



**District
Mission:**

LCSD Challenges students to reach their fullest potential through personal, engaged and rigorous learning in the classroom and beyond.

**Board
Priorities:**

Ensure all students stay on or above grade level each year and graduate prepared to successfully implement a plan for college or career.

Every day, we are college or career ready.

Provide all students with engaging learning opportunities.

Rigor and engagement are everywhere.

Create a space that is safe, inclusive and welcoming for all.

Diversity and culture make us better.

Plan and execute the capital and human capital investments that will make our district better.

We plan for the future.

Lake County School District Board of Education
April 14, 2025 5:30 pm Regular Meeting
Location: District Office-Room 11 & via Zoom

1. 5:30 Call to order
2. 5:31 Pledge of Allegiance
3. 5:32 Roll Call
4. 5:33 Preview Agenda
5. 5:34 Public Participation

Members of the public who wish to address the board on non-agenda items are welcome to do so at this time. Please sign up with board secretary. We ask you to please observe the following guidelines:

- Confine your comments to matters that are germane to the business of the School District.
- Recognize that students often attend or view our meetings. Speaker's remarks, therefore, should be suitable for an audience that includes kindergarten through twelfth grade students.
- Understand that the board cannot discuss specific personnel matters or specific students in a public forum.

6. 5:40 Consent Agenda
 - a. March 17, 2025 Regular Meeting Minutes
 - b. March 31, 2025 Special Meeting Minutes
 - c. Employee Status
 - d. Board Member time sheets
 - e. Superintendent Bartlett Contract for 2025-2026
 - f. Resolution NO. 25-19-Increase in Funds 19 & 22
7. 5:41 Spotlight
 - a. Lake County Elementary School-Brandi Lovely
 - b. Lake County Intermediate School-Cheryl Talbot
8. 6:20 Action Item
 - a. Millig contract
9. 6:30 Facilities and School Consolidation Update
10. 6:50 Health Insurance Discussion
11. 7:10 Strategic Planning Vendor Selection Discussion
12. 7:20 LCSD Budget Reports
13. 7:25 Policy Monitoring proposal
14. 7:40 Superintendent update
15. 7:50 Board Reports
16. 7:55 Agenda Planning
17. 8:00 Executive Session pursuant to Section 24-6-402(4)(e)(III) for the purpose of developing the strategy of the school district for negotiations relating to collective bargaining contracts with the LCEA (Lake County Education Association) and AFSCME (American Federation of State, County and Municipal Employees)
18. Resume Regular meeting
19. Adjourn
20. Upcoming meeting or event:
 - a. April 18, 2025 LCSD & LCEA Negotiations @ 8:30 am @ District Office/Zoom
 - b. April 21, 2025 Members of the board may attend The State of the Schools @6:00 pm @ LCES
 - c. April 28, 2025 Work Session @ 5:30 pm @ District Office/Zoom
 - d. May 5, 2025 Members of the board may attend The Top 10% Dinner @ 6:00 pm @ Masonic Lodge

A few welcoming notes:

The board's meeting time is dedicated to its strategic mission and top priorities. • The "consent agenda" has items which have either been discussed prior or are highly routine. By not discussing these issues, we are able to spend time on our most important priorities. • "Public participation" is an opportunity to present brief comments or pose questions to the board for consideration or follow-up. Time limits are 3 minutes for individual speakers if fewer than 20 individuals have signed up to speak; 2 minutes' limit and 5 minutes for groups of 20 signed up; and 1 minute for individual and 3 minutes for groups if more than 30 have signed up to speak. Please see Board Policy GP-14 (Governance Process) for the full policy. The boundaries are designed to help keep the strategic meeting focused and in no way limits conversations beyond the board meeting. • Your insights are needed and welcomed and the board encourages you to request a meeting with any board member, should you have something to discuss. • If you are interested in helping the district's achievement effort, please talk with any member of the leadership team or call the district office at 719-486-6800. Opportunities abound. Your participation is highly desired.



- e. May 12, 2025 Regular Meeting @ 5:30 pm @ District Office/Zoom
- f. May 16, 2025 LCSD & LCEA Negotiations @ 8:30 am @ District Office/Zoom
- g. May 23, 2025 LCSD & AFSCME Negotiations @ 9:00 am @ District Office/Zoom
- h. May 26, 2025 Work Session @ 5:30 pm @ District Office/Zoom
- i. June 6, 2025 LCSD & AFSCME Negotiations @ 8:30 am @ District Office/Zoom
- j. June 9, 2025 Regular Meeting @ 5:30 pm @ District Office/Zoom
- k. June 14, 2025 Members of the board may attend Graduation @ 8:00 am (CCHS) & 10:00 am (LCHS) @ LCHS
- l. June 23, 2025 Work Session @ 5:30 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 4/11/2025

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Misión del Distrito:

LCSD desafía a los estudiantes a alcanzar su máximo potencial a través del aprendizaje personal, comprometido y riguroso en el aula y más allá.

Prioridades de la junta:

Asegúrese de que todos los estudiantes se mantengan en o por encima del nivel de grado cada año y se gradúen preparados para implementar con éxito un plan para la universidad o una carrera.

Todos los días estamos preparados para la universidad o una carrera.

Brindar a todos los estudiantes oportunidades de aprendizaje interesantes.

El rigor y el compromiso están en todas partes.

Crea un espacio seguro, inclusivo y acogedor para todos.

La diversidad y la cultura nos hacen mejores.

Planificar y ejecutar las inversiones de capital y capital humano que mejorarán nuestro distrito.

Planeamos para el futuro.

Junta de Educación del Distrito Escolar del Condado de Lake

14 de abril de 2025 5:30 pm Reunión ordinaria

Ubicación: Oficina del distrito y via Zoom

1. 5:30 Llamada al orden
2. 5:31 Juramento a la bandera
3. 5:32 Pasar lista
4. 5:33 Vista previa de la agenda
5. 5:34 Participación pública

Los miembros del público que deseen dirigirse a la junta sobre temas que no estén en la agenda pueden hacerlo en este momento. Regístrese con el secretario de la junta. Le pedimos que observe las siguientes pautas:

- Limite sus comentarios a asuntos relacionados con los negocios del Distrito Escolar.
- Reconozca que los estudiantes a menudo asisten o ven nuestras reuniones. Por lo tanto, los comentarios del orador deben ser adecuados para una audiencia que incluya a estudiantes de jardín de infantes a duodécimo grado.
- Entender que la junta no puede discutir asuntos específicos de personal o estudiantes específicos en un foro público.

6. 5:40 Agenda de consentimiento
 - a. Acta de la reunión ordinaria del 17 de marzo de 2025
 - b. Acta de la reunión extraordinaria del 31 de marzo de 2025
 - c. Estado del Empleado
 - d. Hojas de tiempo de los miembros de la junta
 - e. Contrato del Superintendente Bartlett para 2025-2026
 - f. Resolución N.º 25-19 - Aumento de Fondos 19 y 22
7. 5:41 Enfoque
 - a. Escuela Primaria del Condado de Lake - Brandi Lovely
 - b. Escuela Intermedia del Condado de Lake - Cheryl Talbot
8. 6:20 Punto de Acción
 - a. Contrato de Millig
9. 6:30 Actualización sobre la Consolidación de Instalaciones y Escuelas
10. 6:50 Discusión sobre el Seguro Médico
11. 7:10 Discusión sobre la Selección de Proveedores de Planificación Estratégica
12. 7:20 Informes presupuestarios del LCSD
13. 7:25 Propuesta de Monitoreo de Políticas
14. 7:40 Actualización del superintendente
15. 7:50 Informes de la junta
16. 7:55 Planificación de la agenda
17. 8:00 Executive Session pursuant to C.R.S. § 24-6-402(4)(e)(I) for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators as related to the terms of the Superintendent's Contract.
18. Reanudar la reunión ordinaria
19. Aplazar
20. Próxima reunión o evento:
 - a. 18 de abril de 2025 Negociaciones del LCSD y la LCEA a las 8:30 a. m. en la Oficina del Distrito/Zoom
 - b. 21 de abril de 2025 Los miembros de la junta podrán asistir al Informe sobre el Estado de las Escuelas a las 6:00 p. m. en LCES

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- c. 28 de abril de 2025 Sesión de trabajo a las 5:30 p. m. en la Oficina del Distrito/Zoom Reunión ordinaria del 14 de abril de 2025 a las 5:30 p. m. en la oficina del distrito/Zoom
- d. 5 de mayo de 2025 Los miembros de la junta podrán asistir a la Cena del 10% Superior a las 6:00 p. m. en la Logia Masónica
- e. 12 de mayo de 2025 Reunión ordinaria a las 5:30 p. m. en la Oficina del Distrito/Zoom
- f. 16 de mayo de 2025 Negociaciones de LCSD y LCEA a las 8:30 a. m. en la Oficina del Distrito/Zoom
- g. 23 de mayo de 2025 Negociaciones de LCSD y AFSCME a las 9:00 a. m. en la Oficina del Distrito/Zoom
- h. 26 de mayo de 2025 Sesión de trabajo a las 5:30 p. m. en la Oficina del Distrito/Zoom
- i. 6 de junio de 2025 Negociaciones de LCSD y AFSCME a las 8:30 a. m. en la Oficina del Distrito/Zoom
- j. 9 de junio de 2025 Reunión ordinaria a las 5:30 p. m. en la Oficina del Distrito/Zoom
- k. 14 de junio de 2025 Los miembros de la junta podrán asistir a la graduación a las 8:00 a. m. (CCHS) y a las 10:00 a. m. (LCHS) en LCHS
- l. Sesión de trabajo del 23 de junio de 2025 a las 5:30 p. m. en la Oficina del Distrito/Zoom

La duración estimada de la reunión es de 2,5 a 3 horas ** Actualizado 4/11/25

Algunas notas de bienvenida:

El tiempo de reunión de la junta se dedica a su misión estratégica y sus principales prioridades. • La "agenda de consentimiento" tiene elementos que han sido discutidos previamente o son muy rutinarios. Al no discutir estos temas, podemos dedicar tiempo a nuestras prioridades más importantes. • La "participación pública" es una oportunidad para presentar breves comentarios o plantear preguntas a la junta para su consideración o seguimiento. Los límites de tiempo son 3 minutos para oradores individuales si menos de 20 personas se han inscrito para hablar; Límite de 2 minutos y 5 minutos para grupos de 20 inscritos; y 1 minuto para individuales y 3 minutos para grupos si más de 30 se han inscrito para hablar. Consulte la Política de la Junta GP-14 (Proceso de gobernanza) para conocer la política completa). Los límites están diseñados para ayudar a mantener la reunión estratégica enfocada y de ninguna manera limita las conversaciones más allá de la reunión de la junta. • Sus ideas son necesarias y bienvenidas y la junta le anima a solicitar una reunión con cualquier miembro de la junta, en caso de que tenga algo que discutir. • Si está interesado en ayudar en el esfuerzo de rendimiento del distrito, hable con cualquier miembro del equipo de liderazgo o llame a la oficina del distrito al 719-486-6800. Abundan las oportunidades. Su participación es muy deseada d.

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SCHOOL BOARD MINUTES

Regular Meeting

March 17, 2025

Meeting called to order –Director Cooper called the meeting to order.

Roll Call of Members - The regular meeting of the Board of Directors for Lake County School District R-1 was called to order on March 17, 2025 at 5:30 p.m. and was held at the District Office and via Zoom. Directors Baker (via Zoom), Charles, Cooper, Earley, Lozano and Superintendent Bartlett were present.

Pledge of Allegiance –Director Cooper led the pledge of allegiance.

Preview of agenda- No changes needed.

Public Participation- Jane Harelson gave an update from PB Swims.

Action items- It was moved by Director Lozano to approve the consent agenda. Director Charles seconded the motion; One edit was needed to fix the vote from the minutes from Feb. 10, 2025 that shows Director Lozano voting yes to the consent agenda and removing being absent.

	Baker	Charles	Cooper	Earley	Lozano
Aye	X	X	X	X	X

Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Spotlights- Scott Carroll, principal from Lake County High School, shared an update from the high school. Katherine Kerrigan, principal from Cloud City High School, shared and updated from Cloud City High School.

Discussion items- Matt Porta (HCM), Joel Pehrson (HCM), Superintendent Bartlett and Jim Mulcey shared the updated plans for the facilities and school consolidation.

LCSD Budget Reports- Rena Sanchez and Jim Mulcey went over the monthly budget reports and were able to answer questions.

A short break was taken and the meeting resumed.

Policy Monitoring- Superintendent Bartlett shared information regarding the monitoring of policy SSG-5 and SSG-6 and the board was able to discuss the monitoring process.

Superintendent Update- Superintendent Bartlett reported on a PB Swims conversation, strategic planning RPF is out and working on next steps, and an update on Falcon Arrow Lab.

Board Reports- Director Baker did not have a report as there has not been a LURA meeting. Director Charles had no report as BOCES meets next month. Director Cooper attended the

Finance and DAC meetings. Director Earley had no report. Director Lozano had no report.

Upcoming meetings and agenda planning were discussed.

Director Cooper stated that the board had issues to discuss in Executive Session as follows:

Executive Session pursuant to C.R.S. § 24-6-402(4)(e)(I) for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators as related to the terms of the Superintendent's Contract. It was moved by Director Earley to convene in executive session. Director Charles seconded the motion;

	Baker	Charles	Cooper	Earley	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 8:36 pm. In attendance: John Baker, Kerry Charles, Grayson Cooper, Melissa Earley, and Miriam Lozano. Topics of discussion in executive session included:

Executive Session pursuant to C.R.S. § 24-6-402(4)(e)(I) for purposes of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations, and instructing negotiators as related to the terms of the Superintendent's Contract. Executive session lasted for 43 minutes and ended at 9:19 pm.

A short break was taken and the regular meeting resumed at 9:21 pm.

March 17, 2025

It was moved by Director Earley to adjourn the meeting. Director Charles seconded the motion; motion carried.

Meeting adjourned at 9:22 pm.

ATTEST:

Melissa Earley, Secretary

John Baker, President

SCHOOL BOARD MINUTES

Special Meeting

March 31, 2025

Meeting called to order –Director Baker called the meeting to order.

Roll Call of Members - The special meeting of the Board of Directors for Lake County School District R-1 was called to order on March 31, 2025 31, 2025, at 5:30 p.m. and was held at the District Office and via Zoom. Directors Baker, Charles, Cooper, Earley, and Lozano and Superintendent Bartlett were present.

Pledge of Allegiance –Director Baker led the pledge of allegiance.

Preview of agenda- No changes needed.

Public Participation- Brian Reveles spoke regarding and update on Rockies Rock for the summer camp and GOL! being in it's tenth year and they are looking to do a celebration that the district will be invited to.

Spot Light-Kristen Sparkman gave an update from District Accountability and what they have done over the past year and a half and what they are looking to do in the future.

Discussion items- Mary Palumbo from GOL! and Ash Warner from C4 (Cloud City Conservation) gave an update on what their work with the school district.

It was moved by Director Cooper to amend the agenda and move Discussion 7c (LCSD Budget Reports) to be 7b, and 7C now be the Energy Project update. Director Charles seconded the motion,

	Baker	Charles	Cooper	Earley	Lozano
Aye	X	X	X	X	X
Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Rena Sanchez spoke regarding the LCSD Budgets and was able to answer any questions.

Aaron Tilden and Colton Heaps, from Millig, spoke to the board regarding the Energy Project and gave them ideas of the projects that they could help with.

Policy Review- The board reviewed policies GP-5 through GP-7 and discussed how to monitor in the future. Superintendent Barlett and Director Cooper will bring an updated draft back to the board at the April 14th meeting.

Upcoming meetings and agenda planning were discussed.

Director Baker, as the president, stated that the board has issues to discuss in Executive Session as follows: Pursuant to Section 24-6-402(4)(e)(III) for the purpose of developing the strategy of the school district for negotiations relating to collective bargaining contracts with the LCEA (Lake County Education Association) and AFSCME (American Federation of State, County and Municipal Employees). Superintendent Bartlett, Jim Mulcey, CFO, and Kathleen Fitzsimmons, HR Director, were invited into executive session. It was moved by Director Cooper to convene in executive session. Director Lozano seconded the motion;

	Baker	Charles	Cooper	Earley	Lozano
Aye	X	X	X	X	X

Nay					
Absent					
Abstain					

motion carried 5-0-0-0.

Executive session began at 7:26 pm. In attendance: John Baker, Kerry Charles, Grayson Cooper, Melissa Earley, Miriam Lozano, Kate Bartlett (superintendent), Jim Mulcey (CFO) and Kathleen Fitzsimmons. Topics of discussion in executive session included: Pursuant to Section 24-6-402(4)(e)(III) for the purpose of developing the strategy of the school district for negotiations relating to collective bargaining contracts with the LCEA (Lake County Education Association) and AFSCME (American Federation of State, County and Municipal Employees). Executive session lasted for 1 hour and 57 minutes and ended at 9:23 pm.

A short break was taken and the regular meeting resumed at 9:24 pm.

It was moved by Director Lozano to adjourn the meeting. Director Charles seconded the motion; motion carried.

Meeting adjourned at 9:25 pm.

ATTEST:

Melissa Earley, Secretary

John Baker, President

Lake County School District R-1

prepared: 4/11/2025

Employee Status Report

April 14, 2025

Certified Staff***Recommended for Hire***

<u>Name</u>	<u>Assignment</u>	<u>Degree</u>	<u>License- Endorsement</u>	<u>Experience</u>
Aldridge, Amanda	Social Studies Teacher - LCHS	MA-Curriculum Instruction	7-12 Social Studies (applied for)	0 years
Thompson, Megan	2nd grade teacher- 2025-2026	BS Elementary Education	Elementary Education (TX/ CO applied for)	7 years

<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Location</u>	<u>Effective</u>
Miller, Jennifer	5th Grade Teacher	7th Grade English	LCHS	2025-2026

Resignations/Terminations

Regan, Kathy	2nd Grade Teacher		LCES	2025-2026

John Baker, President

Melissa Earley, Secretary

Lake County School District R-1
Employee Status Report
April 14, 2025

prepared: 4/11/2025

<u>Support Staff/Classified</u>			
<u>Recommended for Hire</u>			
Griego, Alyssa	Substitute	Center Preschool	2025-2026
<u>Name</u>	<u>Current Assignment</u>	<u>Transfer Assignment</u>	<u>Effective</u>
<u>Resignations/Terminations</u>			
Mascarenas, Eva	Custodial Director	District	6/30/2025
<div><div></div><div>John Baker, President</div></div> <div><div></div><div>Melissa Earley, Secretary</div></div>			

Lake County School District R-1

prepared: 4/11/2025

Employee Status Report

April 14, 2025

<u>2024-2025 Openings</u>			
<u>Certified/Staff</u>			
Early Childhood Special Education Teacher	LCES	2024-2025	
Second grade teacher	LCES	2024-2025	
<u>Classified/Support Staff</u>			
Bus Driver	Transportation	2024-2025	
Bus Technician /Driver	Transportation	2024-2025	
Behavior Instructional Paraprofessional	LCHS	2024-2025	
Substitute Teachers, Custodians, Cooks	District	2024-2025	
<u>Coaches</u>			
HS Boys' Head Golf coach		2025-2026	
Officials (for volleyball, basketball, soccer, and football)			
<u>2025-2026 Openings</u>			
<u>Certified/Staff</u>			
Early Childhood Special Education Teacher	LCES	2025-2026	
Fifth grade teacher	LCIS	2025-2026	
Second grade teacher	LCES	2025-2026	
Special Education Teachers (2)	LCHS	2025-2026	
<u>Classified/Support Staff</u>			
Special Education Paraprofessionals (2)	LCIS	2025-2026	
Behavior Instructional Paraprofessional	LCHS	2025-2026	
Custodial Director (.25)	District	2025-2026	

Supervisor's Signature		Date
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PAY PERIOD
March 1, 2025 TO March 31, 2025

Name: Grayson Cooper

ID#

Date _____

Date _____

PAY PERIOD
March 1 - March 31, 2025

Name: Melissa Earley

DATE	DESCRIPTION	HOURS	RATE	TOTAL
03/17/2025	School Board Meeting - 5:30-8:30	3	\$75	\$75
03/31/2025	School Board Meeting - 5:30 - 9:30	4	\$75	\$75.00
Total			\$150	\$150.00

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Melisaa Earley	03/31/2025
Employee's Signature	Date

Supervisor's Signature	Date
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SUPERINTENDENT CONTRACT

This Superintendent Contract (“**Contract**”) is dated April 14, 2025 and is between the Board of Education (“the “**Board**”) of Lake County School District R-1 (the “**District**”) and Katharine Bartlett (the “**Superintendent**”). The District and the Superintendent are sometimes collectively referred to in this Contract as the “**Parties**,” and individually as a “**Party**.”

Background

The Board is required and authorized by Colorado law to employ all personnel required to maintain the operations and carry out the educational programs of the District. The Board has reviewed the Superintendent’s qualifications and desires to employ the Superintendent in accordance with the terms and conditions of this Contract. The Superintendent desires to be employed by the Board in accordance with the terms and conditions of this Contract.

Agreement

NOW, THEREFORE, the Parties agree as follows:

1. Acceptance of Contract. The Superintendent shall accept the terms of this Contract within 30 days of receipt of this Contract, unless the Superintendent and the Board mutually agree to an alternative deadline. If the Superintendent fails to sign and return this Contract to the Board by the deadline, the Board may open the position of the Superintendent to additional candidates.

2. Employment and Duties.

A. The Board hereby employs the Superintendent as the chief executive officer of the District, and the Superintendent accepts such employment. The Superintendent will perform: (i) all of those duties incident to the office of the Superintendent set forth in the District’s job description for the position of superintendent set forth in Board Policy and Administrative Policy, as amended from time to time throughout the term of this Contract; (ii) the usual and customary duties, activities, and assignments associated with the position of chief executive officer of a school district in Colorado; and (iii) such other duties as may from time to time be assigned by the Board. The Superintendent will devote her full time and attention to her duties under this Contract and will be on the job at all times during normal working days. The Superintendent will also be available at all times to handle emergencies requiring her attention.

3. Term. The term of this Contract commences on July 1, 2025 and ends on June 30, 2026, unless this Contract is sooner terminated. A “**contract year**” commences on July 1st of one year and ends on the following June 30th and consists of two hundred forty (240) work days.

4. Salary.

A. For her services performed under this Contract the Superintendent will be paid by the District an annual salary of one hundred twenty thousand dollars (\$120,000) plus a percentage

raise equal to the average percent raise given to Certified Staff for 2025-26, as negotiated during the 2025 LCSD/LCEA contract negotiations. If the LCSD/LCEA negotiations are not complete before this contract is in effect, the salary will remain \$120,000 until negotiations are complete, then the raise will be backdated to July 1, 2025. The Superintendent's salary will be paid in monthly installments. Deductions required by law or requested by the Superintendent and authorized by Board policy will be made from the monthly installments of salary due to the Superintendent. The Superintendent will not be entitled to earn or accrue any overtime compensation or compensatory time in lieu of overtime compensation, it being agreed that the Superintendent will be an "exempt employee" under applicable law.

B. The Superintendent will also be paid a signing bonus equal to the bonuses paid to the LCSD Staff during the 2024-2025 school year, plus the first round 2025 retention bonus paid to the LCSD staff, specifically:

- i. A 1% bonus of the 2024-2025 annual salary paid in the first pay period after this contract is signed.
- ii. A 2.5% bonus of the 2024-2025 annual salary paid in the same pay period the bonus is paid to the other staff.
- iii. A first round retention bonus paid in the same pay period as the bonus is paid to the other staff.

5. Licensing Requirement. The Superintendent shall maintain a license issued by the Colorado Department of Education sufficient to permit her to perform the duties required of her by this Contract. Superintendent's failure to meet this requirement shall be good and just cause for termination in accordance with Section 12(C).

6. Rules and Regulations. This Contract incorporates by reference all applicable rules and regulations of the federal and state governments, and their agencies, together with all duly adopted policies, rules, and regulations of the Board or the administration of the District, as they now exist or are amended or supplemented from time to time during the term of this Contract.

7. Fringe Benefits. Except as provided in Section 8 (concerning the Superintendent's annual leave), the Superintendent will be entitled to those employee benefits, including, but not limited to, insurance and paid time off (PTO), as are provided to other 240-day employees of the District from time to time throughout the term of this Contract.

8. Additional Benefits.

A. Annual Leave. The Superintendent will be entitled to twelve (12) days of paid annual leave each contract year during the term of this Contract, in addition to the holidays that are provided in the academic calendar to other 240-day employees of the District from time to time throughout the term of this Contract. Such leave will be scheduled and taken by the Superintendent at time(s) that do not substantially interfere with the performance of the

Superintendent's duties under this Contract. Annual leave may not be carried over from year to year. Upon termination of this Contract, unused annual leave for the then-current contract year will be compensated at the per diem salary rate then in effect.

B. Colorado Association of School Executives (CASE) Membership. The District shall pay the annual membership fees for the Superintendent to be a member of CASE and the cost for the Superintendent to attend the CASE Conference during this contract term.

C. Colorado Association of School Boards (CASB) Membership. The Superintendent will be included in the District CASB membership and the District shall pay the cost for the Superintendent to attend the CASB Conference during this contract term.

9. Evaluation.

A. Annual Evaluation. The Board shall evaluate and assess in writing the performance of the Superintendent during the term of this Contract pursuant to the District's evaluation policies and state law. Nothing in this evaluation section or its implementation shall be deemed to create or to be a prerequisite to or condition of dismissal, termination, or other personal actions as otherwise provided herein.

B. 360 Degree Feedback. The Superintendent will participate in regular 360-degree feedback processes to support professional growth.

C. Unsatisfactory Performance. If the Board determines that the performance of the Superintendent is unsatisfactory in any respect, the Board will describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation will include recommendations as to areas where the Board deems performance to be unsatisfactory. The Superintendent will have the right to make a written response to the evaluation, which will be attached to the Board's written evaluation.

D. Evaluation Not A Precondition. The evaluation process established by this Contract and Board Policy will not be construed to be a prerequisite to or a condition of suspension, dismissal, or termination, except as otherwise provided in this Contract.

10. Residence in Lake County. Throughout the term of this Contract the Superintendent must maintain permanent, full-time residency within Lake County, Colorado. The Superintendent's failure to maintain permanent, full-time residency within Lake County, Colorado as required by this Section 10 will be good and just cause for termination of this Contract pursuant to Section 12(C) and, in the event of such termination, the Superintendent will not be entitled to any compensation beyond her salary and benefits earned to the effective date of termination.

11. Professional Liability.

A. Hold Harmless. The District will, to the extent it can legally do so, indemnify and defend the Superintendent from any and all demands, claims, suits, actions, and legal

proceedings at law or in equity (specifically excluding, however, any demand, claim, suit, action, or legal proceeding brought against the Superintendent by or on behalf of the District, and any criminal proceeding brought against the Superintendent), in either her individual capacity or in her official capacity as agent and employee of the District, provided that the incident giving rise to the demand, claim, suit, action, or legal proceeding arose while the Superintendent was acting in good faith and within the scope of the Superintendent's employment and not willfully or wantonly.

B. Provision of a Defense. The obligations of the District pursuant to this Section 11 will be conditioned on: (i) prompt notification to the District by the Superintendent of any claim known to the Superintendent; (ii) the Superintendent's cooperation with the District and the District's legal counsel in defending the claim; and (iii) the Superintendent not compromising, settling, negotiating, or otherwise similarly dealing with the claim without the express consent of the Board.

C. Superintendent to Reimburse District; When. If the District has provided a defense pursuant to this Section 11, and a court or other decision-making body having jurisdiction over the matter determines that the act or omission of the Superintendent giving rise to the demand, claim, suit, action, or legal proceeding did not occur during the performance of duties under this Contract and within the scope of the Superintendent's employment, or that the act or omission of the Superintendent giving rise to the demand, claim, suit, action, or legal proceeding was willful or wanton, the Superintendent will reimburse the District for reasonable costs of such defense and any final judgment or award paid on the Superintendent's behalf by the District.

D. Individual Liability of The Board Members. In no event will individual the Board members be individually or collectively liable or responsible to the Superintendent for defending or indemnifying the Superintendent against such demands, claims, suits, actions, and legal proceedings.

12. Termination of Employment Contract. This Contract may be terminated as follows:

A. Mutual Agreement. This Contract may be terminated by mutual agreement of the Parties.

B. Disability of the Superintendent. The Board may terminate this Contract by written notice to the Superintendent at any time after the Superintendent has exhausted any accumulated sick leave, including Family Medical Leave Act days and such other leave as may be available, and has been absent without pay from employment for an additional continuous period of sixty (60) days. All obligations of the District shall cease upon such termination. If a question exists concerning the capacity of the Superintendent to return to her duties, the District may require the Superintendent to submit to a medical examination, to be performed by a medical doctor. The District and the Superintendent shall mutually agree upon the physician who shall conduct the examination. If the Parties are unable to mutually agree upon a physician, a physician shall be designated by the Board President. The examination shall be done at the expense of the District.

The physician shall limit their report to the issue of whether the Superintendent has a continuing physical or mental disability which prohibits her from performing the essential functions of her position.

C. Discharge for Cause. Throughout the term of this Contract the Superintendent will be subject to discharge for good and just cause, which includes, but is not limited to, a material breach of this Contract. However, the District will not arbitrarily and capriciously dismiss the Superintendent. If the Board believes that it has cause for dismissal as defined herein, the Superintendent will have the right to service of written charges, notice of hearing, and a hearing before the Board, or, at the Board's discretion, an independent fact-finder selected by the Board. The role of the fact-finder shall be limited to compiling a record and making advisory findings of evidentiary fact for the Board's consideration. If the Superintendent chooses to be accompanied by legal counsel at the hearing, such legal expenses will be paid by the Superintendent. In the event of a legally sufficient dismissal for cause under this Contract, the Superintendent will not be entitled to any salary or other benefits (except payment for accrued annual leave and any other previously vested benefits) beyond the effective date of the Superintendent's termination, and the District will be relieved from further obligations under this Contract.

D. Unilateral Termination by the District. The Board may unilaterally terminate this Contract at any time upon payment of any base salary remaining due, not to exceed four (4) months' base salary. Such obligation shall not include any other benefit provided the Superintendent because of this Contract, including but not limited to insurance benefits, leave benefits, accumulated leave, PERA contributions, etc.

E. Death of Superintendent. This Contract will automatically terminate upon death of the Superintendent. Any compensation payable to the Superintendent in the event of her death will be paid to her heirs or legal representatives.

F. Unilateral Termination by the Superintendent. The Superintendent may unilaterally terminate this Contract only upon sixty (60) days' prior written notice to the Board, during which period the Superintendent shall continue to perform his obligations to the District. The Superintendent waives any right pursuant to law which would allow her to terminate this Contract with less notice than required by this paragraph. In the event that Superintendent fails to provide the required notice or perform her duties during the notice period, she shall be obligated to pay liquidated damages to the District in the manner provided in C.R.S. § 22-63-202(2), as it now exists or is hereafter amended.

13. Suspension of the Superintendent. The District may, at any time, suspend the Superintendent with pay and benefits and without prejudice for such purposes and period of time as the Board deems to be in the best interest of the District. In any case, the Superintendent will be notified in writing of reasons for the suspension.

14. Return of District Property. On or before the effective date of the termination of this Contract for whatever reason, the Superintendent agrees to return to the District all District property including, but not limited to: files, keys, documents, records, notebooks, and similar

repositories of information, and personal files, if any maintained by the Superintendent which contain copies and/or originals of documents which, in any manner, pertain to District personnel, business matters, or affairs, all of which may be in the possession or control of the Superintendent, whether prepared by her or by others.

15. Notices. Any notice required or permitted under this Contract must be in writing and will be sufficient if personally delivered or mailed by certified mail, return receipt requested, addressed as follows:

If to the District:

President, The Board of Education
Lake County School the District R-1
P. O. Box 977
Leadville, CO 80461

If to the Superintendent:

Katharine Bartlett

Notices mailed in accordance with the provisions of this Section will be effective on the second business day after mailing. Notices personally delivered will be effective upon delivery. Either Party may change their address by providing written notification of such change to the other Party.

16. Section Headings. Section headings are inserted for convenience only, and in no way limit or define the interpretation to be placed upon this Contract.

17. Waiver. The failure of either Party to exercise any of their rights under this Contract is not a waiver of those rights. A Party waives only those rights specified in writing and signed by the Party waiving such rights.

18. Governing Law; Venue. This Contract is to be interpreted in accordance with the laws of the State of Colorado. Venue for any legal action arising out of this Contract is proper in the state courts of Lake County, Colorado.

19. Severability. If any one or more of the provisions of this Contract is found by the final, nonappealable judgment of a court of competent jurisdiction to be invalid, illegal, or unenforceable, such invalid provision will be severed from this Contract and the remainder of this Contract will continue to be fully enforceable.

20. Assignment. This Contract is for personal services predicated upon the Superintendent's special abilities or knowledge. The Superintendent may not assign this Contract in whole or in part.

21. No Adverse Construction. Both Parties acknowledge having had the opportunity to participate in the drafting of this Contract. This Contract is not to be construed against either Party based upon authorship.

22. Counterparts. This Contract may be executed in several counterparts and/or signature pages and all counterparts and signature pages so executed will constitute one agreement binding on all Parties, notwithstanding that all the Parties are not signatories to the original or the same counterpart or signature page.

23. Entire Agreement. This Contract constitutes the complete understanding and employment agreement of the Parties, and may not be modified, changed, or altered except by a written instrument signed by both of the Parties. Oral amendments to this Contract are not permitted.

IN WITNESS WHEREOF, the Parties have executed this Superintendent Contract as of the date first above written.

LAKE COUNTY SCHOOL DISTRICT R-1

By _____
President, Board of Education

ATTEST:

Secretary, Board of Education

Katharine Bartlett

SUPERINTENDENT'S CONTRACT

Page 7 of 7

Lake County School District
328 West 5th Street
Leadville, CO 80461

RESOLUTION NO. 25-19

BE IT RESOLVED THAT, the Board of Education of Lake County School District R-1 authorizes an increase in the 2024-2025 Funds as follows:

Fund 19-UPK

Additional Funding

\$10,000.00

Grant Fund 22

Lake County Community Fund Donation for Strategic Planning
(new aquisition)

\$49,900.00

Total \$59,900.00

Melissa Earley, Secretary

John Baker, President

Dated: April 14, 2025



LCES Spotlight April 2025

Presentation to the Board of Education

Kids are showing up to school and having FUN!

Celebrations

HOWLs: Habits of Work and Learning

- Collaboration -Respect -Craftsmanship
- Responsibility -Compassion
- Perseverance -Curiosity -Creativity



Fieldwork experiences with GOL! twice a year



Quarterly HOWLs Celebrations:

1. