

November Board Meeting Agenda

Items:

Secretary and Financial Reports:

Approval of the Minutes recorded for the Monday, October 9, 2017 Board Word Session and the Tuesday, October 17, 2017 Board Business Meeting.

APPROVED 11/21/17

Approval of the official financial reports and to pay the bills for November 2017.

APPROVED 11/21/17

Public Comment

Three Board Members were recognized by PSBA for their Years of Service:

Mr. Roy Bence, 20 years

Mr. D. Royce Coughenour, 20 years

Mrs. Emily Kendall, 8 years



This was also the last Board Meeting for those same three Board Members. Dr. Sell and Board

President, Mr. Tom Bullington presented them with plaques from the Bedford Area School District as a thank you for their time serving on the Board.



New Business

Personnel: *(All employees and volunteers under the personnel section are Being hired pending receipt of proper clearances and compliance with Act 168 regulations.)*

Approval to add the following individuals to the list of **PA Certified Substitute** for the 17-18 SY:

- **Jo O'Brien**, Special Ed, Mid-Level Math, Mid-Level English, Deaf Education
APPROVED 11/21/17

Approval to add the following individuals to the list of **Substitute Support Staff** for the 17-18 SY:

- **Alisha Pittman**, Instructional Assistant
 - **Sarah Garcia**, Instructional Assistant
 - **Ellen Krouse**, Instructional Assistant
- APPROVED 11/21/17**

***Please contact Casey Cover if you wish to see the list of all ACTIVE substitutes.*

Approval of **Ms. Madison Husick**, Undergrad student from Shippensburg University majoring in psychology, to complete an **internship during the Spring 2018 semester with Mr. Greg Hays**, School Psychologist.

APPROVED 11/21/17

Extra Duty/Extra Pay Personnel/Fund Raisers:

Bedford Elementary School

Approval of the revised list of Extra Duty/Extra Pay (Attachment #1).

APPROVED 11/21/17

Approval of the **BEST in Action Bedford Candies Sale**, to run from 11/20 through 12/01/17, with all proceeds to support Share the Warmth outreach.

APPROVED 11/21/17

Approval of the **BEST in Action Dance Fundraiser on November 17, 2017**, from 5 to 8PM. Students must bring an item for Military Moms for entry in to the dance.

APPROVED 11/13/17

Bedford Middle School

Approval of **Mr. Cody Buterbaugh** to be included as **Science Olympiad coach**, retroactive to the start of the school year.

APPROVED 11/21/17

Approval to **accept the resignation of Mr. Rylan Schnably as Junior High Baseball Coach** (position 3).

APPROVED 11/21/17

Approval for **Ms. Stefanie Hinton as Jr. High Girls Basketball Coach, Position 4.**

APPROVED 11/21/17

Approval for **BMS and BE to begin a Weekend Backpack Program**, to provide for students who may not have sufficient food at home during the weekends.

APPROVED 11/21/17

Bedford High School

Approval for the **Class of 2021 to sell Smencils**.

APPROVED 11/21/17

Policies:

Tentative approval on the following amended policies for the Board Policy Manual:

- Policy #103 – Nondiscrimination in School and Classroom Practices (ATTACHMENT #2).
- Policy #103.1 – Nondiscrimination - Qualified Students With Disabilities (ATTACHMENT #3).
- Policy #104 – Nondiscrimination in Employment Practices (ATTACHMENT #4).

APPROVED 11/21/17

Additional New Business:

Approval of a **Memorandum of Understanding between BASD and the BAESP clarifying the setting of hourly rates when employees move from one classification to another**, to include retroactive corrections only to employees affected during the current contract (ATTACHMENT #5).

APPROVED 11/13/17

Buildings, Grounds, & Transportation:

Approval of **Ms. Cynthia Carson as a student transport driver** for contractor Rita Feathers.

APPROVED 11/13/17

Approval to **transfer Mrs. Lisa Redinger** from the Food Services department to the **custodial night shift position at BMS**, at an hourly rate of \$13.08/hour.

APPROVED 11/13/17

Approval to add **Ms. Rhonda Ruby** to the list of substitute custodians.

APPROVED 11/13/17

Food Services:

Approval of **Ms. Autumn Ramsey** to fill the vacancy of the **Head Cook position at Bedford High School**, retroactive to October 25, 2017, at a starting rate of \$12.35/hour, 6 ½ hours per day, with a 45-day probationary period.

APPROVED 11/13/17

Approval of **Mrs. Victoria Hagenbuch** to move from Bedford Elementary School as a 3 hour Cook position to **Bedford High School as a 4 ½ hour Cook position** effective November 14, 2017, filling the vacancy of Autumn Ramsey's move to Head Cook, with her pay rate to stay the same.

APPROVED 11/13/17

Approval of **Mrs. Barbara Diehl** to fill the vacancy of Lisa Redinger at **Bedford Middle School**, effective November 14, 2017, at a starting rate of \$10.45/hour, for 4 ½ hours per day with no benefits and a 45-day probationary period.

APPROVED 11/13/17

Approval of **Mrs. Loretta Nixon** for a new position at **Bedford High School**, effective November 14, 2017, at a starting rate of \$10.45/hour, for 3 hours per day with no benefits and a 45 day probationary period.

APPROVED 11/13/17

Business Office:

Approval of budget transfers for the 2016-2017 school year (ATTACHMENT #6).

APPROVED 11/21/17

Activity/Athletic quarterly account balances (ATTACHMENT #7).

APPROVED 11/21/17

Approval of the attached resolution regarding PSBA vs. Simon Campbell (ATTACHMENT #8).

APPROVED 11/21/17

NAME	HOME ADDRESS	EXTRA DUTY
BRENDA HEIT	BRENDA HEIT 3545 IMLERTOWN RD BEDFORD PA 15522	ELEMENTARY PRODUCTION (PRIMARY)
JENNIFER HILLENBRAND	JENNIFER HILLENBRAND 404 RAYSTOWN RD EVERETT PA 15537	ELEMENTARY PRODUCTION (PRIMARY)
MELISSA WINGARD	MELISSA WINGARD 113 BUCHANAN JOHNSTOWN PA 159.4	ELEMENTARY PRODUCTION (PRIMARY)
LEIGH HERSHEY	LEIGH HERSHEY 1056 EGOLF RD BEDFORD PA 15522	ELEMENTARY PRODUCTION (PRIMARY)
LISA MILLER	LISA MILLER PO BOX 242 WOODBURY PA 16695	ELEMENTARY PRODUCTION (PRIMARY)
DON COTTLE	DON COTTLE 221 KNISELY LANE CLAYSBURG PA 16625	ELEMENTARY PRODUCTION (PRIMARY)
LISA GERBER	LISA GERBER 217 MILL RIDGE ROAD EVERETT PA 15537	ELEMENTARY PRODUCTION (PRIMARY)
LEIGH ANNE WEYANT	LEIGH ANNE WEYANT 735 ECHO VALE DRIVE BEDFORD PA 15522	ELEMENTARY PRODUCTION (INTERMEDIATE)
KIM ARNOLD	KIM ARNOLD 950 CUMBERLAND RD BEDFORD PA 15522	ELEMENTARY PRODUCTION (INTERMEDIATE)
THERESA MONTGOMERY	THERESA MONTGOMERY 143 SPRINGDALE ACRES DR BEDFORD PA 15522	ELEMENTARY PRODUCTION (INTERMEDIATE)
JENNIFER HILLENBRAND	JENNIFER HILLENBRAND 404 RAYSTOWN RD EVERETT PA 15537	ELEMENTARY PRODUCTION (INTERMEDIATE)
JESSICA HUXTA	JESSICA HUXTA 624 S. JULIANA STREET BEDFORD PA 15522	ELEMENTARY PRODUCTION (INTERMEDIATE)
LISA MILLER	LISA MILLER PO BOX 242 WOODBURY PA 16695	ELEMENTARY PRODUCTION (INTERMEDIATE)
RODNEY BERKEY	RODNEY BERKEY	ELEMENTARY PRODUCTION (INTERMEDIATE)

	222 OLD QUAKER CHURCH RD FISHERTOWN PA 15539	
AMY ARNOLD	AMY ARNOLD 453 NORTH JULIANA STREET BEDFORD PA 15522	ELEMENTARY PRODUCTION (INTERMEDIATE)
THERESA MONTGOMERY	THERESA MONTGOMERY 143 SPRINGDALE ACRES DR BEDFORD PA 15522	BE ENVIROTHON COACH
KIM ARNOLD	KIM ARNOLD 950 CUMBERLAND RD BEDFORD PA 15522	BE ENVIROTHON COACH
JESSICA HUXTA	JESSICA HUXTA 624 S. JULIANA STREET BEDFORD PA 15522	BE READING COMPETITION COACHES
BRAD MAY	BRAD MAY 676 EAST WATSON STR BEDFORD PA 15522	BE READING COMPETITION COACHES
LINDSAY REGOS	LINDSAY REGOS 127 UNION STREET BEDFORD PA 15522	BE MEMORY BOOK ADVISOR
LAUREN LOGSDON	LAUREN LOGSDON 800 PRESTON STR, APT 8 BEDFORD PA 15522	GENERAL ELEMENTARY COMMITTEE
DARCIA WINDOWS	DARCIA WINDOWS 139 WOODLAWN AVE BEDFORD PA 15522	GENERAL ELEMENTARY COMMITTEE
JOANNE BORTZ	JOANNE BORTZ 727 S JULIANA STR BEDFORD PA 15522	GENERAL ELEMENTARY COMMITTEE
ELYSE MURPHY	ELYSE MURPHY 1140 EGOLF ROAD BEDFORD PA 15522	GENERAL ELEMENTARY COMMITTEE
LORI FOX	LORI FOX 116 ELWOOD ROAD BEDFORD PA 15522	GENERAL ELEMENTARY COMMITTEE
STEPHANIE LEIBFREID	STEPHANIE LEIBFREID 242 E JOHN STREET BEDFORD PA 15522	GENERAL ELEMENTARY COMMITTEE

LISA STAHLMAN	LISA STAHLMAN 822 GLENWOOD DRIVE ALTOONA PA 16601	GENERAL ELEMENTARY COMMITTEE
AMY ARNOLD	AMY ARNOLD 453 NORTH JULIANA STREET BEDFORD PA 15522	GENERAL ELEMENTARY COMMITTEE
LISA MILLER	LISA MILLER PO BOX 242 WOODBURY PA 16695	GENERAL ELEMENTARY COMMITTEE
DAWN ICKES	DAWN ICKES 492 ELLIS ROAD SCHELLSBURG PA 15559	GENERAL ELEMENTARY COMMITTEE
DIANA CLAPPER	DIANA CLAPPER 8305 HYNDMAN ROAD BUFFALO MILLS PA 15534	ABC COMMITTEE - CHAIR
KIM ARNOLD	KIM ARNOLD 950 CUMBERLAND RD BEDFORD PA 15522	ABC COMMITTEE
AMY DIPASQUALE	AMY DIPASQUALE 9476 US Rt 220 BEDFORD PA 15522	ABC COMMITTEE
BRENDA HEIT	BRENDA HEIT 3545 IMLERTOWN RD BEDFORD PA 15522	ABC COMMITTEE
LISA MILLER	LISA MILLER PO BOX 242 WOODBURY PA 16695	ABC COMMITTEE
JENNIFER LAFFERTY	JENNIFER LAFFERTY 253 SOUTHERN BELL RD BUFFALO MILLS PA 15534	ABC COMMITTEE
LEIGH ANNE WEYANT	LEIGH ANNE WEYANT 735 ECHO VALE DRIVE BEDFORD PA 15522	ABC COMMITTEE
HEATHER EBERHART	HEATHER EBERHART PO BOX 481 BEDFORD PA 15522	TECHNICAL SUPPORT TEACHER
LISA STAHLMAN	LISA STAHLMAN 822 GLENWOOD DRIVE ALTOONA PA 16601	TECHNICAL SUPPORT TEACHER

LAUREN LOGSDON	LAUREN LOGSDON 800 PRESTON STR, APT 8 BEDFORD PA 15522	TECHNICAL SUPPORT TEACHER
THERESA MONTGOMERY	THERESA MONTGOMERY 143 SPRINGDALE ACRES DR BEDFORD PA 15522	BLUE CREW CLUB
MELISSA WINGARD	MELISSA WINGARD 197 BUSINESS 220 BEDFORD PA 15522	BLUE CREW CLUB
LORI FOX	LORI FOX 116 ELWOOD ROAD BEDFORD PA 15522	BEST IN ACTION
HEATHER EBERHART	HEATHER EBERHART PO BOX 481 BEDFORD PA 15522	BEST IN ACTION
DAWN ICKES	DAWN ICKES 492 ELLIS ROAD SCHELLSBURG PA 15559	WBE STUDIOS
STEPHANIE LEIBFREID	STEPHANIE LEIBFREID 242 E JOHN STREET BEDFORD PA 15522	WBE STUDIOS
RODNEY BERKEY	RODNEY BERKEY 222 OLD QUAKER CHURCH RD FISHERTOWN PA 15539	WBE STUDIOS



Book	Policy Manual
Section	100 Programs
Title	Nondiscrimination in School and Classroom Practices
Number	103
Status	First Reading

1. [22 PA Code 12.1](#)
2. [22 PA Code 12.4](#)
3. [22 PA Code 15.1 et seq](#)
4. [22 PA Code 4.4](#)
5. [24 P.S. 1301-A](#)
6. [24 P.S. 1310](#)
7. [24 P.S. 1601-C et seq](#)
8. [24 P.S. 5004](#)
9. [20 U.S.C. 1681 et seq](#)
10. [29 U.S.C. 794](#)
11. [42 U.S.C. 12101 et seq](#)
12. [42 U.S.C. 1981 et seq](#)
13. [42 U.S.C. 2000d et seq](#)
14. [43 P.S. 951 et seq](#)
15. Pol. 103.1
16. Pol. 218
17. Pol. 247
18. Pol. 249
19. [U.S. Const. Amend. XIV, Equal Protection Clause](#)
20. [29 CFR 1604.11](#)
21. [29 CFR 1606.8](#)
22. Davis v. Monroe County Board of Education, 526 U.S. 629 (1999)
23. Franklin v. Gwinnett County Public Schools, 503 U.S. 60 (1992)
24. [Office for Civil Rights – Harassment Guidance: Harassment of Students by School Employees, Other Students or Third Parties \(January 2001\)](#)
25. [Office for Civil Rights - Guidance on Schools' Obligations to Protect Students from Student-on-Student Harassment on the Basis of Sex; Race, Color and National Origin; and Disability \(Oct. 26, 2010\)](#)
26. Pol. 806
27. [18 Pa. C.S.A. 2709](#)
28. Pol. 815
28. [CFR Part 35](#)
28. [CFR Part 41](#)
34. [CFR Part 100](#)
34. [CFR Part 104](#)
34. [CFR Part 106](#)
34. [CFR Part 110](#)
- Pol. 122
- Pol. 123
- Pol. 701

Authority

The Board declares it to be the policy of this district to provide an equal opportunity for all students to achieve their maximum potential through the programs offered in the schools **without discrimination on the basis of** race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability. [\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)[\[11\]](#)[\[12\]](#)[\[13\]](#)[\[14\]](#)[\[15\]](#)[\[16\]](#)[\[17\]](#)[\[18\]](#)[\[19\]](#)

The district strives to maintain a safe, positive learning environment for all students that is free from discrimination. Discrimination is inconsistent with the educational and programmatic goals of the district and is prohibited on school grounds, at school-sponsored activities and on any conveyance providing transportation to or from a school entity or school-sponsored activity.

The district shall provide to all students, without discrimination, course offerings, counseling, assistance, **services**, employment, athletics and extracurricular activities. The district shall make reasonable accommodations for identified physical and mental impairments that constitute handicaps and disabilities, consistent with the requirements of federal and state laws and regulations.

The Board encourages students and third parties who **believe they or others** have been subject to discrimination to promptly report such incidents to designated employees, **even if some elements of the related incident took place or originated away from school grounds, school activities or school conveyances.**

The Board directs that **verbal and written** complaints of discrimination shall be investigated promptly, and **appropriate** corrective **or preventative** action be taken when allegations are substantiated. **The Board directs that any complaint of discrimination brought pursuant to this policy shall also be reviewed for conduct which may not be proven discriminatory under this policy but merits review and possible action under other Board policies.**

Confidentiality

Confidentiality of all parties, **witnesses, the allegations, the filing of a complaint and the investigation** shall be **handled in accordance** with this policy and the district's legal and investigative obligations.

Retaliation

The Board prohibits retaliation against any person for making a report of discrimination or participating in a related investigation or hearing, or opposing practices the person reasonably believes to be discriminatory. A complaint of retaliation shall be handled in the same manner as a complaint of discrimination.

Definitions

Discriminatory Harassment

Harassment by students, employees or third parties on the basis of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy, handicap/disability or for participation in reports or investigations of alleged discrimination is a form of discrimination and is subject to this policy. A person who is not necessarily an intended victim or target of such harassment but is adversely affected by the offensive conduct may file a report of discrimination on his/her own behalf. [\[20\]](#)[\[21\]](#)[\[22\]](#)[\[23\]](#)[\[24\]](#)[\[25\]](#)

For purposes of this policy, harassment shall consist of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's school or school-related performance and which

relates to an individual's or group's race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, pregnancy or handicap/disability when such conduct is:

1. **Sufficiently severe, persistent or pervasive; and**
2. **A reasonable person in the complainant's position would find that it creates an intimidating, threatening or abusive educational environment such that it deprives or adversely interferes with or limits an individual or group of the ability to participate in or benefit from the services, activities or opportunities offered by a school.**

Sexual Harassment

Sexual harassment is a form of discrimination on the basis of sex and is subject to this policy. For purposes of this policy, sexual harassment shall consist of unwelcome sexual advances; requests for sexual favors; and other inappropriate verbal, nonverbal, written, graphic or physical conduct of a sexual nature when:

1. **Submission to such conduct is made explicitly or implicitly a term or condition of a student's status in any educational or other programs offered by a school; or**
2. **Submission to or rejection of such conduct is used as the basis for educational or other program decisions affecting a student; or**
3. **Such conduct deprives a student or group of individuals of educational aid, benefits, services or treatment; or**
4. **Such conduct is sufficiently severe, persistent or pervasive that a reasonable person in the complainant's position would find that it unreasonably interferes with the complainant's performance in school or school-related programs, or otherwise creates an intimidating, hostile, or offensive school or school-related environment such that it unreasonably interferes with the complainant's access to or participation in school or school-related programs.**

Federal law declares sexual violence a form of sexual harassment. Sexual violence means physical or sexual acts perpetrated against a person's will or where a person is incapable of giving consent due to the victim's use of drugs or alcohol. An individual may also be unable to give consent due to an intellectual or other disability. Sexual violence includes but is not limited to rape, sexual assault, sexual battery and sexual coercion.

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the **Superintendent** as the district's Compliance Officer. **All nondiscrimination notices or information shall include the position, office address, telephone number and email address of the Compliance Officer.**

The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents/guardians, employees and the public **to notify them of where and how to initiate complaints under this policy.**

The Compliance Officer is responsible **to ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to** monitor the implementation of **the district's** nondiscrimination procedures in the following areas:

1. Curriculum and Materials - Review of curriculum guides, textbooks and supplemental materials for discriminatory bias.
2. Training - Provision of training for students and staff to prevent, identify and alleviate problems of discrimination.

