REPORT OF EXAMINATION | 2017M-288

Scotia-Glenville Central School District

Financial Condition Management and Extra-Classroom Activities

JUNE 2018



Contents

Report Highlights	1
Financial Condition Management	2
What Is Effective Financial Condition Management?	2
The District Did Not Use Appropriated Fund Balance Because Expenditures Were Overestimated	2
The Board Has Not Adopted an Adequate Reserve Plan or a Multiyear Financial Plan	5
What Do We Recommend?	6
Extra-Classroom Activity Fund	7
How Should the District Account for ECA Collections and Disbursements?	7
Student Treasurers Did Not Properly Account for ECA Collections	8
The District Properly Accounted for ECA Disbursements	0
What Do We Recommend?	0
Appendix A – Response From District Officials	1
Appendix B – OSC Comments on the District's Response 40	0
Appendix C – Audit Methodology and Standards	1
Appendix D – Resources and Services	3

Report Highlights

Scotia-Glenville Central School District

Audit Objectives

Determine whether District officials effectively managed the District's financial condition.

Determine whether the central and student treasurers properly accounted for extra-classroom activity (ECA) fund collections and disbursements.

Key Findings

- Appropriations were unrealistic and appropriated fund balance was not used. Appropriations exceeded expenditures by \$11.1 million or 7.8 percent from 2014-15 through 2016-17.
- Recalculated unrestricted fund balance ranged between 10 and 11 percent of ensuing years' appropriations, exceeding the 4 percent statutory limit.
- Student treasurers did not issue duplicate press-numbered receipts or prepare adequate accountabilities for all ECA collections.

Key Recommendations

- Adopt realistic annual budgets based on historical trends or other known trends and use appropriated fund balance to fund operations.
- Use surplus funds as a financing source to fund one-time expenditures and needed reserves or to reduce District property taxes.
- Ensure that student treasurers maintain adequate supporting documentation for all ECA fund collections.

District officials disagreed with several of our findings and recommendations and indicated they planned to take limited corrective action.

Background

The Scotia-Glenville Central School
District is located in the Town of
Glenville in Schenectady County,
the Town of Charlton in Saratoga
County and the Town of Amsterdam in
Montgomery County.

The seven-member Board of Education (Board) is responsible for the general management and control of the District's financial and educational affairs, including ECA funds. The Superintendent of Schools (Superintendent) is the chief executive officer and is responsible, along with other administrative staff, for day-to-day District management under the Board's direction. The Business Manager oversees the District's business operations.

Quick Facts	
Enrollment	2,500
Employees	500
2017-18 Budgeted Appropriations	\$53.4 million

Audit Period

July 1, 2015 - August 31, 2017

We extended our audit period back to July 1, 2014 to analyze financial trends.

Financial Condition Management

What Is Effective Financial Condition Management?

To effectively manage the District's financial condition, the Board must adopt realistic and structurally balanced budgets in which recurring revenues finance recurring expenditures. Revenue estimates and appropriations should be based on historical data or known trends.

A District may retain a portion of fund balance, referred to as unrestricted fund balance, for unexpected occurrences, cash flow purposes, or appropriation to help fund the next year's operations. New York State Real Property Tax Law currently limits unrestricted fund balance to be no more than 4 percent of the following year's appropriations. Any unrestricted fund balance over this percentage should be used to finance one-time expenditures, fund reserves or reduce the real property tax levy. When fund balance is appropriated to finance operations, the District is budgeting for a "planned operating deficit" equal to the amount of fund balance appropriated. Sound budgeting practices provide that adopted annual budgets do not routinely appropriate fund balance that will not actually be used to fund operations.

Districts are also legally allowed to reserve portions of fund balance to finance future costs (e.g., capital projects or retirement expenditures). The Board should adopt a formal written plan that indicates how the reserves will be funded, how much should be accumulated in the reserves and when the money will be used to finance related costs.

Finally, District officials should prepare a multiyear financial plan based on reasonable estimates that project future revenues, expenditures, reserve balance amounts and fund balance amounts. Effective multiyear plans project operating and capital needs and financing sources over a three- to five-year period. Multiyear plans also help District officials to assess the merits of appropriating fund balance or establishing and using reserves to finance operations and capital needs. Any multiyear financial plan must be monitored and updated on a continuing basis.

The District Did Not Use Appropriated Fund Balance Because Expenditures Were Overestimated

District officials need to improve budgeting practices to more effectively manage fund balance. From 2014-15 through 2016-17, the District reported unrestricted fund balance within the 4 percent statutory limit. Although the Board appropriated an average \$3.6 million of fund balance annually to finance operations, the District did not need or use it because appropriations were overestimated. Instead it realized annual operating surpluses and not a budgeted operating deficit.

If the District had budgeted more realistically and not unnecessarily appropriated fund balance, unrestricted fund balance would have exceeded the statutory limit by \$3.3 million, or 6.1 percentage points, as of June 30, 2017. When unused appropriated fund balance is added back, the District's recalculated unrestricted fund balance as a percentage of the subsequent year's budget ranged from 10.1 to 11.2 percent over the three-year period (Figure 1).

By appropriating fund balance each year that was not needed to finance operations the District was, in effect, reserving fund balance in a manner not provided for by statute and circumventing the statutory limit.

Figure 1: Unrestricted Fund Balance at Year-End

	2014-15	2015-16	2016-17
Total Beginning Fund Balance ^a	\$7,651,846	\$8,169,829	\$8,391,203
Add: Operating Surplus	\$517,982	\$221,323	\$636,731
Total Year-End Fund Balance	\$8,169,828	\$8,391,152	\$9,027,934
Less: Restricted and Assigned			
Funds	\$2,430,668	\$3,092,943	\$3,607,890
Less: Appropriated Fund Balance			
for the Ensuing Year	\$3,785,000	\$3,535,000	\$3,435,000
Total Unrestricted Funds at			
Year-End	\$1,954,160	\$1,763,209	\$1,985,044
Ensuing Year's Budgeted			
Appropriations	\$51,352,002	\$52,048,547	\$53,406,967
Unrestricted Funds as Percentage			
of the Ensuing Year's Budget	3.8%	3.4%	3.7%
Unrestricted Funds as Percentage			
of Ensuing Year's Budget when			
unused Appropriated Fund Balance			
is added back	11.2%	10.2%	10.1%⁵

a Includes a prior period adjustment to increase beginning fund balance by \$1 in 2015-16 and \$51 in 2016-17

b Assuming the current trend of operating surpluses continues and none of the appropriated fund balance is used to finance operations in 2017-18

The District consistently realized annual operating surpluses because certain appropriations were overestimated. We compared the District's budgeted revenues and appropriations with actual results of operations from 2014-15 through 2016-17 to determine whether the estimates were reasonable. While revenue estimates were reasonable, appropriations exceeded expenditures by an average of \$3.7 million annually, or a cumulative total of approximately \$11.1 million, as indicated in Figure 2.

Figure 2: Appropriation Analysis

Fiscal Year	2014-15	2015-16	2016-17	Totals
Appropriations	\$50,782,220	\$51,352,002	\$52,048,547	\$154,182,769
Expenditures	\$46,716,144	\$47,984,572	\$48,378,251	\$143,078,967
Overestimated Appropriations	\$4,066,076	\$3,367,430	\$3,670,296	\$11,103,802
Percent Overestimated	8.7%	7.0%	7.6%	7.8%

Appropriations exceeded expenditures each year because certain appropriations were consistently overestimated. For example, health insurance benefits were overestimated each year by an average of \$693,928 (11 percent) from 2014-15 through 2016-17. The Business Manager told us he includes an additional \$350,000 in this appropriation each year in case employees who do not receive health insurance benefits decide to join the District's health insurance plan. This was not reasonable based on historic expenditure trends and changes in the enrollment of employees in the plan. Furthermore, there was already approximately \$344,000 of excess appropriations in the account each year to cover unforeseen expenses.

Similarly, the New York State Teachers' Retirement System (NYSTRS) contributions were overestimated each year by an average of \$320,810 (13 percent) from 2014-15 through 2016-17. The Business Manager told us these appropriations were overestimated because the final approved employer contribution rate differed from the estimated rate used for budgetary purposes. However, the adopted employer contribution rates equaled the estimated rates released prior to budget adoption each year, which District officials could have used in developing the budget. In addition, the District appropriated \$150,000 each year for contract transportation from 2014-15 through 2016-17 but did not expend any money from this appropriation. The Business Manager told us this appropriation is included as a contingency, in case the District must contract for their bus runs.¹ However, this estimate was not reasonable based on recent historical trends.

We also reviewed appropriations for health insurance benefits, NYSTRS contributions and contract transportation for the 2017-18 fiscal year. The District appropriated \$140,000 for contract transportation; due to a shortage in bus drivers, it will likely expend a significant portion, if not all, of this appropriation. However, the District did not reduce the appropriation for bus driver salaries accordingly and is therefore not likely to expend the entire amount appropriated. Additionally, health insurance benefits and NYSTRS appropriations are overestimated based on historic expenditures. As a result, the District will likely realize another operating surplus in 2017-18 and will not need the \$3.4 million appropriated fund balance.

¹ The District employed bus drivers to provide transportation services to students on a daily basis to and from District facilities and other locations and for extracurricular trips.

Because the Board overestimated appropriations, it appeared that the District needed to use appropriated fund balance each year to close projected budget gaps. However, instead of using any appropriated fund balance, the District realized operating surpluses and accumulated an additional \$1.4 million of fund balance from 2014-15 through 2016-17.

The District decreased the real property tax levy (tax levy) in 2015-16 and 2016-17 by 1.3 percent and 0.1 percent respectively from the prior years and increased the tax levy in 2014-15 and 2017-18 by 2.5 percent and 3.5 percent respectively from the prior years. While we commend the District for decreasing the tax levy in 2015-16 and 2016-17, had the Board adopted budgets with more realistic estimates for appropriations, the 2014-15 and 2017-18 tax levy increases may not have been necessary.

The Board Has Not Adopted an Adequate Reserve Plan or a Multiyear Financial Plan

The Board has not developed a written reserve fund plan and policy that describes a maximum funding level and the planned use of the District's reserves. As of June 30, 2017, the District reported five general fund reserves² with balances totaling approximately \$3.1 million. From 2014-15 through 2016-17, the District has generally not used its reserves to finance related expenditures totaling \$2.8 million.³ For example, the District expended more than \$585,000 in 2016-17 for retirement contributions⁴ but did not use any of the retirement contribution reserve money to pay for these expenditures. Similarly, the employee benefit accrued liability reserve was not used to pay any of the \$49,000 of related expenditures in 2016-17. The Business Manager said the District did not want to use reserve funds to cover these expenditures because it would have to replenish the reserves afterward. This occurred because the Board did not establish an adequate reserve fund plan and policy that identified when to use reserve funds and when to replenish them.

In addition, the Board has not adopted a multiyear financial plan that projects revenue and expenditures and fund balance levels. The Business Manager prepared a multi-year financial plan, however it was not approved by the Board. Additionally, the plan was not realistic as it provided for the appropriation and use of \$10.8 million of fund balance from 2014-15 through 2016-17. However, as noted above, because appropriations were overestimated, rather than using any surplus funds, the District's realized operating surpluses and fund balance increased by \$1.4 million during that period. The lack of a realistic multiyear

² Workers' compensation, retirement contribution, unemployment insurance, tax certiorari and employee benefit accrued liability

³ The District used \$66,564 from the tax certiorari reserve during this period to pay related judgments.

⁴ To the New York State and Local Employees Retirement System

financial plan limits the ability of the Board and District officials to effectively manage District finances and address future operating and capital needs.

What Do We Recommend?

District officials should:

- Adopt realistic annual budgets based on historical trends or other known factors and only appropriate fund balance actually needed and intended to fund operations.
- 2. Use surplus funds in a manner that benefits District residents. Such uses could include, but are not limited to:
 - Funding one-time expenditures;
 - Funding needed reserves; and
 - Reducing District property taxes.
- 3. Develop a comprehensive multiyear financial plan to provide a framework for future budgets and guide the District's management of financial condition. The plan should be periodically reviewed and updated as appropriate.
- 4. Adopt a written reserve fund plan and policy that includes how the reserves will be funded, the optimal funding levels for each reserve and the conditions under which reserves will be used to finance related costs.

Extra-Classroom Activity Fund

Generally, student activity organizations raise extra-classroom activity (ECA) funds to promote the general welfare, education and morale of all students and to finance appropriate extracurricular activities for the student body. The Regulations of the Commissioner of Education (Regulations)⁵ of the New York State Education Department require the Board to appoint a central treasurer who is responsible for maintaining records of ECA fund collections and disbursements. Each ECA must have a student treasurer and faculty adviser (adviser).

The Board has appointed central treasurers⁶ who are responsible for making deposits, disbursing ECA funds, reconciling all ECA bank accounts and maintaining accounting ledgers for the ECA fund. In addition, the Board appointed two faculty auditors, as well as an adviser for each student club or organization. The advisers are responsible for providing guidance and supervising the student treasurers' work, including verifying student records against collections before remitting them for deposit, verifying that disbursements are supported and for appropriate purposes, and signing deposit and check request forms. The faculty auditors are responsible for reviewing ECA records and providing a second signature on ECA checks.

During the 2016-17 school year, the District's 50 ECA fund accounts recorded collections totaling \$246,826 and disbursements totaling \$242,893 and had a combined cash balance of \$122,234 as of June 30, 2017.

How Should the District Account for ECA Collections and Disbursements?

Students are responsible for collecting money at fundraisers under the direction of their advisers and remitting collections to the student treasurer. When collecting money, students should issue duplicate press-numbered receipts or use some other method that adequately documents the source, date, amount and purpose of each collection. Student treasurers should remit collections to the central treasurer as soon as possible and provide adequate documentation to support the collections. Student treasurers should retain these records along with all other documentation supporting receipt of the collections. Upon receiving collections from the student treasurers, the central treasurers should deposit the collection intact and in a timely manner.

The central treasurer should disburse ECA money only upon receiving payment orders signed by a student treasurer and faculty adviser. In addition,

⁵ The Regulations provide additional guidance on how school districts should set up, account for and manage ECA clubs in the publication entitled The Safeguarding, Accounting, and Auditing of Extra-Classroom Activity Funds (Finance Pamphlet 2), available at http://www.p12.nysed.gov/mgtserv/accounting/extra_classroom_activities_fund.html

⁶ The Board appoints a separate central treasurer and faculty auditor for the middle school and high school ECA funds.

disbursements should have documentation, such as itemized receipts or invoices, to support the expenditures approved for payment.

Student treasurers, with the assistance of advisers, are also responsible for maintaining independent accounting records of collections and disbursements. The central treasurer should maintain separate accounting records and reconciliations from the student treasurers. These records should be periodically reconciled by an independent person and any discrepancies should be investigated.

The Board and District officials should adopt and implement policies and procedures to protect ECA fund money. These policies should also describe the records that the faculty advisers and student treasurers should maintain, their respective duties, and control procedures.

Student Treasurers Did Not Properly Account for ECA Collections

ECA collections were remitted to the central treasurers with a deposit form documenting the activity's name, type of fundraiser, composition and total amount to be deposited. The deposit forms were signed by the applicable student treasurer, adviser and central treasurer. We reviewed 24⁷ remittances totaling \$52,736 made by eight clubs and found that all were supported by a properly authorized deposit form, accurately accounted for in the central treasurers' ledgers and deposited intact and timely.

However, our review of the student treasurers' independent records for the same remittances found the records were not adequate for 16 remittances totaling \$33,833. Although the student treasurers prepared deposit forms that were remitted to the central treasurers, they did not maintain adequate records for collections, such as receipts or other documentation supporting the sources, dates and amounts of collections. For example, one club remitted \$8,556 for play ticket sale, concessions, flowers and raffle tickets, but did not issue duplicate receipts, maintain inventories of goods purchased for resale or prepare accountabilities for the items sold. Although the adviser prepared an accountability for these collections, it was not sufficient because it was not supported by inventory records, ticket numbers or duplicate receipts. In addition, the accountability indicated that total remittances were \$59 less than collections. Because the student treasurer and adviser did not maintain adequate collection records, we could not determine whether the club collected all money due or whether those collections were entirely remitted to the central treasurer for deposit.

⁷ See Appendix C for sampling methodology.

Where possible, we performed additional testing to determine whether all collections were remitted. For example, one club remitted \$2,317 for ticket and food sales and did not issue duplicate receipts or maintain any inventory records for food purchases to document the number of items purchased, sold and remaining. We performed an accountability based on food purchases and tickets sold. However the club could not provide us with a price list for items sold. As a result, although we were able to determine that amounts remitted were reasonable based on ticket sales and food purchases, we could not verify that the club collected all money due or whether the collections were remitted to the central treasurer intact (in the same form as collected).

In addition, three clubs did not remit funds to the central treasurer timely and one club did not document collection dates. For example, one club held collections totaling \$2,939 between eight and 14 days before being remitted for deposit. Another club did not document student collection dates for one remittance totaling \$1,725, so we could not determine how long these collections were held before being remitted.

Student treasurers also did not maintain adequate accounting records. Two clubs did not have a student ledger and two of the remaining six clubs had partial or inaccurate student ledgers. One student treasurer's ledger did not have a running cash balance, and the other student treasurer's ledger was incomplete. Instead of maintaining independent ledgers that were complete and accurate, these clubs relied on the central treasurers to provide them with their monthly cash balances.

These discrepancies occurred because the Board did not adopt adequate policies and procedures to ensure that ECA collections were properly accounted for. The District's ECA procedure manual did not establish procedures for receipting and documenting collections. In addition, District officials did not distribute ECA procedures and provide training to all ECA treasurers and advisers. Furthermore, advisers did not ensure that student treasurers maintained complete and accurate student ledgers and adequately documented the source, date, amount and purpose of collections. Although the Board appointed faculty auditors to oversee the management of ECA funds, these auditors did not identify these discrepancies because they did not compare the student treasurers' and central treasurers' records.

When student treasurers do not maintain and submit adequate documentation to support collections, District officials cannot ensure that students are adequately accounting for all collections and remitting them to the central treasurer in a timely manner. When ledgers are not complete and accurate and funds are not remitted timely, there is an increased risk that errors or irregularities could occur and not be detected or corrected in a timely manner. Moreover, when student treasurers do not follow appropriate procedures they are not learning appropriate business practices.

The District Properly Accounted for ECA Disbursements

We reviewed 30 disbursements totaling \$27,565 made from eight clubs to determine whether they were supported by approved payment forms, contained adequate documentation and were for appropriate club activities. Except for minor discrepancies which we discussed with District officials, these disbursements were for appropriate purposes and were accurately accounted for in both the central and student treasurers' records. In addition, we reviewed the same disbursements and found that, except for minor discrepancies, the central treasurer obtained and maintained adequate documentation to support disbursements.

What Do We Recommend?

District officials should:

- 5. Establish policies and procedures over the ECA cash receipts and disbursements. In addition, they should ensure the central treasurers, faculty auditors, faculty advisers and student treasurers are adequately informed about the District's policies and procedures, and that they follow the specific requirements for the receipt and disbursement of funds and maintain adequate and appropriate accounting records.
- 6. Ensure the faculty auditors periodically review and compare the central treasurers' records with the student treasurers' records and ledgers.

Faculty advisers should:

- Ensure that student treasurers maintain and submit adequate supporting documentation for all ECA fund collections that includes the source, date, amount and purpose.
- 8. Ensure that student treasurers maintain ledgers showing all collections and disbursements, and a running cash balance that can be reconciled with the central treasurer's balance periodically.

Appendix A: Response From District Officials





Central Schools

District Offices • 900 Preddice Parkway • Scotia, New York 12302

Susan M. Swartz Superintendent of Schools (518) 347-3600 Ext. 71100 Karen Swain
Assistant Superintendent for
Curriculum and Instruction
(518) 347-3600 Ext. 72100

Andrew M. Giaquinto School Business Manager (518) 347-3600 Ext. 73100

March 30, 2018

Jeffrey P. Leonard, Chief Examiner Office of the State Comptroller One Broad Street Plaza Glens Falls, New York 12801-4396

Dear Mr. Leonard,

This correspondence is written in response to the DRAFT Comptroller's Audit Report prepared by your staff and received by the Scotia-Glenville Central School District on Friday, March 23, 2018. This letter responds to the DRAFT report and describes the corrective actions or steps the district has or will take in response to recommendations made in the audit report.

Staff from the Comptroller's Office responsible for the District audit began work on July 5, 2017. However, final goals for the audit were not determined until November, and were established only after repeated requests by district representatives. The final goals set for audit purposes by the Comptroller's staff were to determine whether District officials effectively managed the District's financial condition and determine whether the central and student treasurers properly accounted for extra-classroom activity (ECA) fund collections and disbursements.

The District takes issue with the auditor's assertion that the appropriations exceeded expenditures by 7.8% during the three-year audit period. This equates to a 2.5% margin on a \$53 million dollar budget which is within acceptable audit tolerances. It is an immaterial variance. The District has demonstrated that the revenue budget is within 1% of the adopted budget. Savings are generated by reductions in expenditures during the budget period. The District provides additional information regarding this below.

See Note 1 Page 40

The following are specific recommendations made to the District as part of the DRAFT Audit Report reviewed on March 23, 2018. The recommendations of the Comptroller's representatives appear as they do in the DRAFT report (in bold) and the district's response follows.

District officials should:

1. Adopt realistic annual budgets based on historical trends or other known factors and only appropriate fund balance actually needed and intended to fund operations.

Response: It is the District's position that we do adopt realistic budgets based on historical trends (please see Exhibit 1). The District appropriates fund balance during the budget process in lieu of raising taxes at a time when state and federal funding is not finalized.

See Note 2 Page 40

During the budget development process, the District must consider anticipated costs (for example, contractual agreements), as well as unanticipated obligations (for example, health and safety needs, new students with special education needs).

It is not the District's objective to deplete the budget, but to achieve savings during the year through contractual negotiations, purchasing cooperatives, and inter-municipal agreements.

- 2. Use surplus funds in a manner that benefits District residents. Such uses could include, but are not limited to:
 - Funding one-time expenditures:
 - Funding needed reserves;
 - Reducing District property taxes.

Response: It is the District's position that we do practice these disciplines. During the period covered by this audit, the District funded several one-time expenditures (please see Exhibit 1), funded reserves (please see Exhibit 3), and reduced the tax rate for the community (please see Exhibit 4).

See Note 3 Page 40

3. Develop a comprehensive multiyear financial plan to provide a framework for future budgets and guide the District's management of financial condition. The plan should be periodically reviewed and updated as appropriate.

Response: It is the District's understanding that this will be removed from the Report of Examination as we provided the auditors with the five-year plan which was discussed / reviewed in public session at a Board of Education Meeting (please see Exhibit 5 and Exhibit 6).

See Note 4 Page 40

4. Adopt a written reserve fund plan and policy that includes how the reserves will be funded, the optimal funding levels for each reserve and the conditions under which reserves will be used to finance related costs.

Response: The Board of Education adopts a reserve policy at its annual meeting in July of each school year. Board members determine the funding of the reserves and approve the utilization of such funds. These reserves are audited by our external auditors each year and are funded in accordance with SED law. There is sufficient documentation supporting the funding and utilization of such reserves.

See Note 5 Page 40

District officials should:

5. Establish policies and procedures over the ECA cash receipts and disbursements. In addition, they should ensure the central treasurers, faculty auditors, faculty advisers and student treasurers are adequately informed about the District's policies and procedures, and that they follow the specific requirements for the receipt and disbursement of funds and maintain adequate and appropriate accounting records.

6. Ensure the faculty auditors periodically review and compare the central treasurers' records with the student treasurers' records and ledgers.

Faculty advisers should:

- 7. Ensure that student treasurers maintain and submit adequate supporting documentation for all ECA fund collections that includes the source, date, amount and purpose.
- 8. Ensure that student treasurers maintain ledgers showing all collections and disbursements, and a running cash balance that can be reconciled with the central treasurer's balance periodically.

Response: The District will set up meetings with administrators and advisors involved in E-CAF to review the recommendations made as part of the Comptroller's audit. These meetings will take place Spring 2018 and / or Fall 2018. The meetings will be used to develop a strategy to identify the tools needed to implement these recommendations.

The District will utilize the internal auditor to assist in training and then to perform a subsequent audit of the E-CAF program.

Please contact me if you have any questions about the content of this response.

Sincerely,

Susan M. Swartz, Superintendent

cc: Scotia-Glenville Board of Education Members Mr. Drew Giaquinto, Business Manager Mrs. Colleen DiCaprio, District Treasurer

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some of funds	44,567,743	3 100.00%	45.857.192	н	46,653,183	8	47,329,160	100.001	47,080,915	300 00X	47,829,155	100 000	49,146,942	200.00%		1		100,00% \$2,048,547	547 100,00%	N S3,406,966	100.00%	14,404,155	100.008
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Scotia-Glenville School District Scotia, NY

Received

FEB 2 8 2018

Scotia-Glanville CSD District Office

To:

Susan Swartz

From:

Andrew Giaquinto

Subject: Response to page 7 of OSC Draft report

Date:

February 26, 2018

Listed below is the information you requested concerning our one-time or emergency purchases from 2014-2017 (Districtwide Project Code).

Total amount initially budgeted for the three years-\$406.855

Total amount expensed for the three years-\$709,124

There is a difference of \$302,269, which are the one time or emergency purchases listed below-

\$4,500- removal of old bleachers at HS

\$44,945- re-location of electric services at the HS (National Grid)

\$22,500- tennis court resurfacing at HS

\$34,463- parking lot resurfacing- HS, MS, Linc. Sac

\$15,356- replacement of entrance doors in buildings

\$23,643- card access systems purchase

\$15,957- a/c for distance learning lab remodel

\$16,365- security door system

\$24,622- additional cost for HS generator

\$21,750- tennis court resurfacing- HS (continued from above)

\$15,540- sealcoating- DO, GD, GW

\$45,445- fencing (Athletic fields' districtwide, also Transportation)

\$18,671- sewer drain replacement at HS

In addition to these items, there were also two major unbudgeted emergency/one time purchases from the equipment code-\$17,390 for new bleachers and \$21,899 for the new cargo van (courier vehicle).

In addition, I have attached board action for increases to ERS and Tax Cert. reserve during the past couple of years as well as the five year plan with attached copy to show board review. I have also

Exhibitz

attached a summary review of budgets adopted since 2007-08 through the 18/19 C/F draft budget. The analysis displays, revenue and appropriation budgets adopted with corresponding tax levy and tax rate for each budget year. Separate charts show the fund balance utilization and tax rate increases for each of the budgets.

Please let me know if you have questions on above and the attached and if you require additional information.

Attachments

Page

ROLL CALL
AYES: 6
NOES: 0
MOTION CARRIED

RESOLUTION: ANNUAL ORGANIZATIONAL MEETING

MOVED by Normington that the Board of Education adopt the following Resolution:

Resolved that the Annual Organizational Meeting of the Board of Education of the Scotia-Glenville Central School District for the 2015-2016 school year be held on July 13, 2015, beginning at 7:00 PM in the District Office in said District.

ROLL CALL
AYES: 6
NOES: 0
MOTION CARRIED

MOVED by Carbone that the Board of Education approve the following two items:

RESOLUTION: ACCEPT AND APPROPRIATE THE NEW YORK STATE ASSOCIATION FOR REDUCTION, REUSE AND RECYCLING INC. (NYSAR) GRANT FUNDS TO THE SCOTIA GLENVILLE MIDDLE SCHOOL

Approve the Resolution, dated June 8, 2015, to accept and appropriate the New York State Association for Reduction, Reuse and Recycling Inc. grant award in the amount of \$500 to the Scotia Glenville Middle School, as submitted. (This resolution is contained as Appendix D to these minutes).

RESOLUTION: ACCEPT AND APPROPRIATE THE NEW YORK STATE ASSOCIATION FOR REDUCTION, REUSE AND RECYCLING INC. (NYSAR) GRANT FUNDS TO SCOTIA-GLENVILLE LINCOLN ELEMENTARY SCHOOL

Approve the Resolution, dated June 8, 2015, to accept and appropriate the New York State Association for Reduction, Reuse and Recycling Inc. grant award in the amount of \$500 to Scotia Glenville Lincoln Elementary School, as submitted. (This resolution is contained as Appendix E to these minutes).

ROLL CALL
AYES: 6
NOES: 0
MOTION CARRIED

RESOLUTION: INCREASE TAX CERTIORARI RESERVE FUNDS



MOVED by Normington that the Board of Education approve the Resolution, dated June 8, 2015, authorizing the decrease in the undesignated fund balance (A909) by \$250,000 and the increase of the Tax Certiorari Reserve (A864) by \$250,000 for the 2014-2015 tax year, as submitted. (This resolution is contained as Appendix F to these minutes).

Exhibit 3

RESOLUTION: AUTHORIZE DECREASE IN UNDESIGNATED FUND BALANCE BY \$200,000 AND INCREASE THE RETIREMENT RESERVE FUND BY \$200,000

Authorize the decrease in the undesignated fund balance by \$200,000 and increase the Retirement Reserve Fund by \$200,000, as submitted. (This resolution is contained as Appendix O to these minutes).

RESOLUTION: AUTHORIZE DECREASE IN UNDESIGNATED FUND BALANCE BY \$175,000 AND INCREASE THE EMPLOYEE BENEFIT RESERVE FUND BY \$175,000

Authorize the decrease in the undesignated fund balance by \$175,000 and increase the Employee Benefit Reserve Fund by \$175,000, as submitted. (This resolution is contained as Appendix P to these minutes).

ROLL CALL
AYES: 6
NOES: 0
MOTION CARRIED

ADOPT READING WONDERS SERIES FOR ELEMENTARY SCHOOL STUD

MOVED by Beauchamp that the Board of Education adopt the *Reading Wonders* series (McGraw-Hill) for all elementary students in grades K-5.

ROLL CALL
AYES: 6
NOES: 0
MOTION CARRIED

MOVED by Carbone that the Board of Education approve the following two items:

MEMORANDUM OF AGREEMENT BY AND BETWEEN THE SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT AND SCOTIA-GLENVILLE TEACHERS' ASSOCIATION

Approve the Memorandum of Agreement by and between Scotia-Glenville Central School District and Scotia-Glenville Teachers' Association regarding the creation of a stipend position of *Nurse Coordinator*, with a yearly stipend of \$1,100 for each year, September 1 through June 30, of the Collective Bargaining Agreement, as submitted. (This agreement is contained as Appendix Q to these minutes).

MEMORANDUM OF AGREEMENT BY AND BETWEEN THE SCOTIA-GLENVILLE CENTRAL SCHOOL DISTRICT AND SCOTIA-GLENVILLE TEACHERS' ASSOCIATION (SGTA)

Approve the Memorandum of Agreement by and between the Scotia-Glenville Central School District and Scotia-Glenville Teachers' Association regarding a stipend of \$6,500 for Kathleen Lewek, a member of the SGTA, for the period September 1, 2015 through June 30, 2016, in recognition of duties assumed to ensure the district's compliance and accurate reporting of Medicaid claims information, as submitted. (This agreement is contained as Appendix R to these minutes).

	spending incr %	tax rate incr(decr)	spending incr \$'s	tax levy/pilots	
2007-08	6.09%	1.89%	\$2,557,344		
2008-09	2.89%	3.34%	\$1,289,389	885,302	3.71%
2009-10	1.73%	-1.68%	\$794,249	(194,248)	-0.79%
2010-11	1.45%	0.76%	\$677,779	733,749	2.99%
2011-12	-0.52%	1.86%	(\$248,245)	503,484	1.99%
2012-13	1.59%	3.26%	\$748,240	795,054	3.08%
2013-14	2.76%	4.38%	\$1,317,787	1,241,583	4.67%
2014-15	3.33%	1.76%	\$1,635,278	724,494	2.60%
2015-16	1.12%	-2.51%	\$569,782	(514,528)	-1.80%
2016/17	0.67%	-0.74%	\$344,144	303,832	1.08%
2017/18	2.61%	3.61%	\$1,358,419	1,025,374	3.62%
2018/19 C/F	5.99%	8.00%	\$3,197,189	2,357,074	8.03%
2007-08 - 2017/18	1.98%	1.33%	\$14,241,355	\$7,861,170	

Special Meeting Minutes

A Special Meeting of the Board of Education of the Scotia-Glenville Central School District was held in the Library of the Middle School, in said district on July 22, 2013.

President Carbone called the meeting to order at 6:30 p.m.

Present: Carbone, Beauchamp, Benedetto, Bucciferro, Feinberg, Normington, Pytlovany, Business

Manager Giaquinto and District Clerk DeLong

Absent: Superintendent Swartz

A Public Hearing on the Code of Conduct was held at 6:30 p.m. Tom Fyvie and Anthony Peconie presented the changes to the Code of Conduct to the Board. The Board requested some slight changes in wording and the Code will be amended to reflect those changes.

PLEDGE OF ALLEGIANCE

HEARING/PRIVILEGE OF THE FLOOR

Nicole Broadhead spoke to the Board regarding the Dress Code at the High School.

ELECT BOARD OF EDUCATION VICE PRESIDENT

Ms. Carbone called for nominations for the office of Vice-President of the Board of Education for the 2013-2014 school year. Gary Normington nominated David Bucciferro for this office. Pamela Carbone nominated Colleen Benedetto for this office. A ballot vote was taken and the result was 4 votes for Mr. Bucciferro and 3 votes for Ms. Benedetto. Mr. Bucciferro was elected as Vice-President of the Board of Education for the 2013-2014 school year.

ADOPT REVISED ELEMENTARY, MIDDLE SCHOOL, AND SENIOR HIGH SCHOOL HANDBOOKS

MOVED by Normington that the Board of Education adopt the Revised Elementary, Middle School, and Senior High School Handbooks, as submitted, with the changes requested during the Public Hearing. (These handbooks are contained as Appendix A to these minutes).

ROLL CALL
AYES: 7
NOES: 0
MOTION CARRIED

DISCUSSION: FIVE YEAR FISCAL PROJECTION

The Board briefly discussed the five year fiscal projection. There will be a power point presentation on this projection at the August 26th Board meeting.

<u>DISCUSSION: SCHEDULE OF CURRICULUM REPORTS TO BOARD OF EDUCATION – 2013</u> 2014

Exhibit 5

Special Meeting Minutes

A Special Meeting of the Board of Education of the Scotia-Glenville Central School District was held in the Board Room of the District Office, in said district on August 26, 2013.

President Carbone called the meeting to order at 6:15 p.m.

Present: Carbone, Beauchamp, Benedetto, Bucciferro, Feinberg, Normington, Pytolovany, and

Superintendent Swartz

Absent:

MOVED by Normington that the Board of Education adjourn to Executive Session in order to discuss matters relating to personnel and/or negotiations.

> ROLL CALL AYES: 7 NOES: 0 MOTION CARRIED

The Board adjourned to Executive Session at 6:15 p.m. and returned to Open Session at 7:05 p.m. Business Manager Giaquinto and District Clerk DeLong were present during the Open Session.

PLEDGE OF ALLEGIANCE

HEARING/PRIVILEGE OF THE FLOOR

None

PRESENTATION: FIVE-YEAR FISCAL PROJECTION PLAN (SUSAN SWARTZ, SUPERINTENDENT OF SCHOOLS)

Superintendent Swartz gave a presentation to the Board on the Five-Year Fiscal Projection Plan. She reported on possible spending and funding increases and decreases that the District is likely to incur over the next five years. She explained that these are just estimates and there is no way to predict exactly what these increases and decreases will be. She also reviewed the New York State requirements and provided the Board with a five-year snapshot of what to expect based on the fiscal projections.

ACCEPT BUDGET APPROPRIATION STATUS AND REVENUE STATUS REPORTS/FUND BALANCE (4TH) QUARTER PROJECTION FOR 2012-2013

MOVED by Bucciferro that the Board of Education accept the Budget Appropriation Status and Revenue Status Reports/Fund Balance (4th) Quarter Projection for 2012-2013 Fiscal Year, as submitted. (This report is contained as Appendix A to these minutes).

> ROLL CALL AYES: 7 NOES: 0 MOTION CARRIED

> > Exhibit 5a

	ANALYSIS
	H COMPONENT ANA
	WITH
	REPORT BY FUNCTION WITH
	REPORT BY
	PRIATION BUDGET RE
13	APPROPRIATION
03/00/	DETAIL

SGCSD Fiscal projection Model 2013-14 budget - 2018-19

		2013-14 CF less			1000	10 017 10 019	2010 10 000	and C'e	% Incr	
ACCOUNT	DESCRIPTION	Tier 1 and II	Z014-15 est	- 1	159 /T-910	10.07-7707	162 67-0707	IICW & S		la
A 1040.16	DIST CLERK NON-INSTR SAL	41,614	42,446	43,295	44,161	45,044	45,945			R
A 1240.161	CHIEF ADMIN NON-INST CONT	90,860	92,677	94,531	96,421	98,350	100,317			28
A 1310.161	BUS ADMIN NON-INST CONT	248,364	253,331	258,398	263,566	268,837	274,214	25,		%
A 1310.162	BUS ADMIN NON-INST SUPP	2,000	5,100	5,202	5,306	5,412	5,520			%
A 1320.16	INTERNAL AUDITOR STAFF	9000	6,120	6,242	6,367	6,495	6,624			%
A 1325 16	TREACURER NON-INST SAL	60,884	62,102	63,344	64,611	65,903	67,221	6,337	2.08%	%
A 1430 161	PERSONNEI NON-INST SAL	23,997	24,477	24,966	25,466	25,975	26,495	2,498	2.08%	%
A 1430.162	PERSONNEL NON-INST SAL SU	200	510	520	531	541	552	52	2.08%	Ж.
A 1620 161-01	PLANT OPER CUST SAL CONT	837,196	849,754	866,749	884,084	901,766	919,801	82,605		38
A 1620 161-02	PLANT OPER CUST SAL OT	81,600	82,824	84,480	86,170	87,893	89,651			ж
A 1620.161-03	PLANT OPER CUST SAL SUPP	25,753	26,139	26,662	27,195	27,739	28,294			Ж.
A 1620 162-01	PLANT OPER SUPERVISE SAL	59,759	60,954	62,173	63,417	64,685	62,979	6,220	2.08%	%
A 1621 161-01	PLANT MAINT SAL CONTRACT	294,200	300,084	306,086	312,207	318,452	324,821	30,621		%
A 1621.161-02	PLANT MAINT SAL OT	20,400	20,706	21,120	21,543	21,973	22,413	2,013		2%
A 1621.161-03	PLANT MAINT SAL SUPP	22,265	22,599	23,051	23,512	23,982	24,462			×
A 1621 162-01	PLANT MAINT GROUNDS SAL	88,538	998'68	91,663	93,497	95,367	97,274	8,736		½°
A 1621 162-02	GROUNDS SARARIES-OT	15,660	15,895	16,213	16,537	16,868	17,205	1,545		Ж.
A 1621 162-03	PLANT MAINT GROUNDS SUPP	16,872	17,125	17,468	17,817	18,173	18,537			%
A 1621 163-01	PLANT MAINT SUPER SAL	59,759	60,954	62,173	63,417	64,685	62,979	9 6,220		%
A 1680.16	CENTRAL DATA PROCESSING MICRO COMP COC	57,638	58,791	29,967	61,166	62,389	63,637	5,999		%
A 8070.16	CENSUS INSTRUCTION	1,000	1,020	1,040	1,061	1,082	1,104	104		%
A 2010 161	CLIBE CLIDERVISION NON-INST	24,078		25,051	25,552	26,063	26,584	1 2,506	5 2.08%	%
A 2020.161	CLIDEBVISION NON-INCT SAI	450,001	4	468,181	477,545	487,096	496,837	7 46,836	5 2.08%	%
A 2020.162	CIDERVISION NON-INST SLIPP	32,949		34,280	34,966	35,665	36,378	3,429	3.08%	3%
A 2110.16	TEACHING NON-INST SAL	190,442	194,251	198,136	202,099	206,141	210,263	3 19,821		3%
A 2040.162	SUMMER SCHOOL CLERICAL	433	442	450	460	469	478			3%
A 2250.161	HANDICAP NON-INST SAL	529,044	539,625	550,417	561,426	572,654	584,107			%
A 2250 162	HANDICAP NON-INST SAL	74,642	76,135	77,658	79,211	80,795	82,411			8%
A 2610.161	LIB & A/V NON-INST SAL	76,785	78,321	79,887	81,485	83,115	84,777	7 7,992		8%
A 2610.162	LIB & A/V NON-INST SAL SUPP	2,952	3,011	3,071	3,133	3,195				%
A 2810.161	GUIDANCE CLERK SAL	129,917	132,515	135,166	137,869	140,626	143,439	9 13,522		8%
A 2810.162	GUIDANCE CLERK SALSUPL	8,330	8,497	8,667	8,840	9,017	9,197			8%
A 2815.161	HEALTH NON INST SAL	257,841	262,998	268,258	273,623	2		7		%
A 2815.162	HEALTH NON INST SAL	21,074	21,495	21,925	22,364					%
Non-instructions	Non-instructional salary and wages (excl. Transportation)	3,856,347	3,927,933	4,006,491	4,086,621	4,168,353	4,251,720	395,373	3 2.05%	2%

927
12,927
12,736
12,548
12,363
12,180
12,000



A 5530.16

SGCSD Fiscal projection Model 2013-14 budget - 2018-19 03/06/13 DETAIL APPROPRIATION BUDGET REPORT BY FUNCTION WITH COMPONENT ANALYSIS

		2013-14 CF less								
ACCOUNT	DESCRIPTION	Tier 1 and II	2014-15 est	2015-16 est	2016-17 est	2017-18 est	2018-19 est	new \$'s	% incr	
A 5510 161-01	TRANS MECHANICS SAL	123,176	125,024	127,524	130,075	132,676	135,330	12,15	.54 1	%26
A 5510.162-01	TRANS BUSDRIVER SAL	745,297	756,476	771,606	787,038	802,779	818,834	73,537	37 1	%26.
A 5510.162-02	TRANS BUSDRIVER SAL OT	201,677	204,702	208,796	212,972	217,232	221,576	19,899	1 168	%26.
A 5510 162-03	TRANSPORTATION BUS AIDE SAL	119,183	120,971	123,390	125,858	128,375	130,943	11,7	,60 1	%26.
A 5510 163-01	TRANS SUPERVISOR SAL	62,500	63,750	65,025	66,326	67,652	500,69	6,5	6,505 2	5.08%
A 5510 163-02	TRANS SUPERVISE SAL SUPP	202	206	210	214	219	223		21 2	2.08%
vortation salary and wages	nd wages	1,264,035	1,283,309	1,308,914	1,335,031	1,361,669	1,388,838	124,803	_	97%
Instructional salary and Wages	ary and Wages	5,120,382	5,211,242	5,315,405	5,421,652	5,530,022	5,640,559	520,177		.03%

