122.28	(3,422.28)	
10 E 800 --- 270000 ---	INSURANCE/DISTRICT	204,500.00	234,814.67	(30,314.67)	2 years of student insurance paid
10 E 800 --- 281000 ---	LONG-TERM CAPITAL DEBT		991.9	(991.90)	
10 E 800 --- 283000 ---	Long Term Operational Debt	7,300.00	5,350.00	1,950.00	
10 E 800 --- 291000 ---	EARLY RETIREMENT		85,887.07	(85,887.07)	Back pay for employee retirement
10 E 800 --- 292000 ---	ADMINISTRATION/CESA	2,890.00	2,922.00	(32.00)	
10 E 800 --- 411000 ---	Operating Transfer	1,583,176.00	1,381,301.75	201,874.25	Lower SPED costs
10 E 800 --- 431000 ---	General Tuition-Non Open Enrol	208,100.00	207,314.00	786.00	
10 E 800 --- 435000 ---	OPEN ENROLLMENT	280,000.00	383,077.00	(103,077.00)	Conservative budget number
10 E 800 --- -----	DISTRICT WIDE	4,728,761.00	4,696,881.57	31,879.43	
10 - -----	GENERAL	15,935,375.00	15,734,179.63	201,195.37	Total Under Budget

### SPECIAL REVENUE FUND 21

21 E 400 --- 123000 ---	SPANISH		438.8	(438.80)	Gifts!!!
21 E 400 --- 161342 ---	Chess Club		197.08	(197.08)	
21 E 400 --- 223100 ---	ATHLETICS SUPERVISION AND COOR	1,040.00		1,040.00	
21 E 800 --- 110000 ---	UNDIFF CURRICULUM	555	500	55.00	
21 E 800 --- 110101 ---	KINDERGARTEN		247.61	(247.61)	
21 E 800 --- 143000 ---	PHYSICAL EDUCATION	190		190.00	
21 E 800 --- 162223 ---	ICE HOCKEY-BOYS	220		220.00	
21 E 800 --- 213000 ---	GUIDANCE/COUNSELOR		2,324.90	(2,324.90)	
21 E 800 --- 214400 ---	Nursing	2,700.00	1,208.60	1,491.40	
21 E 800 --- 223100 ---	ATHLETICS SUPERVISION AND COOR		350	(350.00)	
21 E 800 --- 264900 ---	Fitness and Wellness Plan	1,235.00	1,572.00	(337.00)	
21 - -----	SPECIAL REVENUE TRUST FUND	5,940.00	6,838.99	(898.99)	

### SPECIAL EDUCATION FUND 27

27 E 700 --- 152000 ---	EARLY CHILDHOOD/CESA	10,295.00	9,021.62	1,273.38	
27 E 700 --- 156430 ---	ADAPTIVE PE		336	(336.00)	
27 E 700 --- 156600 ---	SPEE/LANG CESA	300	5,205.20	(4,905.20)	
27 E 700 --- 158100 ---	ADAPTIVE PHY ED	36,750.00	27,869.16	8,880.84	
27 E 700 --- 158310 ---	ED HS	100,230.00	101,265.87	(1,035.87)	
27 E 700 --- 158320 ---	ED MS	86,704.00	87,791.34	(1,087.34)	
27 E 700 --- 158330 ---	ED ES	64,409.00	62,504.52	1,904.48	

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

		2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance	
27 E 700 --- 158340 ---	ED MS	82,464.00	83,008.61	(544.61)	
27 E 700 --- 158430 ---	ADAPTIVE PE	100		100.00	
27 E 700 --- 158510 ---	CD HS	74,731.00	74,619.91	111.09	
27 E 700 --- 158520 ---	CD ES	88,766.00	88,181.02	584.98	
27 E 700 --- 158530 ---	CD MS	95,291.00	95,000.07	290.93	
27 E 700 --- 158710 ---	LD ES	66,859.00	66,652.30	206.70	
27 E 700 --- 158720 ---	LD ES	5,000.00	40.95	4,959.05	
27 E 700 --- 158730 ---	LD MS	91,361.00	81,174.38	10,186.62	Teacher on leave because of illness
27 E 700 --- 158740 ---	LD HS	105,877.00	105,374.33	502.67	
27 E 700 --- 158750 ---	LD MS	94,241.00	93,830.67	410.33	
27 E 700 --- 158760 ---	LD HS	95,842.00	98,490.08	(2,648.08)	
27 E 700 --- 159110 ---	AIDES SPED	493,584.00	447,075.71	46,508.29	.5 position not filled
27 E 700 --- 159200 ---	SUBSTITUTE/NON-SHARED STAFF	24,070.00	23,764.78	305.22	
27 E 700 --- 213000 ---	GUIDANCE/COUNSELOR	33,235.00	32,364.45	870.55	
27 E 700 --- 214400 ---	NURSING	24,290.00	23,710.34	579.66	
27 E 700 --- 215000 ---	PSYCHOLOGICAL SERVICES	1,500.00	980.12	519.88	
27 E 700 --- 223300 ---	SPECIAL EDUCATION DIRECTION	150,762.00	118,501.02	32,260.98	Burns miss coded
27 E 800 --- 152000 ---	EARLY CHILDHOOD/CESA	8,152.00	1,681.92	6,470.08	ARRA dollars not spent
27 E 800 --- 214400 ---	NURSING	1,865.00		1,865.00	
27 E 800 --- 215000 ---	PSYCHOLOGICAL SERVICES	70,183.00	72,964.00	(2,781.00)	
27 E 800 --- 218100 ---	OCCUPATIONAL THERAPY	69,000.00	82,320.00	(13,320.00)	Costs higher than expected
27 E 800 --- 218200 ---	PHYSICAL THERAPY	21,000.00	23,302.50	(2,302.50)	
27 E 800 --- 221300 ---	Instructional Staff Training	1,000.00	380	620.00	
27 E 800 --- 221400 ---	STAFF DEVELOPMENT	61,458.00	54,373.44	7,084.56	ARRA dollars used elsewhere
27 E 800 --- 223300 ---	SPECIAL EDUCATION DIRECTION	16,306.00	59,138.49	(42,832.49)	Smart Boards
27 E 800 --- 223310 ---	EEN ADMINISTRATION	58,831.00	34,475.04	24,355.96	CESA 10 Cost cuts
27 E 800 --- 223320 ---	EEN SUPERVISION	1,510.00		1,510.00	
27 E 800 --- 256250 ---	SPECIAL ED TRANSPORTATION	29,262.00	29,469.08	(207.08)	
27 E 800 --- 256500 ---	VEHICLE REPAIR PUPIL TRANSPORT	9,000.00	6,803.06	2,196.94	
27 E 800 --- 256750 ---	CONTRACTED SPED TRANSPORTATION	2,000.00	494	1,506.00	
27 E 800 --- 256770 ---	FIELD TRIPS - Contracted	500		500.00	
27 E 800 --- 256800 ---	PUPIL TRANSPORTATION INSURANCE	1,200.00	1,129.00	71.00	
27 E 800 --- 436000 ---	SPECIAL ED TUITION NON OPEN EN	62,100.00	7,320.46	54,779.54	Change in funds used
27 E 800 --- 436200 ---	EARLY CHILDHOOD	100,076.00	104,848.00	(4,772.00)	
27 E 800 --- 436300 ---	ED MS/SCHILLING	33,144.00	35,584.00	(2,440.00)	
27 E 800 --- 436611 ---	HEARING IMPAIRMENT	24,000.00	21,943.00	2,057.00	
27 E 800 --- 436660 ---	SPEECH/LANGUAGE	215,347.00	209,063.00	6,284.00	Costs lower than expected

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

		2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance	
27 E 800 --- 436670 ---	VISUAL DISABILITY	25,600.00	11,948.85	13,651.15	CESA 10 Cost cuts
27 E 800 --- 436720 ---	LD ES/STEAD	43,300.00	2,121.90	41,178.10	Cut in FTE
27 E 800 --- 437000 ---	OPEN ENROLLMENT SPED	33,000.00	84,061.64	(51,061.64)	Coding change-CESA to in house
27 E 800 --- 491000 ---	Revenue Transits to Others	0.00	10,753.28	(10,753.28)	SPED aid to Cluster A schools 1st year
27 - - - - -	SPECIAL EDUCATION FUND	2,714,495.00	2,580,937.11	133,557.89	Total under Budget

### NON REFERENDUM DEBT FUND 38

38 E 800 --- 281000 ---	LONG-TERM CAPITAL DEBT	13,341.00	13,339.74	1.26	
38 E 800 --- 289000 ---	UNFUNDED LIABILITY LOAN	92,817.00	92,817.12	(0.12)	
38 E 800 --- - - - - -	DISTRICT WIDE	<u>106,158.00</u>	<u>106,156.86</u>	<u>1.14</u>	
38 - - - - -	NON-REFERENDUM DEBT	106,158.00	106,156.86	1.14	Total under budget

### REFERENDUM DEBT FUND 39

39 E 800 --- 281000 ---	LONG-TERM CAPITAL DEBT	716,750.00	716,749.25	0.75	
39 E 800 --- - - - - -	DISTRICT WIDE	<u>716,750.00</u>	<u>716,749.25</u>	<u>0.75</u>	
39 - - - - -	REFERENDUM APPROVED DEBT SERV	716,750.00	716,749.25	0.75	Total under budget

### OTHER CAPITAL PROJECTS FUND 45

45 E 800 --- 255100 ---	CONSTRUCTION	65,578.00	17,393.72	48,184.28	Only small amount spent
45 E 800 --- 419000 ---	Residual Balance Transfer		48,262.93	(48,262.93)	Balance moved to Fund 38
45 - - - - -	ARRA-QSCB	65,578.00	65,656.65	(78.65)	Total over budget

### FOOD SERVICE FUND 50

50 E 800 --- 257210 ---	FOOD SERVICE BREAKFAST	58,729.00	88,715.58	(29,986.58)	
50 E 800 --- 257220 ---	FOOD SERVICE/LUNCH	529,524.00	514,976.76	14,547.24	
50 E 800 --- 257240 ---	FOOD SERVICE/MILK	4,177.00	1,773.23	2,403.77	
50 E 800 --- 257250 ---	FOOD SERVICE/A LA CARTE	61,949.00	67,229.33	(5,280.33)	
50 E 800 --- 257900 ---	OTHER FOOD SERVICES	1,072.00		1,072.00	
50 E 800 --- 270000 ---	INSURANCE/DISTRICT	10,000.00	8,193.00	1,807.00	
50 E 800 --- - - - - -	DISTRICT WIDE	<u>665,451.00</u>	<u>680,887.90</u>	<u>(15,436.90)</u>	
50 - - - - -	FOOD SERVICE	665,451.00	680,887.90	(15,436.90)	Total over budget

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 EXPENDITURE ANALYSIS

2010-11	2010-11	Unexpended
Original Budget	FY Activity	Balance

### EMPLOYEE BENEFIT TRUST FUND 73

73 E 800 --- 420000 ---	Fiduciary Fund Expenditures	<u>589,720.00</u>	<u>575,872.48</u>	<u>13,847.52</u>	Budgeted to high
73 - ---- - - - - - - - -	Employee Benefit Trust Fund	589,720.00	575,872.48	13,847.52	Total Under Budget

### COMMUNITY SERVICE FUND 80

80 E 100 --- 161306 ---	DRAMA DEPARTMENT	2,850.00		2,850.00	
80 E 100 --- 162305 ---	ELEMENTARY CLUBS COORDINATOR	2,270.00	2,189.88	80.12	
80 E 200 --- 124000 ---	MATH	1,996.00	953.61	1,042.39	
80 E 200 --- 161306 ---	DRAMA DEPARTMENT	2,840.00		2,840.00	
80 E 200 --- 161337 ---	STUDENT NEWSPAPER	3,176.00	805.74	2,370.26	
80 E 200 --- 161338 ---	YEARBOOK	2,105.00		2,105.00	
80 E 200 --- 161339 ---	FORENSICS	3,155.00	368.09	2,786.91	
80 E 200 --- 162105 ---	BASKETBALL-GIRLS	9,200.00	9,074.71	125.29	
80 E 200 --- 162118 ---	GIRLS TENNIS	3,100.00	2,838.73	261.27	
80 E 200 --- 162121 ---	VOLLEYBALL-GIRLS	7,550.00	6,958.40	591.60	
80 E 200 --- 162205 ---	BASKETBALL-BOYS	9,300.00	9,230.40	69.60	
80 E 200 --- 162210 ---	FOOTBALL-BOYS	7,300.00	6,710.98	589.02	
80 E 200 --- 162218 ---	BOYS TENNIS	3,100.00	2,990.59	109.41	
80 E 200 --- 162308 ---	CROSS COUNTRY-BOTH	2,480.00	1,849.08	630.92	
80 E 200 --- 162319 ---	TRACK-MIDDLE	4,450.00	3,852.89	597.11	
80 E 200 --- 256240 ---	CO-CURRICULAR ACTIVITIES	4,483.00	1,350.29	3,132.71	
80 E 200 --- 256740 ---	CO-CURRICULAR	1,650.00		1,650.00	
80 E 700 --- 161341 ---	DESTINATION IMAGINATION	8,407.00	3,652.06	4,754.94	
80 E 800 --- 310000 ---	COMMUNITY SERVICE	<u>28,340.00</u>	<u>22,580.10</u>	<u>5,759.90</u>	
80 - ---- - - - - - - - -	COMMUNITY SERVICE	107,752.00	75,405.55	32,346.45	Total Under Budget

### PACKAGE AND COOPERATIVE PROGRAM FUND 99

99 E 800 --- 223720 ---	CLUSTER COORDINATION	75,907.00	55,426.67	20,480.33	
99 E 800 --- 270000 ---	INSURANCE/DISTRICT	200	0	200.00	
99 - ---- - - - - - - - -	Cooperative Programs	76,107.00	55,426.67	20,680.33	Total Under Budget



# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 Revenue Analysis

2010-11	2010-11	Unexpended
<u>Original Budget</u>	<u>FY Activity</u>	<u>Balance</u>

### GENERAL FUND 10

10 R 800 211 500000 000	PROPERTY		3,615,224.00	3,615,224.00	0.00
10 R 800 212 500000 000	LEVY FOR PRIOR YEAR CHARGEBACK		500		500.00
10 R 800 213 500000 000	MOBILE HOME		24,000.00	34,678.32	(10,678.32)
10 R 800 241 500000 000	GEN TUITION-NON OPEN ENROLLMEN		4,000.00		4,000.00
10 R 800 264 500000 000	NON CAPITAL SURPLUS PROP SALES		1,000.00	4,819.75	(3,819.75)
10 R 800 280 500000 000	INTEREST ON INVESTMENT		6,000.00	2,327.39	3,672.61
10 R 800 292 500000 000	STUDENT FEES		11,500.00	13,139.35	(1,639.35)
10 R 800 293 500000 000	RENTAL-VOCATIONAL		3,000.00	3,200.00	(200.00)
10 R 800 295 500000 000	SUMMER SCHOOL FEES		6,575.00	7,500.00	(925.00)
10 R 800 297 500000 000	STUDENT FINES		200	246.5	(46.50)
10 R 800 345 500000 000	OPEN ENROLLMENT REVENUE		580,000.00	752,294.00	(172,294.00)
10 R 800 517 500000 000	FEDERAL AID THROUGH CESA			5,000.00	(5,000.00)
10 R 800 612 500000 000	TRANSPORTATION-STATE		27,000.00	22,626.00	4,374.00
10 R 800 613 500000 000	LIBRARY-STATE		47,000.00	49,969.00	(2,969.00)
10 R 800 621 500000 000	EQUALIZATION-STATE		10,299,899.00	10,299,899.00	0.00
10 R 800 630 500000 000	SPECIAL PROJECTS GRANT			750	(750.00)
10 R 800 660 500000 000	STATE REVENUE-LOCAL UNITS		5,000.00		5,000.00
10 R 800 691 500000 000	COMPUTER AID		11,729.00	11,729.00	0.00
10 R 800 964 500000 000	INSURANCE REIMBURSEMENT		20,000.00	23,008.00	(3,008.00)
10 R 800 971 500000 000	REVENUE-AIDABLE		200	32,285.48	(32,085.48)
10 R 800 990 500000 000	Other Miscellaneous Revenue			302.6	(302.60)
10 R 800 751 500000 141	ESEA TITLE I	TITLE I	214,572.00	207,409.84	7,162.16
10 R 800 517 500000 328	FEDERAL AID THROUGH CESA	TITLE II-D Edu Tech Formula	1,010.00	3,995.22	(2,985.22)
10 R 800 517 500000 329	FEDERAL AID THROUGH CESA	Title IV-A Safe & Drug Free	4,000.00	1,656.76	2,343.24
10 R 800 650 500000 332	SAGE GRANT	SAGE GRANT	360,000.00	393,761.00	(33,761.00)
10 R 800 730 500000 348	SPECIAL PROJECTS GRANTS	4-K Grant	2,500.00		2,500.00
10 R 800 517 500000 365	FEDERAL AID THROUGH CESA	TITLE II-A Formula Teacher Trn	50,500.00	50,225.30	274.70
10 R 800 517 500000 391	FEDERAL AID THROUGH CESA	Title III-A English Language	3,220.00	2,377.00	843.00
10 R 800 517 500000 395	FEDERAL AID THROUGH CESA	SADD Mini Grant		1,800.00	(1,800.00)
10 R 800 517 500000 406	FEDERAL AID THROUGH CESA	SCHOOL TO WORK	12,780.00	15,732.37	(2,952.37)
10 R 800 630 500000 581	SPECIAL PROJECTS GRANT			78,725.00	(78,725.00)
10 R 800 780 500000 595	Federal Aid other than DPI		228,406.00	228,406.00	0.00
10 R 800 271 500000 801	CO-CURRICULAR ADMISSIONS	SEASON TICKETS	2,500.00	2,185.00	315.00
10 R 800 271 500000 802	CO-CURRICULAR ADMISSIONS	TOURNAMENT ALL SPORTS	5,000.00	12,633.00	(7,633.00)
10 R 800 271 500000 803	CO-CURRICULAR ADMISSIONS	FOOTBALL	5,000.00	3,856.00	1,144.00
10 R 800 271 500000 804	CO-CURRICULAR ADMISSIONS	VOLLEYBALL-GIRLS	2,200.00	6,572.25	(4,372.25)
10 R 800 271 500000 805	CO-CURRICULAR ADMISSIONS	BASKETBALL - BOYS	6,000.00	9,460.35	(3,460.35)
10 R 800 271 500000 806	CO-CURRICULAR ADMISSIONS	BASKETBALL - GIRLS	4,000.00	4,980.00	(980.00)
10 R 800 271 500000 807	CO-CURRICULAR ADMISSIONS	HOCKEY - BOYS	2,500.00	2,994.24	(494.24)
10 R 800 271 500000 808	CO-CURRICULAR ADMISSIONS	Cross Country		375	(375.00)
10 R 800 271 500000 809	CO-CURRICULAR ADMISSIONS	Girls Tennis		381.4	(381.40)
10 R 800 751 500000 815	ESEA TITLE I	Title I Supplemental Grant-ARRA	45,744.00	38,822.63	6,921.37

More payments from City than last year

Conservative budget amount

Coded different this year see below

Ins dividend not budgeted

Didn't spend all of grant

Increase over last year

Coded different this year see above

4K grant not budgeted

Didn't spend all of grant



# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 Revenue Analysis

			2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance	
10 R 800 751 500000 816	ESEA TITLE I	ARRA-Title I	18,154.00	18,154.36	(0.36)	
10 R --- --- 500000 ---	*DISTRICT WIDE		15,630,913.00	15,963,501.11	(332,588.11)	Total over budgeted amount

### SPECIAL REVENUE FUND 21

21 R 100 291 500000 863	GIFTS	Community Learning Center		65.08	(65.08)	Gifts!!!!
21 R 800 280 500000 000	INTEREST ON INVESTMENT			22.46	(22.46)	
21 R 800 291 500000 814	GIFTS	COURAGE RETREAT		1,992.60	(1,992.60)	
21 R 800 291 500000 851	GIFTS	MS Health Award		250.00	(250.00)	
21 R 800 291 500000 858	GIFTS	ES Health Award		250.00	(250.00)	
21 R 800 291 500000 859	GIFTS	HS Health Award		250.00	(250.00)	
21 R 800 291 500000 860	GIFTS	MS LMC		25.00	(25.00)	
21 R 800 291 500000 862	GIFTS	Physicals		900.00	(900.00)	
21 R 800 291 500000 864	GIFTS	5K-Stuckert/Norberg		250.00	(250.00)	
21 R 800 291 500000 865	GIFTS	Angel Funds		500.00	(500.00)	
21 - - - - -	*SPECIAL REVENUE TRUST FUND			4,505.14	(4,505.14)	