3. **Resources - Maintain and provide information to staff on resources available to alleged victims in addition to the school complaint procedure, such as making reports to the police, available assistance from domestic violence or rape crisis programs and community health resources including counseling resources.**
4. Student Access - Review of programs, activities and practices to ensure that all students have equal access and are not segregated except when permissible by law or regulation.
5. District Support - Assurance that like aspects of the school program receive like support as to staffing and compensation, facilities, equipment, and related areas.
6. Student Evaluation - Review of tests, procedures, and guidance and counseling materials for stereotyping and discrimination.
7. **Complaints - Monitor and provide technical assistance to building principals or designee in processing complaints.**

The building principal or designee shall be responsible to **promptly** complete the following duties **upon receipt of a report** of discrimination **or retaliation from a student, employee or third party:**

1. **If the building principal is the subject of the complaint, refer the student to the Compliance Officer to carry out these responsibilities.**
2. Inform the student or third party **about this policy including the right to an investigation of both oral and written complaints of discrimination.**
3. **Obtain consent from parents/guardians to initiate an investigation where the complainant or alleged victim is under age eighteen (18). Inform parents/guardians and students who are complainants or accused of violating this policy that s/he may be accompanied by a parent/guardian during all steps of the complaint procedure.**
4. **Provide relevant information on resources available in addition to the school complaint procedure, such as making reports to the police, available assistance from domestic violence or rape crisis programs and community health resources including counseling resources.**
5. **Immediately notify the Compliance Officer of the complaint. The Compliance Officer shall assess whether the investigation should be conducted by the building principal, another district employee, the Compliance Officer or an attorney and shall promptly assign the investigation to that individual.**
6. **After consideration of the allegations and in consultation with the Compliance Officer and other appropriate individuals, promptly implement interim measures as appropriate to protect the complainant and others as necessary from violation of this policy during the course of the investigation.**

Guidelines

Complaint Procedure – Student/Third Party

Step 1 – Reporting

A student or third party who believes s/he has been subject to conduct **by any student, employee or third party** that constitutes a violation of this policy is encouraged to immediately report the incident to the building principal. **Any person with knowledge of conduct that may violate this policy, is encouraged to immediately report the matter to the building principal.**

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the building principal, **as**

well as properly making any mandatory police or child protective services reports required by law.[26]

If the building principal is the subject of a complaint, the student, third party or employee shall report the incident directly to the Compliance Officer.

The complainant or reporting employee may be encouraged to use the district's report form, available from the building principal or Compliance Officer, or to put the complaint in writing; however, oral complaints shall be accepted, documented and the procedures of this policy implemented. The person accepting the verbal or written complaint may provide factual information on the complaint and the investigative process, the impact of choosing to seek confidentiality and the right to file criminal charges. In all other respects, the person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the complainant or those accused of a violation of this policy.

Step 2 – Investigation

Where an attorney is not used to conduct an investigation into a discrimination complaint, only individuals who have received basic training on the applicable law, this policy and how to conduct a proper investigation shall be authorized to conduct an investigation of a complaint made pursuant to this policy.

The investigator shall work with the Compliance Officer to assess the anticipated scope of the investigation, who needs to be interviewed and what records may be relevant to the investigation.

The investigator shall conduct an adequate, reliable and impartial investigation. The complainant and the accused shall be provided the opportunity to present witnesses and other evidence during the course of the investigation. When the initial complaint involves allegations relating to conduct which took place away from school property, school-sponsored activities or school conveyances, the investigation may include inquiries related to these allegations to determine whether they resulted in continuing effects such as harassment in school settings.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the **allegations**. The investigator may also evaluate any other information and materials relevant to the investigation. **The person making the report, parties, parents/guardians and witnesses shall be informed of the prohibition against retaliation for anyone's participation in the process and that conduct believed to be retaliatory should be reported. All individuals providing statements or other information or participating in the investigation shall be instructed to keep the matter confidential and to report any concerns about confidentiality to the investigator.**

If the investigation **reveals** that the conduct being investigated may involve a violation of criminal law, the **investigator shall promptly notify the Compliance Officer, who shall promptly** inform law enforcement authorities about the **allegations**.^[26]^[27]^[28]

The obligation to conduct this investigation shall not be negated by the fact that a criminal **or child protective services** investigation of the incident is pending or has been concluded. **The investigator should coordinate with any other ongoing investigations of the allegations, including agreeing to requests for a short delay in fulfilling the district's investigative responsibilities during the fact-finding portion of a criminal or child protective services investigation. Such delays shall not extend beyond the time necessary to prevent interference with or disruption of the criminal or child protective services investigation.**

Step 3 – Investigative Report

The **investigator** shall prepare and submit a written report to the Compliance Officer within **twenty (20) days of the initial report of alleged discrimination, unless the nature of the allegations, anticipated extent of the investigation and the availability of witnesses requires the investigator and the Compliance Officer to establish a different due date. The parties shall be notified of the anticipated date the investigative report will be completed and of any changes to the anticipated due date during the course of the investigation.**

The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual, **the information and evaluation that formed the basis for this determination, whether the conduct violated this policy and of any other violations of law or Board policy which may warrant further district action,** and a recommended disposition of the complaint. **An investigation into discriminatory harassment or sexual harassment shall consider the record as a whole and the totality of circumstances in determining whether a violation of this policy has occurred, recognizing that persistent and pervasive conduct, when taken together, may be a violation even when the separate incidents are not severe.**

The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition **within a reasonable time of the submission of the written report. The accused shall not be notified of the individual remedies offered or provided to the complainant.**

Step 4 – District Action

If the investigation results in a finding that **some or all of the allegations of the complaint are established and constitute** a violation of this policy, the district shall take prompt, corrective action **designed to ensure that such conduct ceases and that no retaliation occurs. The district shall promptly take appropriate steps to prevent the recurrence of the prohibited conduct and to address the discriminatory effect the prohibited conduct had on the complainant and the school or school program environment.** District staff shall document the corrective action taken and, where not prohibited by law, inform the complainant. **The Compliance Officer shall follow up by assessing the effectiveness of the corrective action at reasonable intervals.**

If an investigation results in a finding that a different policy was violated separately from or in addition to violations of this policy, or that there are circumstances warranting further action, such matters shall be addressed at the conclusion of this investigation or through disciplinary or other appropriate referrals where further evaluation or investigation is necessary.

Disciplinary actions shall be consistent with the Code of Student Conduct, Board policies and administrative regulations, district procedures, applicable collective bargaining agreements, and state and federal laws.

Appeal Procedure

1. If the complainant **or the accused** is not satisfied with a finding **made pursuant to** the policy or with recommended corrective action, s/he may submit a written appeal to the Compliance Officer within fifteen (15) days. **If the Compliance Officer investigated the complaint, such appeal shall be made to the Superintendent.**
2. The **individual receiving the appeal** shall review the investigation and the investigative report and may also conduct **or designate another person to conduct** a reasonable **supplemental investigation to assess the sufficiency and propriety of the prior investigation.**
3. The **person handling the appeal** shall prepare a written response to the appeal within **twenty (20) days.** Copies of the response shall be provided to the complainant, the accused and the **investigator** who conducted the initial investigation.

[103-Attach.doc \(28 KB\)](#)

Last Modified by Casey Cover on November 9, 2017



Book	Policy Manual
Section	100 Programs
Title	Nondiscrimination - Qualified Students With Disabilities
Number	103.1
Status	First Reading
Legal	1. 22 PA Code 12.1 2. 22 PA Code 12.4 3. 22 PA Code 15.1 et seq 4. 22 PA Code 4.4 5. 28 CFR Part 35 6. 28 CFR Part 36 7. 29 U.S.C. 794 8. 34 CFR Part 104 9. 42 U.S.C. 12101 et seq 10. Pol. 103 11. 22 PA Code 15.2 12. 42 U.S.C. 12102 13. 22 PA Code 15.7 14. 34 CFR 104.7 15. 22 PA Code 15.4 16. 34 CFR 104.32 17. Pol. 113 18. 22 PA Code 15.5 19. 22 PA Code 15.6 20. 34 CFR 104.35 21. 22 PA Code 15.3 22. 34 CFR 104.34 23. 34 CFR 104.37 24. Pol. 112 25. Pol. 122 26. Pol. 123 27. Pol. 810 28. 22 PA Code 15.8 29. 22 PA Code 15.9 30. Pol. 216 31. Pol. 218

- 32. Pol. 233
- [33. 22 PA Code 10.2](#)
- [34. 24 P.S. 1303-A](#)
- [35. 35 P.S. 780-102](#)
- [36. 22 PA Code 10.21](#)
- [37. 22 PA Code 10.22](#)
- [38. 22 PA Code 10.23](#)
- [39. 22 PA Code 10.25](#)
- [40. 24 P.S. 1302.1-A](#)
- 41. Pol. 113.2
- 42. Pol. 218.1
- 43. Pol. 218.2
- 44. Pol. 222
- 45. Pol. 227
- 46. Pol. 805.1
- [47. 22 PA Code 15.1](#)
- [48. 34 CFR 104.36](#)
- [49. 22 PA Code 14.162](#)
- 50. Pol. 806
- [51. 18 Pa. C.S.A. 2709](#)
- 52. Pol. 815
- [20 U.S.C. 1232g](#)
- [34 CFR Part 99](#)

Authority

The Board declares it to be the policy of this district to ensure that all district programs and practices are free from discrimination against all qualified students with disabilities. The Board recognizes its responsibility to provide academic and nonacademic services and programs equally to students with and without disabilities.[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)[\[8\]](#)[\[9\]](#)[\[10\]](#)

The district shall provide to each qualified student with a disability enrolled in the district, without cost to the student or parent/guardian, a free and appropriate public education (FAPE). This includes provision of education and related aids, services, or accommodations which are needed to afford each qualified student with a disability equal opportunity to participate in and obtain the benefits from educational programs and extracurricular activities without discrimination, to the same extent as each student without a disability, consistent with federal and state laws and regulations.

The Board encourages students and parents/guardians who believe they have been subjected to discrimination or harassment to promptly report such incidents to designated employees.

The Board directs that complaints of discrimination or harassment shall be investigated promptly, and corrective action be taken for substantiated allegations. Confidentiality of all parties shall be maintained, consistent with the district's legal and investigative obligations.

The district shall not intimidate, threaten, coerce, discriminate or retaliate against any individual for the purpose of interfering with any right or privilege secured by this policy.

Definitions

Qualified student with a disability - a student who has a physical or mental disability which substantially limits or prohibits participation in or access to an aspect of the district's educational programs, nonacademic services or extracurricular activities. [\[11\]](#)[\[12\]](#)

Section 504 Team - a group of individuals who are knowledgeable about the student, the meaning of the evaluation data and the placement options for the student. This could include, as appropriate, documentation or input from classroom teachers, counselors, psychologists, school nurses, outside care providers and the student's parents/guardians. [\[3\]](#)[\[8\]](#)

Section 504 Service Agreement (Service Agreement) - an individualized plan for a qualified student with a disability which sets forth the specific related aids, services, or accommodations needed by the student, which shall be implemented in school, in transit to and from school, and in all programs and procedures, so that the student has equal access to the benefits of the school's educational programs, nonacademic services, and extracurricular activities. [\[13\]](#)

Disability harassment - intimidation or abusive behavior toward a student based on disability that creates a hostile environment by interfering with or denying a student's participation in or receipt of benefits, services, or opportunities in the school's educational programs, nonacademic services, or extracurricular activities. [\[10\]](#)

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable law and regulations, the Board designates the Assistant Superintendent as the district's Section 504 Coordinator. [\[14\]](#)

In addition, each school within the district shall have a Section 504 building administrator.

The district shall publish and disseminate this policy and complaint procedure on or before the first day of each school year by posting it on the district's website, if available, and in the student handbook. The district shall notify parents/guardians of students residing in the district of the district's responsibilities under applicable law and regulations, and that the district does not discriminate against qualified individuals with disabilities. [\[15\]](#)[\[16\]](#)

Guidelines

Identification and Evaluation

The district shall conduct an annual child find campaign to locate and identify every district student with a disability thought to be eligible for Section 504 services and protections. The district may combine this search with the district's IDEA child find efforts, in order to not duplicate efforts. [\[16\]](#)[\[17\]](#)

If a parent/guardian or the district has reason to believe that a student should be identified as a qualified student with a disability, should no longer be identified as a qualified student with a disability, or requires a change in or modification of the student's current Service Agreement, the parent/guardian or the district shall provide the other party with written notice. [\[18\]](#)[\[19\]](#)[\[20\]](#)

The district shall establish standards and procedures for initial evaluations and periodic re-evaluations of students who need or are believed to need related services because of a disability. [\[20\]](#)

The district shall specifically identify the procedures and types of tests used to evaluate a student, and provide the parent/guardian the opportunity to give or withhold consent to the proposed evaluation(s) in writing. [\[20\]](#)

The district shall establish procedures for evaluation and placement that assure tests and other evaluation materials:

1. Have been validated and are administered by trained personnel.
2. Are tailored to assess educational need and are not based solely on IQ scores.
3. Reflect aptitude or achievement or anything else the tests purport to measure and do not reflect the student's impaired sensory, manual or speaking skills (except where those skills are what is being measured).

Service Agreement

If a student is determined to be a qualified student with a disability, the district shall develop a written Service Agreement for the delivery of all appropriate aids, services, or accommodations necessary to provide the student with FAPE.[\[13\]](#)

The district shall not implement a Service Agreement until the written agreement is executed by a representative of the district and a parent/guardian.[\[13\]](#)

The district shall not modify or terminate a student's current Service Agreement without the parent's/guardian's written consent.[\[18\]](#)

Educational Programs/Nonacademic Services/Extracurricular Activities

The district shall educate a qualified student with a disability with students who are not disabled to the maximum extent appropriate to the needs of the student with a disability. A qualified student with a disability shall be removed from the regular educational environment only when the district determines that educating the student in the regular educational environment with the use of related aids, services, or accommodations cannot be achieved satisfactorily. Placement in a setting other than the regular educational environment shall take into account the proximity of the alternative setting to the student's home.[\[21\]\[22\]](#)

The district shall not discriminate against any qualified student with a disability in its provision of nonacademic services and extracurricular activities, including but not limited to, counseling services, athletics, transportation, health services, recreational activities, special interest groups or clubs, and referrals to agencies which provide assistance to individuals with disabilities.[\[21\]\[22\]\[23\]\[24\]\[25\]\[26\]\[27\]](#)

Parental Involvement

Parents/Guardians have the right to inspect and review all relevant school records of the student, meet with the appropriate school officials to discuss any and all issues relevant to the evaluation and accommodations of their child, and give or withhold their written consent to the evaluation and/or the provision of services.[\[13\]\[19\]\[20\]\[28\]](#)

Confidentiality of Student Records

All personally identifiable information regarding a qualified student with a disability shall be treated as confidential and disclosed only as permitted by the Family Educational Rights and Privacy Act (FERPA) and its implementing regulations, state regulations, and Board policy.[\[29\]\[30\]](#)

Discipline

When necessary, the district shall discipline qualified students with disabilities in accordance with state and federal laws and regulations and Board policies.[\[31\]\[32\]](#)

Referral to Law Enforcement and Reporting Requirements

For reporting purposes, the term **incident** shall mean an instance involving an act of violence; the possession of a weapon; the possession, use, or sale of a controlled substance or drug paraphernalia as defined in the Pennsylvania Controlled Substance, Drug, Device and Cosmetic Act; the possession,

use, or sale of alcohol or tobacco; or conduct that constitutes an offense listed under the Safe Schools Act.[\[33\]](#)[\[34\]](#)[\[35\]](#)

The Superintendent or designee shall immediately report required incidents and may report discretionary incidents committed on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity by a qualified student with a disability, including a student for whom an evaluation is pending, to the local police department that has jurisdiction over the school's property, in accordance with state and federal laws and regulations, the procedures set forth in the memorandum of understanding with local law enforcement, and Board policies. The Superintendent or designee shall respond in a manner that is consistent with the student's Service Agreement and Behavior Support Plan, if applicable.[\[11\]](#)[\[13\]](#)[\[21\]](#)[\[29\]](#)[\[31\]](#)[\[33\]](#)[\[36\]](#)[\[37\]](#)[\[38\]](#)[\[39\]](#)[\[40\]](#)[\[41\]](#)[\[42\]](#)[\[43\]](#)[\[44\]](#)[\[45\]](#)[\[46\]](#)

In making a determination of whether to notify the local police department of a discretionary incident committed by a qualified student with a disability, including a student for whom an evaluation is pending, the Superintendent or designee shall use the same criteria used for students who do not have a disability.[\[10\]](#)[\[37\]](#)[\[46\]](#)[\[47\]](#)

For a qualified student with a disability who does not have a Behavior Support Plan as part of the student's Service Agreement, subsequent to notification to law enforcement, the district, in consultation with the student's parent/guardian, shall consider whether a Behavior Support Plan should be developed as part of the Service Agreement to address the student's behavior.[\[13\]](#)[\[38\]](#)

In accordance with state law, the Superintendent shall annually, by July 31, report to the Office for Safe Schools on the required form all new incidents committed by qualified students with disabilities, including students for whom an evaluation is pending, which occurred on school property, at any school-sponsored activity or on a conveyance providing transportation to or from a school or school-sponsored activity.[\[34\]](#)[\[46\]](#)

PROCEDURAL SAFEGUARDS

The district shall establish and implement a system of procedural safeguards that includes notice of rights to the parent/guardian of a student suspected of being a qualified student with a disability, an opportunity for the parent/guardian to review relevant records, an impartial hearing with an opportunity for participation by the student's parent/guardian, and a review procedure.[\[28\]](#)[\[48\]](#)

A student or parent/guardian filing a claim of discrimination need not exhaust these procedures prior to initiating court action under Section 504.[\[19\]](#)

Parental Request for Assistance

Parents/Guardians may file a written request for assistance with the Pennsylvania Department of Education (PDE) if one (1) or both of the following apply:[\[28\]](#)

1. The district is not providing the related aids, services and accommodations specified in the student's Service Agreement.
2. The district has failed to comply with the procedures and state regulations.

PDE shall investigate and respond to requests for assistance and, unless exceptional circumstances exist, shall, within sixty (60) calendar days of receipt of the request, send to the parents/guardians and district a written response to the request. The response to the parents'/guardians' request shall be in the parents'/guardians' native language or mode of communication.[\[28\]](#)

Informal Conference

At any time, parents/guardians may file a written request with the district for an informal conference with respect to the identification or evaluation of a student, or the student's need for related aids, services or accommodations. Within ten (10) school days of receipt of the request, the district shall

convene an informal conference. At the conference, every effort shall be made to reach an amicable agreement.[\[28\]](#)

Formal Due Process Hearing

If the matters raised by the district or parents/guardians are not resolved at the informal conference, the district or parents/guardians may submit a written request for an impartial due process hearing. The hearing shall be held before an impartial hearing officer and shall be conducted in accordance with state regulations.[\[28\]](#)[\[49\]](#)

Judicial Appeals

The decision of the impartial hearing officer may be appealed to a court of competent jurisdiction.[\[28\]](#)

COMPLAINT PROCEDURE

This complaint procedure is in addition to and does not prevent parents/guardians from using any option in the procedural safeguards system.[\[10\]](#)

Step 1 – Reporting

A student or parent/guardian who believes s/he has been subject to conduct **by any student, employee or third party** that constitutes a violation of this policy is encouraged to immediately report the incident to the Section 504 building administrator. **Any person with knowledge of conduct that may violate this policy, is encouraged to immediately report the matter to the Section 504 building administrator.**

A school employee who suspects or is notified that a student has been subject to conduct that constitutes a violation of this policy shall immediately report the incident to the Section 504 building administrator, **as well as properly making any mandatory police or child protective services reports required by law.**[\[50\]](#)

If the Section 504 building administrator is the subject of a complaint, the student, parent/guardian or employee shall report the incident directly to the district's Section 504 Coordinator.

The complainant or reporting employee **may be** encouraged to use the **district's** report form, available from the Section 504 building administrator **or Section 504 Coordinator, or to put the complaint in writing; however,** oral complaints shall be **accepted, documented and the procedures of this policy implemented. The person accepting the verbal or written complaint may provide factual information on the complaint and the investigative process, the impact of choosing to seek confidentiality and the right to file criminal charges. In all other respects, the person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the complainant or those accused of a violation of this policy.**

Step 2 – Investigation

Where an attorney is not used to conduct an investigation into a discrimination complaint, only individuals who have received basic training on the applicable law, this policy and how to conduct a proper investigation shall be authorized to conduct an investigation of a complaint made pursuant to this policy.

The investigator shall work with the Section 504 Coordinator to assess the anticipated scope of the investigation, who needs to be interviewed and what records may be relevant to the investigation.

The investigator shall conduct an adequate, reliable and impartial investigation. The complainant and the accused shall be provided the opportunity to present witnesses and other evidence during the course of the investigation. When the initial complaint involves

allegations relating to conduct which took place away from school property, school-sponsored activities or school conveyances, the investigation may include inquiries related to these allegations to determine whether they resulted in continuing effects such as harassment in school settings.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the **allegations**. The investigator may also evaluate any other information and materials relevant to the investigation. **The person making the report, parties, parents/guardians and witnesses shall be informed of the prohibition against retaliation for anyone's participation in the process and that conduct believed to be retaliatory should be reported. All individuals providing statements or other information or participating in the investigation shall be instructed to keep the matter confidential and to report any concerns about confidentiality to the investigator.**

If the investigation **reveals** that the conduct being investigated may involve a violation of criminal law, the **investigator shall promptly notify the Section 504 Coordinator, who shall promptly** inform law enforcement authorities about the **allegations**.^{[10][50][51][52]}

The obligation to conduct this investigation shall not be negated by the fact that a criminal or child protective services investigation of the incident is pending or has been concluded. **The investigator should coordinate with any other ongoing investigations of the allegations, including agreeing to requests for a short delay in fulfilling the district's investigative responsibilities during the fact-finding portion of a criminal or child protective services investigation. Such delays shall not extend beyond the time necessary to prevent interference with or disruption of the criminal or child protective services investigation.**

Step 3 – Investigative Report

The **investigator** shall prepare and submit a written report to the Section 504 Coordinator within **twenty (20) days of the initial report of alleged discrimination, unless the nature of the allegations, anticipated extent of the investigation and the availability of witnesses requires the investigator and the Section 504 Coordinator to establish a different due date. The parties shall be notified of the anticipated date the investigative report will be completed and of any changes to the anticipated due date during the course of the investigation.**

The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual, **the information and evaluation that formed the basis for this determination, whether the conduct violated this policy and of any other violations of law or Board policy which may warrant further district action, and** a recommended disposition of the complaint. **An investigation into disability harassment shall consider the record as a whole and the totality of circumstances in determining whether a violation of this policy has occurred, recognizing that persistent and pervasive conduct, when taken together, may be a violation even when the separate incidents are not severe.**

The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition, **within a reasonable time of the submission of the written report. The accused shall not be notified of the individual remedies offered or provided to the complainant.**

Step 4 – District Action

If the investigation results in a finding that **some or all of the allegations of the complaint are established** and constitute a violation of this policy, the district shall take prompt, corrective action **designed** to ensure that such conduct ceases and **that no retaliation occurs. The district shall promptly take appropriate steps to prevent the recurrence of the prohibited conduct and to address the discriminatory effect the prohibited conduct had on the complainant and the school or school program environment.** District staff shall document the corrective action taken

and, where not prohibited by law, inform the complainant. **The Section 504 Coordinator shall follow up by assessing the effectiveness of the corrective action at reasonable intervals.**

If the investigation results in a finding that a different policy was violated separately from or in addition to violations of this policy, or that there are circumstances warranting further action, such matters shall be addressed at the conclusion of this investigation or through disciplinary or other appropriate referrals where further evaluation or investigation is necessary.

Disciplinary actions shall be consistent with the Code of Student Conduct, Board policies and administrative regulations, district procedures, applicable collective bargaining agreements, and state and federal laws.

Appeal Procedure

1. If the complainant **or the accused** is not satisfied with a finding **made pursuant to** the policy or with recommended corrective action, s/he may submit a written appeal to the district's Section 504 Coordinator within fifteen (15) days.
2. The Section 504 Coordinator shall review the investigation and the investigative report and may also conduct a reasonable **supplemental** investigation **to assess the sufficiency and propriety of the prior investigation.**
3. The Section 504 Coordinator shall prepare a written response to the appeal within **twenty (20)** days. Copies of the response shall be provided to the complainant, the accused and the **investigator** who conducted the initial investigation.

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[103_1-Attach 2.doc \(34 KB\)](#)

[103_1-Attach 3.doc \(28 KB\)](#)

[103_1-Attach 4.doc \(55 KB\)](#)

Last Modified by Casey Cover on November 9, 2017



Book Policy Manual
 Section 100 Programs
 Title Nondiscrimination in Employment Practices
 Number 104
 Status First Reading
 Legal

- [1. 20 U.S.C. 1681 et seq](#)
- [2. 29 U.S.C. 206](#)
- [3. 29 U.S.C. 621 et seq](#)
- [4. 29 U.S.C. 794](#)
- [5. 42 U.S.C. 12101 et seq](#)
- [6. 42 U.S.C. 1981 et seq](#)
- [7. 42 U.S.C. 2000e et seq](#)
- [8. 42 U.S.C. 2000ff et seq](#)
- [9. 43 P.S. 336.3](#)
- [10. 43 P.S. 951 et seq](#)
- [11. U.S. Const. Amend. XIV, Equal Protection Clause](#)
- 12. Pol. 317
- 13. Pol. 806
- 14. Pol. 824
- [15. 29 CFR 1604.11](#)
- [16. 29 CFR 1606.8](#)
- [17. EEOC Enforcement Guidance on Harris v. Forklift Sys., Inc., November 9, 1993](#)
- [18. EEOC Enforcement Guidance on Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 18, 1999](#)
- [19. EEOC Policy Guidance on Current Issues of Sexual Harassment, March 19, 1990](#)
- [16 PA Code 44.1 et seq](#)
- [28 CFR 35.140](#)
- [28 CFR Part 41](#)
- [29 CFR Parts 1600-1691](#)

Authority

The Board declares it to be the policy of this district to provide to all persons equal access to all categories of employment in this district, regardless of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, **marital status**, genetic information, **pregnancy** or handicap/disability. The district shall make reasonable accommodations for identified physical and

mental impairments that constitute disabilities, consistent with the requirements of federal and state laws and regulations. [\[1\]\[2\]\[3\]\[4\]\[5\]\[6\]\[7\]\[8\]\[9\]\[10\]\[11\]\[12\]\[13\]\[14\]](#)

The Board encourages employees and third parties who **believe they or others** have been subject to discrimination to promptly report such incidents to designated employees.

The Board directs that **verbal and written** complaints of discrimination shall be investigated promptly, and **appropriate** corrective action be taken when allegations are substantiated. **The Board directs that any complaint of discrimination brought pursuant to this policy shall also be reviewed for conduct which may not be proven discriminatory under this policy but merits review and possible action under other Board policies.**

Confidentiality

Confidentiality of all parties, **witnesses, the allegations, the filing of a complaint, and the investigation shall be handled in accordance with this policy and** the district's legal and investigative obligations.

Retaliation

The Board prohibits retaliation against any person for making a report of discrimination or participating in a related investigation or hearing, or opposing practices the person reasonably believes to be discriminatory. A complaint of retaliation shall be handled in the same manner as a complaint of discrimination.

Definitions

Discriminatory Harassment

Harassment by students, employees or third parties on the basis of race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, genetic information, pregnancy or handicap/disability is a form of discrimination and is subject to this policy. A person who is not necessarily an intended victim or target of such harassment but is adversely affected by the offensive conduct may file a report of discrimination on his/her own behalf.[\[8\]\[15\]\[16\]\[17\]\[18\]\[19\]](#)

For purposes of this policy, harassment shall consist of unwelcome conduct such as graphic, written, electronic, verbal or nonverbal acts including offensive jokes, slurs, epithets and name-calling, ridicule or mockery, insults or put-downs, offensive objects or pictures, physical assaults or threats, intimidation, or other conduct that may be harmful or humiliating or interfere with a person's work performance and which relates to an individual's or group's race, color, age, creed, religion, sex, sexual orientation, ancestry, national origin, marital status, genetic information, pregnancy or handicap/disability when such conduct is:

- 1. Sufficiently severe, persistent or pervasive; and**
- 2. A reasonable person in the complainant's position would find that it creates an intimidating, threatening or abusive work environment such that it deprives or adversely interferes with or limits an individual or group of the ability to participate in or benefit from the services, activities or opportunities offered by a school.**

For purposes of this policy, sexual harassment shall consist of unwelcome sexual advances; requests for sexual favors; and other inappropriate verbal, nonverbal, written, electronic, graphic or physical conduct of a sexual nature when:

- 1. Submission to such conduct is made explicitly or implicitly a term or condition of an employee's status; or**

2. **Submission to or rejection of such conduct is used as the basis for employment-related decisions affecting an employee; or**
3. **Such conduct is sufficiently severe, persistent or pervasive that a reasonable person in the complainant's position would find that it unreasonably interferes with the complainant's performance at work or otherwise creates an intimidating, hostile, or offensive working environment such that it alters the complainant's working conditions.**

Delegation of Responsibility

In order to maintain a program of nondiscrimination practices that is in compliance with applicable laws and regulations, the Board designates the **Superintendent** as the district's Compliance Officer. **All nondiscrimination notices or information shall include the position, office address, telephone number and email address of the Compliance Officer.**

The Compliance Officer shall publish and disseminate this policy and complaint procedure at least annually to students, parents/guardians, employees and the public **to notify them of where and how to initiate complaints under this policy.**

The Compliance Officer shall be responsible to **ensure adequate nondiscrimination procedures are in place, to recommend new procedures or modifications to procedures and to** monitor the implementation of nondiscrimination procedures in the following areas:

1. **Review - Review of personnel practices and actions for discriminatory bias and compliance with laws against discrimination to include monitoring and recommending corrective measures when appropriate to written** position qualifications, job descriptions and essential job functions; recruitment materials and practices; procedures for screening **applicants; application and** interviewing **practices for hiring and promotions; district designed performance evaluations; review of planned employee demotions, non-renewal of contracts, and proposed employee** disciplinary actions up to and including termination.
2. **Training - Provision of training for supervisors and staff to prevent, identify and alleviate problems of employment discrimination.**
3. **Resources - Maintain and provide information to staff on resources available to alleged victims in addition to the school complaint procedure such as making reports to the police, available assistance from domestic violence or rape crisis programs, and community health resources including counseling resources.**
4. **Complaints - Monitor and provide technical assistance to building principals or designees in processing complaints.**

The building principal or designee shall be responsible to **promptly** complete the following duties **upon receipt of a report** of discrimination **or retaliation from employees or third parties:**

1. If the building principal is the subject of the complaint, **refer the complainant** to the Compliance Officer **to carry out these responsibilities.**
2. **Inform the employee or third party about this policy including** the right to **an investigation of both verbal and written complaints of discrimination.**
3. **Provide relevant information on resources available in addition to the school complaint procedure such as making reports to the police, available assistance from domestic violence and rape crisis programs, and community health resources including counseling resources.**
4. **Immediately notify the Compliance Officer of the complaint. The Compliance Officer shall assess whether the investigation should be conducted by the building principal,**

another employee, the Compliance Officer or an attorney and shall promptly assign the investigation to that individual.

5. **After consideration of the allegations and in consultation with the Compliance Officer and other appropriate individuals, promptly implement interim measures as appropriate to protect the complainant and others as necessary from violation of this policy during the course of the investigation.**

Guidelines

Complaint Procedure – Employee/Third Party

Step 1 – Reporting

An employee or third party who believes s/he has been subject to conduct **by any student, employee or third party** that constitutes a violation of this policy is encouraged to immediately report the matter to the building principal. **Any person with knowledge of conduct which may violate this policy, is encouraged to immediately report the matter to the building principal.**

If the building principal is the subject of a complaint, the employee or third party shall report the incident directly to the Compliance Officer. The complainant **or reporting employee may be encouraged to use the district's report form, available from the building principal or Compliance Officer, or to put the complaint in writing; however, oral complaints shall be accepted, documented and the procedures of this policy implemented. The person accepting the verbal or written complaint may provide factual information on the complaint and the investigative process, the impact of choosing to seek confidentiality and the right to file criminal charges. In all other respects, the person accepting the complaint shall handle the report objectively, neutrally and professionally, setting aside personal biases that might favor or disfavor the complainant or those accused of a violation of this policy.**

Step 2 – Investigation

Where an attorney is not used to conduct an investigation into a discrimination complaint, only individuals who have received basic training on the applicable law, this policy and how to conduct a discrimination investigation shall be authorized to conduct an investigation of a complaint made pursuant to this policy.

The investigator shall work with the Compliance Officer to assess the anticipated scope of the investigation, who needs to be interviewed and what records may be relevant to the investigation.

The investigator shall conduct an adequate, reliable and impartial investigation. The complainant and the accused shall be provided the opportunity to present witnesses and other evidence during the course of the investigation. When the initial complaint involves allegations relating to conduct which took place outside of school or school-sponsored activities, the investigation may include inquiries related to these allegations to determine whether they resulted in continuing effects such as harassment in school settings.

The investigation may consist of individual interviews with the complainant, the accused, and others with knowledge relative to the **allegations**. The investigator may also evaluate any other information and materials relevant to the investigation. **The person reporting the alleged discrimination, parties, parents/guardians and witnesses shall be informed of the prohibition against retaliation for anyone's participation in the process and that conduct believed to be retaliatory should be reported. All individuals providing statements or other information or participating in the investigation shall be instructed to keep the matter confidential and to report any concerns about confidentiality to the investigator.**

If the investigation **reveals** that the conduct being investigated may involve a violation of criminal law, the **investigator shall promptly notify the Compliance Officer, who shall promptly** inform law

enforcement authorities about the **allegations**.

The obligation to conduct this investigation shall not be negated by the fact that a criminal or child protective services investigation of the allegations is pending or has been concluded. The investigator should coordinate with any other ongoing investigations of the allegations, including agreeing to requests for a short delay in fulfilling the district's investigative responsibilities during the fact-finding portion of a criminal or child protective services investigation. Such delays shall not extend beyond the time necessary to prevent interference with or disruption of the criminal or child protective services investigation.

Step 3 – Investigative Report

The **investigator** shall prepare and submit a written report to the Compliance Officer within **twenty (20) days of the initial report of alleged discrimination, unless the nature of the allegations, anticipated extent of the investigation and the availability of witnesses requires the investigator and the Compliance Officer to establish a different due date. The parties shall be notified of the anticipated date the investigative report will be completed and of any changes to the anticipated due date during the course of the investigation.**

The report shall include a summary of the investigation, a determination of whether the complaint has been substantiated as factual, the **information and evaluation that formed the basis for this determination**, whether the **conduct** violated this policy **and any other violation of law or Board policy which may warrant further district action**, and a recommended disposition of the complaint. **An investigation into discriminatory harassment or sexual harassment shall consider the record as a whole and the totality of circumstances in determining whether a violation of this policy has occurred, recognizing that persistent and pervasive conduct, when taken together, may be a violation even when the separate incidents are not severe.**

The complainant and the accused shall be informed of the outcome of the investigation, including the recommended disposition **within a reasonable time of the submission of the written report. The accused shall not be notified of the individual remedies offered or provided to the complainant.**

Step 4 – District Action

If the investigation results in a finding that **some or all of the allegations of the complaint are established** and constitute a violation of this policy, the district shall take prompt, corrective action **designed** to ensure that such conduct ceases **and that no retaliation occurs. The district shall promptly take appropriate steps to prevent the recurrence of the prohibited conduct and to address the discriminatory effect the prohibited conduct had on the complainant and the school or school program environment.** District staff shall document the corrective action taken and, **where not prohibited by law**, inform the complainant. **The Compliance Officer shall follow up by assessing the effectiveness of the corrective action at reasonable intervals.**

If an investigation results in a finding that a different law or Board policy was violated separately from or in addition to violations of this policy, or that there are circumstances warranting further action, such matters shall be addressed at the conclusion of this investigation or through disciplinary or other appropriate referrals where further evaluation or investigation is necessary.

Disciplinary actions shall be consistent with Board policies and administrative regulations, district procedures, applicable collective bargaining agreements, and state and federal laws.

Appeal Procedure

1. If the complainant **or the accused** is not satisfied with a finding **made pursuant to the policy or** with recommended corrective action, s/he may submit a written appeal to the Compliance Officer within fifteen (15) days. **If the Compliance Officer investigated the complaint, such**

appeal shall be made to the Superintendent.

2. **The individual receiving the appeal** shall review the investigation and the investigative report and may also conduct **or designate another person to conduct** a reasonable **supplemental investigation to assess the sufficiency and propriety of the prior investigation.**
3. **The person handling the appeal** shall prepare a written response to the appeal within **twenty (20)** days. Copies of the response shall be provided to the complainant, the accused **and the investigator** who conducted the initial investigation.

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[104-Attach.doc \(28 KB\)](#)

Last Modified by Casey Cover on November 9, 2017

**Memorandum of Understanding
between
Bedford Area School District
and
Bedford Area Education Support Professionals Association**

This agreement by and between the Bedford Area School District (“District”) and the Bedford Area Education Support Professionals Association (“Association”) sets forth the following understanding relative to hourly payrates for bargaining unit members who transfer from one classification to another:

- A. The District and Association have entered into a collective bargaining agreement effective July 1, 2016 through June 30, 2021.
- B. That due to the fact that District wishes to address a pay discrepancy issue when bargaining unit members transfer from higher paying classifications to a lower paying classifications, the parties hereby agree to set forth the following conditions upon which a resolution of the issue can be met.
- C. Thus, the following understanding between the parties has been reached:
 1. It is understood by both parties that whenever a bargaining unit member transfers from one classification to another and his/her pay is higher in his/her current classification than when he/she transfers into the lower paying classification, his/her hourly pay shall be reduced by the difference in starting rates for the said classifications if his/her original hourly rate would have been higher than said difference.
 2. For example, in 2017, if a current custodian were to transfer to the cafeteria classification, his/her salary would only be reduced by \$.35/hour if the drop in his/her hourly rate would have been higher. This is due to the hourly starting wages listed in the collective bargaining agreement.
 3. It is understood by the parties that if the drop in hourly rate is less than the difference in starting hourly rates for both classifications for that year, the bargaining unit member shall still take the entire hourly rate cut.
 4. It is understood by the parties that if the hourly rate of the new classification is higher than the transferring bargaining unit member’s current hourly rate the hourly rate shall be increased by no less than the difference in the starting rates between the two affected classifications.
 5. For example, in 2017, if a current cook were to transfer to the custodian classification, his/her hourly rate would increase by no less than \$.35/hour. This is due to the hourly starting wages listed in the collective bargaining agreement.

- D. That this understanding has been reached to address an issue that has occurred with at least two bargaining unit members since the inception of the current Collective Bargaining Agreement. The District agrees to retroactively pay all bargaining unit members affected in accordance with this Memorandum of Understanding for issues/situations under the current Collective Bargaining Agreement. Additionally, this Memorandum shall be in place for the remainder of the current Collective Bargaining Agreement and shall not be changed, altered, or modified by another means other than a subsequent Memorandum or through a future negotiations process. This Memorandum only applies to the particular set of facts for issues that have arisen under the current Collective Bargaining Agreement and does not apply to situations/issues under prior Collective Bargaining Agreements.

This Memorandum of Understanding is duly executed by the parties or their designated representatives intending to be legally bound hereby on the date set forth below.

BEDFORD AREA SCHOOL DISTRICT

By: _____ **Date:** _____
(District Representative)

**BEDFORD AREA EDUCATION
SUPPORT PROFESSIONALS ASSOCIATION**

By: _____ **Date:** _____
(Association President)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2990.899.432.30.00.72.016	PASS-THRU FUNDS	(\$79,244.82)
10.2990.899.432.30.00.73.016	PASS-THRU FUNDS	(\$71,003.79)
10.1200.562.320.00.00.00.000	TUITON PA CHARTER SCHOOLS	(\$54,188.20)
10.2511.330.000.00.00.00.000	OTHER PROFESSIONAL SERVICES	(\$53,560.60)
10.1110.121.000.11.34.00.000	PROF/ED REGULAR SALARIES	(\$53,016.55)
10.1441.322.000.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$52,452.67)
10.2990.899.432.30.00.73.017	PASS-THRU FUNDS	(\$48,360.63)
10.1442.329.000.30.81.00.000	PROF EDUCATIONAL SERVICE OTHER	(\$47,721.00)
10.2620.340.000.00.34.00.000	TECHNICAL SERVICES	(\$47,370.74)
10.1442.322.320.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$47,033.57)
10.1442.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$43,849.00)
10.1190.610.415.30.00.00.016	GENERAL SUPPLIES	(\$43,747.05)
10.2700.516.000.00.00.00.000	STUDENT TRANS SERV FROM THE IU	(\$40,600.54)
10.2240.767.000.30.81.00.000	NONCAPITAL EQUIPMENT - REPLACE	(\$39,817.80)
10.1190.329.432.30.00.72.017	PROF EDUCATIONAL SERVICE OTHER	(\$35,931.31)
10.1290.561.320.10.00.00.000	TUITON OTH LEA'S IN STATE	(\$34,181.84)
10.2620.622.000.00.81.00.000	ELECTRICITY	(\$28,255.91)
10.1441.561.000.00.00.00.000	TUITON OTH LEA'S IN STATE	(\$27,218.16)
10.2620.622.000.00.34.00.000	ELECTRICITY	(\$26,641.63)
10.2834.240.000.00.00.00.000	TUITION REIMBURSEMENT	(\$26,621.95)
10.1231.320.320.30.00.00.000	PROFESSNL/EDUCATNL SERVICES	(\$25,591.83)
10.2620.622.000.00.53.00.000	ELECTRICITY	(\$23,787.86)
10.2620.290.000.00.81.00.000	OTHER EMPLOYEE BENEFITS	(\$23,580.00)
10.1241.322.320.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$23,376.03)
10.1190.329.415.30.00.00.016	PROF EDUCATIONAL SERVICE OTHER	(\$22,231.44)
10.2240.768.000.30.81.00.000	END USER EQUIP/HRDWARE REPLACE	(\$20,511.50)
10.1233.320.320.10.00.00.000	PROFESSNL/EDUCATNL SERVICES	(\$19,674.79)
10.1190.329.432.30.00.73.016	PROF EDUCATIONAL SERVICE OTHER	(\$19,321.90)
10.1190.610.415.17.00.00.016	GENERAL SUPPLIES	(\$18,624.51)
10.3210.610.000.30.81.00.001	GENERAL SUPPLIES	(\$18,017.87)
10.2620.290.000.00.34.00.000	OTHER EMPLOYEE BENEFITS	(\$16,980.00)
10.1190.121.415.30.00.00.016	PROF/ED REGULAR SALARIES	(\$16,038.63)
10.2240.767.000.10.34.00.000	NONCAPITAL EQUIPMENT - REPLACE	(\$15,950.79)
10.1390.564.000.30.81.00.000	TUITION AREA VO-TECH SCHOOLS	(\$15,621.75)
10.1110.211.000.11.34.00.000	MEDICAL INSURANCE	(\$15,382.60)
10.1190.610.432.30.00.72.017	GENERAL SUPPLIES	(\$15,359.73)
10.3250.171.000.00.81.00.003	OPERATIVE REGULAR SALARIES	(\$14,938.18)
10.1241.191.320.30.00.00.000	INST ASST - REGULAR SALARIES	(\$14,337.38)
10.1490.191.320.10.00.00.000	INST ASST - REGULAR SALARIES	(\$14,310.84)
10.2720.513.432.10.00.73.017	CONTRACTED CARRIERS	(\$13,718.84)
10.1190.610.432.10.00.73.017	GENERAL SUPPLIES	(\$13,516.19)
10.2850.211.421.00.00.00.016	MEDICAL INSURANCE	(\$13,308.01)
10.2240.348.000.30.81.00.000	TECHNICAL SERVICES	(\$13,172.03)
10.2120.121.000.30.81.00.000	PROF/ED REGULAR SALARIES	(\$12,749.20)
10.2620.181.000.00.81.00.000	LABORER - REGULAR SALARIES	(\$12,535.91)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.1110.610.000.10.34.01.001	GENERAL SUPPLIES	(\$12,181.94)
10.1241.230.320.30.00.00.000	RETIREMENT CONTRIBUTIONS	(\$12,041.01)
10.1110.121.000.18.34.00.000	PROF/ED REGULAR SALARIES	(\$11,892.05)
10.2620.424.000.00.34.00.000	WATER/SEWAGE	(\$11,671.60)
10.2240.767.000.30.53.00.000	NONCAPITAL EQUIPMENT - REPLACE	(\$11,107.61)
10.2850.151.421.00.00.00.016	OFF/CLERICAL REGULAR SALARIES	(\$10,838.05)
10.2620.290.000.00.53.00.000	OTHER EMPLOYEE BENEFITS	(\$10,440.00)
10.1190.610.421.10.00.00.016	GENERAL SUPPLIES	(\$10,272.96)
10.1190.329.411.10.00.00.017	PROF EDUCATIONAL SERVICE OTHER	(\$10,171.00)
10.1190.323.415.30.00.00.016	PROF ED SERVICES -OTHER ED/WEB	(\$9,590.00)
10.2818.211.000.00.00.00.000	MEDICAL INSURANCE	(\$9,447.57)
10.1110.122.000.30.81.19.000	PROF/ED TEMPORARY SAL - SUBS	(\$9,300.00)
10.3210.580.000.30.81.00.001	TRAVEL	(\$9,233.64)
10.3250.181.000.30.81.00.003	LABORER - REGULAR SALARIES	(\$9,110.00)
10.5130.322.000.00.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$9,042.03)
10.2850.610.432.30.00.73.017	GENERAL SUPPLIES	(\$8,988.00)
10.1190.640.415.30.00.00.016	BOOKS AND PERIODICALS	(\$8,860.71)
10.2813.618.000.00.00.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	(\$8,350.00)
10.1233.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$8,144.42)
10.2620.760.000.00.34.00.000	EQUIPMENT - REPLACEMENT	(\$7,860.51)
10.1190.121.415.17.00.00.016	PROF/ED REGULAR SALARIES	(\$7,563.13)
10.1360.610.000.30.81.00.001	GENERAL SUPPLIES	(\$7,558.30)
10.1190.211.415.30.00.00.016	MEDICAL INSURANCE	(\$7,498.00)
10.2630.760.000.00.81.00.000	EQUIPMENT - REPLACEMENT	(\$7,437.00)
10.2818.768.000.00.00.00.000	END USER EQUIP/HRDWARE REPLACE	(\$7,180.00)
10.1110.648.000.10.34.00.001	EDUC SOFTWARE/LICENSNG FEES	(\$6,948.00)
10.1110.640.000.10.34.00.001	BOOKS AND PERIODICALS	(\$6,875.22)
10.2620.422.000.00.34.00.000	ELECTRICITY	(\$6,797.32)
10.3210.591.432.30.00.73.017	SERVICES PURCHASED LOCALLY	(\$6,768.70)
10.1290.567.000.00.00.00.000	TUITON COMM COLLGE AVTS PUPIL	(\$6,731.67)
10.1190.230.415.30.00.00.016	RETIREMENT CONTRIBUTIONS	(\$6,475.97)
10.1110.211.000.18.34.00.000	MEDICAL INSURANCE	(\$6,435.11)
10.1190.329.415.17.00.00.016	PROF EDUCATIONAL SERVICE OTHER	(\$6,425.77)
10.2620.610.000.00.53.00.000	GENERAL SUPPLIES	(\$6,340.29)
10.3210.171.000.10.53.00.003	OPERATIVE REGULAR SALARIES	(\$6,108.07)
10.1190.610.520.30.00.00.017	GENERAL SUPPLIES	(\$6,099.59)
10.1190.648.415.30.00.00.017	EDUC SOFTWARE/LICENSNG FEES	(\$5,795.90)
10.1190.123.411.10.00.00.017	PROF/ED OVERTIME SALARIES	(\$5,771.25)
10.1110.610.177.10.34.00.017	GENERAL SUPPLIES	(\$5,758.67)
10.1290.329.320.10.00.00.000	PROF EDUCATIONAL SERVICE OTHER	(\$5,720.00)
10.2240.767.000.10.53.00.000	NONCAPITAL EQUIPMENT - REPLACE	(\$5,713.83)
10.3390.171.000.00.00.00.003	OPERATIVE REGULAR SALARIES	(\$5,548.98)
10.1190.191.415.30.00.00.016	INST ASST - REGULAR SALARIES	(\$5,526.55)
10.2834.240.000.10.00.00.000	TUITION REIMBURSEMENT	(\$5,460.15)
10.2150.329.890.30.00.00.017	PROF EDUCATIONAL SERVICE OTHER	(\$5,280.00)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.1241.192.320.10.00.00.000	SERV WORK - TEMP SALARY - SUBS	(\$5,225.27)
10.2120.610.000.30.81.00.001	GENERAL SUPPLIES	(\$5,155.08)
10.2271.240.000.10.00.00.000	TUITION REIMBURSEMENT	(\$5,127.98)
10.1211.191.320.30.00.00.000	INST ASST - REGULAR SALARIES	(\$5,086.99)
10.2620.211.000.00.81.00.000	MEDICAL INSURANCE	(\$5,060.23)
10.1500.640.411.10.00.00.016	BOOKS AND PERIODICALS	(\$4,978.97)
10.2140.230.000.10.00.00.000	RETIREMENT CONTRIBUTIONS	(\$4,813.65)
10.1110.122.000.18.34.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$4,750.00)
10.3250.171.000.00.53.00.003	OPERATIVE REGULAR SALARIES	(\$4,645.94)
10.2271.323.421.10.00.00.016	PROF ED SERVICES -OTHER ED/WEB	(\$4,600.00)
10.2818.610.000.00.00.00.000	GENERAL SUPPLIES	(\$4,553.43)
10.2120.340.000.30.81.00.001	TECHNICAL SERVICES	(\$4,452.46)
10.2240.648.000.30.81.00.000	EDUC SOFTWARE/LICENSNG FEES	(\$4,439.19)
10.1110.230.000.18.34.00.000	RETIREMENT CONTRIBUTIONS	(\$4,349.03)
10.1490.230.320.10.00.00.000	RETIREMENT CONTRIBUTIONS	(\$4,297.53)
10.2120.121.000.30.53.00.000	PROF/ED REGULAR SALARIES	(\$4,285.95)
10.1110.230.000.10.00.00.000	RETIREMENT CONTRIBUTIONS	(\$4,257.10)
10.1190.290.411.10.00.00.016	OTHER EMPLOYEE BENEFITS	(\$4,200.00)
10.2120.230.000.10.34.00.000	RETIREMENT CONTRIBUTIONS	(\$4,181.91)
10.2140.230.000.30.00.00.000	RETIREMENT CONTRIBUTIONS	(\$4,099.05)
10.1233.322.320.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$4,073.62)
10.5110.832.000.00.00.00.057	INTEREST - SERIAL BONDS	(\$3,999.50)
10.2440.192.000.30.53.00.000	SERV WORK - TEMP SALARY - SUBS	(\$3,968.19)
10.2240.442.000.10.34.00.000	RENTL OF EQUIPMENT	(\$3,838.11)
10.1110.648.000.30.53.00.001	EDUC SOFTWARE/LICENSNG FEES	(\$3,788.20)
10.1190.640.415.17.00.00.016	BOOKS AND PERIODICALS	(\$3,736.53)
10.3250.610.000.30.53.00.002	GENERAL SUPPLIES	(\$3,708.99)
10.1231.230.320.10.00.00.000	RETIREMENT CONTRIBUTIONS	(\$3,636.22)
10.1231.230.320.30.00.00.000	RETIREMENT CONTRIBUTIONS	(\$3,636.14)
10.2271.240.000.30.00.00.000	TUITION REIMBURSEMENT	(\$3,622.01)
10.2271.240.320.30.00.00.000	TUITION REIMBURSEMENT	(\$3,555.63)
10.2250.648.148.30.53.00.017	EDUC SOFTWARE/LICENSNG FEES	(\$3,544.00)
10.2850.151.421.00.00.00.017	OFF/CLERICAL REGULAR SALARIES	(\$3,531.41)
10.2850.211.421.00.00.00.017	MEDICAL INSURANCE	(\$3,525.17)
10.2240.650.000.10.34.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	(\$3,495.13)
10.3390.183.000.00.00.00.003	LABORER - OVERTIME SALARIES	(\$3,433.96)
10.1211.230.320.30.00.00.000	RETIREMENT CONTRIBUTIONS	(\$3,382.66)
10.1190.123.432.10.00.73.017	PROF/ED OVERTIME SALARIES	(\$3,323.25)
10.1190.640.411.10.00.00.017	BOOKS AND PERIODICALS	(\$3,302.50)
10.1190.290.415.30.00.00.016	OTHER EMPLOYEE BENEFITS	(\$3,180.00)
10.1190.329.432.10.00.73.017	PROF EDUCATIONAL SERVICE OTHER	(\$3,119.00)
10.2380.610.000.10.34.00.001	GENERAL SUPPLIES	(\$3,111.36)
10.2720.610.000.00.00.00.000	GENERAL SUPPLIES	(\$3,081.53)
10.2271.240.000.10.53.00.000	TUITION REIMBURSEMENT	(\$3,060.00)
10.2111.618.520.10.00.00.017	ADM SFTWRE/LIC FEES/SUPPLIES	(\$3,054.06)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2111.618.520.30.00.00.017	ADM SFTWRE/LIC FEES/SUPPLIES	(\$3,054.06)
10.1190.211.411.10.00.00.017	MEDICAL INSURANCE	(\$3,043.36)
10.3390.329.298.10.00.00.017	PROF EDUCATIONAL SERVICE OTHER	(\$2,940.00)
10.2818.290.000.00.00.00.000	OTHER EMPLOYEE BENEFITS	(\$2,900.00)
10.2720.330.000.00.00.00.000	OTHER PROFESSIONAL SERVICES	(\$2,773.87)
10.1221.230.320.10.00.00.000	RETIREMENT CONTRIBUTIONS	(\$2,746.82)
10.1110.610.175.30.53.00.016	GENERAL SUPPLIES	(\$2,716.60)
10.2240.650.000.30.81.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	(\$2,682.30)
10.2220.610.000.30.81.00.002	GENERAL SUPPLIES	(\$2,668.84)
10.3210.591.432.10.00.73.017	SERVICES PURCHASED LOCALLY	(\$2,666.33)
10.1190.650.411.10.00.00.017	SUPPLIES/FEES TECHNOLOGY REL	(\$2,578.50)
10.2380.151.000.30.00.00.000	OFF/CLERICAL REGULAR SALARIES	(\$2,575.80)
10.3250.181.000.30.53.00.003	LABORER - REGULAR SALARIES	(\$2,560.00)
10.2620.340.000.00.53.00.000	TECHNICAL SERVICES	(\$2,519.69)
10.1190.750.415.30.00.00.017	EQUIP ORIG & ADD'NL	(\$2,499.95)
10.1190.758.415.30.00.00.017	END USER EQUIP/HARDWARE NEW	(\$2,499.95)
10.1233.320.320.30.00.00.000	PROFESSNL/EDUCATNL SERVICES	(\$2,491.29)
10.2140.211.520.10.00.00.017	MEDICAL INSURANCE	(\$2,445.04)
10.1110.126.000.30.81.17.000	EMP INSURANCE OPT OUT	(\$2,400.00)
10.2271.324.421.30.00.00.017	PROF ED SERVICES TRAING/DEVELP	(\$2,398.00)
10.2271.123.421.30.00.00.016	PROF/ED OVERTIME SALARIES	(\$2,372.00)
10.1190.757.415.30.00.00.017	NON CAPITAL EQUIPMENT - NEW	(\$2,345.00)
10.1221.230.320.30.00.00.000	RETIREMENT CONTRIBUTIONS	(\$2,339.86)
10.1225.322.320.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$2,333.95)
10.2272.193.421.10.00.00.017	SRVWK INST ASST OVERTIME SAL	(\$2,292.04)
10.2620.411.000.00.34.00.000	DISPOSAL SERVICES	(\$2,287.11)
10.1190.230.415.17.00.00.016	RETIREMENT CONTRIBUTIONS	(\$2,271.20)
10.2620.449.000.00.81.00.000	OTHER RENTALS	(\$2,262.04)
10.2271.324.415.30.00.00.016	PROF ED SERVICES TRAING/DEVELP	(\$2,227.37)
10.1211.191.320.10.00.00.000	INST ASST - REGULAR SALARIES	(\$2,220.46)
10.1241.191.320.10.00.00.000	INST ASST - REGULAR SALARIES	(\$2,216.09)
10.1190.211.415.17.00.00.016	MEDICAL INSURANCE	(\$2,178.71)
10.1110.750.000.30.81.00.001	EQUIP ORIG & ADD'NL	(\$2,098.00)
10.1190.618.415.30.00.00.017	ADM SFTWRE/LIC FEES/SUPPLIES	(\$2,043.00)
10.2271.240.320.10.00.00.000	TUITION REIMBURSEMENT	(\$2,035.63)
10.2271.640.421.10.00.00.016	BOOKS AND PERIODICALS	(\$2,000.00)
10.2990.899.217.17.00.00.017	PASS-THRU FUNDS	(\$2,000.00)
10.2720.513.432.30.00.72.016	CONTRACTED CARRIERS	(\$1,987.23)
10.2120.121.000.10.53.00.000	PROF/ED REGULAR SALARIES	(\$1,963.95)
10.2272.193.421.30.00.00.017	SRVWK INST ASST OVERTIME SAL	(\$1,928.93)
10.2440.192.000.10.53.00.000	SERV WORK - TEMP SALARY - SUBS	(\$1,899.15)
10.1241.211.890.30.00.00.000	MEDICAL INSURANCE	(\$1,893.73)
10.1190.650.415.30.00.00.016	SUPPLIES/FEES TECHNOLOGY REL	(\$1,890.00)
10.1801.752.415.17.00.00.016	CAPITAL EQUIPMENT	(\$1,870.83)
10.2271.123.421.10.00.00.017	PROF/ED OVERTIME SALARIES	(\$1,856.25)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2630.610.000.00.81.00.000	GENERAL SUPPLIES	(\$1,831.30)
10.1211.767.320.10.00.00.000	NONCAPITAL EQUIPMENT - REPLACE	(\$1,824.00)
10.1190.230.411.10.00.00.016	RETIREMENT CONTRIBUTIONS	(\$1,795.27)
10.3210.230.000.10.53.00.003	RETIREMENT CONTRIBUTIONS	(\$1,793.65)
10.1110.648.000.10.53.00.001	EDUC SOFTWARE/LICENSNG FEES	(\$1,776.80)
10.2271.580.415.30.00.00.017	TRAVEL	(\$1,769.63)
10.1350.610.000.30.81.00.001	GENERAL SUPPLIES	(\$1,717.02)
10.2360.330.000.00.00.00.000	OTHER PROFESSIONAL SERVICES	(\$1,711.80)
10.1190.640.415.30.00.00.017	BOOKS AND PERIODICALS	(\$1,711.75)
10.1190.618.415.30.00.00.016	ADM SFTWRE/LIC FEES/SUPPLIES	(\$1,695.00)
10.1360.122.000.30.81.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$1,690.00)
10.1190.220.415.30.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$1,575.45)
10.2120.122.000.10.34.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$1,560.00)
10.1110.610.000.30.53.00.001	GENERAL SUPPLIES	(\$1,543.36)
10.2271.123.421.10.00.00.016	PROF/ED OVERTIME SALARIES	(\$1,507.50)
10.2990.899.899.00.00.00.017	PASS-THRU FUNDS	(\$1,478.27)
10.2271.580.421.30.00.00.017	TRAVEL	(\$1,440.30)
10.1110.610.000.10.34.18.001	GENERAL SUPPLIES	(\$1,440.07)
10.3250.230.000.30.81.00.003	RETIREMENT CONTRIBUTIONS	(\$1,433.32)
10.2240.648.000.10.34.00.000	EDUC SOFTWARE/LICENSNG FEES	(\$1,427.67)
10.1110.610.000.30.81.16.001	GENERAL SUPPLIES	(\$1,409.39)
10.2111.618.320.30.00.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	(\$1,401.80)
10.2620.424.000.00.81.00.000	WATER/SEWAGE	(\$1,390.32)
10.2240.650.000.30.53.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	(\$1,381.80)
10.1241.290.890.30.00.00.000	OTHER EMPLOYEE BENEFITS	(\$1,380.00)
10.2271.322.415.30.00.00.017	PROFESSIONAL ED SERVICES, IU'S	(\$1,375.00)
10.2271.113.415.30.00.00.017	OVERTIME SALARIES	(\$1,345.00)
10.1190.610.890.30.00.00.017	GENERAL SUPPLIES	(\$1,307.50)
10.2850.610.415.30.00.00.016	GENERAL SUPPLIES	(\$1,307.45)
10.1110.610.175.10.53.00.016	GENERAL SUPPLIES	(\$1,278.40)
10.2271.635.000.30.81.00.001	MEALS/REFRESHMENTS	(\$1,273.74)
10.1110.760.000.30.81.00.001	EQUIPMENT - REPLACEMENT	(\$1,272.20)
10.3250.230.000.00.81.00.003	RETIREMENT CONTRIBUTIONS	(\$1,245.77)
10.1110.121.000.30.81.00.000	PROF/ED REGULAR SALARIES	(\$1,228.81)
10.2120.610.174.30.53.00.017	GENERAL SUPPLIES	(\$1,227.40)
10.2850.220.421.00.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$1,217.59)
10.1190.126.411.10.00.00.016	EMP INSURANCE OPT OUT	(\$1,200.00)
10.2271.322.411.00.00.00.017	PROFESSIONAL ED SERVICES, IU'S	(\$1,200.00)
10.2440.610.000.10.34.00.001	GENERAL SUPPLIES	(\$1,196.18)
10.1241.211.320.30.00.00.000	MEDICAL INSURANCE	(\$1,188.55)
10.2272.324.421.30.00.00.017	PROF ED SERVICES TRAIING/DEVELP	(\$1,175.00)
10.1110.220.000.18.34.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$1,169.58)
10.2240.648.000.30.53.00.000	EDUC SOFTWARE/LICENSNG FEES	(\$1,161.15)
10.3250.220.000.00.81.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$1,134.89)
10.3210.610.171.30.00.00.004	GENERAL SUPPLIES	(\$1,131.41)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2330.610.000.00.00.00.000	GENERAL SUPPLIES	(\$1,123.27)
10.1190.193.411.10.00.00.017	SRVWK INST ASST OVERTIME SAL	(\$1,102.58)
10.2142.322.320.00.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$1,099.61)
10.1490.220.320.10.00.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$1,098.70)
10.1211.211.890.30.00.00.000	MEDICAL INSURANCE	(\$1,083.99)
10.2620.411.000.00.53.00.000	DISPOSAL SERVICES	(\$1,072.44)
10.2111.211.320.10.00.00.000	MEDICAL INSURANCE	(\$1,060.70)