		2013-14 CF less							
		Tier 1 and II	2014-15 est	2015-16 est	2016-17 est	2017-18 est	2018-19 est r	new \$'s	% incr
A 1240.15	CHIEF ADMIN INST SAL	161,021	164,241	167,526	170,877	174,294	177,780	16,759	2.08%
A 1240.151	CHIEF ADMIN INST SUPPL SAL	6,155	6,155	6,155	6,155	6,155	6,155	ı	0.00%
A 1430 15	PERSONNEL INSTRUCT SAL	46,043	46,964	47,903	48,861	49,838	50,835	4,792	2.08%
A 2010 15	CLIRR SUPERVISION INST SAL	82,650	84,303	686'58	87,709	89,463	91,252	8,602	2.08%
A 2020.13	CIDERVISION INST SAL	1,070,836	1,092,253	1,114,098	1,136,380	1,159,107	1,182,289	111,453	2.08%
A 2020.151	SUPPRINCIPLE SUPP	6,581	6,713	6,847	6,984	7,123	7,266	982	2.08%
A 2020.153	SUPERVISION- NON-INST SAL SUPP-CELL	7,037	7,178	7,321	7,468	7,617	7,769	732	2.08%
A 2040 151	SLIPER SPEC SCH INST SAL	6,684	6,818	6,954	7,093	7,235	7,380	969	2.08%
A 2070 151	INSERVICE MODEL SCHOOLS	15,045	15,045	15,045	15,045	15,045	15,045	,	0.00%
A 2110 11	KDGN TFACH SAL	867,792	898,165	929,600	962,137	995,811	1,030,665	162,873	3.75%
A 2110 12	FI FM TEACHERS SAI	4,697,002	4,861,397	5,031,546	5,207,650	5,389,918	5,578,565	881,563	3.75%
A 2110 122	ELEM HOME TCHG SAI	3,439	3,559	3,684	3,813	3,946	4,084	645	3.75%
A 2110.130	Secondary School	5,515,406	5,708,445	5,908,241	6,115,029	6,329,055	6,550,572	1,035,166	3.75%
A 2110.131	COLLATERAL DUTIES	52,407	54,241	56,140	58,105	60,138	62,243	9:836	3.75%
A 2110.132	SEC HOME TCHG SAL	37,223	38,526	39,874	41,270	42,714	44,209	986′9	3.75%
A 2110.133	COLLATERAL/CHAPERONES	351	363	376	389	403	417	99	3.75%
A 2110 14	SUB TEACHER SAL	412,000	426,420	441,345	456,792	472,779	489,327	77,327	3.75%
A 2250.15	HANDICAP INST SAL	3,121,736	3,230,997	3,344,082	3,461,125	3,582,264	3,707,643	585,907	3.75%
A 2280.15	OCC ED INST SAL	178,998	185,263	191,747	198,458	205,404	212,593	33,595	3.75%
A 2330.15	SPEC SCH ADULT ED INST SAL	3,070	3,177	3,289	3,404	3,523	3,646	276	3.75%
A 2330.152	AFTER SCHOOL PROGRAM	2,635		2,823	2,921	3,024	3,130	495	3.75%
A 2330.155	SPEC SCH SEC INST SAL	961	995	1,029	1,065	1,103	1,141	180	3.75%
A 2610.15	LIB & A/V INST SAL	336,246	348,015	360,195	372,802	385,850	399,355	63,109	3.75%
A 2610.152	LIB & A/V INST SUPPLEMENTAL	4,136	4,281	4,431	4,586	4,746	4,912	776	3.75%
A 2810.151	GUIDANCE COUNSELOR SAL	434,237	449,435	465,166	481,446	498,297	515,737	81,500	3.75%
A 2810.152	GUIDANCE COUNSELOR SAL SUP	28,887	7 29,898	30,944	32,028	33,148	34,309	5,422	3.75%
A 2820.151	PSYCH SERV INST SAL	268,820	278,229	287,967	298,046	308,477	319,274	50,454	3.75%

2.63% 2.63% 1.01% 2.63% 2.63% 2.63% 2.63% 0.92% 1.01% 1.02% 2.63% 2.63% 0.00% 2.63% 2.63% 2.63% 2.63% 2.63% 0.94% 1.03% 1.00% 1.02% 2.63% 2.45% 3.75% 3.75% 3.75% 3.62% 1.04% 3.75% 3.75% % incr % incr % incr 13,895 800 15,640 1,735 2,103 5,124 1,583 662 1,752 2,137 2,505 3,041 7,146 9 289 135 736 61 ∞ 36 281 3,238 1,322 669 77 91 100,923 40,726 3,287,105 3,807,282 new \$'s new \$'s new \$'s 13,630 36,363 18,399 26,181 119,635 6,336 18,103 44,116 5,701 21,566 61,524 1,613 1,874 5,995 2,795 2,422 400 6.886 143,117 14,935 529 736 136 638,644 257,715 8,367 4,425 27,077,795 447 20,490 21,437,236 2018-19 est 2018-19 est 2018-19 est 17,950 25,542 60,023 43,040 13,298 5,562 36,363 21,040 14,570 17,661 5,995 2,795 116,717 6,718 6,181 517 249,000 4,276 736 1,613 1,874 136 2,363 400 8,084 26,264,707 447 139,973 19,797 617,047 20,734,684 2017-18 est 2017-18 est 2017-18 est 5,426 17,512 24,919 17,230 12,973 36,363 2,306 14,215 6,031 41,990 20,527 5,849 113,870 504 240,580 7,811 25,477,118 1,574 1,828 133 2,727 400 6,554 136,569 4,131 20,055,466 596,181 2016-17 est 2016-17 est 2016-17 est 2013-14 budget - 2018-19 Fiscal projection Model 16,810 40,966 12,657 5,294 35,476 17,085 20,026 24,311 57,131 5,884 1,574 1,828 5,849 111,093 2,249 400 492 718 2,727 6,394 133,575 7,547 3,991 24,714,205 133 576,020 18,481 232,444 19,398,799 2015-16 est 2015-16 est 2015-16 est 23,719 16,669 19,538 5,740 16,400 39,967 12,348 5,165 34,611 55,737 1,574 1,828 5,706 2,727 108,384 2,195 400 480 7,292 3,856 133 130,511 23,975,172 718 224,584 556,541 18,763,931 2014-15 est 2014-15 est 2014-15 est 5,600 16,000 38,992 12,047 5,039 34,611 16,262 23,140 54,378 4,744 13,200 468 19,061 1,536 2,660 105,740 400 980′9 1,783 130 5,706 2,141 537,721 7,045 23,270,513 700 127,477 3.726 DETAIL APPROPRIATION BUDGET REPORT BY FUNCTION WITH COMPONENT ANALYSIS 216,989 2013-14 CF less 17,252 18,150,131 2013-14 CF less 2013-14 CF less Tier 1 and II Tier 1 and II Tier 1 and II INTRAMURALS ELEMENTARY/JUNIOR HIGH PUBLISHING ANNUAL FINANCIAL REPORT SPORTS AFTER SCHOOL PROGRAM PERSONNEL CONTRACT & OTHER **BUS ADMIN CONTRACT & OTHER** TAX COLLECTOR CONT & OTHER WIDE AREA NETWORK SUPPLIES AUDITING CONTRACT & OTHER CENTRAL P&M CONT & OTHER **CENSUS MATERIAL & SUPPLIES** DIST MEETING CONT & OTHER GARAGE MATERIAL & SUPPLY CHIEF ADMIN CONT & OTHER DIST MEETING MAT & SUPPLY CENTRAL DP MAT & SUPPLIES PUBLIC INFO CONT. & OTHER TREASURER MAT & SUPPLIES CENTRAL DP CONT & OTHER CHIEF ADMIN MAT & SUPPLY PUBLIC INFO MAT & SUPPLY LEGAL CONTRACT & OTHER PSYCH SERV INST SAL SUPPL **BD OF ED CONT EXPENSE BUS ADMIN MAT & SUPP** SPORTS CHAPERONES Teaching and Coaching salary and wages DIST CLERK SUPPLIES SOC WORK INST SAL **BD OF ED SUPPLIES** FISCAL AGENT FEE TRANS BUS PARTS DESCRIPTION Non-Instructional Supplies **Total Salary and Wages** A 1680.451-09 A 1680.450 A 5510.450 A 5530.450 A 8070.450 A 1060.400 A 1010.400 A 1240.400 A 1310.400 A 1320.400 A 1325.400 A 1330.400 A 1380.400 A 1420.400 A 1430.400 A 1480.400 A 1680.400 A 1670.400 A 1240.450 A 1480.450 A 1010.450 A 1060.450 A 1310.450 A 1325.450 A 1040,450 A 2820.152 A 2855.152 A 2855.153 ACCOUNT A 2825.15 A 2855.15

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3.19% 2.63% 2.33% 3.19% 3.19% 3.19% 2.63% 0.00% 2.63% 2.63% 2.63% 2.16% 3.19% 2.63% 1.54% 1.54% 1.54% 1.54% 1.54% 2.63% 1.01% 1.54% 2.63% 1.54% 2.63% 1.54% 1.54% 0.00% 2.63% 2.63% 2.41% 2.63% 2.63% % incr % incr % incr 2,230 159 5,490 7,664 27,730 1,056 166 44 5,694 1,774 63,717 207,824 115 812 9,316 1,596 31,838 7,093 22,219 8,730 17,301 634 29,113 2,321 1,051 831 144,107 new \$'s 2018-19 est new \$'s new \$'s 16,230 20,888 1,159 55,784 39,961 2,325 238,753 6,995 49,024 1,992,311 14,796 1,615 15,273 16,390 11,647 80,209 22,344 274,123 99,349 32,505 4,000 191,302 75,168 242,301 8,874 652,809 1,339,502 2018-19 est 2018-19 est 1,126 54,159 15,757 20,279 38,797 6,825 47,828 14,900 1,948,323 4,000 5,969 234 370 21,799 99,349 14,435.59 8,657.15 1,575.94 2,268.30 232,930 636,892 16,390 11,363 78,253 267,437 32,505 186,636 73,335 236,391 1,311,431 2017-18 est 2017-18 est 2017-18 est 1,093 15,298 19,689 6,658 37,667 14,436 1,576 2,268 227,249 46,662 1,909,024 52,582 71,546 8,657 14,537 627,786 31,712 4,000 236,391 8,615 15,990 11,363 76,344 21,799 260,914 96,926 182,084 1,281,238 2016-17 est 2016-17 est 2016-17 est 2013-14 budget - 2018-19 Fiscal projection Model 36,570 19,115 14,853 1,061 30,625 2,213 221,706 6,496 45,524 14,182 1,863,730 51,051 11,086 94,562 31,712 177,643 61,400 14,084 8,446 1,538 352 612,480 15,990 21,267 4,000 8,405 74,482 254,551 1,251,249 69,801 2015-16 est 2015-16 est 2015-16 est 14,420 18,559 1,030 35,505 6,338 44,413 13,836 603,813 49,564 1,538 2,213 216,299 1,827,738 173,310 8,446 343 11,086 21,267 248,342 94,562 30,939 4,000 68,099 59,902 230,625 14,084 234 15,600 72,665 1,223,925 2014-15 est 2014-15 est 2014-15 est 18,018 1,000 48,120 14,000 34,471 225,000 13,740 1,500 6,183 43,330 13,499 589,092 169,083 8,240 211,023 335 1,784,487 15,600 10,816 20,748 92,256 30,184 4,000 5,408 58,441 234 8,000 70,893 242,285 1,195,395 DETAIL APPROPRIATION BUDGET REPORT BY FUNCTION WITH COMPONENT ANALYSIS 66,438 2013-14 CF less 221,550 2013-14 CF less 2013-14 CF less Tier 1 and II Tier 1 and II Tier 1 and II TRANSPORTATION BOCES DRIVER TRAINING Non-instructional contractual (excluding Transportation) PLANT MAINT DIST-WIDE PROJECTS TRANS CONTRACTUAL AND OTHER **IRANSPORTATION FROM BOCES** PLANT MAINT GROUND SUPPLY PLANT OPER WATER & SEWER REFUND ON REAL PROP TAXES CONTRACT TRANS ALL OTHER PLANT MAINT CONT EXPENSE PLANT MAINT EQUIP REPAIR PLANT OPER CONT EXPENSE SCHOOL ASSOCIATION DUES PLANT ELEC & HEAT MATER UNALLOCATED INSURANCE PLANT OPER EQUIP REPAIR GARAGE MISCELLANEOUS PLANT OPER EQUIPMENT PLANT OPER CUST SUPPLY TRANS CONT BUS REPAIR PLANT MAINT MATERIAL TRANS MISCELLANEOUS TRANS MISCELLANEOUS GARAGE NATURAL GAS **IRANS TIRES & SERVICE** GARAGE TELEPHONE GARAGE ELECTRIC TRANS INSURANCE **TRANS OIL & LUB** TRANS GASOLINE GARAGE WATER Total Non-instructional Contracual DESCRIPTION **Transportation Contractual Transportation Contractual** A 1621,440-09 A 5530.423 A 5530.424 A 5530.426 A 5510.490 A 5530.460 A 5581.490 A 5510.420 A 1620.200 A 1620.422 A 5510.400 A 5510.410 A 5540.400 A 5510.454 A 5510.455 A 5530.422 A 5510.430 A 1620.433 A 1621.433 A 1621.452 A 1621.453 A 1621.460 A 1620.460 A 5510.453 A 5510.451 A 1910.400 A 1920.400 A 1964,400 A 1620.453 A 1621.451 ACCOUNT Utilities

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03/06/13

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Fiscal projection Model

DETAIL APPROPRIATION BUDGET REPORT BY FUNCTION WITH COMPONENT ANALYSIS

03/06/13

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03/06/13				SGCSD						
DETAIL APPROPRIA	DETAIL APPROPRIATION BUDGET REPORT BY FUNCTION WITH COMPONENT ANALYSIS	PONENT ANALYSIS		Fiscal projection Model 2013-14 budget - 2018-19	Model 2018-19					
		2013-14 CF less						4	2	
ACCOUNT	DESCRIPTION	Tier 1 and II	2014-15 est	2015-16 est	2016-17 est	2017-18 est	7018-19 est	new 5.s	% INCL	JCL
		2013-14 CF less								
Instructional Contr	instructional Contractual and supplies, textbooks, equip	Tier 1 and II	2014-15 est	2015-16 est	2016-17	2017-18	2018-19 est	new \$'s	% incr	ncr
A 2010.400	CURR DEV CONT & OTHER	20,998	50,998	52,273	52,273	53,580	53,580	2	2,582	1.01%
A 2010.450	CURR DEVEL MAT & SUPPLIES	446	446	457	457	469	469		23	1.01%
A 2020,400	SUPERVISION CONT & OTHER	1,243	1,243	1,274	1,274				63	1.01%
A 2020.450	SUPERVISION MAT & SUPPLY	1,494		1,531	1,531	1,570	1,570		76	1.01%
A 2040.400	SUPER SPEC SCH CONT & OTHER	1,607		1,647					81	1.01%
A 2040,450	SUPER SPEC SCH MAT & OTHER	613		628	628	644	1 644		31	1.01%
A 2070,400	INSERVICE CONT & OTHER	25,024	25,024	25,650	25,650	26,291	26,291	1	1,267	1.01%
A 2070.450	INSERVICE MAT & SUPPLIES	235	235	241	241	247	247		12	1.01%
A2610400	Library media contractual and supplies	48,149	48,149	49,353	49,353	50,587	50,587	2	2,438	1.01%
A 2330.400	SPEC SCH CONT & OTHER	20,550	20,550	21,064	21,064	21,590	21,590	1	1,040	1.01%
A 2630,200-09	COMP ASSIST HARDWARE	16,200	16,200	16,605	16,605	17,020	17,020		820	1.01%
A 2630.220-09	STATE AIDED COMP HARDWARE	55,283	55,283	299'95	56,665	58,082	58,082	2	2,799	1.01%
A 2630,400-09	COMPUTER - CONTRACTUAL	29,835	29,835	30,581	30,581	31,345	31,345	1	1,510	1.01%
A 2630.433-09	COMP ASSIST REPAIRS	10,816	10,816	11,086	11,086	11,364	11,364		548	1.01%
A 2630,450-09	STATE AIDED SOFTWARE	56,750	56,750	58,169	58,169	59,623	3 59,623	2	2,873	1.01%
A 2630.451	COMP ASSIST SUPPLIES	23,444	23,444	24,030	24,030	24,631			1,187	1.01%
A 2110,430-08-24	TEACHING COMMENCEMENT/OTHER CONT	11,600	11,600	11,890	11,890	12,187	7 12,187		287	1.01%
A 2110.433-09-71	TEACHING EQUIP. REPAIR/MISC CONTRACT.	3,400	3,400	3,485	3,485	3,572			172	1.01%
A 2110.434	GIFTED & TALENTED	1,369	1,369	1,403	1,403				69	1.01%
A 2110.436-09-72	PERFORMING ARTS CONT EXP	3,000	3,000	3,075	3,075	3,152			152	1.01%
A 2110.437-09-90	COPIER MAINTENANCE CONTRACTUAL	110,972	11	11	11	11	11		5,618	1.01%
A 2110.438-09-72	MUSIC CONTRACT. EXPENSE	4,020		4,121	4,121				204	1.01%
A 2110.439-09-90	MISC TEACHING EXPENSE	4,070	4,070	4,172	4,172	4,276	5 4,276		206	1.01%
A 2110.451	Supplies ES, HS, PE	92,727	727,29	95,045		97,421	1 97,421	7	4,694	1.01%
A 2110.452-09-90	DUPLICATING SUPPLIES	52,387		53,697					2,652	1.01%
A 2110.471	FOSTER PLACEMENT AND OTHER TUITION	62,650	62,650	64,216					3,172	1.01%
A 2110.473	PAYMENT TO CHARTER SCHOOLS	24,400	24,400	25,010	25,010	25,635			1,235	1.01%
A 2110.480-01	Textbooks DW	169,531	169,531	173,769	173,769	178,114	4 178,114		8,583	1.01%
Instructional Cont	Instructional Contractual and supplies, textbooks, equip	882,813	882,813	904,883	904,883	927,505	5 927,505	4	44,692	1.01%
		2013-14 CF less								
Instructional Cont	Instructional Contractual and supplies Special Needs and support s	Tier 1 and II	2014-15 est	2015-16	2016-1	2017-18 est	2018-19 est	new \$'s	%	% incr
A 2250.400-09-82	HANDICAP CONTRACTUAL & OTHER	581,000	595,525	610,413	8 625,673	99	65		76,348	2.63%
A 2250.451-09-82	HANDICAP SPECIAL CLASS SUPPLIES	1,664	1,664	1,664	1,664				ı	%00.0
A 2250.452-09-82	HANDICAP RESOURCE ROOM SUPPLIES	1,326	1,	1,326	3,326	Ţ	T		ı	%00.0
A 2250.453-09-82	HANDICAP SPEECH SUPPLIES	265	5 265		5 265		5 265		,	%00.0
A 2250.472-09-82	HANDICAP TUITION - PRIVATE SCHOOL	902,231	1 924,787	947,906	971,604	1 995,894	4 1,020,792	118	118,561	2.63%

03/06/13				SGCSD	:				
DETAIL APPROPRIA	DETAIL APPROPRIATION BUDGET REPORT BY FUNCTION WITH COMPONENT ANALYSIS	ONENT ANALYSIS		Fiscal projection Model 2013-14 budget - 2018-19	Vlode! 2018-19				
		2013-14 CF less							
ACCOUNT	DESCRIPTION	Tier 1 and II	2014-15 est	2015-16 est		2017-18 est		new \$'s	% incr
A 8060.450	COMM SERVICE SUPPLIES	1,000	1,000	1,000	1,000	1,000	1,000	•	0.00%
A 8070.400	CENSUS CONT & OTHER	400	400	400		400	400	,	0.00%
A 9901.950	INTERFUND TRANSFERS	000'66	101,475	104,012	106,612	109,277	112,009	13,009	2.63%
A 2810.400-09-83	GUIDANCE CONTRACTUAL AND OTHER	2,137	2,137	2,190	2,190	2,245	2,245	108	1.01%
A 2810.450-09-83	GUIDANCE MATERIALS AND SUPPLIES	2,745	2,745	2,814	2,814	2,884	2,884	139	1.01%
A 2815 200-09-83	HEALTH OFFICE FOUIPMENT	765	765	784	784	804	804	39	1.01%
A 2015 AND DO 92	HEALTH SERV CONTRACTION & OTHER	57.706	59.149	60,627	62,143	63,697	62,289	7,583	2.63%
A 2015,400-03-03	HEALTH SERVICES MATERIALS AND SLIPPLIES	7.644	7.644		7,835	8,031	8,031	387	1.01%
A 2020 400 00 92	DOVCH CERVICES CONTRACTION & OTHER	2.333	2,333			2,451	2,451	118	1.01%
A 2020,400-03-03	DOVCH SERVICES MATERIALS AND SUPPLIES	223	223			234	234	11	1.01%
A 202E AEO OO 93	SOC WORK MATERIAIS AND SLIPPLIES	029	650		999	683	683	33	1.01%
Instructional Cont	Instructional Contractual and supplies Special Needs and support s	1,661,089	1,702,087	1,744,523	1,787,597	1,832,171	1,877,425	216,336	7.60%
		2013-14 CF less							
Athletics contract	Athletics contractual, supplies and equipment	Tier 1 and II	2014-15 est	2015-16 est	2016-17 est	2017-18 est	2018-19 est	- 1	% incr
A 2855.200	SPORTS EQUIPMENT	165	169	173	178	182	187	22	2.63%
A 2855 430-09-73	SPORTS OFFICIAL FEES	40,546	41,560	42,599	43,664	44,755	45,874	5,328	2.63%
A 2855 433-09-73	SPORTS FOLIPMENT REPAIR	6,881	7,053	7,229	7,410	7,595	7,785	904	2.63%
A 2855 /39-09-73	SPORTS MISC CONTRACT FXP	20,200	20,705	21,223	21,753	22,297	22,854	2,654	2.63%
A 2855,459-09-73	SPORTS MATERIALS AND SLIPPLIFS	16,172			17,415	17,851	18,297	2,125	2.63%
A 2033,430-03-73	or Child With Living And Continuous	83.964		88,215	90,420	92,681	94,998	11,034	2.63%
Athletics contract	Athletics contractual, supplies and equipment	100,000		,	ŗ	7 053 353	Ċ	273 063	2.07%
Instructional conti	Instructional contractual, suppllies and Equipment	2,627,866	2,670,964	2,/3/,621	2,782,901	2,632,337		414,004	2.0178
		2013-14 CF less							
Employee Benefits		Tier 1 and II	2014-15 est	2015-16	2016-1	2017-18 est	2018-1		% incr
A 9010.800	EMPLOYEE RETIREMENT	1,017,697	938,023			884,804		(228,019)	-4.48%
A 9020.800	TEACHERS' RETIREMENT	3,027,647	2,626,950	2,715,832		3,317,550		831,056	5.49%
A 9030.800	SOCIAL SECURITY	1,794,683	1,834,101	1,890,637	1,	2,009,250	2,	276,768	3.08%
A 9040.800	WORKERS' COMPENSATION	167,188	180,563	195,008	204,758	214,996		58,558	7.01%
A 9045.800	LIFE INSURANCE	19,302	19,785	20,279	20,786	21,306	21,838	2,536	2.63%
A 9050.800	UNEMPLOYMENT INSURANCE	40,000	42,000	44,100				8,649	4.32%
A 9055.800	DISABILITY INSURANCE	22,794	23,934	1 25,130	25,759	26,403	27,723	4,929	4.32%
A 9060.810	HEALTH INSURANCE	6,386,521	6,897,443	7,449,238	8,045,177	8,688,791	6	2,997,374	9.39%
A 9060.820	DENTAL INSURANCE	274,058	295,983	319,661				128,623	9.39%
Employee Benefits	S	12,749,890	12,858,781	13,616,659	14,712,255	15,582,285	16,830,364	4,080,474	6.40%
9		2013-14 CF less Tier 1 and II	2014-15 est	2015-16 est	2016-17 est	2017-18 est	2018-19 est	new \$'s	% incr
A 9711 600	SERIAI BONDS	1.425.000		1	1	1	1		0.00%
A 3/ 11,000	SENIAL DOINGS								

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DEI AIL APPROPR	DEIAIL APPROPRIATION BODGET REPORT BY FONCTION WITH CO	MPONEIN I AINALTSIS		2013-14 budget - 2018-19	2018-19				
		2013-14 CF less							
ACCOUNT	DESCRIPTION	Tier 1 and II	2014-15 est	2015-16	2016-1	2017-18 est	2018-19 est	new \$'s	% incr
A 9711.700	SERIAL BONDS INTEREST	562,075	562,075			562,075	562,075		- 0.00%
A 9720.60	STATUTORY INSTALLMENT BONDS-PRIN	153,030	153,030	153,030	153,030	153,030	153,030		- 0.00%
A 9720.70	STATUTORY INSTALLMENT BONDS-INT	7,780	7,780	7,780	7,780	7,780	7,780		- 0.00%
A 9731.600	BAN-PRINCIPAL-CONSTRUCTION	615,000	615,000	615,000	615,000	615,000	615,000		- 0.00%
A 9731.700	BAN INTEREST-SCHOOL CONSTRUCTION	205,000	456,000	456,000	456,000	456,000	456,000	251,000	24.49%
A 9770.700	RAN INTEREST	15,000	15,000	15,000	15,000	15,000	15,000		- 0.00%
A 9789.60	PRINCIPAL OTHER DEBT (nypa)	24,000			24,000	24,000	24,000		- 0.00%
A 9789.70	INTEREST OTHER DEBT (nypa)	95,130	95,130	95,130	95,130	95,130	95,130		- 0.00%
Debt Service		3,102,015	3,353,015	3,353,015	3,353,015	3,353,015	3,353,015	251,000	0 1.62%
GRAND	GRAND TOTALS	49,146,944	50,427,600	52,174,065	54,259,676	56,170,185	58,482,709	9,335,765	3.80%
		2013-14 CF less							
		Tier 1 and II	2014-15 est	2015-1	2016	2017-18 est	2018-19 est	new \$'s	% in
	Total Non-Instructional salary and Wages	5,120,382	5,211,242			5,530,022	5,640,559	520,177	
	Teaching and Coaching salary and wages	18,150,131	18,763,931	19,398,799	20,	20,734,684	21,437,236	3,287,105	
	Non-Instructional Supplies	127,477	130,511	133,575	136,569	139,973	143,117	15,640	
	Non-instructional contractual (excl Trans)	1,195,395	1,223,925	1,251,249	1	1,	1,339,502	144,107	7 2.41%
	Transportation Contractual	589,092	603,813	612,480	627,786	636,892	622,809	63,717	7 2.16%
	Utilities	1,283,061	1,321,553	1,361,199	1,402,035	1,444,096	1,487,419	204,358	3.19%
	BOCES Services Non-instructional	493,476	505,813	518,458		544,705	558,323	64,847	
	BOCES Services Instructional	3,700,689	3,776,396	3,867,754	3,947,294	4,032,479	4,131,985	431,296	
	Non-Instructional Equipment	7,470	7,657	7,848	8,044	8,245	8,452	985	2 2.63%
	Instruct Contr and supplies, textks, equip	2,627,866	2,670,964	2,737,621	2,782,901	2,852,357	2,899,928	272,062	2 2.07%
	Employee Benefits	12,749,890	12,858,781	13,616,659	14,712,255	15,582,285	16,830,364	4,080,474	4 6.40%
	Debt Service	3,102,015	3,353,015	3,353,015	3,353,015	3,353,015	3,353,015	251,000	0 1.62%
	GRAND TOTALS	\$ 49,146,944	\$ 50,427,600	\$ 52,174,065	\$ 54,259,676	\$ 56,170,185	\$ 58,482,709	\$ 9,335,765	3.80%
	\$'spending increase	\$ 1,317,789	\$ 1,28	; \$ 1,746,464	\$ 2,085,611	\$ 1,910,509	\$ 2,312,524		
	% spending increase	2.76%	2.61%	3.46%	% 4.00%	3.52%	4.12%		
		2013-14 CF less							
	Source of Funds	Tier 1 and II	2014-15 est	2015-16 est	2016-17 est	2017-18 est	2018-19 est	new \$'s	% incr
	State aid	16,693,000	17,360,720	18,055,149	18,777,355	19,528,449	20,309,587	3,616,587	7 4.33%
	Pilots	473,000	473,000	473,000	473,000	473,000	473,000		- 0.00%
	Fund balance	4,110,000	3,860,000	3,610,000	3,360,000	3,110,000	2,860,000	(1,250,000)	%80'9- (0
	other sources	527,676	543,506	559,811	276,606	593,904	611,721	84,045	3.19%
	Tax Levy	27,343,268							
	Source of Funds	\$ 49,146,944	\$ 50,427,600	52,174,065	\$ 54,259,676	\$ 56,170,185	\$ 58,482,709	\$ 9,335,765	3.80%

DIST CLERK NON-INST CANT 1,817	DESCRIPTION	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
BUS ADMIN NON-INST CONT 4,967 5,067 5,168 5,271 5,377 25,850 2.08% BUS ADMIN NON-INST SUPP 100 102 104 106 108 520 2.08% BUS ADMIN NON-INST SUPP 100 102 104 106 108 520 2.08% BUS ADMIN NON-INST SAL 1,218 1,242 1,257 1,27 130 624 2.08% BUS ADMIN NON-INST SAL 1,218 1,242 1,267 1,292 1,318 6,337 2.08% BUS ADMIN NON-INST SAL 480 490 499 509 520 2,498 2.08% BUS ADMIN NON-INST SAL 480 490 499 509 520 2,498 2.08% BUS ADMIN ON-INST SAL SU 10 10 10 11 11 11 52 2.08% BUS ADMIN ON-INST SAL SU 10 10 10 11 11 15 52 2.08% BUS ADMIN ON-INST SAL SU 10 10 10 11 11 52 2.08% BUS ADMIN ON-INST SAL SU 1,258 16,995 17,335 17,682 18,035 82,605 1,97% BUANT OPER CUST SAL CONT 1,224 1,656 1,690 1,723 1,758 8,051 1,97% BUANT OPER SUST SAL SUPP 386 523 533 544 555 2,541 1,97% BUANT OPER SUST SAL SUPP 386 523 533 544 555 2,541 1,97% BUANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% BUANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% BUANT MAINT SAL SUPP 334 452 461 470 480 2,197 1,97% BUANT MAINT SAL SUPP 334 452 461 470 480 2,197 1,97% BUANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% BUANT MAINT GROUNDS SUPP 253 343 349 356 363 1,655 1,97% BUANT MAINT GROUNDS SUPP 253 343 349 356 363 1,655 1,97% BUANT MAINT GROUNDS SUPP 253 343 349 356 363 1,655 1,97% BUANT MAINT GROUNDS SUPP 253 343 349 356 363 1,655 1,97% BUANT MAINT GROUNDS SUPP 253 343 349 356 363 1,655 1,97% BUANT MAINT GROUNDS SUPP 253 343 349 356 363 1,655 1,97% BUANT MAINT GROUNDS SUPP 253 343 349 356 363 1,655 1,97% BUANT MAINT GROUNDS SUPP 259 360 61 63 64 699 713 3,429 2,08% BUANT MAINT GROUNDS S	DIST CLERK NON-INSTR SAL	832	849	866	883	901	4,331	2.08%
BUS ADMIN NON-INST SUPP 100 102 104 106 108 520 2.08% INTERNAL AUDITOR STAFF 120 122 125 127 130 624 2.08% TREASURER NON-INST SAL 1,218 1,242 1,267 1,292 1,318 6,337 2.08% PERSONNEL NON-INST SAL 480 490 499 509 520 2,498 2.08% PERSONNEL NON-INST SAL 10 10 10 11 11 11 52 2.08% PLANT OPER CUST SAL CONT 12,558 16,995 17,335 17,682 18,035 82,605 1.97% PLANT OPER CUST SAL CONT 1,224 1,656 1,690 1,723 1,758 8,051 1,97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1.97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1.97% PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL CONTRACT 306 414 422 431 439 2,013 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 3,328 1,797 1,833 1,870 1,907 8,736 1,97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1,97% PLANT MAINT SAL SUPP 253 343 349 356 363 1,665 1,97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 2.08% CURR SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 10,581 10,595 2,596 2,585 2,585 2,586 2,08	CHIEF ADMIN NON-INST CONT	1,817	1,854	1,891	1,928	1,967	9,457	2.08%
INTERNAL AUDITOR STAFF 120 122 125 127 130 624 2.08% TREASURER NON-INST SAL 1,218 1,228 1,242 1,267 1,292 1,318 6,337 2.08% PERSONNEL NON-INST SAL 480 490 499 509 520 2,498 2.08% PERSONNEL NON-INST SAL 10 10 10 10 11 11 52 2.08% PERSONNEL NON-INST SAL SU 10 10 10 11 11 52 2.08% PLANT OPER CUST SAL CONT 1,258 16,995 17,335 17,682 18,035 82,605 1,97% PLANT OPER CUST SAL CONT 1,224 1,656 1,690 1,723 1,758 8,051 1,97% PLANT OPER CUST SAL SUPP 386 523 533 534 5555 2,541 1,97% PLANT OPER CUST SAL SUPP 386 523 533 534 5555 2,541 1,97% PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1,97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1,97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1,97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1,97% PLANT MAINT SUPP 659 672 686 699 713 3,429 2.08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 2.08% CURSUS INSTRUCTION 20 40 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 1,536 1,566 1,598 1,593 1,544 1,616 7,769 2.08% SUPERVISION NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% SUPERVISION NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% GUIDANCE CLERK SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SALU 1,575 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2.08% GUIDANCE CLERK SALU 4,21 430 449 447 456 2.08% GUIDANCE CLERK SALU 4,21 430 449 440 456 2.08% GUIDANCE CLERK SALU 4,21 430 449 440 456 2.08% GUIDANCE CLERK SALU 4,2	BUS ADMIN NON-INST CONT	4,967	5,067	5,168	5,271	5,377	25,850	2.08%
TREASURER NON-INST SAL 1,218 1,242 1,267 1,292 1,318 6,337 2,08% PERSONNEL NON-INST SAL 480 490 499 509 520 2,498 2,08% PERSONNEL NON-INST SALSU 10 10 10 11 11 52 2,08% PERSONNEL NON-INST SALSU 10 10 10 11 11 52 2,08% PERSONNEL NON-INST SALSU 11 1,2558 16,995 17,335 17,682 18,035 82,605 1,97% PLANT OPER CUST SAL CONT 1,224 1,656 1,690 1,723 1,758 8,051 1,97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1,97% PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,688 1,268 1,294 6,220 2,08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2,08% PLANT MAINT SAL CONTRACT 306 414 422 431 439 2,013 1,97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1,97% PLANT MAINT SAL SUPP 1,334 4,522 461 4,700 480 2,197 1,97% RAGNONDS SARARIES-OT 2,35 3,18 3,24 3,31 3,37 1,545 1,97% PLANT MAINT GROUNDS SUPP 2,53 3,43 3,49 3,56 3,63 3,665 1,695 1,97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2,08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2,08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 2,08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2,08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 4,6,836 2,08% SUPERVISION NON-INST SAL 1,493 1,523 1,584 1,630 1,662 2,08% SUPERVISION NON-INST SAL 1,493 1,523 1,584 1,630 1,662 7,692 2,08% HANDICAP NON-INST SAL 1,493 1,523 1,584 1,630 1,662 7,692 2,08% GUIDANCE CLERICAL 1,493 1,523 1,586 1,581 1,680 1,690 1,172 1,173 1,77 1,80 8,67 1,97%	BUS ADMIN NON-INST SUPP	100	102	104	106	108	520	2.08%
PERSONNEL NON-INST SAL 480 490 499 509 520 2,498 2.08% PERSONNEL NON-INST SAL SU 10 10 10 11 11 11 52 2.08% PLANT OPER CUST SAL CONT 12,558 16,995 17,335 17,682 18,035 82,605 1.97% PLANT OPER CUST SAL OT 1,224 1,656 1,690 1,723 1,758 8,051 1.97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1.97% PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1.97% GROUNDS SARARIES-OT 235 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 22 104 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 1,536 1,553 1,553 1,554 1,666 7,769 2.08% SUMMER SCHOOL CLERICAL 1,536 1,556 1,598 1,550 1,566 2,799 2.08% LIB & A/V NON-INST SAL 1,536 1,556 1,598 2,680 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALL 1,536 1,556 2,565 5,472 5,582 2,6836 2.08% HANDICAP NON-I	INTERNAL AUDITOR STAFF	120	122	125	127	130	624	2.08%
PERSONNEL NON-INST SAL SU 10 10 10 11 11 11 52 2.08% PLANT OPER CUST SAL CONT 12,558 16,995 17,335 17,682 18,035 82,605 1.97% PLANT OPER CUST SAL OT 1,224 1,656 1,690 1,723 1,758 8,051 1.97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1.97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1.97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1.97% PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1.97% GROUNDS SARARIES-OT 235 318 324 331 337 1,545 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENSUS INSTRUCTION 20 20 20 21 21 22 104 2.08% CENSUS INSTRUCTION 20 20 20 21 21 22 104 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 5 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9	TREASURER NON-INST SAL	1,218	1,242	1,267	1,292	1,318	6,337	2.08%
PLANT OPER CUST SAL CONT 12,558 16,995 17,335 17,682 18,035 82,605 1.97% PLANT OPER CUST SAL COT 1,224 1,656 1,690 1,723 1,758 8,051 1.97% PLANT OPER CUST SAL SUPP 386 523 533 534 1,258 1,294 6,220 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL CONTRACT 306 414 422 431 439 2,013 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1.833 1,870 1,907 8,736 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1.833 1,870 1,907 8,736 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1.833 1,870 1,907 8,736 1.97% PLANT MAINT GROUNDS SARARIES-OT 235 318 324 331 337 1,545 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SARARIES-OT 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 2.08% CENSUS INSTRUCTION 20 20 20 21 21 22 2 104 2.08% SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 1,493 1,526 1,566 1,598 1,630 1,662 7,992 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 2,598 2,560 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2	PERSONNEL NON-INST SAL	480	490	499	509	520	2,498	2.08%
PLANT OPER CUST SAL OT 1,224 1,656 1,690 1,723 1,758 8,051 1.97% PLANT OPER CUST SAL SUPP 386 523 533 544 555 2,541 1.97% PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL CONTRACT 306 414 422 431 439 2,013 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% PLANT MAINT GROUNDS SUPP 253 348 324 331 337 1,545 1,97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 (2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUPERVISION NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,792 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,792 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,792 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,792 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,792 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 1,67 7,52 0,886 2,088 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 1,67 7,520 3,655 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 4,21 430 439 447 456 2,193 2.08% GUIDANCE CLERK SALSUPL 1,515 5,520 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 4,21 430 439 447 456 2,193 2.08% HEALTH NON INST SAL 4,21 4,21 4,208 2.08%	PERSONNEL NON-INST SAL SU	10	10	10	11	11	52	2.08%
PLANT OPER CUST SAL SUPP PLANT OPER CUST SAL SUPP PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,268 1,294 6,220 2,08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2,08% PLANT MAINT SAL CONTRACT 306 414 422 431 439 2,013 1,97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1,97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% GROUNDS SARARIES-OT 235 318 324 331 337 1,545 1,97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1,97% PLANT MAINT SUPER SAL 1,195 1,195 1,219 1,243 1,268 1,294 6,220 2,08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2,08% CURR SUPERVISION NON-INST 482 491 501 501 501 501 501 501 501 501 501 50	PLANT OPER CUST SAL CONT	12,558	16,995	17,335	17,682	18,035	82,605	1.97%
PLANT OPER SUPERVISE SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL OT 306 414 422 431 439 2,013 1,97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1,97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1,97% PLANT MAINT GROUNDS SUPP 235 343 349 356 363 1,665 1,97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 1,981 2.08% TEACHING NON-INST SAL 10,581 10,792 11,008 11,008 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,554 1,506 1,598 1,630 1,662 7,992 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL SUPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL SUPP 18,331 1,777 180 867 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08%	PLANT OPER CUST SAL OT	1,224	1,656	1,690	1,723	1,758	8,051	1.97%
PLANT MAINT SAL CONTRACT 5,884 6,002 6,122 6,244 6,369 30,621 2.08% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1.97% PLANT MAINT GROUNDS SUPP 253 318 324 331 337 1,545 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 2.08% SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 45 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL UPP 59 60 61 61 63 64 64 307 2.08% GUI	PLANT OPER CUST SAL SUPP	386	523	533	544	555	2,541	1.97%
PLANT MAINT SAL OT 306 414 422 431 439 2,013 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1.97% GROUNDS SARARIES-OT 235 318 324 331 337 1,545 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 22 104 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SAL 3,517 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	PLANT OPER SUPERVISE SAL	1,195	1,219	1,243	1,268	1,294	6,220	2.08%
PLANT MAINT SAL SUPP 334 452 461 470 480 2,197 1.97% PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1.97% GROUNDS SARARIES-OT 235 318 324 331 337 1,545 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,224 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 22 104 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% SUPERVISION NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% LIB & A/V NON-INST SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	PLANT MAINT SAL CONTRACT	5,884	6,002	6,122	6,244	6,369	30,621	2.08%
PLANT MAINT GROUNDS SAL 1,328 1,797 1,833 1,870 1,907 8,736 1.97% GROUNDS SARARIES-OT 235 318 324 331 337 1,545 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 22 104 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% EACHING NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% LIB & A/V NON-INST SAL 2.598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	PLANT MAINT SAL OT	306	414	422	431	439	2,013	1.97%
GROUNDS SARARIES-OT PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% TEACHING NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	PLANT MAINT SAL SUPP	334	452	461	470	480	2,197	
PLANT MAINT GROUNDS SUPP 253 343 349 356 363 1,665 1.97% PLANT MAINT SUPER SAL 1,195 1,219 1,243 1,268 1,294 6,220 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 22 104 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% TEACHING NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	PLANT MAINT GROUNDS SAL	1,328	1,797	1,833	1,870	1,907	8,736	
PLANT MAINT SUPER SAL CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 22 104 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% LIB & A/V NON-INST SAL SUPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	GROUNDS SARARIES-OT	235	318	324	331	337	1,545	1.97%
CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENTRAL DATA PROCESSING MICRO COMP COC 1,153 1,176 1,199 1,223 1,248 5,999 2.08% CENSUS INSTRUCTION 20 20 21 21 21 22 104 2.08% CURR SUPERVISION NON-INST	PLANT MAINT GROUNDS SUPP	253	343	349	356	363		
CENSUS INSTRUCTION 20 20 21 21 22 104 2.08% CURR SUPERVISION NON-INST 482 491 501 511 521 2,506 2.08% SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% TEACHING NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% LIB & A/V NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% LIB & A/V NON-INST SAL SUPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SALSUPL 167 170 <td>PLANT MAINT SUPER SAL</td> <td>1,195</td> <td>1,219</td> <td>1,243</td> <td>1,268</td> <td>1,294</td> <td></td> <td></td>	PLANT MAINT SUPER SAL	1,195	1,219	1,243	1,268	1,294		
CURR SUPERVISION NON-INST 482	CENTRAL DATA PROCESSING MICRO COMP COC	1,153	1,176	1,199	1,223	1,248	5,999	
SUPERVISION NON-INST SAL 9,000 9,180 9,364 9,551 9,742 46,836 2.08% SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% TEACHING NON-INST SUPP 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421	CENSUS INSTRUCTION	20	20	21	21			
SUPERVISION NON-INST SUPP 659 672 686 699 713 3,429 2.08% TEACHING NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	CURR SUPERVISION NON-INST	482	491	501				
TEACHING NON-INST SAL 3,809 3,885 3,963 4,042 4,123 19,821 2.08% SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	SUPERVISION NON-INST SAL	9,000	9,180	9,364	9,551	9,742	46,836	
SUMMER SCHOOL CLERICAL 9 9 9 9 9 9 9 9 45 2.08% HANDICAP NON-INST SAL 10,581 10,792 11,008 11,229 11,453 55,063 2.08% HANDICAP NON-INST SAL 1,493 1,523 1,553 1,584 1,616 7,769 2.08% LIB & A/V NON-INST SAL 1,536 1,566 1,598 1,630 1,662 7,992 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	SUPERVISION NON-INST SUPP	659	672	686	699	713	3,429	2.08%
HANDICAP NON-INST SAL HANDICAP NON-INST SAL LIB & A/V NON-INST SAL SUPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	TEACHING NON-INST SAL	3,809	3,885	3,963	4,042	4,123	19,821	
HANDICAP NON-INST SAL LIB & A/V NON-INST SAL SUPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	SUMMER SCHOOL CLERICAL	9	9	9	9	9		
LIB & A/V NON-INST SAL LIB & A/V NON-INST SAL LIB & A/V NON-INST SAL SUPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	HANDICAP NON-INST SAL	10,581	10,792	11,008		,		
LIB & A/V NON-INST SAL SUPP 59 60 61 63 64 307 2.08% GUIDANCE CLERK SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	HANDICAP NON-INST SAL	1,493	1,523	1,553	1,584	,	,	
GUIDANCE CLERK SAL GUIDANCE CLERK SALSUPL HEALTH NON INST SAL 2,598 2,650 2,703 2,757 2,813 13,522 2.08% 13,522 2.08% 13,522 2.08% 13,522 2.08% 14,70 17,70 17,70 17,70 18,	LIB & A/V NON-INST SAL	1,536	1,566	1,598	1,630	,		
GUIDANCE CLERK SALSUPL 167 170 173 177 180 867 2.08% HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	LIB & A/V NON-INST SAL SUPP	59	60	61	63	64	307	
HEALTH NON INST SAL 5,157 5,260 5,365 5,472 5,582 26,836 2.08% HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	GUIDANCE CLERK SAL	2,598	2,650	2,703				
HEALTH NON INST SAL 421 430 439 447 456 2,193 2.08%	GUIDANCE CLERK SALSUPL	167						
The state of the s	HEALTH NON INST SAL		,		,		,	
Mary and wages (excl. Transportation) 71.586 78.559 80.130 81,732 83.367 395.373 2.05%	HEALTH NON INST SAL							
and the trapes form transfer mostly	alary and wages (excl. Transportation)	71,586	78,559	80,130	81,732	83,367	395,373	2.05%

	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
GARAGE NON-INST SAL	180	183	185	188	191	927	1.55%

DESCRIPTION	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
TRANS MECHANICS SAL	1,848	2,500	2,550	2,601	2,654	12,154	1.97%
TRANS BUSDRIVER SAL	11,179	15,130	15,432	15,741	16,056	73,537	1.97%
TRANS BUSDRIVER SAL OT	3,025	4,094	4,176	4,259	4,345	19,899	1.97%
TRANSPORTATION BUS AIDE SAL	1,788	2,419	2,468	2,517	2,568	11,760	1.97%
TRANS SUPERVISOR SAL	1,250	1,275	1,301	1,327	1,353	6,505	2.08%
TRANS SUPERVISE SAL SUPP	4	4	4	4	4	21	2.08%
wages	19,274	25,605	26,116	26,638	27,170	124,803	1.97%
wages							
and Wages	90,860	104,164	106,246	108,370	110,537	520,177	2.03%

	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
CHIEF ADMIN INST SAL	3,220	3,285	3,351	3,418	3,486	16,759	2.08%
CHIEF ADMIN INST SUPPL SAL		-	-	-	-	-	0.00%
PERSONNEL INSTRUCT SAL	921	939	958	977	997	4,792	2.08%
CURR SUPERVISION INST SAL	1,653	1,686	1,720	1,754	1,789	8,602	2.08%
SUPERVISION INST SAL	21,417	21,845	22,282	22,728	23,182	111,453	2.08%
SUPERVISION INST SAL SUPP	132	134	137	140	142	685	2.08%
SUPERVISION- NON-INST SAL SUPP-CELL	141	144	146	149	152	732	2.08%
SUPER SPEC SCH INST SAL	134	136	139	142	145	696	2.08%
INSERVICE MODEL SCHOOLS	-	-	-	-	-	-	0.00%
KDGN TEACH SAL	30,373	31,436	32,536	33,675	34,853	162,873	3.75%
ELEM TEACHERS SAL	164,395	170,149	176,104	182,268	188,647	881,563	3.75%
ELEM HOME TCHG SAL	120	125	129	133	138	645	3.75%
Secondary School	193,039	199,796	206,788	214,026	221,517	1,035,166	3.75%
COLLATERAL DUTIES	1,834	1,898	1,965	2,034	2,105	9,836	3.75%
SEC HOME TCHG SAL	1,303	1,348	1,396	1,444	1,495	6,986	3.75%
COLLATERAL/CHAPERONES	12	13	13	14	14	66	3.75%
SUB TEACHER SAL	14,420	14,925	15,447	15,988	16,547	77,327	3.75%
HANDICAP INST SAL	109,261	113,085	117,043	121,139	125,379		
OCC ED INST SAL	6,265	6,484	6,711	6,946	7,189		3.75%
SPEC SCH ADULT ED INST SAL	107	111	115	119	123		
AFTER SCHOOL PROGRAM	92	95	99	102	106		
SPEC SCH SEC INST SAL	34	35	36	37	39		
LIB & A/V INST SAL	11,769	12,181	12,607	13,048	13,505		
LIB & A/V INST SUPPLEMENTAL	145	150	155	160	166		
GUIDANCE COUNSELOR SAL	15,198	15,730	16,281	16,851	17,440	-	
GUIDANCE COUNSELOR SAL SUP	1,011	1,046	1,083	1,121	1,160		
PSYCH SERV INST SAL	9,409	9,738	10,079	10,432	10,797	50,454	3.75%

DESCRIPTION	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
PSYCH SERV INST SAL SUPPL	604	625	647	669	693	3,238	3.75%
SOC WORK INST SAL	18,820	19,479	20,161	20,866	21,597	100,923	3.75%
SPORTS AFTER SCHOOL PROGRAM	7,595	7,860	8,136	8,420	8,715	40,726	3.75%
SPORTS CHAPERONES	247	255	264	273	283	1,322	3.75%
INTRAMURALS ELEMENTARY/JUNIOR HIGH	130	135	140	145	150	699	3.75%
ing salary and wages	613,800	634,869	656,666	679,219	702,552	3,287,105	3.62%
,							
iges	704,659	739,032	762,913	787,589	813,089	3,807,282	3.27%
_	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
BD OF ED SUPPLIES	11	0	-	11	0	22	1.04%
DIST CLERK SUPPLIES	4	(0)	-	4	(0)	8	0.94%
DIST MEETING MAT & SUPPLY	17	1	-	18	0	36	1.03%
CHIEF ADMIN MAT & SUPPLY	38	(O)	-	39	(0)	77	1.00%
BUS ADMIN MAT & SUPP	45	0	-	46	0	91	1.02%
TREASURER MAT & SUPPLIES	3	(0)	-	3	(0)	6	0.92%
PUBLIC INFO MAT & SUPPLY	-	143	0	146	(0)	289	1.01%
CENTRAL DP MAT & SUPPLIES	66	1	-	68	(0)	135	1.02%
TRANS BUS PARTS	2,643	2,710	2,777	2,847	2,918	13,895	2.63%
GARAGE MATERIAL & SUPPLY	54	55	56	58	59	281	2.63%
CENSUS MATERIAL & SUPPLIES	-	-	-	-	-	-	0.00%
WIDE AREA NETWORK SUPPLIES	152	156	160	164	168	800	2.63%
upplies	3,034	3,064	2,994	3,404	3,144	15,640	2.45%
	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
DIST MEETING CONT & OTHER	119	122	125	128	131	623	2.63%
BD OF ED CONT EXPENSE	330	338	347	355	364	1,735	2.63%
CHIEF ADMIN CONT & OTHER	140	143	147	151	155	736	
BUS ADMIN CONTRACT & OTHER	400	410	420	431	442	2,103	2.63%
AUDITING CONTRACT & OTHER	975	999	1,024	1,050	1,076	5,124	2.63%
PUBLISHING ANNUAL FINANCIAL REPORT	12	12	12	13	13	61	
TAX COLLECTOR CONT & OTHER	301	309	316	324	332	1,583	
FISCAL AGENT FEE	126	129	132	136	139	662	
LEGAL CONTRACT & OTHER	-	865	887	(0)	-	1,752	
PERSONNEL CONTRACT & OTHER	407	417	427	438	449	2,137	
PUBLIC INFO CONT. & OTHER	477	488	501	513	526	2,505	2.63%
CENTRAL DP CONT & OTHER	578	593	608	623	639	3,041	2.63%
CENTRAL P&M CONT & OTHER	1,359	1,393	1,428	1,464	1,501	7,146	2.63%

	4	2	2	see A	yr 5	total new \$'s	% now \$'s
DESCRIPTION	yr 1	yr 2	yr 3 5,819	yr 4 5,965	6,114	29,113	2.63%
UNALLOCATED INSURANCE	5,539	5,677	,	215	221	1,051	2.63%
SCHOOL ASSOCIATION DUES	200	205	210	400	0	790	1.01%
REFUND ON REAL PROP TAXES	-	390			_	831	1.54%
PLANT OPER EQUIP REPAIR	270	(0)	277	(0)	284		2.63%
PLANT OPER CUST SUPPLY	1,772	1,817	1,862	1,909	1,956	9,316	
PLANT MAINT EQUIP REPAIR	519	0	532	0	545	1,596	1.54%
PLANT MAINT DIST-WIDE PROJECTS	6,057	6,209	6,364	6,523	6,686	31,838	2.63%
PLANT MAINT MATERIAL	2,306	(0)	2,364	2,423	(0)	7,093	1.54%
PLANT MAINT GROUND SUPPLY	755	773	(0)	793	0	2,321	1.54%
PLANT ELEC & HEAT MATER	-	-	-	-	-		0.00%
PLANT MAINT CONT EXPENSE	4,227	4,333	4,441	4,552	4,666	22,219	2.63%
PLANT OPER CONT EXPENSE	1,661	1,702	1,745	1,789	1,833	8,730	2.63%
ontractual (excluding Transportation)	28,530	27,325	29,989	30,193	28,071	144,107	2.41%
tractual	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
TRANS CONTRACTUAL AND OTHER	135	139	142	146	149	711	2.63%
TRANS INSURANCE	1,461	1,498	1,535	1,573	1,613	7,680	2.63%
CONTRACT TRANS ALL OTHER	5,625	2,130	5,766	0	5,910	17,301	1.54%
TRANS TIRES & SERVICE	343		352	-	361	1,056	1.54%
TRANS OIL & LUB	206	_	211	_	216	634	1.54%
TRANS MISCELLANEOUS	37	_	38	_	39	115	1.54%
TRANSPORTATION BOCES DRIVER TRAINING	54	_	55	-	57	166	1.54%
TRANS GASOLINE	5,276	5,407	5,543	5,681	5,823	27,730	2.63%
GARAGE WATER	5,270	5,407	5,545	5,001	-		0.00%
GARAGE WATER GARAGE MISCELLANEOUS	155	158	162	166	171	812	2.63%
TRANSPORTATION FROM BOCES	8	9	9	9	9	44	2.63%
TRANS CONT BUS REPAIR	1,083	1,110	1,138	1,167	1,196	5,694	2.63%
TRANS MISCELLANEOUS	337	346	355	363	373	1,774	
tractual	14,721	8,667	15,306	9,106	15,916	63,717	2.16%
tractual	14,721	0,007	15,500	5,200	25,520	00,10	
onal Contracual	43,251	35,992	45,295	39,299	43,987	207,824	2.33%
	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
PLANT OPER EQUIPMENT	1,444	1,487	1,532	1,577	1,625	7,664	
GARAGE NATURAL GAS	420	433	446	459	473	2,230	
	541	557	573	591	608	2,870	
GARAGE ELECTRIC	30	31	32	33	34	159	
GARAGE TELEPHONE	30	21	32	33	34	133	3.13/0

1,034 1,065 1,097 1,130 1,164

5,490 3.19%

PLANT OPER WATER & SEWER

DESCRIPTION	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
	14,259	14,687	15,128	15,581	16,049	75,704	3.19%
PLANT OPER ELECTRICITY	17,255	17,772	18,306	18,855	19,420	91,608	3.19%
PLANT OPER ELECTRICITY	2,070	2,132	2,196	2,262	2,330	10,990	3.19%
PLANT OPER OIL	1,439	1,483	1,527	1,573	1,620	7,642	3.19%
PLANT OPER TELEPHONE SERV	38,492	39,647	40,836	42,061	43,323	204,358	3.19%
	,	,					
-instructional	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
BUSINESS ADMIN BOCES SERVICES	2,418	2,479	2,541	2,604	2,669	12,712	2.63%
PERSONNEL BOCES SERVICE	92	95	97	100	102	486	2.63%
PUBLIC INFO BOCES SERVICE	2,175	2,229	2,285	2,342	2,401	11,433	2.63%
ENERGY PROGRAM-BOCES	205	211	216	221	227	1,080	2.63%
RISK MANAGEMENT-BOCES	658	675	692	709	727	3,460	2.63%
BOCES	175	179	184	188	193	920	2.63%
BOCES ADMIN OTHER	6,612	6,778	6,947	7,121	7,299	34,757	2.63%
ı-instructional	12,337	12,645	12,961	13,285	13,618	64,847	2.63%
ructional	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
CURR DEVEL BOCES SERVICES	946	969	994	1,018	1,044	4,971	2.63%
PLAN & EVAL BOCES SERVICE	4	0	4	0	4	12	1.64%
STAFF DEV BOCES	533	546	560	574	588	2,801	2.63%
TEST SCORING AND MISC BOCES	434	445	456	468	479	2,283	2.63%
ALTERNATIVE EDUCATION BOCES	90	92	95	97	99	473	2.63%
ARTS IN EDUCATION/GIFTED TALENTED	-	923	(0)	947	0	1,870	1.01%
BOCES MISCELLANEOUS EXP	-	-	-	2,713	2,780	5,493	1.01%
COMPUTER TECH PLAN BOCES	16,277	16,684	17,101	17,529	17,967	85,557	2.63%
TEXTBOOKS NONPUBLIC BOCES	-	-	-	-	-	-	0.00%
HANDICAP BOCES SERVICE	56,701	58,119	59,571	61,061	62,587	298,039	2.63%
OCC-ED BOCES SERVICES	-	12,838	1	-	13,158	25,996	1.01%
LIBRARY - BOCES	603	618	633	649	665	3,168	2.63%
GUIDANCE BOCES SERVICE	100	102	105	107	110	523	2.63%
COMP ASSIST BOCES SERVICE	20	21	21	22	23	107	2.63%
ructional	75,707	91,358	79,540	85,184	99,506	431,296	2.33%
quipment	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
CENTRAL DP EQUIPMENT	119	122	125	128	132	627	2.63%
TRANS EQUIPMENT	67	69	71	73	75	355	2.63%
quipment	187	191	196	201	206	982	2.63%

DESCRIPTION	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
ictual and supplies, textbooks, equip	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
CURR DEV CONT & OTHER	-	1,275	-	1,307	-	2,582	1.01%
CURR DEVEL MAT & SUPPLIES	-	11	-	11	-	23	1.01%
SUPERVISION CONT & OTHER	-	31	-	32	-	63	1.01%
SUPERVISION MAT & SUPPLY	-	37	-	38	-	76	1.01%
SUPER SPEC SCH CONT & OTHER	-	40	-	41	-	81	1.01%
SUPER SPEC SCH MAT & OTHER	_	15	-	16	-	31	1.01%
INSERVICE CONT & OTHER	-	626	-	641	-	1,267	1.01%
INSERVICE MAT & SUPPLIES	-	6	-	6	-	12	1.01%
Library media contractual and supplies	-	1,204	-	1,234	-	2,438	1.01%
SPEC SCH CONT & OTHER	_	514	-	527	-	1,040	1.01%
COMP ASSIST HARDWARE	_	405	-	415	-	820	1.01%
STATE AIDED COMP HARDWARE	-	1,382	-	1,417	-	2,799	1.01%
COMPUTER - CONTRACTUAL	-	746	-	765	-	1,510	1.01%
COMP ASSIST REPAIRS		270	-	277	-	548	1.01%
STATE AIDED SOFTWARE	_	1,419	-	1,454	-	2,873	1.01%
COMP ASSIST SUPPLIES	_	586	-	601	-	1,187	1.01%
TEACHING COMMENCEMENT/OTHER CONT	-	290	-	297	-	587	1.01%
TEACHING EQUIP. REPAIR/MISC CONTRACT.		85	-	87	-	172	1.01%
GIFTED & TALENTED	-	34	-	35	-	69	1.01%
PERFORMING ARTS CONT EXP	-	75	-	77	-	152	1.01%
COPIER MAINTENANCE CONTRACTUAL		2,774	-	2,844	-	5,618	1.01%
MUSIC CONTRACT. EXPENSE	-	101	-	103	-	204	1.01%
MISC TEACHING EXPENSE		102	-	104	-	206	1.01%
Supplies ES, HS, PE	-	2,318	-	2,376	-	4,694	1.01%
DUPLICATING SUPPLIES	-	1,310	-	1,342	-	2,652	1.01%
FOSTER PLACEMENT AND OTHER TUITION	-	1,566		1,605	-	3,172	1.01%
PAYMENT TO CHARTER SCHOOLS	-	610	-	625	-	1,235	1.01%
Textbooks DW	-	4,238	-	4,344	-	8,583	1.01%
ctual and supplies, textbooks, equip	-	22,070	-	22,622	-	44,692	1.01%
actual and supplies Special Needs and support s	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
HANDICAP CONTRACTUAL & OTHER	14,525	14,888	15,260	15,642	16,033	76,348	2.63%
HANDICAP SPECIAL CLASS SUPPLIES	-	-	-	-	-	-	0.00%
HANDICAP RESOURCE ROOM SUPPLIES	-	-	-	-	-	-	0.00%
HANDICAP SPEECH SUPPLIES	-	-	-	-	-	-	0.00%
HANDICAP TUITION - PRIVATE SCHOOL	22,556	23,120	23,698	24,290	24,897	118,561	2.63%

DESCRIPTION	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
COMM SERVICE SUPPLIES				-	-	-	0.00%
CENSUS CONT & OTHER	-	-	-	-	-	-	0.00%
INTERFUND TRANSFERS	2,475	2,537	2,600	2,665	2,732	13,009	2.63%
GUIDANCE CONTRACTUAL AND OTHER	-,	53	-	55	-	108	1.01%
GUIDANCE MATERIALS AND SUPPLIES	-	69	-	70	-	139	1.01%
HEALTH OFFICE EQUIPMENT	-	19	-	20	~	39	1.01%
HEALTH SERV, CONTRACTUAL & OTHER	1,443	1,479	1,516	1,554	1,592	7,583	2.63%
HEALTH SERVICES MATERIALS AND SUPPLIES	-	191	-	196	-	387	1.01%
PSYCH SERVICES CONTRACTUAL & OTHER	-	58	-	60	-	118	1.01%
PSYCH SERVICES MATERIALS AND SUPPLIES	-	6		6	-	11	1.01%
SOC WORK MATERIALS AND SUPPLIES	_	16	-	17	-	33	1.01%
actual and supplies Special Needs and support s	40,998	42,436	43,074	44,574	45,255	216,336	2.60%
actual and supplies special needs and supports	10,000	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,				
	4	3	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
ıl, supplies and equipment	yr 1 4	yr 2 4	yr 5 4	4	5	22	2.63%
SPORTS EQUIPMENT		1,039	1,065	1,092	1,119	5,328	2.63%
SPORTS OFFICIAL FEES	1,014	1,039	181	185	190	904	2.63%
SPORTS EQUIPMENT REPAIR	172		531	544	557	2,654	2.63%
SPORTS MISC CONTRACT EXP	505	518	425	435	446	2,125	2.63%
SPORTS MATERIALS AND SUPPLIES	404	414		2,261	2,317	11,034	2.63%
।।, supplies and equipment	2,099	2,152	2,205	2,201	2,317	11,054	2.0370
ctual, suppllies and Equipment	43,098	66,658	45,279	69,456	47,572	272,062	2.07%
	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
EMPLOYEE RETIREMENT	(79,674)	18,750	(89,309)	17,339	(95,125)	(228,019)	-4.48%
TEACHERS' RETIREMENT	(400,697)	88,882	493,043	108,675	541,153	831,056	5.49%
SOCIAL SECURITY	39,418	56,536	58,363	60,251	62,201	276,768	3.08%
WORKERS' COMPENSATION	13,375	14,445	9,750	10,238	10,750	58,558	7.01%
LIFE INSURANCE	483	495	507	520	533	2,536	2.63%
UNEMPLOYMENT INSURANCE	2,000	2,100	1,102	1,130	2,317	8,649	4.32%
DISABILITY INSURANCE	1,140	1,197	628	644	1,320	4,929	4.32%
HEALTH INSURANCE	510,922	551,795	595,939	643,614	695,103	2,997,374	9.39%
DENTAL INSURANCE	21,925	23,679	25,573	27,619	29,828	128,623	9.39%
DENTAL INSURANCE	108,891	757,877	1,095,597	870,029	1,248,080	4,080,474	6.40%
	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
SERIAL BONDS	-	-	-	-	-	-	0.00%

DESCRIPTION	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
SERIAL BONDS INTEREST	-	-	-	-	-	-	0.00%
STATUTORY INSTALLMENT BONDS-PRIN	-	-	-		-	-	0.00%
STATUTORY INSTALLMENT BONDS-INT	-	-	-	-	-	-	0.00%
BAN-PRINCIPAL-CONSTRUCTION	-	-	-	-	-	-	0.00%
BAN INTEREST-SCHOOL CONSTRUCTION	251,000	-	-	-	-	251,000	24.49%
RAN INTEREST	-	-	-	-	-	-	0.00%
PRINCIPAL OTHER DEBT (nypa)	-	-	-	-	-	-	0.00%
INTEREST OTHER DEBT (nypa)	-	-	-	-	-		0.00%
	251,000	-	-	-	-	251,000	1.62%
ITALS	1,280,656	1,746,464	2,085,611	1,910,509	2,312,524	9,335,765	3.80%

	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
Total Non-Instructional salary and Wages	90,8	50 104,164	106,246	108,370	110,537	520,177	2.03%
Teaching and Coaching salary and wages	613,8	00 634,869	656,666	679,219	702,552	3,287,105	3.62%
Non-Instructional Supplies	3,0	34 3,064	2,994	3,404	3,144	15,640	2.45%
Non-instructional contractual (excl Trans)	28,5	30 27,325	29,989	30,193	28,071	144,107	2.41%
Transportation Contractual	14,7	21 8,667	15,306	9,106	15,916	63,717	2.16%
Utilities	38,4	92 39,647	40,836	42,061	43,323	204,358	3.19%
BOCES Services Non-instructional	12,3	37 12,645	12,961	13,285	13,618	64,847	2.63%
BOCES Services Instructional	75,7	07 91,358	79,540	85,184	99,506	431,296	2.33%
Non-Instructional Equipment	1	87 191	196	201	206	982	2.63%
Instruct Contr and supplies, textks, equip	43,0	98 66,658	45,279	69,456	47,572	272,062	2.07%
Employee Benefits	108,8	91 757,877	1,095,597	870,029	1,248,080	4,080,474	6.40%
Debt Service	251,0	- 00		_	_	251,000	1.62%
GRAND TOTALS	\$ 1,280,6	56 \$ 1,746,464	\$ 2,085,611	\$ 1,910,509	\$ 2,312,524	\$ 9,335,765	3.80%

\$'spending increase % spending increase

Source of Funds	yr 1	yr 2	yr 3	yr 4	yr 5	total new \$'s	% new \$'s
State aid	667,720	694,429	722,206	751,094	781,138	3,616,587	4.33%
Pilots	-	-	-	-	-	-	0.00%
Fund balance	(250,000)	(250,000)	(250,000)	(250,000)	(250,000)	(1,250,000)	-6.08%
other sources	15,830	16,305	16,794	17,298	17,817	84,045	3.19%
Tax Levy	847,106	1,285,730	1,596,611	1,392,117	1,763,569	6,885,133	5.04%
Source of Funds	\$ 1,280,656	\$ 1,746,464	\$ 2,085,611	\$ 1,910,509	\$ 2,312,524	\$ 9,335,765	3.80%

DESCRIPTION yr 1 yr 2 yr 3 yr 4 yr 5 total new \$'s % new \$'s

Tax Levy increase \$'s prior yr Tax Levy increase % prior yr

add'l cuts needed to stay within tax levy cap Tax Levy at 2% or max. allowable

Appendix B: OSC Comments on the District's Response

Note 1

Appropriations exceeded expenditures, respectively, by 8.7, 7.0 and 7.6 percent annually for the three years. We also reported that the District's revenue budget was reasonable (see Note 2).

Note 2

In the report we acknowledge the District adopted reasonable estimates for revenues. However, the District did not adopt realistic estimates for appropriations. The District's document referenced as Exhibit 1 represents year-to-year budgetary figures but does not reflect actual revenues and expenditures. The District overestimated expenditures by an average of \$3.7 million per year. As a result, the District realized operating surpluses each year and none of the budgeted appropriated fund balance was actually used to finance operations. Overestimating expenditures each year does not constitute budget savings; instead, it creates artificial budget gaps funded by unnecessary taxes and gives the appearance that appropriated fund balance will be used to finance operations when, in actuality, the fund balance will not be used.

Note 3

While the District used surplus fund balance to fund reserve funds at the end of the 2014-15 year, the District did not use fund balance to finance expenditures in any of the years in our audit scope. As discussed in Note 2, the District realized operating surpluses each year despite appropriating fund balance, and the District's total fund balance actually increased during the past three years.

Note 4

We acknowledge the District has an informal financial plan. However, while the plan may have been discussed with the Board, the Board did not adopt it. Further, as stated in the report, the plan was not realistic as it provided for the appropriation and use of \$10.8 million of fund balance from 2014-15 through 2016-17. Fund balance was not used to finance operations during this time period and actually increased by \$1.4 million.

Note 5

We reviewed the District's reserve policies during our audit and found that they were not adequate because the policies did not establish maximum funding levels for the reserves and the conditions under which the reserves would be used to finance related costs.

Appendix C: Audit Methodology and Standards

We conducted this audit pursuant to Article V, Section 1 of the State Constitution and the State Comptroller's authority as set forth in Article 3 of the New York State General Municipal Law. To achieve the audit objectives and obtain valid audit evidence, our audit procedures included the following:

- We interviewed District officials to gain an understanding of the District's financial management policies and procedures and budgeting practices and to determine whether the Board adopted multiyear financial plans and a reserve fund policy.
- We analyzed 2014-15 through 2016-17 general fund results of operations and changes in the tax levy, fund balance and reserves. We evaluated fund balance to determine whether it was in excess of the statutory limit.
- We reviewed 2014-15 through 2017-18 adopted general fund budgets to determine whether they were realistic based on actual results of operations, historical trends and supporting documentation. We interviewed District officials to identify reasons for significant budget variances.
- We reviewed fund balance appropriations for the period July 1, 2014 through June 30, 2017. We also reviewed adopted budgets and tax warrants to identify the trend in real property tax levies for the 2014-15 through 2016-17 fiscal years.
- We interviewed District officials and employees and reviewed District policies and various financial records and reports to gain an understanding of the ECA funds.
- We selected eight clubs based on their type of activities and events conducted and reviewed one activity from each of these clubs. We reviewed up to five related collections remitted to the central treasurer for deposit by each club to determine whether the collections were supported by receipts or some other form of documentation, accurately accounted for in the central treasurer's ledger and deposited intact and timely.
- We reviewed a judgmental sample of disbursements made by the same eight clubs selected for cash receipts testing for at least one month during our audit period. We reviewed the disbursements to determine whether they were supported by approved payment forms and adequate documentation of the purchases and whether they were for appropriate activity purposes.
- We reviewed the independent records of the selected eight clubs to determine whether the selected collections and disbursements were recorded in student ledgers and whether collections were remitted to the central treasurer in a timely manner.

We conducted this performance audit in accordance with GAGAS, generally accepted government auditing standards. Those standards require that we plan

and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objective. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objective.

Unless otherwise indicated in this report, samples for testing were selected based on professional judgment, as it was not the intent to project the results onto the entire population. Where applicable, information is presented concerning the value and/or size of the relevant population and the sample selected for examination.

A written corrective action plan (CAP) that addresses the findings and recommendations in this report must be prepared and provided to our office within 90 days, pursuant to Section 35 of General Municipal Law, Section 2116-1(3)(c) of New York State Education Law and Section 170.12 of the Regulations of the Commissioner of Education. To the extent practicable, implementation of the CAP must begin by the end of the fiscal year. For more information on preparing and filing your CAP, please refer to our brochure, *Responding to an OSC Audit Report*, which you received with the draft audit report. We encourage the Board to make the CAP available for public review in the Clerk's office.

Appendix D: Resources and Services

Regional Office Directory

www.osc.state.ny.us/localgov/regional directory.pdf

Cost-Saving Ideas – Resources, advice and assistance on cost-saving ideas www.osc.state.ny.us/localgov/costsavings/index.htm

Fiscal Stress Monitoring – Resources for local government officials experiencing fiscal problems www.osc.state.ny.us/localgov/fiscalmonitoring/index.htm

Local Government Management Guides – Series of publications that include technical information and suggested practices for local government management www.osc.state.ny.us/localgov/pubs/listacctg.htm#lgmg

Planning and Budgeting Guides – Resources for developing multiyear financial, capital, strategic and other plans www.osc.state.ny.us/localgov/planbudget/index.htm

Protecting Sensitive Data and Other Local Government Assets – A non-technical cybersecurity guide for local government leaders www.osc.state.ny.us/localgov/lgli/pdf/cybersecurityguide.pdf

Required Reporting – Information and resources for reports and forms that are filed with the Office of the State Comptroller www.osc.state.ny.us/localgov/finreporting/index.htm

Research Reports/Publications – Reports on major policy issues facing local governments and State policy-makers www.osc.state.ny.us/localgov/researchpubs/index.htm

Training – Resources for local government officials on in-person and online training opportunities on a wide range of topics www.osc.state.ny.us/localgov/academy/index.htm

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