### SPECIAL EDUCATION FUND 27

27 R 800 316 150000 000	ST HANDICAPPED AID-SCHOOL DIST		28,000.00	15,787.43	12,212.57	
27 R 800 347 150000 000	SPECIAL ED TUITION-OPEN ENROLL		68,000.00	178,586.85	(110,586.85)	Paid directly used to be with CESA 10
27 R 800 349 150000 000	Payment from Other School Dist		40,537.00	40,033.01	503.99	
27 R 800 516 150000 000	TRANSIT-STATE HANDICAPPED		117,000.00	151,336.00	(34,336.00)	Aid through CESA 10 - low estimate
27 R 800 611 150000 000	HANDICAPPED TRANS AID-STATE		500,000.00	460,254.00	39,746.00	Direct pay not through CESA 10
27 R 800 516 150000 019	TRANSIT-STATE HANDICAPPED	SPECIAL ED NON-AIDED COST	4,413.00		4,413.00	
27 R 800 517 150000 019	FEDERAL AID THROUGH CESA	SPECIAL ED NON-AIDED COST	8,040.00	92,978.21	(84,938.21)	Medicaid didn't get good estimate
27 R 800 517 150000 517	FEDERAL AID THROUGH CESA	FEDERAL AID THROUGH CESA	207,000.00	167,629.97	39,370.03	Didn't spend all of grant
27 R 800 730 150000 813	SPECIAL PROJECTS GRANTS	ARRA-IDEA	147,247.00	83,926.16	63,320.84	ARRA dollars ???
27 R 800 730 150000 819	SPECIAL PROJECTS GRANTS	ARRA-Early Childhood	11,082.00	9,103.73	1,978.27	
	SPECIAL EDUCATION		1,131,319.00	1,199,635.36	(68,316.36)	Received over budgeted amount
27 R 800 110 411000 000	OPERATING TRANSFERS-IN		1,583,176.00	1,381,301.75	201,874.25	Higher revenue lower costs
27 - - - - -	*SPECIAL EDUCATION FUND		2,714,495.00	2,580,937.11	133,557.89	Total under budgeted amount

### NON REFERENDUM DEBT FUND 38

38 R 800 149 419000 000	OTHER CAPITAL PROJECTS FUND			48,262.93	(48,262.93)	Transfer from QSCB for Storage Bldg
38 R 800 211 500000 000	PROPERTY		80,000.00	80,000.00	0.00	
38 R 800 280 500000 000	INTEREST ON INVESTMENT		125	20.31	104.69	
38 R 800 291 500000 000	GIFTS		13,000.00	13,319.48	(319.48)	
38 - - - - -	*NON-REFERENDUM DEBT		93,125.00	141,602.72	(48,477.72)	Total over budgeted amount

### REFERENDUM DEBT FUND 39

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 Revenue Analysis

			2010-11 Original Budget	2010-11 FY Activity	Unexpended Balance
39 R 800 211 500000 000	PROPERTY		750,000.00	750,000.00	0.00
39 R 800 280 500000 000	INTEREST ON INVESTMENT		800	298.05	501.95
39 - - - - -	*REFERENDUM APPROVED DEBT SERV		750,800.00	750,298.05	501.95

### OTHER CAPITAL PROJECTS FUND 49

45 R 800 280 500000 000	INTEREST ON INVESTMENT			78.67	(78.67)
45 - - - - -	*ARRA-QSCB			78.67	(78.67)

### FOOD SERVICE FUND 50

50 R 800 251 257210 000	PUPILS			-34.4	34.40
50 R 800 617 257210 000	FOOD SERVICE-STATE		8,888.00	7,754.43	1,133.57
50 R 800 717 257210 000	FOOD SERVICE-FEDERAL		58,580.00	87,538.96	(28,958.96)
50 R - - - - 257210 - - -	*FOOD SERVICE BREAKFAST		67,468.00	95,258.99	(27,790.99)
50 R 800 251 257220 000	PUPILS		267,650.00	244,039.70	23,610.30
50 R 800 252 257220 000	ADULTS			7,460.20	(7,460.20)
50 R 800 617 257220 000	FOOD SERVICE-STATE		7,878.00	7,134.22	743.78
50 R 800 717 257220 000	FOOD SERVICE-FEDERAL		214,120.00	238,102.46	(23,982.46)
50 R - - - - 257220 - - -	*FOOD SERVICE/LUNCH		489,648.00	496,736.58	(7,088.58)
50 R 800 251 257240 000	PUPILS		23,230.00	19,046.10	4,183.90
50 R 800 617 257240 000	FOOD SERVICE-STATE		4,545.00	4,208.66	336.34
50 R - - - - 257240 - - -	*FOOD SERVICE/MILK		27,775.00	23,254.76	4,520.24
50 R 800 251 257250 000	PUPILS		11,009.00	17,728.64	(6,719.64)
50 R - - - - 257250 - - -	*FOOD SERVICE/A LA CARTE		11,009.00	17,728.64	(6,719.64)
50 R 800 251 257251 000	PUPILS		10,100.00	11,684.05	(1,584.05)
50 R - - - - 257251 - - -	*A LA CARTE-FOOD SERVICE		10,100.00	11,684.05	(1,584.05)
50 R 800 259 257900 000	OTHER FOOD SERVICE SALES		15,150.00	2,918.39	12,231.61
50 R - - - - 257900 - - -	*OTHER FOOD SERVICES		15,150.00	2,918.39	12,231.61
50 R 800 280 500000 000	INTEREST ON INVESTMENT		4,040.00	252.48	3,787.52
50 R 800 714 500000 000	DONATED COMMODITIES		35,350.00	35,109.60	240.40
50 R - - - - 500000 - - -	*DISTRICT WIDE		39,390.00	35,362.08	4,027.92
50 - - - - -	*FOOD SERVICE		660,540.00	682,943.49	(22,403.49) Total over budgeted amount

### EMPLOYEE BENEFIT TRUST FUND 73

# SCHOOL DISTRICT OF ALTOONA

## 2010-2011 Revenue Analysis

		2010-11	2010-11	Unexpended	
		Original Budget	FY Activity	Balance	
73 R 800 280 500000 000	INTEREST ON INVESTMENT	15,000.00	13,642.11	1,357.89	
73 R 800 951 500000 000	Contributions to Employee Bene	600,420.00	586,572.48	13,847.52	Over budgeted
73 - - - - -	*Employee Benefit Trust Fund	615,420.00	600,214.59	15,205.41	Total under budgeted amount

### COMMUNITY SERVICE FUND 80

80 R 800 211 310000 000	PROPERTY	108,000.00	108,000.00	0.00	
80 R 800 280 310000 000	INTEREST ON INVESTMENT	40	6.14	33.86	
80 - - - - -	*COMMUNITY SERVICE	108,040.00	108,006.14	33.86	Total under budgeted amount

### PACKAGE AND COOPERATIVE PROGRAM FUND 99

99 R 800 280 500000 000	INTEREST ON INVESTMENT		23.75	(23.75)	
99 R 800 349 500000 000	Payment from Other School Dist	78,720.00	55,402.92	23,317.08	Change in accounting procedure per Auditors
99 - - - - -	*Cooperative Programs	78,720.00	55,426.67	23,293.33	Total under budgeted amount

## SCHOOL DISTRICT OF ALTOONA

### 2010-11 Budget Revisions

August 1, 2011

	2010-11 Original Budget	2010-11 1st Budget Revisions	2nd Budget Revisions	3rd Budget Revisions	4th Budget Revisions	Total Revisions	2010-11 Revised Budget	2010-11 FY Activity	Unexpended Balance
<b>GENERAL FUND</b>									
10 R 800 24- --- GENERAL TUITION	4,000.00	-	-	(4,000.00)	-	(4,000.00)	-	-	-
10 R 800 28- --- INTEREST ON INVESTMENT	6,000.00	-	-	(3,700.00)	-	(3,700.00)	2,300.00	2,327.39	(27.39)
10 R 800 34- --- GRANTS-OTHER SCHOOL DISTRICTS	580,000.00	-	-	35,216.00	-	35,216.00	615,216.00	752,294.00	(137,078.00)
10 R 800 61- --- STATE AID-CATEGORICAL	74,000.00	-	-	(4,500.00)	-	(4,500.00)	69,500.00	72,595.00	(3,095.00)
10 R 800 66- --- STATE REVENUE-LOCAL UNITS	5,000.00	-	-	(5,000.00)	-	(5,000.00)			
10 R 800 73- --- SPECIAL PROJECTS GRANTS	2,500.00	-	-	(2,500.00)	-	(2,500.00)			
10 R 800 75- --- TITLE I	<u>278,470.00</u>	-	-	<u>(15,516.00)</u>	-	<u>(15,516.00)</u>	<u>262,954.00</u>	<u>151,534.01</u>	<u>111,419.99</u>
10 - - - - - GENERAL FUND REVENUE	949,970.00	-	-	-	-	-	949,970.00	978,750.40	(28,780.40)
10 E - - - - 11--- UNDIFF CURRICULUM	3,066,859.00	-	-	5,000.00	3,000.00	8,000.00	3,074,859.00	3,073,936.66	922.34
10 E - - - - 12--- REGULAR CURRICULUM	4,477,177.00	-	-	-	24,000.00	24,000.00	4,501,177.00	4,500,702.99	474.01
10 E - - - - 22--- INSTRUCTIONAL STAFF SERVICES	1,022,238.00	-	-	(113,060.00)	-	(113,060.00)	909,178.00	902,833.11	6,344.89
10 E - - - - 23--- GENERAL ADMINISTRATION	353,326.00	-	-	(15,300.00)	-	(15,300.00)	338,026.00	334,799.23	3,226.77
10 E - - - - 25--- BUSINESS ADMINISTRATION	2,177,456.00	-	-	-	29,560.00	29,560.00	2,207,016.00	2,183,328.66	23,687.34
10 E - - - - 27--- INSURANCE/DISTRICT	204,500.00	-	-	27,600.00	3,000.00	30,600.00	235,100.00	234,814.67	285.33
10 E - - - - 29--- OTHER SUPPORT SERVICES	2,890.00	82,805.00	-	110.00	3,100.00	86,015.00	88,905.00	88,809.07	95.93
10 E - - - - 41--- INTERFUND TRANSFERS	1,583,176.00	-	-	-	(201,874.00)	(201,874.00)	1,381,302.00	1,381,301.75	0.25
10 E - - - - 43--- GENERAL TUITION PAYMENTS	<u>489,075.00</u>	-	-	<u>104,000.00</u>	-	<u>104,000.00</u>	<u>593,075.00</u>	<u>590,391.00</u>	<u>2,684.00</u>
10 - - - - - GENERAL FUND EXPENDITURES	13,376,697.00	82,805.00	-	8,350.00	(139,214.00)	(48,059.00)	13,328,638.00	13,290,917.14	37,720.86
<b>SPECIAL REVENUE TRUST FUND</b>									
21 E - - - - 11--- UNDIFF CURRICULUM	555	-	-	-	200.00	200.00	755.00	747.61	7.39
21 E - - - - 12--- REGULAR CURRICULUM		-	1,000.00	(560.00)	-	440.00	440.00	438.80	1.20
21 E - - - - 21--- PUPIL SERVICES	2,700.00	-	1,000.00	(150.00)	-	850.00	3,550.00	3,533.50	16.50
21 E - - - - 26--- CENTRAL SERVICES	<u>1,235.00</u>	-	500.00	(150.00)	-	350.00	<u>1,585.00</u>	<u>1,572.00</u>	<u>13.00</u>
21 - - - - - SPECIAL REVENUE TRUST FUND	3,935.00	-	2,500.00	(860.00)	200.00	1,840.00	6,330.00	6,291.91	38.09