10.3210.550.000.30.81.00.001	PRINTING AND BINDING	(\$1,051.65)
10.1190.290.421.10.00.00.016	OTHER EMPLOYEE BENEFITS	(\$1,050.00)
10.1290.562.320.00.00.00.000	TUITION PA CHARTER SCHOOLS	(\$1,048.33)
10.1224.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$1,038.22)
10.2271.113.415.30.00.00.016	OVERTIME SALARIES	(\$1,023.75)
10.3210.171.000.10.34.00.003	OPERATIVE REGULAR SALARIES	(\$1,011.68)
10.1110.610.000.30.53.18.001	GENERAL SUPPLIES	(\$999.55)
10.2271.111.421.30.00.00.016	REGULAR SALARIES	(\$980.66)
10.2271.635.421.30.00.00.016	MEALS/REFRESHMENTS	(\$970.06)
10.2271.635.000.10.34.00.001	MEALS/REFRESHMENTS	(\$963.09)
10.1110.610.163.30.53.00.017	GENERAL SUPPLIES	(\$962.85)
10.2850.230.421.00.00.00.017	RETIREMENT CONTRIBUTIONS	(\$961.39)
10.3210.171.000.30.81.00.001	OPERATIVE REGULAR SALARIES	(\$960.52)
10.1190.230.411.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$960.23)
10.1490.192.000.10.34.00.000	SERV WORK - TEMP SALARY - SUBS	(\$953.38)
10.2360.540.000.00.00.00.000	ADVERTISING	(\$951.04)
10.1350.122.000.30.81.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$950.00)
10.2120.648.000.30.81.00.001	EDUC SOFTWARE/LICENSNG FEES	(\$950.00)
10.2271.230.421.30.00.00.016	RETIREMENT CONTRIBUTIONS	(\$929.66)
10.3250.529.000.00.00.00.000	OTHER INSURANCE	(\$920.00)
10.2511.111.000.00.00.00.000	REGULAR SALARIES	(\$908.57)
10.2711.610.000.00.00.00.000	GENERAL SUPPLIES	(\$900.86)
10.1110.126.000.30.81.18.000	EMP INSURANCE OPT OUT	(\$900.00)
10.2271.122.421.30.00.00.016	PROF/ED TEMPORARY SAL - SUBS	(\$900.00)
10.2271.123.411.10.00.00.017	PROF/ED OVERTIME SALARIES	(\$900.00)
10.3210.810.000.30.81.00.001	DUES AND FEES	(\$900.00)
10.2620.330.000.00.34.00.000	OTHER PROFESSIONAL SERVICES	(\$890.00)
10.3210.635.000.30.53.00.001	MEALS/REFRESHMENTS	(\$880.12)
10.2271.323.415.30.00.00.017	PROF ED SERVICES -OTHER ED/WEB	(\$875.00)
10.2380.610.000.30.53.00.001	GENERAL SUPPLIES	(\$873.47)
10.1241.211.890.10.00.00.000	MEDICAL INSURANCE	(\$864.57)
10.2271.324.415.17.00.00.016	PROF ED SERVICES TRAING/DEVELP	(\$854.00)
10.2271.635.421.30.00.00.017	MEALS/REFRESHMENTS	(\$851.97)
10.2140.640.000.10.00.00.000	BOOKS AND PERIODICALS	(\$840.58)
10.2140.640.000.30.00.00.000	BOOKS AND PERIODICALS	(\$836.43)
10.3390.230.000.00.00.00.003	RETIREMENT CONTRIBUTIONS	(\$836.38)
10.2271.635.000.30.53.00.001	MEALS/REFRESHMENTS	(\$830.15)
10.1110.757.000.10.34.00.001	NON CAPITAL EQUIPMENT - NEW	(\$817.20)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2111.330.320.30.00.00.000	OTHER PROFESSIONAL SERVICES	(\$810.00)
10.2818.324.000.00.00.00.000	PROF ED SERVICES TRAINING/DEVELOP	(\$806.66)
10.1190.641.411.10.00.00.016	SOFTWARE	(\$779.00)
10.1190.230.432.10.00.73.017	RETIREMENT CONTRIBUTIONS	(\$770.76)
10.2850.290.421.00.00.00.017	OTHER EMPLOYEE BENEFITS	(\$750.00)
10.1110.122.000.10.53.17.000	PROF/ED TEMPORARY SAL - SUBS	(\$745.00)
10.1110.212.000.11.34.00.000	DENTAL INSURANCE	(\$741.44)
10.2220.111.000.10.00.00.000	REGULAR SALARIES	(\$729.28)
10.3250.220.000.30.81.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$728.63)
10.1241.192.320.30.00.00.000	SERV WORK - TEMP SALARY - SUBS	(\$725.25)
10.1110.610.000.30.81.02.001	GENERAL SUPPLIES	(\$717.55)
10.2111.330.320.10.00.00.000	OTHER PROFESSIONAL SERVICES	(\$690.00)
10.2272.230.421.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$688.33)
10.3210.324.133.30.53.00.017	PROF ED SERVICES TRAINING/DEVELOP	(\$680.00)
10.3390.220.000.00.00.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$678.36)
10.1211.290.890.30.00.00.000	OTHER EMPLOYEE BENEFITS	(\$660.00)
10.1110.211.000.30.81.00.000	MEDICAL INSURANCE	(\$640.16)
10.2380.550.000.30.81.00.001	PRINTING AND BINDING	(\$638.13)
10.2120.650.000.30.81.00.001	SUPPLIES/FEES TECHNOLOGY REL	(\$635.00)
10.1241.290.890.10.00.00.000	OTHER EMPLOYEE BENEFITS	(\$630.00)
10.2271.122.415.30.00.00.017	PROF/ED TEMPORARY SAL - SUBS	(\$630.00)
10.1110.122.000.10.53.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$626.00)
10.3210.635.000.30.81.00.001	MEALS/REFRESHMENTS	(\$617.35)
10.1241.648.320.30.81.00.001	EDUC SOFTWARE/LICENSING FEES	(\$613.00)
10.2514.610.000.00.00.00.000	GENERAL SUPPLIES	(\$606.72)
10.1110.610.000.10.53.00.001	GENERAL SUPPLIES	(\$605.99)
10.1190.191.411.10.00.00.017	INST ASST - REGULAR SALARIES	(\$604.95)
10.2220.111.000.30.00.00.000	REGULAR SALARIES	(\$603.03)
10.1231.320.320.10.00.00.000	PROFESSNL/EDUCATNL SERVICES	(\$601.64)
10.1243.323.320.10.34.00.002	PROF ED SERVICES -OTHER ED/WEB	(\$600.00)
10.2850.441.432.30.00.73.017	RENTAL OF LAND AND BUILDINGS	(\$600.00)
10.1190.650.415.17.00.00.016	SUPPLIES/FEES TECHNOLOGY REL	(\$596.00)
10.1350.211.000.30.81.00.000	MEDICAL INSURANCE	(\$593.80)
10.1290.594.000.00.00.00.000	SERV PURCH IU FOR SPEC CLASS	(\$591.85)
10.3250.183.000.30.81.00.003	LABORER - OVERTIME SALARIES	(\$582.94)
10.2272.230.421.30.00.00.017	RETIREMENT CONTRIBUTIONS	(\$579.28)
10.1110.442.890.30.53.00.000	RENTL OF EQUIPMENT	(\$578.82)
10.2120.610.174.10.53.00.017	GENERAL SUPPLIES	(\$577.60)
10.1190.220.415.17.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$574.99)
10.2240.650.000.10.53.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	(\$568.98)
10.1190.329.432.30.00.72.016	PROF EDUCATIONAL SERVICE OTHER	(\$568.10)
10.2140.610.000.10.00.00.000	GENERAL SUPPLIES	(\$558.12)
10.2271.230.421.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$557.45)
10.2250.122.000.30.81.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$540.00)
10.2271.122.411.10.00.00.016	PROF/ED TEMPORARY SAL - SUBS	(\$540.00)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.1110.122.000.30.81.18.000	PROF/ED TEMPORARY SAL - SUBS	(\$535.00)
10.2160.322.320.00.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$532.73)
10.3210.171.000.30.53.00.003	OPERATIVE REGULAR SALARIES	(\$527.54)
10.2271.580.415.17.00.00.016	TRAVEL	(\$512.06)
10.2271.230.415.30.00.00.017	RETIREMENT CONTRIBUTIONS	(\$512.00)
10.2271.122.415.30.00.00.016	PROF/ED TEMPORARY SAL - SUBS	(\$511.63)
10.2630.414.000.00.35.00.000	LAWN CARE SERVICES	(\$500.00)
10.2140.610.000.30.00.00.000	GENERAL SUPPLIES	(\$494.94)
10.1190.171.411.10.00.00.017	OPERATIVE REGULAR SALARIES	(\$492.00)
10.1340.192.000.30.81.00.000	SERV WORK - TEMP SALARY - SUBS	(\$490.00)
10.1190.648.432.30.00.73.017	EDUC SOFTWARE/LICENSNG FEES	(\$482.80)
10.2511.230.000.00.00.00.000	RETIREMENT CONTRIBUTIONS	(\$482.76)
10.2620.423.000.00.53.00.000	BOTTLED GAS	(\$479.67)
10.2620.810.000.00.34.00.000	DUES AND FEES	(\$474.52)
10.1211.211.890.10.00.00.000	MEDICAL INSURANCE	(\$472.38)
10.1225.121.320.30.00.00.000	PROF/ED REGULAR SALARIES	(\$463.66)
10.2630.610.000.00.34.00.000	GENERAL SUPPLIES	(\$456.06)
10.3210.220.000.10.53.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$453.78)
10.1110.610.163.10.53.00.017	GENERAL SUPPLIES	(\$453.12)
10.2271.230.421.10.00.00.016	RETIREMENT CONTRIBUTIONS	(\$452.67)
10.1110.211.000.30.53.00.000	MEDICAL INSURANCE	(\$433.04)
10.2611.111.000.00.53.00.000	REGULAR SALARIES	(\$427.82)
10.1190.290.415.17.00.00.016	OTHER EMPLOYEE BENEFITS	(\$420.00)
10.3210.635.000.10.53.00.001	MEALS/REFRESHMENTS	(\$413.48)
10.2240.648.000.10.53.00.000	EDUC SOFTWARE/LICENSNG FEES	(\$412.62)
10.1211.323.320.30.00.00.000	PROF ED SERVICES -OTHER ED/WEB	(\$408.49)
10.2271.290.421.30.00.00.016	OTHER EMPLOYEE BENEFITS	(\$406.00)
10.2514.550.000.00.00.00.000	PRINTING AND BINDING	(\$405.45)
10.3390.635.298.10.00.00.017	MEALS/REFRESHMENTS	(\$403.31)
10.3210.183.000.00.81.00.003	LABORER - OVERTIME SALARIES	(\$402.86)
10.3390.193.298.10.00.00.017	SRVWK INST ASST OVERTIME SAL	(\$400.00)
10.2511.290.000.00.00.00.000	OTHER EMPLOYEE BENEFITS	(\$399.17)
10.2271.635.000.10.53.00.001	MEALS/REFRESHMENTS	(\$390.69)
10.2271.230.415.30.00.00.016	RETIREMENT CONTRIBUTIONS	(\$379.99)
10.1221.121.520.10.00.00.017	PROF/ED REGULAR SALARIES	(\$376.86)
10.2380.212.000.30.00.00.000	DENTAL INSURANCE	(\$370.12)
10.3250.230.000.30.53.00.003	RETIREMENT CONTRIBUTIONS	(\$364.89)
10.1190.212.415.30.00.00.016	DENTAL INSURANCE	(\$356.12)
10.3250.220.000.00.53.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$355.12)
10.2380.550.000.30.53.00.001	PRINTING AND BINDING	(\$351.87)
10.2272.193.411.10.00.00.017	SRVWK INST ASST OVERTIME SAL	(\$350.18)
10.1110.211.000.10.34.00.000	MEDICAL INSURANCE	(\$349.88)
10.2250.122.000.10.34.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$345.00)
10.2380.290.000.10.00.00.000	OTHER EMPLOYEE BENEFITS	(\$338.00)
10.2111.211.320.30.00.00.000	MEDICAL INSURANCE	(\$337.56)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.1110.260.000.11.34.00.000	WORKMEN'S COMPENSATION	(\$333.95)
10.2140.111.000.10.00.00.000	REGULAR SALARIES	(\$331.99)
10.1211.290.890.10.00.00.000	OTHER EMPLOYEE BENEFITS	(\$330.00)
10.1110.250.000.10.00.00.000	UNEMPLOYMENT COMPENSATION	(\$329.90)
10.2272.193.421.10.00.00.016	SRVWK INST ASST OVERTIME SAL	(\$323.81)
10.2818.212.000.00.00.00.000	DENTAL INSURANCE	(\$323.72)
10.3210.330.171.30.00.00.004	OTHER PROFESSIONAL SERVICES	(\$317.50)
10.1190.122.411.10.00.00.016	PROF/ED TEMPORARY SAL - SUBS	(\$315.00)
10.1110.442.890.10.53.00.000	RENTL OF EQUIPMENT	(\$312.78)
10.1211.610.161.30.53.00.017	GENERAL SUPPLIES	(\$310.41)
10.1110.211.000.30.53.17.000	MEDICAL INSURANCE	(\$309.52)
10.1241.121.320.30.00.00.000	PROF/ED REGULAR SALARIES	(\$304.32)
10.2360.219.000.00.00.00.000	OTHER GROUP INSURANCE	(\$300.43)
10.1110.618.000.10.34.00.001	ADM SFTWRE/LIC FEES/SUPPLIES	(\$300.00)
10.2271.322.421.30.00.00.017	PROFESSIONAL ED SERVICES, IU'S	(\$299.60)
10.3210.610.171.30.81.00.017	GENERAL SUPPLIES	(\$299.04)
10.2271.230.411.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$297.29)
10.2220.610.000.30.53.00.002	GENERAL SUPPLIES	(\$296.69)
10.3210.122.000.30.00.00.004	PROF/ED TEMPORARY SAL - SUBS	(\$292.20)
10.2271.322.421.30.00.00.016	PROFESSIONAL ED SERVICES, IU'S	(\$284.54)
10.1340.191.000.30.81.00.000	INST ASST - REGULAR SALARIES	(\$281.02)
10.3210.610.171.10.00.00.004	GENERAL SUPPLIES	(\$279.91)
10.3210.810.000.30.53.00.001	DUES AND FEES	(\$277.50)
10.1225.610.320.10.34.00.001	GENERAL SUPPLIES	(\$276.95)
10.1241.212.320.10.00.00.000	DENTAL INSURANCE	(\$272.04)
10.1110.212.000.18.34.00.000	DENTAL INSURANCE	(\$268.82)
10.1241.648.320.30.53.00.001	EDUC SOFTWARE/LICENSNG FEES	(\$268.00)
10.2140.580.000.10.00.00.000	TRAVEL	(\$266.38)
10.2360.650.000.00.00.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	(\$264.99)
10.2140.580.000.30.00.00.000	TRAVEL	(\$261.63)
10.2720.191.320.30.00.00.003	INST ASST - REGULAR SALARIES	(\$261.00)
10.1190.329.432.10.00.73.016	PROF EDUCATIONAL SERVICE OTHER	(\$260.00)
10.1110.211.000.30.81.15.000	MEDICAL INSURANCE	(\$252.64)
10.2850.230.421.00.00.00.016	RETIREMENT CONTRIBUTIONS	(\$251.66)
10.2271.322.415.17.00.00.017	PROFESSIONAL ED SERVICES, IU'S	(\$250.00)
10.2271.211.421.30.00.00.016	MEDICAL INSURANCE	(\$246.92)
10.2271.220.421.30.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$242.62)
10.1110.211.000.15.34.00.000	MEDICAL INSURANCE	(\$236.68)
10.1211.610.161.10.53.00.017	GENERAL SUPPLIES	(\$234.61)
10.3390.610.298.10.00.00.017	GENERAL SUPPLIES	(\$234.29)
10.2850.212.421.00.00.00.017	DENTAL INSURANCE	(\$233.82)
10.3210.171.000.30.81.00.003	OPERATIVE REGULAR SALARIES	(\$233.71)
10.1241.191.890.30.00.00.000	INST ASST - REGULAR SALARIES	(\$230.90)
10.2440.220.000.30.53.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$230.64)
10.2630.610.000.00.53.00.000	GENERAL SUPPLIES	(\$228.02)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2611.211.000.00.34.00.000	MEDICAL INSURANCE	(\$227.15)
10.1190.220.432.10.00.73.017	SOCIAL SECURITY CONTRIBUTIONS	(\$227.10)
10.2380.219.000.10.00.00.000	OTHER GROUP INSURANCE	(\$226.62)
10.1211.192.320.10.00.00.000	SERV WORK - TEMP SALARY - SUBS	(\$225.14)
10.2720.580.000.00.00.00.000	TRAVEL	(\$221.96)
10.1110.211.000.14.34.00.000	MEDICAL INSURANCE	(\$219.88)
10.2271.610.421.30.00.00.016	GENERAL SUPPLIES	(\$217.26)
10.2511.212.000.00.00.00.000	DENTAL INSURANCE	(\$215.24)
10.1290.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$214.20)
10.1290.322.320.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$214.19)
10.3250.230.000.00.53.00.003	RETIREMENT CONTRIBUTIONS	(\$213.18)
10.2850.610.411.10.00.00.016	GENERAL SUPPLIES	(\$210.58)
10.2380.219.000.30.00.00.000	OTHER GROUP INSURANCE	(\$204.28)
10.1110.211.000.10.53.15.000	MEDICAL INSURANCE	(\$201.76)
10.1110.211.000.10.53.17.000	MEDICAL INSURANCE	(\$201.76)
10.1110.211.000.30.53.18.000	MEDICAL INSURANCE	(\$201.76)
10.1110.211.000.30.53.15.000	MEDICAL INSURANCE	(\$199.52)
10.1110.250.000.30.00.00.000	UNEMPLOYMENT COMPENSATION	(\$197.70)
10.2271.580.000.30.81.00.001	TRAVEL	(\$193.85)
10.1211.220.320.30.00.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$190.88)
10.2620.623.000.00.81.00.000	BOTTLED GAS	(\$187.76)
10.1490.449.320.30.81.00.000	OTHER RENTALS	(\$187.50)
10.3300.635.415.17.00.00.017	MEALS/REFRESHMENTS	(\$187.50)
10.3300.635.415.30.00.00.017	MEALS/REFRESHMENTS	(\$187.50)
10.3250.220.000.30.53.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$186.45)
10.3210.192.000.30.00.00.004	SERV WORK - TEMP SALARY - SUBS	(\$183.60)
10.1110.211.000.30.81.19.000	MEDICAL INSURANCE	(\$180.20)
10.2271.122.158.10.34.00.003	PROF/ED TEMPORARY SAL - SUBS	(\$180.00)
10.2120.212.000.30.53.00.000	DENTAL INSURANCE	(\$178.20)
10.2271.324.171.30.00.00.004	PROF ED SERVICES TRAING/DEVELP	(\$175.00)
10.2380.810.000.10.00.00.000	DUES AND FEES	(\$173.40)
10.2272.580.421.30.00.00.017	TRAVEL	(\$165.85)
10.2380.550.000.10.53.00.001	PRINTING AND BINDING	(\$165.58)
10.1110.610.000.10.53.14.001	GENERAL SUPPLIES	(\$163.94)
10.2440.610.000.30.53.00.001	GENERAL SUPPLIES	(\$162.06)
10.1110.442.000.10.53.00.000	RENTL OF EQUIPMENT	(\$161.38)
10.1110.610.000.30.53.19.001	GENERAL SUPPLIES	(\$160.45)
10.1190.191.432.30.00.72.017	INST ASST - REGULAR SALARIES	(\$160.02)
10.2380.640.000.30.53.00.001	BOOKS AND PERIODICALS	(\$155.72)
10.1221.121.520.30.00.00.017	PROF/ED REGULAR SALARIES	(\$154.24)
10.1110.810.000.30.81.00.001	DUES AND FEES	(\$153.00)
10.2120.348.174.30.53.00.017	TECHNICAL SERVICES	(\$153.00)
10.2272.220.421.10.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$150.08)
10.2271.324.171.10.00.00.004	PROF ED SERVICES TRAING/DEVELP	(\$150.00)
10.1490.330.000.30.00.53.000	OTHER PROFESSIONAL SERVICES	(\$149.50)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2271.220.415.30.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$148.59)
10.1211.329.320.30.00.00.000	PROF EDUCATIONAL SERVICE OTHER	(\$148.05)
10.2220.610.000.10.53.00.002	GENERAL SUPPLIES	(\$146.20)
10.2271.122.297.30.53.00.014	PROF/ED TEMPORARY SAL - SUBS	(\$146.20)
10.2140.810.000.10.00.00.000	DUES AND FEES	(\$145.22)
10.2240.430.000.10.34.00.001	REPAIRS & MAINTENANCE SERVCS	(\$145.00)
10.1190.260.415.30.00.00.016	WORKMEN'S COMPENSATION	(\$144.46)
10.2620.623.000.00.34.00.000	BOTTLED GAS	(\$144.09)
10.3210.122.000.10.00.00.004	PROF/ED TEMPORARY SAL - SUBS	(\$142.80)
10.2271.220.421.10.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$141.21)
10.2271.324.000.10.34.00.001	PROF ED SERVICES TRAIING/DEVELP	(\$140.00)
10.1110.230.000.30.00.00.000	RETIREMENT CONTRIBUTIONS	(\$133.43)
10.2271.610.415.17.00.00.017	GENERAL SUPPLIES	(\$133.00)
10.2140.810.000.30.00.00.000	DUES AND FEES	(\$128.78)
10.2440.220.000.10.53.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$124.57)
10.2711.151.000.00.00.00.000	OFF/CLERICAL REGULAR SALARIES	(\$124.37)
10.3210.230.000.00.81.00.003	RETIREMENT CONTRIBUTIONS	(\$120.98)
10.3390.230.298.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$120.12)
10.2272.220.421.30.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$120.10)
10.1190.220.411.10.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$119.86)
10.1241.648.320.10.53.00.001	EDUC SOFTWARE/LICENSNG FEES	(\$119.00)
10.2271.640.421.30.00.00.016	BOOKS AND PERIODICALS	(\$117.58)
10.2271.220.415.30.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$117.45)
10.2271.220.421.10.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$115.33)
10.1225.230.320.10.00.00.000	RETIREMENT CONTRIBUTIONS	(\$110.73)
10.1190.640.421.30.00.00.017	BOOKS AND PERIODICALS	(\$108.40)
10.2271.230.411.10.00.00.016	RETIREMENT CONTRIBUTIONS	(\$108.10)
10.2711.111.000.00.00.00.000	REGULAR SALARIES	(\$108.08)
10.2420.330.000.30.00.00.000	OTHER PROFESSIONAL SERVICES	(\$108.00)
10.1241.191.890.10.00.00.000	INST ASST - REGULAR SALARIES	(\$106.82)
10.2620.622.000.00.35.00.000	ELECTRICITY	(\$106.46)
10.2272.230.411.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$105.17)
10.2620.623.000.00.53.00.000	BOTTLED GAS	(\$104.79)
10.1211.610.320.10.34.00.001	GENERAL SUPPLIES	(\$104.11)
10.1110.123.000.10.34.00.001	PROF/ED OVERTIME SALARIES	(\$101.25)
10.1350.610.159.30.81.00.016	GENERAL SUPPLIES	(\$101.20)
10.3210.230.000.30.53.00.003	RETIREMENT CONTRIBUTIONS	(\$101.16)
10.2514.219.000.00.00.00.000	OTHER GROUP INSURANCE	(\$101.10)
10.3250.260.000.00.81.00.003	WORKMEN'S COMPENSATION	(\$100.09)
10.1360.648.000.30.81.00.001	EDUC SOFTWARE/LICENSNG FEES	(\$99.00)
10.1190.212.411.10.00.00.017	DENTAL INSURANCE	(\$98.28)
10.2272.230.421.10.00.00.016	RETIREMENT CONTRIBUTIONS	(\$97.24)
10.2271.580.320.30.81.00.001	TRAVEL	(\$97.16)
10.1190.212.415.17.00.00.016	DENTAL INSURANCE	(\$96.99)
10.1490.260.320.10.00.00.000	WORKMEN'S COMPENSATION	(\$96.22)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2330.525.000.00.23.00.000	BONDING INSURANCE	(\$95.62)
10.2380.810.000.30.00.00.000	DUES AND FEES	(\$94.60)
10.2271.219.421.30.00.00.017	OTHER GROUP INSURANCE	(\$92.68)
10.1340.211.000.30.81.00.000	MEDICAL INSURANCE	(\$90.68)
10.2271.122.411.10.00.00.017	PROF/ED TEMPORARY SAL - SUBS	(\$90.00)
10.2440.122.000.30.81.00.000	PROF/ED TEMPORARY SAL - SUBS	(\$90.00)
10.3210.122.000.30.81.00.001	PROF/ED TEMPORARY SAL - SUBS	(\$90.00)
10.3210.122.000.30.81.00.003	PROF/ED TEMPORARY SAL - SUBS	(\$90.00)
10.3210.635.000.10.34.00.001	MEALS/REFRESHMENTS	(\$89.89)
10.3210.220.000.30.81.00.001	SOCIAL SECURITY CONTRIBUTIONS	(\$88.87)
10.3300.610.432.10.00.73.016	GENERAL SUPPLIES	(\$88.00)
10.1110.211.000.10.53.00.000	MEDICAL INSURANCE	(\$87.98)
10.2120.212.000.10.53.00.000	DENTAL INSURANCE	(\$87.52)
10.3210.192.000.10.00.00.004	SERV WORK - TEMP SALARY - SUBS	(\$86.40)
10.1110.213.000.11.34.00.000	LIFE INSURANCE	(\$86.00)
10.1490.220.000.10.34.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$85.81)
10.2120.220.000.10.34.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$85.32)
10.2240.430.000.30.81.00.001	REPAIRS & MAINTENANCE SERVCS	(\$85.00)
10.2272.635.421.30.00.00.017	MEALS/REFRESHMENTS	(\$82.83)
10.1110.211.000.12.34.00.000	MEDICAL INSURANCE	(\$82.16)
10.1225.230.320.30.00.00.000	RETIREMENT CONTRIBUTIONS	(\$78.74)
10.2720.230.320.30.00.00.003	RETIREMENT CONTRIBUTIONS	(\$78.38)
10.3210.220.000.10.34.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$77.38)
10.2271.220.411.10.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$75.73)
10.1190.123.432.30.00.72.017	PROF/ED OVERTIME SALARIES	(\$75.60)
10.2271.580.411.10.00.00.017	TRAVEL	(\$75.60)
10.2120.640.000.30.53.00.001	BOOKS AND PERIODICALS	(\$75.33)
10.2360.348.000.00.00.00.000	TECHNICAL SERVICES	(\$74.99)
10.1110.538.000.30.53.00.001	TELECOMMUNICATIONS	(\$74.71)
10.1110.260.000.18.34.00.000	WORKMEN'S COMPENSATION	(\$73.78)
10.2250.640.176.10.34.00.017	BOOKS AND PERIODICALS	(\$73.34)
10.2611.230.000.00.81.00.000	RETIREMENT CONTRIBUTIONS	(\$73.32)
10.2380.640.000.10.53.00.001	BOOKS AND PERIODICALS	(\$73.28)
10.2120.348.174.10.53.00.017	TECHNICAL SERVICES	(\$72.00)
10.2380.290.000.30.00.00.000	OTHER EMPLOYEE BENEFITS	(\$72.00)
10.3300.610.432.30.00.72.016	GENERAL SUPPLIES	(\$72.00)
10.1241.260.320.30.00.00.000	WORKMEN'S COMPENSATION	(\$71.38)
10.1190.230.432.30.00.72.017	RETIREMENT CONTRIBUTIONS	(\$70.75)
10.2120.211.000.30.53.00.000	MEDICAL INSURANCE	(\$70.60)
10.2250.211.000.30.53.00.000	MEDICAL INSURANCE	(\$70.60)
10.1225.121.320.10.00.00.000	PROF/ED REGULAR SALARIES	(\$69.56)
10.2271.122.297.10.53.00.014	PROF/ED TEMPORARY SAL - SUBS	(\$68.80)
10.1110.640.000.30.53.00.001	BOOKS AND PERIODICALS	(\$68.00)
10.2140.111.520.30.00.00.017	REGULAR SALARIES	(\$67.94)
10.2310.530.000.00.00.00.000	COMMUNICATIONS	(\$67.40)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2140.211.000.10.00.00.000	MEDICAL INSURANCE	(\$67.30)
10.3250.260.000.30.81.00.003	WORKMEN'S COMPENSATION	(\$64.96)
10.2620.424.000.00.53.00.000	WATER/SEWAGE	(\$64.91)
10.2850.230.411.00.00.00.016	RETIREMENT CONTRIBUTIONS	(\$62.38)
10.2818.191.000.00.00.00.000	INST ASST - REGULAR SALARIES	(\$61.62)
10.2850.220.421.00.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$60.75)
10.3390.260.000.00.00.00.003	WORKMEN'S COMPENSATION	(\$60.16)
10.1490.213.320.10.00.00.000	LIFE INSURANCE	(\$59.72)
10.1190.213.415.30.00.00.016	LIFE INSURANCE	(\$59.20)
10.2440.610.000.10.53.00.001	GENERAL SUPPLIES	(\$58.58)
10.1190.211.421.10.00.00.017	MEDICAL INSURANCE	(\$55.36)
10.3390.211.000.00.00.00.003	MEDICAL INSURANCE	(\$55.34)
10.2611.111.000.00.81.00.000	REGULAR SALARIES	(\$54.43)
10.2271.230.158.10.34.00.003	RETIREMENT CONTRIBUTIONS	(\$54.05)
10.2611.610.000.00.53.00.000	GENERAL SUPPLIES	(\$53.22)
10.2140.322.320.00.00.00.000	PROFESSIONAL ED SERVICES, IU'S	(\$52.72)
10.2630.626.000.00.81.00.000	GASOLINE	(\$52.18)
10.3210.230.000.10.34.00.003	RETIREMENT CONTRIBUTIONS	(\$51.71)
10.1490.580.000.30.00.53.000	TRAVEL	(\$51.45)
10.1110.211.000.10.53.19.000	MEDICAL INSURANCE	(\$50.88)
10.1190.192.411.10.00.00.016	SERV WORK - TEMP SALARY - SUBS	(\$50.75)
10.1490.192.320.10.00.00.000	SERV WORK - TEMP SALARY - SUBS	(\$50.75)
10.1190.260.415.17.00.00.016	WORKMEN'S COMPENSATION	(\$50.66)
10.3210.330.000.30.00.00.004	OTHER PROFESSIONAL SERVICES	(\$50.00)
10.2272.193.421.30.00.00.016	SRVWK INST ASST OVERTIME SAL	(\$49.94)
10.2611.230.000.00.34.00.000	RETIREMENT CONTRIBUTIONS	(\$49.65)
10.1211.191.890.10.00.00.000	INST ASST - REGULAR SALARIES	(\$48.00)
10.1221.230.520.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$46.82)
10.1110.122.000.10.53.19.000	PROF/ED TEMPORARY SAL - SUBS	(\$45.00)
10.2611.610.000.00.34.00.000	GENERAL SUPPLIES	(\$44.57)
10.1233.610.320.30.00.00.000	GENERAL SUPPLIES	(\$43.94)
10.2111.540.320.30.00.00.000	ADVERTISING	(\$41.48)
10.2271.220.411.10.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$41.32)
10.1211.640.000.30.53.00.001	BOOKS AND PERIODICALS	(\$41.07)
10.3210.260.000.10.53.00.003	WORKMEN'S COMPENSATION	(\$40.96)
10.2611.111.000.00.34.00.000	REGULAR SALARIES	(\$40.81)
10.2250.610.000.10.34.00.001	GENERAL SUPPLIES	(\$40.65)
10.2611.230.000.00.53.00.000	RETIREMENT CONTRIBUTIONS	(\$40.34)
10.2630.626.000.00.34.00.000	GASOLINE	(\$40.05)
10.1221.230.520.30.00.00.017	RETIREMENT CONTRIBUTIONS	(\$39.87)
10.2850.610.415.17.00.00.016	GENERAL SUPPLIES	(\$37.96)
10.2272.580.000.30.53.00.001	TRAVEL	(\$37.45)
10.3210.220.000.30.53.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$36.48)
10.2850.212.421.00.00.00.016	DENTAL INSURANCE	(\$36.46)
10.3210.220.000.30.00.00.004	SOCIAL SECURITY CONTRIBUTIONS	(\$36.40)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2111.540.320.10.00.00.000	ADVERTISING	(\$35.51)
10.2611.810.000.00.81.00.000	DUES AND FEES	(\$35.39)
10.2310.290.000.00.00.00.000	OTHER EMPLOYEE BENEFITS	(\$35.00)
10.1211.610.161.30.53.00.016	GENERAL SUPPLIES	(\$33.41)
10.2120.610.000.10.34.00.001	GENERAL SUPPLIES	(\$31.36)
10.3250.260.000.00.53.00.003	WORKMEN'S COMPENSATION	(\$31.11)
10.1110.230.000.10.34.00.001	RETIREMENT CONTRIBUTIONS	(\$30.41)
10.2220.220.000.10.00.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$30.41)
10.3210.220.000.00.81.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$30.26)
10.1110.538.000.10.53.00.001	TELECOMMUNICATIONS	(\$30.21)
10.2220.219.000.10.00.00.000	OTHER GROUP INSURANCE	(\$29.82)
10.2620.530.000.00.53.00.000	COMMUNICATIONS	(\$29.65)
10.1190.610.432.30.00.72.016	GENERAL SUPPLIES	(\$29.48)
10.3390.220.298.10.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$29.36)
10.2630.626.000.00.53.00.000	GASOLINE	(\$29.13)
10.2711.530.000.00.00.00.000	COMMUNICATIONS	(\$29.07)
10.1110.640.000.10.53.00.001	BOOKS AND PERIODICALS	(\$28.75)
10.1110.213.000.18.34.00.000	LIFE INSURANCE	(\$28.34)
10.1225.211.320.10.00.00.000	MEDICAL INSURANCE	(\$27.68)
10.1225.211.320.30.00.00.000	MEDICAL INSURANCE	(\$27.68)
10.2220.219.000.30.00.00.000	OTHER GROUP INSURANCE	(\$27.66)
10.2611.810.000.00.53.00.000	DUES AND FEES	(\$27.52)
10.2140.219.520.30.00.00.017	OTHER GROUP INSURANCE	(\$27.26)
10.2240.430.000.10.53.00.001	REPAIRS & MAINTENANCE SERVCS	(\$27.20)
10.2271.122.297.30.53.00.017	PROF/ED TEMPORARY SAL - SUBS	(\$27.20)
10.3210.230.000.10.00.00.004	RETIREMENT CONTRIBUTIONS	(\$27.03)
10.3210.230.000.30.81.00.003	RETIREMENT CONTRIBUTIONS	(\$27.03)
10.2850.610.432.10.00.73.017	GENERAL SUPPLIES	(\$26.99)
10.2272.220.411.10.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$26.81)
10.1211.260.320.30.00.00.000	WORKMEN'S COMPENSATION	(\$26.66)
10.2611.220.000.00.34.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$26.34)
10.2272.322.421.30.00.00.017	PROFESSIONAL ED SERVICES, IU'S	(\$25.00)
10.3210.220.000.30.81.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$24.78)
10.2272.220.421.10.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$24.75)
10.2440.580.000.30.81.00.001	TRAVEL	(\$24.50)
10.2511.219.000.00.00.00.000	OTHER GROUP INSURANCE	(\$23.10)
10.2440.193.000.30.53.00.000	SRVWK INST ASST OVERTIME SAL	(\$22.95)
10.2611.530.000.00.81.00.000	COMMUNICATIONS	(\$22.95)
10.2120.230.520.10.34.00.017	RETIREMENT CONTRIBUTIONS	(\$22.91)
10.1221.211.520.10.00.00.017	MEDICAL INSURANCE	(\$22.80)
10.1221.211.520.30.00.00.017	MEDICAL INSURANCE	(\$22.72)
10.2271.260.421.30.00.00.016	WORKMEN'S COMPENSATION	(\$21.32)
10.2140.219.520.10.00.00.017	OTHER GROUP INSURANCE	(\$21.20)
10.2850.260.421.00.00.00.017	WORKMEN'S COMPENSATION	(\$20.65)
10.3210.230.000.30.81.00.001	RETIREMENT CONTRIBUTIONS	(\$20.32)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2511.153.000.00.00.00.000	OFF/CLER OVERTIME SALARIES	(\$20.12)
10.3210.580.000.10.00.00.000	TRAVEL	(\$20.00)
10.2720.220.320.30.00.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$19.96)
10.2711.219.000.00.00.00.000	OTHER GROUP INSURANCE	(\$19.94)
10.2611.810.000.00.34.00.000	DUES AND FEES	(\$19.71)
10.1211.640.000.10.53.00.001	BOOKS AND PERIODICALS	(\$19.32)
10.2220.220.000.30.00.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$19.14)
10.2440.260.000.30.53.00.000	WORKMEN'S COMPENSATION	(\$19.04)
10.1190.220.432.30.00.72.017	SOCIAL SECURITY CONTRIBUTIONS	(\$18.03)
10.2140.211.520.30.00.00.017	MEDICAL INSURANCE	(\$17.96)
10.1190.260.432.10.00.73.017	WORKMEN'S COMPENSATION	(\$17.87)
10.2272.580.000.10.53.00.001	TRAVEL	(\$17.63)
10.3210.220.000.10.00.00.004	SOCIAL SECURITY CONTRIBUTIONS	(\$17.55)
10.2360.213.000.00.00.00.000	LIFE INSURANCE	(\$17.52)
10.3250.260.000.30.53.00.003	WORKMEN'S COMPENSATION	(\$17.17)
10.2360.580.000.00.00.00.000	TRAVEL	(\$16.46)
10.1211.213.320.30.00.00.000	LIFE INSURANCE	(\$16.25)
10.1211.610.161.10.53.00.016	GENERAL SUPPLIES	(\$15.72)
10.2272.260.421.10.00.00.017	WORKMEN'S COMPENSATION	(\$15.38)
10.2272.230.421.30.00.00.016	RETIREMENT CONTRIBUTIONS	(\$15.00)
10.2850.220.411.00.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$14.98)
10.2611.211.000.00.53.00.000	MEDICAL INSURANCE	(\$14.05)
10.2271.220.158.10.34.00.003	SOCIAL SECURITY CONTRIBUTIONS	(\$13.77)
10.2511.260.000.00.00.00.000	WORKMEN'S COMPENSATION	(\$13.57)
10.2271.260.415.30.00.00.017	WORKMEN'S COMPENSATION	(\$13.27)
10.2850.212.411.00.00.00.016	DENTAL INSURANCE	(\$13.25)
10.2272.260.421.30.00.00.017	WORKMEN'S COMPENSATION	(\$12.89)
10.2611.220.000.00.81.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$12.81)
10.1190.213.415.17.00.00.016	LIFE INSURANCE	(\$12.80)
10.2271.122.297.10.53.00.017	PROF/ED TEMPORARY SAL - SUBS	(\$12.80)
10.2611.219.000.00.81.00.000	OTHER GROUP INSURANCE	(\$12.74)
10.1270.212.320.30.00.00.000	DENTAL INSURANCE	(\$12.60)
10.2271.260.421.10.00.00.017	WORKMEN'S COMPENSATION	(\$12.44)
10.2272.324.411.10.00.00.017	PROF ED SERVICES TRAINING/DEVELP	(\$12.15)
10.2620.330.000.00.81.00.000	OTHER PROFESSIONAL SERVICES	(\$11.97)
10.2630.810.000.00.81.00.000	DUES AND FEES	(\$11.90)
10.1241.260.320.10.00.00.000	WORKMEN'S COMPENSATION	(\$11.62)
10.2630.810.000.00.34.00.000	DUES AND FEES	(\$11.55)
10.2630.810.000.00.53.00.000	DUES AND FEES	(\$11.55)
10.2271.212.421.30.00.00.016	DENTAL INSURANCE	(\$11.26)
10.2271.220.297.30.53.00.014	SOCIAL SECURITY CONTRIBUTIONS	(\$11.18)
10.1241.213.320.30.00.00.000	LIFE INSURANCE	(\$11.02)
10.2440.193.000.10.53.00.000	SRVWK INST ASST OVERTIME SAL	(\$10.80)
10.1190.260.411.10.00.00.016	WORKMEN'S COMPENSATION	(\$10.54)
10.2611.219.000.00.34.00.000	OTHER GROUP INSURANCE	(\$10.42)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2271.260.415.30.00.00.016	WORKMEN'S COMPENSATION	(\$10.29)
10.2271.260.421.10.00.00.016	WORKMEN'S COMPENSATION	(\$10.13)
10.3250.211.000.30.81.00.003	MEDICAL INSURANCE	(\$9.76)
10.2272.580.432.30.00.73.017	TRAVEL	(\$9.63)
10.2850.213.421.00.00.00.017	LIFE INSURANCE	(\$9.28)
10.2271.230.297.30.53.00.014	RETIREMENT CONTRIBUTIONS	(\$9.19)
10.2140.220.000.10.00.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$7.95)
10.1110.220.000.10.34.00.001	SOCIAL SECURITY CONTRIBUTIONS	(\$7.75)
10.2611.220.000.00.53.00.000	SOCIAL SECURITY CONTRIBUTIONS	(\$7.24)
10.2440.260.000.10.53.00.000	WORKMEN'S COMPENSATION	(\$6.80)
10.3210.260.000.10.34.00.003	WORKMEN'S COMPENSATION	(\$6.79)
10.3210.260.000.30.81.00.001	WORKMEN'S COMPENSATION	(\$6.72)
10.2271.260.411.10.00.00.017	WORKMEN'S COMPENSATION	(\$6.63)
10.1490.260.000.10.34.00.000	WORKMEN'S COMPENSATION	(\$6.39)
10.2360.153.000.00.00.00.000	OFF/CLER OVERTIME SALARIES	(\$5.92)
10.2140.219.000.10.00.00.000	OTHER GROUP INSURANCE	(\$5.80)
10.2850.260.421.00.00.00.016	WORKMEN'S COMPENSATION	(\$5.61)
10.1350.260.000.30.81.00.000	WORKMEN'S COMPENSATION	(\$5.29)
10.2271.220.297.10.53.00.014	SOCIAL SECURITY CONTRIBUTIONS	(\$5.27)
10.2140.219.411.10.00.00.017	OTHER GROUP INSURANCE	(\$4.78)
10.2611.219.000.00.53.00.000	OTHER GROUP INSURANCE	(\$4.78)
10.2850.213.421.00.00.00.016	LIFE INSURANCE	(\$4.48)
10.2220.260.000.10.00.00.000	WORKMEN'S COMPENSATION	(\$4.42)
10.2271.230.297.10.53.00.014	RETIREMENT CONTRIBUTIONS	(\$4.32)
10.2272.220.421.30.00.00.016	SOCIAL SECURITY CONTRIBUTIONS	(\$3.83)
10.2120.640.000.10.53.00.001	BOOKS AND PERIODICALS	(\$3.82)
10.2140.219.000.30.00.00.000	OTHER GROUP INSURANCE	(\$3.76)
10.2271.260.411.10.00.00.016	WORKMEN'S COMPENSATION	(\$3.62)
10.3210.260.000.30.53.00.003	WORKMEN'S COMPENSATION	(\$3.54)
10.2220.260.000.30.00.00.000	WORKMEN'S COMPENSATION	(\$3.48)
10.1360.260.000.30.81.00.000	WORKMEN'S COMPENSATION	(\$3.25)
10.3210.260.000.30.00.00.004	WORKMEN'S COMPENSATION	(\$3.18)
10.2271.213.421.30.00.00.016	LIFE INSURANCE	(\$3.12)
10.1211.212.890.30.00.00.000	DENTAL INSURANCE	(\$3.10)
10.3390.212.000.00.00.00.003	DENTAL INSURANCE	(\$3.01)
10.1241.212.890.30.00.00.000	DENTAL INSURANCE	(\$3.00)
10.2120.260.000.10.34.00.000	WORKMEN'S COMPENSATION	(\$2.78)
10.3210.260.000.00.81.00.003	WORKMEN'S COMPENSATION	(\$2.69)
10.3390.260.298.10.00.00.017	WORKMEN'S COMPENSATION	(\$2.69)
10.1221.260.520.10.00.00.017	WORKMEN'S COMPENSATION	(\$2.67)
10.1110.260.000.10.53.00.000	WORKMEN'S COMPENSATION	(\$2.41)
10.1241.212.890.10.00.00.000	DENTAL INSURANCE	(\$2.40)
10.2272.260.411.10.00.00.017	WORKMEN'S COMPENSATION	(\$2.35)
10.3210.260.000.30.81.00.003	WORKMEN'S COMPENSATION	(\$2.17)
10.2272.260.421.10.00.00.016	WORKMEN'S COMPENSATION	(\$2.16)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2271.220.297.30.53.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$2.08)
10.1110.260.000.30.81.17.000	WORKMEN'S COMPENSATION	(\$2.06)
10.2720.260.320.30.00.00.003	WORKMEN'S COMPENSATION	(\$1.75)
10.2611.260.000.00.53.00.000	WORKMEN'S COMPENSATION	(\$1.65)
10.2140.260.000.10.00.00.000	WORKMEN'S COMPENSATION	(\$1.63)
10.1190.260.432.30.00.72.017	WORKMEN'S COMPENSATION	(\$1.57)
10.3210.260.000.10.00.00.004	WORKMEN'S COMPENSATION	(\$1.53)
10.1211.213.890.30.00.00.000	LIFE INSURANCE	(\$1.52)
10.2250.260.000.10.34.00.000	WORKMEN'S COMPENSATION	(\$1.44)
10.2850.260.411.00.00.00.016	WORKMEN'S COMPENSATION	(\$1.39)
10.2271.260.158.10.34.00.003	WORKMEN'S COMPENSATION	(\$1.21)
10.2850.213.411.00.00.00.016	LIFE INSURANCE	(\$1.12)
10.1211.212.890.10.00.00.000	DENTAL INSURANCE	(\$1.10)
10.2271.220.297.10.53.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$0.98)
10.2271.260.297.30.53.00.014	WORKMEN'S COMPENSATION	(\$0.98)
10.1110.260.000.10.34.00.001	WORKMEN'S COMPENSATION	(\$0.68)
10.3250.212.000.30.81.00.003	DENTAL INSURANCE	(\$0.66)
10.1110.260.000.30.81.00.000	WORKMEN'S COMPENSATION	(\$0.53)
10.2271.260.297.10.53.00.014	WORKMEN'S COMPENSATION	(\$0.46)
10.2272.260.421.30.00.00.016	WORKMEN'S COMPENSATION	(\$0.34)
10.2271.260.297.30.53.00.017	WORKMEN'S COMPENSATION	(\$0.18)
10.2271.260.297.10.53.00.017	WORKMEN'S COMPENSATION	(\$0.09)
10.5110.832.000.00.00.00.059	INTEREST - SERIAL BONDS	(\$0.02)
10.1190.121.411.10.00.00.016	PROF/ED REGULAR SALARIES	(\$46,702.50)
10.2850.151.411.00.00.00.017	OFF/CLERICAL REGULAR SALARIES	(\$14,178.68)
10.2850.211.411.00.00.00.017	MEDICAL INSURANCE	(\$12,255.63)
10.2850.211.411.00.00.00.016	MEDICAL INSURANCE	(\$12,146.00)
10.2850.151.411.00.00.00.016	OFF/CLERICAL REGULAR SALARIES	(\$10,000.00)
10.2850.230.411.00.00.00.017	RETIREMENT CONTRIBUTIONS	(\$3,868.42)
10.1190.610.421.10.00.00.017	GENERAL SUPPLIES	(\$3,717.98)
10.1190.610.411.10.00.00.017	GENERAL SUPPLIES	(\$2,837.00)
10.2271.123.421.30.00.00.017	PROF/ED OVERTIME SALARIES	(\$2,372.00)
10.2271.323.421.10.00.00.017	PROF ED SERVICES -OTHER ED/WEB	(\$2,300.00)
10.2271.123.421.10.00.00.017	PROF/ED OVERTIME SALARIES	(\$1,507.50)
10.2850.220.411.00.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$1,003.06)
10.2271.640.421.10.00.00.017	BOOKS AND PERIODICALS	(\$1,000.00)
10.2271.635.421.30.00.00.017	MEALS/REFRESHMENTS	(\$485.03)
10.1190.610.411.10.00.00.016	GENERAL SUPPLIES	(\$468.27)
10.2271.230.421.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$452.67)
10.2850.212.411.00.00.00.017	DENTAL INSURANCE	(\$421.09)
10.2272.193.421.10.00.00.017	SRVWK INST ASST OVERTIME SAL	(\$323.81)
10.2271.322.421.30.00.00.017	PROFESSIONAL ED SERVICES, IU'S	(\$284.54)
10.2271.111.421.30.00.00.017	REGULAR SALARIES	(\$278.44)
10.2271.220.421.10.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$115.33)
10.2271.610.421.30.00.00.017	GENERAL SUPPLIES	(\$108.63)

ACCOUNT TO TRANSFER TO		
Account	Description	Balance
10.2272.230.421.10.00.00.017	RETIREMENT CONTRIBUTIONS	(\$97.24)
10.2271.640.421.30.00.00.017	BOOKS AND PERIODICALS	(\$58.79)
10.2272.193.421.30.00.00.017	SRVWK INST ASST OVERTIME SAL	(\$49.94)
10.2850.213.411.00.00.00.017	LIFE INSURANCE	(\$45.08)
10.2271.220.421.30.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$40.99)
10.2272.220.421.10.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$24.75)
10.2272.230.421.30.00.00.017	RETIREMENT CONTRIBUTIONS	(\$15.00)
10.2271.260.421.10.00.00.017	WORKMEN'S COMPENSATION	(\$10.13)
10.2850.260.421.00.00.00.017	WORKMEN'S COMPENSATION	(\$5.61)
10.2272.220.421.30.00.00.017	SOCIAL SECURITY CONTRIBUTIONS	(\$3.83)
10.2272.260.421.10.00.00.017	WORKMEN'S COMPENSATION	(\$2.16)
10.2272.260.421.30.00.00.017	WORKMEN'S COMPENSATION	(\$0.34)
		(\$2,285,145.77)

ACCOUNT TO TRANSFER FROM		
Account	Description	Balance
10.1110.121.000.13.34.00.000	PROF/ED REGULAR SALARIES	\$53,261.36
10.1110.121.000.30.53.19.000	PROF/ED REGULAR SALARIES	\$19,479.09
10.1110.121.000.30.81.19.000	PROF/ED REGULAR SALARIES	\$9,423.33
10.1110.121.222.18.34.00.000	PROF/ED REGULAR SALARIES	\$19,388.81
10.1110.211.000.13.34.00.000	MEDICAL INSURANCE	\$17,271.44
10.1110.211.000.30.53.19.000	MEDICAL INSURANCE	\$16,549.12
10.1110.211.000.30.81.18.000	MEDICAL INSURANCE	\$13,591.61
10.1110.211.222.18.34.00.000	MEDICAL INSURANCE	\$6,444.27
10.1110.220.000.11.34.00.000	SOCIAL SECURITY CONTRIBUTIONS	\$22,511.78
10.1110.220.000.13.34.00.000	SOCIAL SECURITY CONTRIBUTIONS	\$4,704.69
10.1110.230.000.11.34.00.000	RETIREMENT CONTRIBUTIONS	\$87,088.14
10.1110.230.000.13.34.00.000	RETIREMENT CONTRIBUTIONS	\$17,209.09
10.1110.230.000.30.53.19.000	RETIREMENT CONTRIBUTIONS	\$6,355.62
10.1110.230.222.18.34.00.000	RETIREMENT CONTRIBUTIONS	\$5,764.54
10.1110.562.000.00.00.00.000	TUITON PA CHARTER SCHOOLS	\$113,779.96
10.1110.640.000.30.81.00.001	BOOKS AND PERIODICALS	\$6,964.92
10.1190.121.411.10.00.00.017	PROF/ED REGULAR SALARIES	\$43,810.05
10.1190.121.415.17.00.00.017	PROF/ED REGULAR SALARIES	\$7,995.98
10.1190.121.415.30.00.00.017	PROF/ED REGULAR SALARIES	\$15,847.28
10.1190.191.415.30.00.00.017	INST ASST - REGULAR SALARIES	\$6,131.10
10.1190.211.415.30.00.00.017	MEDICAL INSURANCE	\$7,645.07
10.1190.230.415.30.00.00.017	RETIREMENT CONTRIBUTIONS	\$6,867.54
10.1190.290.411.10.00.00.017	OTHER EMPLOYEE BENEFITS	\$6,300.00
10.1190.322.415.30.00.00.017	PROFESSIONAL ED SERVICES, IU'S	\$10,000.00
10.1190.329.415.17.00.00.017	PROF EDUCATIONAL SERVICE OTHER	\$9,015.29
10.1190.329.415.30.00.00.017	PROF EDUCATIONAL SERVICE OTHER	\$12,589.52
10.1190.329.432.30.00.73.017	PROF EDUCATIONAL SERVICE OTHER	\$45,212.49
10.1190.610.411.10.00.00.017	GENERAL SUPPLIES	\$41,562.60
10.1190.610.415.30.00.00.017	GENERAL SUPPLIES	\$41,125.34
10.1190.610.421.10.00.00.016	GENERAL SUPPLIES	\$10,272.96
10.1190.610.432.30.00.73.017	GENERAL SUPPLIES	\$51,190.28
10.1190.650.415.30.00.00.017	SUPPLIES/FEES TECHNOLOGY REL	\$9,260.01
10.1211.561.320.10.00.00.000	TUITON OTH LEA'S IN STATE	\$10,255.59
10.1211.561.320.30.00.00.000	TUITON OTH LEA'S IN STATE	\$36,855.28
10.1221.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	\$35,050.75
10.1225.240.320.10.00.00.000	TUITION REIMBURSEMENT	\$5,000.00
10.1225.240.320.30.00.00.000	TUITION REIMBURSEMENT	\$5,000.00
10.1225.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	\$17,319.33
10.1231.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	\$118,973.10
10.1231.322.320.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	\$6,739.57
10.1241.122.320.30.00.00.000	PROF/ED TEMPORARY SAL - SUBS	\$4,625.00
10.1241.211.320.10.00.00.000	MEDICAL INSURANCE	\$8,949.77

ACCOUNT TO TRANSFER FROM		
Account	Description	Balance
10.1270.191.320.30.00.00.000	INST ASST - REGULAR SALARIES	\$13,683.15
10.1270.230.320.30.00.00.000	RETIREMENT CONTRIBUTIONS	\$4,497.96
10.1270.322.320.30.00.00.000	PROFESSIONAL ED SERVICES, IU'S	\$7,271.27
10.1281.322.320.10.00.00.000	PROFESSIONAL ED SERVICES, IU'S	\$4,595.41
10.1290.230.320.30.00.00.017	RETIREMENT CONTRIBUTIONS	\$33,616.00
10.1290.561.320.30.00.00.000	TUITON OTH LEA'S IN STATE	\$46,867.83
10.1430.121.000.30.00.00.000	PROF/ED REGULAR SALARIES	\$4,500.00
10.1442.329.000.10.53.00.000	PROF EDUCATIONAL SERVICE OTHER	\$5,000.00
10.1442.329.000.30.53.00.000	PROF EDUCATIONAL SERVICE OTHER	\$5,000.00
10.1442.329.320.30.00.00.000	PROF EDUCATIONAL SERVICE OTHER	\$76,809.00
10.1490.123.000.00.90.00.000	PROF/ED OVERTIME SALARIES	\$20,000.00
10.1490.191.000.10.00.00.000	INST ASST - REGULAR SALARIES	\$13,923.00
10.1490.230.000.00.90.00.000	RETIREMENT CONTRIBUTIONS	\$6,006.00
10.1490.230.000.10.00.00.000	RETIREMENT CONTRIBUTIONS	\$4,430.00
10.1490.323.000.00.90.00.000	PROF ED SERVICES -OTHER ED/WEB	\$20,043.50
10.1490.329.000.10.34.00.000	PROF EDUCATIONAL SERVICE OTHER	\$8,485.00
10.1490.329.000.10.34.00.001	PROF EDUCATIONAL SERVICE OTHER	\$17,500.00
10.1490.329.000.30.53.00.000	PROF EDUCATIONAL SERVICE OTHER	\$9,880.00
10.1490.329.000.30.81.00.000	PROF EDUCATIONAL SERVICE OTHER	\$20,000.00
10.1490.329.320.30.00.00.000	PROF EDUCATIONAL SERVICE OTHER	\$10,000.00
10.1490.561.000.30.00.00.000	TUITON OTH LEA'S IN STATE	\$26,098.53
10.2111.151.320.10.00.00.000	OFF/CLERICAL REGULAR SALARIES	\$5,299.89
10.2111.151.320.30.00.00.000	OFF/CLERICAL REGULAR SALARIES	\$4,700.11
10.2120.123.000.30.53.00.000	PROF/ED OVERTIME SALARIES	\$4,632.99
10.2120.123.000.30.81.00.000	PROF/ED OVERTIME SALARIES	\$16,665.67
10.2120.610.000.10.34.00.000	GENERAL SUPPLIES	\$6,525.00
10.2120.610.000.30.81.00.000	GENERAL SUPPLIES	\$8,571.00
10.2240.538.000.10.00.00.000	TELECOMMUNICATIONS	\$4,864.82
10.2240.610.000.10.34.00.002	GENERAL SUPPLIES	\$6,200.00
10.2240.610.000.30.81.00.002	GENERAL SUPPLIES	\$7,574.90
10.2240.618.000.10.34.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	\$7,925.00
10.2240.618.000.30.81.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	\$6,187.00
10.2250.640.000.30.81.00.002	BOOKS AND PERIODICALS	\$6,538.51
10.2271.323.421.10.00.00.016	PROF ED SERVICES -OTHER ED/WEB	\$4,600.00
10.2271.324.415.17.00.00.017	PROF ED SERVICES TRAIING/DEVELP	\$7,082.00
10.2271.324.415.30.00.00.017	PROF ED SERVICES TRAIING/DEVELP	\$6,195.54
10.2310.523.000.00.00.00.000	GEN'L PROPTY/LIABLTY INSURNCE	\$6,146.00
10.2310.810.000.00.00.00.000	DUES AND FEES	\$12,000.00
10.2350.330.000.00.00.00.000	OTHER PROFESSIONAL SERVICES	\$12,651.00
10.2380.211.000.10.00.00.000	MEDICAL INSURANCE	\$5,193.31
10.2380.211.000.30.00.00.000	MEDICAL INSURANCE	\$7,432.96
10.2380.230.000.30.00.00.000	RETIREMENT CONTRIBUTIONS	\$9,183.43

ACCOUNT TO TRANSFER FROM		
Account	Description	Balance
10.2380.240.000.10.00.00.000	TUITION REIMBURSEMENT	\$14,000.00
10.2380.240.000.30.00.00.000	TUITION REIMBURSEMENT	\$14,000.00
10.2440.121.000.10.53.00.000	PROF/ED REGULAR SALARIES	\$5,045.35
10.2440.121.000.30.53.00.000	PROF/ED REGULAR SALARIES	\$10,788.25
10.2440.211.000.30.53.00.000	MEDICAL INSURANCE	\$8,326.00
10.2511.348.000.00.00.00.000	TECHNICAL SERVICES	\$27,750.00
10.2511.530.000.00.00.00.000	COMMUNICATIONS	\$10,938.55
10.2511.618.000.00.00.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	\$21,555.00
10.2611.290.000.00.34.00.000	OTHER EMPLOYEE BENEFITS	\$18,480.00
10.2611.290.000.00.53.00.000	OTHER EMPLOYEE BENEFITS	\$13,440.00
10.2611.290.000.00.81.00.000	OTHER EMPLOYEE BENEFITS	\$20,629.00
10.2620.181.000.00.34.00.000	LABORER - REGULAR SALARIES	\$14,244.54
10.2620.181.000.00.53.00.000	LABORER - REGULAR SALARIES	\$8,838.54
10.2620.182.000.00.34.00.000	LABORER - TEMPORARY SAL - SUBS	\$6,103.12
10.2620.182.000.00.81.00.000	LABORER - TEMPORARY SAL - SUBS	\$6,934.42
10.2620.211.000.00.34.00.000	MEDICAL INSURANCE	\$6,478.24
10.2620.211.000.00.53.00.000	MEDICAL INSURANCE	\$9,719.57
10.2620.230.000.00.34.00.000	RETIREMENT CONTRIBUTIONS	\$9,573.35
10.2620.340.000.00.81.00.000	TECHNICAL SERVICES	\$8,242.65
10.2620.422.000.00.53.00.000	ELECTRICITY	\$15,279.18
10.2620.422.000.00.81.00.000	ELECTRICITY	\$11,288.71
10.2620.430.000.00.34.00.000	REPAIRS & MAINTENANCE SERVCS	\$17,527.27
10.2620.430.000.00.53.00.000	REPAIRS & MAINTENANCE SERVCS	\$5,865.05
10.2620.430.000.00.81.00.000	REPAIRS & MAINTENANCE SERVCS	\$13,346.29
10.2620.610.000.00.34.00.000	GENERAL SUPPLIES	\$10,864.53
10.2620.610.000.00.81.00.000	GENERAL SUPPLIES	\$6,061.97
10.2620.621.000.00.34.00.000	NATURAL GAS	\$8,561.76
10.2620.621.000.00.81.00.000	NATURAL GAS	\$17,997.30
10.2620.624.000.00.34.00.000	OIL	\$6,000.00
10.2620.624.000.00.81.00.000	OIL	\$6,000.00
10.2630.430.000.00.34.00.000	REPAIRS & MAINTENANCE SERVCS	\$28,925.43
10.2711.750.000.00.00.00.000	EQUIP ORIG & ADD'NL	\$6,000.00
10.2720.513.000.00.00.00.000	CONTRACTED CARRIERS	\$32,209.75
10.2720.516.000.00.00.00.000	STUDENT TRANS SERV FROM THE IU	\$53,000.00
10.2720.760.000.00.00.00.000	EQUIPMENT - REPLACEMENT	\$9,362.50
10.2740.430.000.00.00.00.000	REPAIRS & MAINTENANCE SERVCS	\$22,483.16
10.2740.626.000.00.00.00.000	GASOLINE	\$8,951.46
10.2818.348.000.00.00.00.000	TECHNICAL SERVICES	\$18,527.25
10.2818.618.000.00.00.00.000	ADM SFTWRE/LIC FEES/SUPPLIES	\$8,503.45
10.2850.151.411.00.00.00.016	OFF/CLERICAL REGULAR SALARIES	\$9,792.32
10.2850.151.421.00.00.00.016	OFF/CLERICAL REGULAR SALARIES	\$10,838.05
10.2850.151.421.00.00.00.017	OFF/CLERICAL REGULAR SALARIES	\$16,551.41

ACCOUNT TO TRANSFER FROM		
Account	Description	Balance
10.2850.211.411.00.00.00.016	MEDICAL INSURANCE	\$11,855.51
10.2850.211.421.00.00.00.016	MEDICAL INSURANCE	\$13,308.01
10.2850.211.421.00.00.00.017	MEDICAL INSURANCE	\$13,145.17
10.2850.230.421.00.00.00.017	RETIREMENT CONTRIBUTIONS	\$4,654.79
10.2900.281.000.00.00.00.000	RETIREE HEALTH BENEFITS	\$87,250.00
10.3210.191.000.10.00.00.000	INST ASST - REGULAR SALARIES	\$11,725.18
10.3210.191.000.30.00.00.000	INST ASST - REGULAR SALARIES	\$4,555.20
10.3210.580.000.30.00.00.000	TRAVEL	\$5,709.99
10.3210.610.000.00.00.00.000	GENERAL SUPPLIES	\$7,430.00
10.3210.635.000.10.00.00.000	MEALS/REFRESHMENTS	\$4,666.36
10.3210.635.000.30.00.00.000	MEALS/REFRESHMENTS	\$5,385.12
10.3250.191.000.00.00.00.000	INST ASST - REGULAR SALARIES	\$5,247.39
10.3250.230.000.00.00.00.000	RETIREMENT CONTRIBUTIONS	\$18,932.18
10.3250.330.000.30.00.00.000	OTHER PROFESSIONAL SERVICES	\$4,500.00
		\$2,285,145.77

Bedford High School

Checking Account

JULY, AUGUST, SEPTEMBER 2017

BEDFORD HIGH SCHOOL ACTIVITY ACCOUNT					
<u>Name of Club</u>	<u>Dates</u>	<u>Beginning Balance</u>	<u>Cash Receipts</u>	<u>Expenditures</u>	<u>Ending Balance</u>
Band	JULY AUGUST SEPT 2017	\$ 636.46		\$ 492.46	\$ 144.00
Bison Herald	JULY AUGUST SEPT 2017	\$ 123.99			\$ 123.99
Bots IQ	JULY AUGUST SEPT 2017	\$ 355.71			\$ 355.71
Cheerleaders	JULY AUGUST SEPT 2017	\$ 2.88			\$ 2.88
Chorus	JULY AUGUST SEPT 2017	\$ 11,408.13	\$ 1,316.21	\$ 2,414.19	\$ 10,310.15
Class of 2016	JULY AUGUST SEPT 2017	\$ 607.46		\$ 607.46	\$ -
Class of 2017	JULY AUGUST SEPT 2017	\$ 197.10	\$ 320.00	\$ 50.00	\$ 467.10
Class of 2018	JULY AUGUST SEPT 2017	\$ 12,874.55	\$ 11,565.01	\$ 6,587.39	\$ 17,852.17
Class of 2019	JULY AUGUST SEPT 2017	\$ 7,229.90			\$ 7,229.90
Class of 2020	JULY AUGUST SEPT 2017	\$ 2,327.50		\$ 65.72	\$ 2,261.78
Drama	JULY AUGUST SEPT 2017	\$ 757.21		\$ 757.21	\$ -
Echo	JULY AUGUST SEPT 2017	\$ 9,443.80		\$ 8,200.78	\$ 1,243.02
Envirothon	JULY AUGUST SEPT 2017	\$ 1,673.22			\$ 1,673.22
FBLA	JULY AUGUST SEPT 2017	\$ 1,886.99	\$ 60.00	\$ 156.00	\$ 1,790.99
FCCLA	JULY AUGUST SEPT 2017	\$ 549.23			\$ 549.23
Hot Shots	JULY AUGUST SEPT 2017	\$ 394.83			\$ 394.83
Interact	JULY AUGUST SEPT 2017	\$ 303.08	\$ 5,781.00	\$ 2,255.04	\$ 3,829.04
Jazz Band	JULY AUGUST SEPT 2017	\$ 1,314.42			\$ 1,314.42
Mock Trial	JULY AUGUST SEPT 2017	\$ 664.36			\$ 664.36
NHS	JULY AUGUST SEPT 2017	\$ 4,117.31		\$ 2,106.76	\$ 2,010.55
Pa Jr Classical League	JULY AUGUST SEPT 2017	\$ 18.25			\$ 18.25
Reading Competition	JULY AUGUST SEPT 2017	\$ -	\$ 74.54		\$ 74.54
SADD	JULY AUGUST SEPT 2017	\$ 723.20	\$ 75.00	\$ 218.14	\$ 580.06
Ski Club	JULY AUGUST SEPT 2017	\$ 1,251.73			\$ 1,251.73
Stampede	JULY AUGUST SEPT 2017	\$ 3,931.62			\$ 3,931.62
Student Council	JULY AUGUST SEPT 2017	\$ 4,117.14	\$ 6,643.40	\$ 3,403.31	\$ 7,357.23
TSA	JULY AUGUST SEPT 2017	\$ 9,579.02	\$ 1,405.00	\$ 10,033.48	\$ 950.54
Other (Bank Fees)	JULY AUGUST SEPT 2017	\$ (247.56)			\$ (247.56)
					\$ -
TOTAL	JULY AUGUST SEPT 2017	\$ 76,241.53	\$ 27,240.16	\$ 37,347.94	\$ 66,133.75
					\$ -
BEDFORD HIGH SCHOOL ATHLETIC FUND					
					\$ -
Athletics	JULY AUGUST SEPT 2017	\$ 18,820.51	\$ 30,805.95	\$ 28,569.19	\$ 21,057.27

BEDFORD MIDDLE SCHOOL ACTIVITY ACCOUNT (Interest Bearing Checking Account)
(1st Quarter- July 1, 2017 thru September 30, 2017)

Name of Club	Dates	Beginning Balance	Expenditures	Cash Receipts	Ending Balance
Band Account	July 1 thru September 30, 2017	\$ 0.07			\$ 0.00
Cheerleaders	July 1 thru September 30, 2017	\$ 84.02	\$ 298.70	\$ 307.00	\$ 92.32
Science Club	July 1 thru September 30, 2017	\$ 4,522.70	\$ 296.66		\$ 4,226.04
Student Council	July 1 thru September 30, 2017	\$ 4,107.38	\$ 2,072.35	\$ 476.24	
Yearbook	July 1 thru September 30, 2017	\$ <u>965.99</u>		\$ <u>96.00</u>	\$ <u>1,061.99</u>
					\$ 5,380.35
TOTAL		\$ 9,680.16	\$ 2,667.71	\$ 879.24	\$ 7,891.69

BEDFORD MIDDLE SCHOOL ATHLETIC ACCOUNT (Interest Bearing Checking Account)

July 1 thru September 30, 2017	\$ 408.43	\$ 2,395.13	\$ 12,477.09	\$ 10,490.39
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BEDFORD ELEMENTARY ACTIVITY ACCOUNT (Interest Bearing Checking Account)

Name of Club	Dates	Beginning Balance	Expenditures	Deposits/Interest	Ending Balance
Activity Account	July 1, 2017 to Sept. 30, 2017	\$20,158.17	\$5,368.23	\$50,357.37	\$65,147.31
TOTAL					\$65,147.31

Principal's Signature:  _____

Bedford Area School District

RESOLUTION

regarding

PSBA vs. Simon Campbell

WHEREAS, Bedford Area School District is a member of the Pennsylvania School Boards Association ("PSBA"); and,

WHEREAS, Bedford Area School District has become aware of a lawsuit filed by PSBA against Simon Campbell; and,

WHEREAS, the Bedford Area School District Board of School Directors resolves as follows:

1. That the Bedford Area School District disavows any responsibility for liability resulting there from, with respect to the filing of a lawsuit by PSBA against Mr. Campbell.
2. That the Bedford Area School District did not authorize or participate in the initiation of this suit by any Board Resolution or act.
3. Bedford Area School District would request that PSBA withdraw the lawsuit and/or resolve the matter immediately.
4. Bedford Area School District has responded to Mr. Campbell's Right to Know request and will continue to do so in the future as is applicable under the law.

RESOLVED by a vote of ___ in favor to ___ against; this ____ day of November, 2017, at a Public Meeting of the Board of School Directors of the Bedford Area School District.

Board Secretary