MINUTES OF THE SOUTHERN OHIO EDUCATIONAL SERVICE CENTER GOVERNING BOARD MEETING

REGULAR BOARD MEETING

SEPTEMBER 27, 2022

The Southern Ohio Educational Service Center Governing Board met on Tuesday, September 27, 2022, at 7:00 p.m. for its regular monthly meeting. Members present were Ms. Gausman, Mr. Hill *(via virtual, unable to vote)*, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, and Mr. West, along with Rachel Meyer, Treasurer, and Beth Justice, Superintendent. The guests present were Kim K. Adams, Curt Bradshaw, and Jeff Royalty.

APPROVAL OF THE MEETING AGENDA **(Resolution #4599)**

It was moved by Mr. Hixson and seconded by Mr. West to approve the agenda as revised.

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

MINUTE APPROVAL **(Resolution #4600)**

It was moved by Dr. Kirby and seconded by Ms. Gausman that the August 23, 2022, meeting minutes be approved as presented.

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

The meeting was opened for public participation; none was received.

SOUTHERN OHIO ESC SHARED EXPERTISE

Mr. Bradshaw started the presentation by identifying the staff members of the Human Capital Workgroup. He then provided background and an overview of the work. He indicated that ODE had developed a Human Capital Resource Center that is a repository of tools and materials for ESCs and school districts in developing a comprehensive human capital system.

He reviewed "The Why"; this work is crucial and the five learning targets from the session hosted by our ESC on September 19, 2022, in conjunction with Battelle for Kids. He said the Battelle for Kids Human Capital Framework is aligned to the following focus areas: attract and prepare, recruit and hire, support and grow, engage, and reward.

SOUTHERN OHIO ESC SHARED EXPERTISE (Cont.)

Next, Mr. Royalty reviewed "The What" – Identifying Desired Competencies or what kind of people we want to work for our ESC in the broad sense. He indicated the desired competencies are problem solver, collaborator, relationship builder, self-motivated/goal-driven, and lifelong learner. He said the group feels that anyone coming to our ESC to work needs these competencies. He then indicated that The Portrait of a SOESC Professional is being developed to visualize our ideal employee. Our next step is how do we apply these competencies to our HR processes.

Third, Ms. Justice reviewed "The How." She reviewed the focus of ODEs Human Capital Resource Center, which is designed to equip districts and ESCs to serve and support students when they hire, grow, and retain quality staff. Training is focused on building capacity in the following areas:

- Human Capital System & Organizational Alignment
- Recruitment, Branding & Communication
- Diversity Equity & Inclusion
- Employment Engagement
- Hiring Practices

She indicated that ODE is committed to providing training and has developed the Ohio HR tool which provides information on many topics and has tools/trainings related to human capital management. Our organization's Human Capital Workgroup has been engaged in better understanding the core competencies and engaging all stakeholders, seeking voices from many, including our employees and board members.

Lastly, Ms. Adams reviewed "The Why" – Strategic Planning. She indicated that leadership has intentionally prioritized human capital development as an area of focus for the Leadership Cabinet Team. The team has formulated an action plan and prioritized meeting dates for the 2022-2023 school year. Then, Ms. Adams asked the board members if they had any thoughts about the process.

Mr. Mount indicated that we must be able to stick to the Portrait of a SOESC Professional, look for long-term team members, and not settle for a quick fix.

Ms. Gausman replied that once we find people that fit the competencies, we must provide them the training to continue to grow.

Ms. Justice indicated that we're very intentional about our culture. We must be willing to have hard conversations – coach to grow or coach to go.

Mr. Peck indicated there's been a lot of effort and planning and feels it will pay off in the end.

Ms. Adams indicated that we would continue to be intentional and consistent about marketing our brand.

Ms. Justice thanked all those on the Human Capital Workgroup for all their hard work.

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GREAT OAKS ITCD REPORT

Mr. Lane reported that the Great Oaks board met on September 14, 2022.

Next, he reported the following updates:

Enrollment: Great Oaks high school enrollment for the 2022-2023 school year is 2882, with 1640 of those students being juniors entering the four campuses, marking nearly an 11% increase compared to the number of juniors entering the Great Oaks campuses in 2018.

Great Oaks Leading the Way – the largest DECA chapter in all of Ohio is the Great Oaks-Sycamore High School program, and among the top ten new/re-activated DECA chapters in the nation are the Great Oaks-Harrison High School and Great Oaks-Mt. Healthy High School programs. Three of the eleven Ohio FFA officers are Great Oaks-Miami Trace FFA students, including the state president. This was noted for the rarity of three officers from one school district since there are 27,221 members from 326 chapters.

Advisory Committees – Each Great Oaks Career Technical program and campus has a Business and Industry Advisory Committee (BIAC) made up of area professionals in the relevant career field. These committees meet several times during the school year and serve several functions. They offer recommendations on curriculum and equipment, keep staff and instructors up to date on trends in the industry, and support students through classroom discussion and job placement. The Board approved over 1200 members of the over 100 BIACs for 22-23. The members include business and industry leaders, post-secondary educators, managers, and alums.

Clinton County Career Exploration Fair is on 9/28/22 at Laurel Oaks Career Campus. Meet over forty employers in high-growth industries in Clinton County. Explore interactive displays, apply for available jobs, and learn about ongoing career opportunities.

Lastly, Mr. Lane reported Jon Husted, Lieutenant Governor of Ohio, was on Channel 9 News at 6 p.m. He was at the Scarlet Oaks Campus commenting on the great worth of career education centers.

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LEGISLATIVE LIAISON REPORT

Mr. Hixson reported on information provided in "The Link."

Statewide computer science plan finalized

The State Committee on Computer Science voted unanimously to approve a final report of the State of Ohio Computer Science Plan on August 30, 2022. The committee was established in House Bill 110, the budget bill, to examine the challenges and best practices for computer science in primary and secondary education. The final report includes ten recommendations:

- create an Office of Computer Science Education (OCSE);
- dedicate 1% of state educational funding to computer science education;
- require one credit in computer science for all high school graduates by the end of the decade;
- offer students the opportunity to take at least one computer science class per year;
- establish an Ohio Computer Science Council for Afterschool and Summer programs;
- fund grants to cover upskilling teachers;
- connect with employers to learn what skills are needed and align those with education programs;
- provide school districts with resources to implement computer science education;
- create a public service awareness campaign for computer science education and workforce;
- develop an online career path exploration tool that explains which classes to take to pursue a career in computer science.

Legislative calendars

Leaders in the Ohio Senate and the Ohio House canceled their if-needed session dates in September. Members of the General Assembly will reconvene on November 15 with committee hearings. November 15 also commences the busy, lame-duck period that lasts until both chambers' sine die, officially ending the 134th General Assembly.

Meanwhile, U.S. Senate and U.S. House members are back in Washington D.C. after their traditional August recess. The House will recess in October through the November election. The Senate will continue committee and session days in October through the general election.

After the November election, the House and Senate will reconvene for what's expected to be a busy lame-duck period in November and December.

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LEGISLATIVE LIAISON REPORT (Cont.)

Recently introduced legislation

- HB 719, introduced by Representatives **Adam C. Miller** (D-Columbus) and **Juanita O. Brent** (D-Hudson), requires Educational Regional Service Systems to include services related to reading and literacy and services for English learners.

Lastly, Mr. Hixson mentioned that in the September issue of the OSBA Briefcase; there is a provision in HB110 that places a restriction on the ability of school groups to raise funds unless the group is considered a booster group; otherwise, a bingo license is needed.

EXECUTIVE SESSION **(Resolution #4601)**

It was moved by Mr. West and seconded by Mr. Lane to take a roll call to enter into Executive Session at 7:59 p.m. to consider the appointment of a public employee or official.

A roll call was taken to enter into Executive Session to consider the appointment of a public employee or official. Members present and voted yes were Ms. Gausman, Mr. Hixson, Dr. Kirby, Mr. Lane, Mr. Mount, Mr. Peck, Ms. Ruth, and Mr. West. Vice President of the Board, Mr. Peck, declared the motion carried.

The board returned from Executive Session at 8:11 p.m.

FINANCIAL REPORTS

Ms. Meyer reviewed the monthly reports with the Board.

APPROVAL OF PAID BILLS **(Resolution #4602)**

Upon the recommendation of Treasurer Meyer, it was moved by Mr. Hixson and seconded by Ms. Ruth that the paid bills for the previous month be approved as presented, for a total of $876,613.38.

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

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APPROVAL OF FY2023 PERMANENT APPROPRIATIONS **(Resolution #4603)**

Upon the recommendation of Treasurer Meyer, it was moved by Mr. Lane and seconded by Mr. Mount that the following appropriations be approved as presented.

[See Minute Page #2005 - #2006]

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

TREASURER DISCUSSION ITEMS

Fiscal Office Update:

- Plattenburg is well underway with our GAAP conversion. They began in July, and we are working on getting them any needed documents to complete the conversion.

- The BWC premium audit is scheduled for September 22. As I mentioned at the August meeting, the BWC representative will look at documents (annual detailed payroll records, federal forms 1099, etc.) for the 2021 calendar year.

Professional Development:

- On September 7, 2022, I attended the STRS Employer Basics 101 webinar. This webinar provided information on employer pick-up.

- On September 22, 2022, I will attend the EPC Open Enrollment meeting. Topics to be discussed include open enrollment guidelines, Benelogic enrollment system, Wellness Program Preview, and legal considerations.

- On September 21, 2022, I will attend the STRS Employer Basics webinar. This webinar will provide information on leaves of absences and purchasing service credit.

- On September 29, 2022, I will attend the BWC Employer Update Webinar. This month the following items will be discussed: cost reduction strategies, experience modifiers and how they are calculated, and workplace safety.

Ms. Meyer indicated that Ms. Cochran will assist Mr. Mount with the Business of the Treasurer in her absence at the October board meeting.

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PERSONNEL RESIGNATIONS: ESC **(Resolution #4604)**

Upon the recommendation of Superintendent Justice, it was moved by Dr. Kirby and seconded by Ms. Gausman to approve the resignation of the following personnel:

ESC RESIGNATIONS

Name	Position	Contract type	Effective date
Conroy, Rogina	Dir. of Human Resources	Retired Admin/Certificated	12/31/2022
Tackett, Miranda	Student Monitor	Classified	09/01/2022

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

PERSONNEL CONTRACT AGREEMENTS: ESC **(Resolution #4605)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Lane and seconded by Mr. Mount that the Board approves employment contracts for the following personnel subject to the provision of ORC 3319.02, ORC 3319.08, and/or ORC 3319.081. All personnel is subject to assignment by the Superintendent, and all contracts are subject to continuation of existing local, state, and/or federal funding; proper licensure; Ohio Department of Education highly qualified teacher per current job assignment; Ohio Bureau of Criminal Background Investigation Check; and Federal Bureau of Investigation Background Check:

ESC CONTRACT AGREEMENT(S)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/ Rate	Contract Type	Comments
Bair, Dustin	Substitute Teacher	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $130.00 per diem	Certificated	SOLC
Barton, Terri	Substitute Administrator	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $325.00 per diem	Sub Administrator	R/R
Miller, Diana	Mentor	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $500.00	Certificated	Mentor for Tyler Carman
Pence, Drake	Substitute Teacher	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $130.00 per diem	Certificated	SOLC

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ESC CONTRACT AGREEMENT(S) (Cont.)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/ Rate	Contract Type	Comments
Pettiford, Beatrice	Substitute Teacher	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $130.00 per diem	Certificated	SOLC
Scott, Caleb	Substitute Teacher	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $130.00 per diem	Certificated	SOLC
Slusher, Maranda	Student Monitor	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $14.35 per hour	Classified	
Unger, Mandy	Student Monitor	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $14.35 per hour	Classified	
Wellman, Shelly	Gifted Intervention Specialist	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $28.16 per hour	Certificated	Per EC Timesheet
Zimov, Mark	Substitute Teacher	2022-2023	1 Year	As Needed	No Degree on Schedule	No Schedule/ No Step/ $130.00 per diem	Certificated	SOLC

East Clinton Substitutes

1. Allen, Tammy (Temp. License)
2. Aubry, Allyson
3. Bair, Dustin
4. Batson, Tyler (Temp. License)
5. Chase, Jessica
6. Dye, Trent
7. Griffith, Julie (Temp. License)
8. Frank, Guy
9. Miller, Connie
10. Olds. Cynthia
11. Pence, Drake
12. Pinkerton, Emily (Temp. License)
13. Reed, Denise
14. Scott, Caleb
15. Walterhouse, Shane
16. Young, Shawn

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

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APPROVAL OF OUT-OF-STATE TRAVEL **(Resolution #4606)**

Upon the recommendation of Superintendent Justice, it was moved by Ms. Gausman and seconded by Mr. West to approve the out-of-state travel for **Curt Bradshaw** to attend The National Association for Gifted Convention in Indianapolis, Indiana, November 17 - 20, 2022.

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

APPROVAL OF OUT-OF-STATE TRAVEL **(Resolution #4607)**

Upon the recommendation of Superintendent Justice, it was moved by Mr. Mount and seconded by Mr. West to approve the out-of-state travel for **Tracy Dendinger** to attend The National Association of Supervisors of Agricultural Education (NASAE) Conference in Indianapolis, Indiana, October 24 - 25, 2022, and the National FFA Convention, October 27 - 28, 2022.

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

APPROVAL OF DONATIONS **(Resolution #4608)**

Upon the recommendation of Superintendent Justice, it was moved by Ms. Ruth and seconded by Ms. Gausman to approve the following donations as listed:

Donated Item/Description	**Donation Received from**	**Value of Donation**
60 Office/Desk Chairs for	Jack Powell, Liberty Savings Bank 2251 Rombach Avenue Wilmington, Ohio 45177	$6,000.00
Fiction and Non-Fiction Library Books for SOLC	Mark and Holly Bradly 102 Morgan Street Sabina, Ohio 45169	$500.00
Six Bouncy Balls Six Footballs with hand pump Six Soccer Balls with hand pump	Kelli Wilt Ramey 805 East Marks Street Orlando, FL 32803	$150.00
Fourteen 80 lb. bags of cement	Kathy Woodrow 1251 Bogus Road Washington C.H., Ohio 43160	$100.00

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

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PERSONNEL CONTRACT AGREEMENT(S): R14 **(Resolution #4609)**

Upon the recommendation of Superintendent Justice, it was moved by Ms. Gausman and seconded by Mr. Lane that the Board approves employment contracts for the following personnel subject to the provision of ORC 3319.02, ORC 3319.08, and/or ORC 3319.081. All personnel is subject to assignment by the Superintendent, and all contracts are subject to continuation of existing local, state, and/or federal funding; proper licensure; Ohio Department of Education highly qualified teacher per current job assignment; Ohio Bureau of Criminal Background Investigation Check; and Federal Bureau of Investigation Background Check:

R14 CONTRACT AGREEMENT(S)

Name	Tentative Position	Contract Dates	Length	Days	Degree	Schedule/ Step/Rate	Contract Type
Davis, Mikala	Substitute Interpreter	2022-2023	1 year	As Needed	No Degree on Schedule	Interpreter/ Step 3/ $22.54	Classified Substitute

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

PERSONNEL CONTRACT AMENDMENT(S) **(Resolution #4610)**

Upon the recommendation of Superintendent Justice, it was moved by Dr. Kirby and seconded by Ms. Ruth to approve the following contract amendment(s):

R14 Contract Amendment(s)

Name	Position	Contract Dates	Change 1	Change 2	Comments
Boone, Michael	Physical Therapist	2022-23	Increase base salary from $101,019 (Salary Schedule P.T. +) to $102,019	Bach + to Doctorate Degree	Employees who obtain a Doctorate degree are eligible for an additional $1,000

The board members present unanimously approved the motion. Vice President of the Board, Mr. Peck, declared the motion carried.