## SCHOOL DISTRICT OF ALTOONA

### 2010-11 Budget Revisions

August 1, 2011

	2010-11 Original Budget	2010-11 1st Budget Revisions	2nd Budget Revisions	3rd Budget Revisions	4th Budget Revisions	Total Revisions	2010-11 Revised Budget	2010-11 FY Activity	Unexpended Balance
<b>SPECIAL EDUCATION FUND</b>									
27 R 800 11- ---- OPERATING TRANSFERS-IN	1,583,176.00				(201,874.00)	-201,874.00	1,381,302.00	1,381,301.75	0.25
27 R 800 31- --- TRANSIT OF AIDS-INTERDISTRICT	28,000.00	-	-	(12,300.00)	87.00	-12,213.00	15,787.00	15,787.43	-0.43
27 R 800 34- --- GRANTS-OTHER SCHOOL DISTRICTS	108,537.00	-	-	65,926.00	44,157.00	110,083.00	218,620.00	218,619.86	0.14
27 R 800 51- --- TRANSIT OF AIDS-INTERMED SRCES	336,453.00	-	-	(24,453.00)	99,944.00	75,491.00	411,944.00	411,944.18	-0.18
27 R 800 61- --- STATE AID-CATEGORICAL	500,000.00	-	-	(50,500.00)	10,754.00	-39,746.00	460,254.00	460,254.00	0.00
27 R 800 73- --- SPECIAL PROJECTS GRANTS	<u>158,329.00</u>	-	-	<u>(68,329.00)</u>	<u>3,030.00</u>	<u>-65,299.00</u>	<u>93,030.00</u>	<u>93,029.89</u>	0.11
27 - ---- SPECIAL ED FUND REVENUES	1,131,319.00	-	-	(89,656.00)	(43,902.00)	-133,558.00	2,580,937.00	2,580,937.11	-0.11
27 E ---- 15--- SPECIAL ED CURRICULUM	1,625,026.00	-	(10,000.00)	(4,600.00)	(57,538.00)	(72,138.00)	1,552,888.00	1,552,888.44	(0.44)
27 E ---- 21--- PUPIL SERVICES	221,073.00	-	10,000.00	4,600.00	(32.00)	14,568.00	235,641.00	235,641.41	(0.41)
27 E ---- 22---- INSTRUCTIONAL STAFF SERVICES	289,867.00	-	-	-	(22,999.00)	(22,999.00)	266,868.00	266,867.99	0.01
27 E ---- 25---- BUSINESS ADMINISTRATION	41,962.00	-	-	-	(4,067.00)	(4,067.00)	37,895.00	37,895.14	(0.14)
27 E ---- 43---- GENERAL TUITION PAYMENTS	536,567.00	-	-	-	(59,676.00)	(59,676.00)	476,891.00	476,890.85	0.15
27 E ---- 49---- OTHER NON-PROGRAM TRANSACTI	<u>0.00</u>	-	-	-	<u>10,753.00</u>	<u>10,753.00</u>	<u>10,753.00</u>	<u>10,753.28</u>	(0.28)
27 - ---- SPECIAL ED FUND EXPENDITURES	1,846,099.00	-	-	-	(133,559.00)	-	1,788,529.00	1,788,529.85	(1.11)
<b>NON-REFERENDUM DEBT</b>									
38 R 800 28- --- INTEREST ON INVESTMENT	125.00	-	-	(105.00)	-	(105.00)	20.00	20.31	(0.31)
38 R 800 29- --- OTHER REVENUES-LOCAL SOURCES	<u>13,000.00</u>	-	-	<u>(5,700.00)</u>	-	(5,700.00)	<u>7,300.00</u>	<u>7,302.00</u>	(2.00)
38 - ---- NON-REFERENDUM DEBT	93,125.00	-	-	(5,805.00)	-	(5,805.00)	87,320.00	87,322.31	(2.31)
<b>REFERENDUM APPROVED DEBT SERV</b>									
39 R 800 28- --- INTEREST ON INVESTMENT	<u>800.00</u>	-	-	<u>(505.00)</u>	-	(505.00)	295.00	298.05	(3.05)
39 - ---- REFERENDUM APPROVED DEBT SEF	800.00	-	-	(505.00)	-	(505.00)	295.00	298.05	(3.05)
<b>OTHER CAPITAL PROJECTS</b>									
45 E ---- 25---- BUSINESS ADMINISTRATION	65,578.00	-	-	-	(48,078.00)	(48,078.00)	17,500.00	17,393.72	106.28
45 E ---- 41---- INTERFUND TRANSFERS	-	-	-	-	<u>48,265.00</u>	<u>48,265.00</u>	<u>48,265.00</u>	<u>48,262.93</u>	2.07
45 - ---- ARRA-QSCB	65,578.00	-	-	-	187.00	187.00	65,765.00	65,656.65	108.35

## SCHOOL DISTRICT OF ALTOONA

### 2010-11 Budget Revisions

*August 1, 2011*

	2010-11 <u>Original Budget</u>	2010-11 1st <u>Budget Revisions</u>	2nd Budget <u>Revisions</u>	3rd Budget <u>Revisions</u>	4th Budget <u>Revisions</u>	Total <u>Revisions</u>	2010-11 <u>Revised Budget</u>	2010-11 <u>FY Activity</u>	Unexpended <u>Balance</u>
<b>FOOD SERVICE</b>									
50 R 800 25- --- FOOD SERVICE SALES	327,139.00	-	-	(26,650.00)	-	(26,650.00)	300,489.00	302,397.48	(1,908.48)
50 R 800 28- --- INTEREST ON INVESTMENT	4,040.00	-	-	(3,790.00)	-	(3,790.00)	250.00	252.48	(2.48)
50 R 800 61- --- STATE AID-CATEGORICAL	21,311.00	-	-	(2,228.00)	-	(2,228.00)	19,083.00	19,097.31	(14.31)
50 R 800 71- --- FEDERAL AID-CATEGORICAL	<u>308,050.00</u>	-	-	<u>16,880.00</u>	-	<u>16,880.00</u>	<u>324,930.00</u>	<u>325,641.42</u>	<u>(711.42)</u>
50 - - - - - FOOD SERVICE	660,540.00	-	-	(15,788.00)	-	(15,788.00)	644,752.00	647,388.69	(2,636.69)
50 E - - - - 25- --- BUSINESS ADMINISTRATION	<u>655,451.00</u>	-	-	-	<u>17,268.00</u>	<u>17,268.00</u>	<u>672,719.00</u>	<u>672,694.90</u>	<u>24.10</u>
50 - - - - - FOOD SERVICE	665,451.00	-	-	-	<u>17,268.00</u>	17,268.00	672,719.00	672,694.90	24.10
<b>EMPLOYEE BENEFIT TRUST FUND</b>									
73 R 800 28- --- INTEREST ON INVESTMENT	15,000.00	-	-	(1,400.00)	-	(1,400.00)	13,600.00	13,642.11	(42.11)
73 R 800 95- --- Contributions to Emp Benefits	<u>600,420.00</u>	-	-	-	<u>(13,848.00)</u>	<u>(13,848.00)</u>	<u>586,572.00</u>	<u>586,572.48</u>	<u>(0.48)</u>
73 - - - - - Employee Benefit Trust Fund	15,000.00	-	-	(1,400.00)	<u>(13,848.00)</u>	(15,248.00)	600,172.00	600,214.59	(42.59)
73 E - - - - 42- --- Fiduciary Fund Expenditures	<u>589,720.00</u>	-	-	-	<u>(13,820.00)</u>	<u>(13,820.00)</u>	<u>575,900.00</u>	<u>575,872.48</u>	<u>27.52</u>
73 - - - - - Employee Benefit Trust Fund	589,720.00	-	-	-	<u>(13,820.00)</u>	(13,820.00)	575,900.00	575,872.48	27.52
<b>COMMUNITY SERVICE</b>									
80 R 800 28- --- INTEREST ON INVESTMENT	<u>40.00</u>	-	-	(34.00)	-	(34.00)	6.00	6.14	(0.14)
80 - - - - - COMMUNITY SERVICE	40.00	-	-	(34.00)	-	(34.00)	6.00	6.14	(0.14)
<b>COOPERATIVE PROGRAMS</b>									
99 R 800 34- --- GRANTS-OTHER SCHOOL DISTRICTS	<u>78,720.00</u>	-	-	-	<u>(23,317.00)</u>	<u>(23,317.00)</u>	<u>55,403.00</u>	<u>55,402.92</u>	<u>0.08</u>
99 - - - - - Cooperative Programs	78,720.00	-	-	-	<u>(23,317.00)</u>	(23,317.00)	55,403.00	55,402.92	0.08