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SUPERINTENDENT INFORMATION/DISCUSSION ITEMS

Superintendent Justice shared the following with the Board:

1. Connect & Collaborate Conference – Ms. Justice shared that several ESC administrators attended, and Mr. Bradshaw presented at one of the break-out sessions.

2. SOESC Security Grant Eligibility – Ms. Justice worked on the grant application using an authorized equipment list which was submitted on September 26, 2022. The grant application included requests for door security card access, vape detectors in bathrooms for SOLC students, metal detectors, security window wrap for SOLC classroom doors, signage for SOLC, a KnoxBox, and cameras in vestibule areas and hallways. The grant is requesting $100,000 in funds.

3. Cynthia Saylor, former Board Member – Ms. Justice shared that Ms. Saylor passed away recently and a sympathy card was passed around to send to the family to share condolences.

4. Update of New Office Space – Ms. Justice shared electrical quotes for JAS has been received, and requests have been made from others for the new office space.

5. Business Advisory Committee (BAC) Update – Ms. Justice shared that two of the three plans have been submitted and the third plan will be submitted this week.

6. Clinton County Workforce Collaborative Update - Mr. Bradshaw provided an overview of how the Clinton County Career Exploration Fair came about. He also reviewed the flyer and booklet of vendors and areas represented. The Fair will be open for schools from 8:00 a.m. to 2:00 p.m. and from 3:00 p.m. to 6:00 p.m. for the public. Students from our SOLC will get to attend the Career Exploration Fair.

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ADJOURNMENT

It was moved by Mr. Lane and seconded by Mr. West to adjourn to meet again in regular session on **Tuesday, October 25, 2022, at 7:00 p.m.**, at 3321 Airborne Road, Wilmington, Ohio 45177.

Roy Hill
BOARD PRESIDENT

Rachel Meyer
TREASURER

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SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2023 PERMANENT APPROPRIATIONS

FUND	OBJECT	SCC	DESCRIPTION	FY2023 APPROP	August	September	October	November	December	January	February	March	TOTAL ACCOUNT
			GENERAL FUND										
001	100	0000	SALARIES	$ 3,044,863.00	$ 126,557.00								$ 3,171,420.00
001	200	0000	FRINGE BENEFITS	$ 1,671,319.68	$ 82,202.00								$ 1,753,521.68
001	400	0000	PURCHASED SERVICES	$ 811,433.62	$ 4,600.00								$ 816,033.62
001	500	0000	SUPPLIES & MATERIALS	$ 69,730.00	$ 2,550.00								$ 72,280.00
001	600	0000	CAPITAL OUTLAY	$ 18,400.00									$ 18,400.00
001	800	0000	OTHER OBJECTS	$ 63,965.00									$ 63,965.00
001	900	0000	CONTINGENCIES / TRANSFERS	$ 1,880,000.00									$ 1,880,000.00
			GENERAL FUND TOTAL										$ 7,775,620.30
			OTHER FUNDS										
001		9050	TERMINATION / RETIREMENT BENEFITS FUND	$ 62,701.78									$ 62,701.78
007		0000	UNCLAIMED FUNDS	$ 63.95									$ 63.95
008		9271	WADDELL FUND	$ 53,300.00									$ 53,300.00
022		9245	HOPEWELL CUSTODIAL FUND	$ 5,189,352.00									$ 5,189,352.00
022		9500	D.A.R.E. CUSTODIAL FUND	$ 23,874.54									$ 23,874.54
451		9421	K12 NETWORK SUBSIDY	$ 1,800.00									$ 1,800.00
499		9015	STATE SUPPORT TEAM FY23 FUND	$ 115,140.50									$ 115,140.50
499		9014	STATE SUPPORT TEAM FY22 FUND	$ 2,563.92									$ 2,563.92
499		9707	STUDENT ASSESSMENT FY23 FUND	$ -	$ 49,455.74								$ 49,455.74
499		9856	STATE SUPPORT TEAM - TRANSITION FY22 FUND	$ -									$ -
507		9471	FAMILY ENGAGEMENT LIAISON FY23 FUND	$ 220,833.00									$ 220,833.00
507		9470	FAMILY ENGAGEMENT LIAISON FY21-22 FUND	$ 379.32									$ 379.32
507		9600	EXTENDED LEARNING AND RECOVERY FY21-22 FUND	$ 19,244.47									$ 19,244.47
507		9601	EXTENDED LEARNING AND RECOVERY FY23 FUND	$ 1,058,165.86									$ 1,058,165.86
507		9700	AMERICAN RESCUE PLAN-HOMELESS (ARP) FY22 FUND	$ -		$ (11,788.55)							$ (11,788.55)
507		9701	AMERICAN RESCUE PLAN-HOMELESS (ARP) FY23 FUND	$ -		$ 11,788.55							$ 11,788.55
507		9800	LITERACY: ESCs TO SUPPORT STRUCTURED LITERACY FY23 FUND	$ 41,693.00									$ 41,693.00
508		9201	GEER II (GOV. EMER. ED. REFIEF) FY23 FUND	$ 158,094.00									$ 158,094.00
508		9200	GEER (GOV. EMER. ED. REFIEF) FY21-22 FUND	$ 63,987.58									$ 63,987.58
516		9231	IDEA PART B FY22 FUND	$ 43,236.18									$ 43,236.18
516		9232	IDEA PART B FY23 FUND	$ 1,156,694.00									$ 1,156,694.00
516		9815	PARENT MENTOR FY22 FUND	$ 2,637.53									$ 2,637.53
516		9816	PARENT MENTOR FY23 FUND	$ 25,000.00									$ 25,000.00
516		9917	EARLY LITERACY SSIP (IDEA) FY22 FUND	$ 5,694.32									$ 5,694.32
516		9918	EARLY LITERACY SSIP (IDEA) FY23 FUND	$ 86,967.00									$ 86,967.00
587		9513	EARLY LEARNING DISCRETIONARY FY22 FUND	$ 4,936.68									$ 4,936.68
587		9514	EARLY LEARNING DISCRETIONARY FY23 FUND	$ 75,993.02									$ 75,993.02
587		9604	EARLY LITERACY SSIP FY22 FUND	$ 1,704.06									$ 1,704.06
587		9605	EARLY LITERACY SSIP FY23 FUND	$ 26,124.00									$ 26,124.00
590		9010	OTES/OPES 2.0 BRIDGE TRAININGS FY22 FUND	$ 390.90									$ 390.90
			OTHER FUNDS TOTAL										$ 8,490,027.37
			Monthly Appropriation Changes		$ 265,364.74	$ -	$ -	$ -	$ -	$ -	$ -	$ -	
			GRAND TOTAL APPROPRIATIONS - ALL FUNDS										**$ 16,265,647.67**

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SOUTHERN OHIO EDUCATIONAL SERVICE CENTER
FY 2023 PERMANENT APPROPRIATIONS

Notes:
General Fund - Tuition Reimbursement for all staff collectively $13,000.00
General Fund - Board Service Fund set at $7,500.00 on a calendar year basis

Termination Benefits Fund - Unemployment, Severance, and Vacation Payouts

Contingencies:
General Fund - Emergency Fund - 4 months of expenses $1,570,000.00
General Fund - Building Fund $275,000.00 - continue to add $25,0000 per year, budget permitting, per 6/25/19 board direction
Hopewell General Fund - Emergency Fund - 3 months of expenses $910,000.00
Hopewell General Fund - Building Fund $30,000.00 - (security system, updates, repair, etc...)
Hopewell General Fund - Termination / Retirement Benefits setaside $46,370.00

Transfers: (To be made - more information to follow)

Termination Benefits Fund - $35,000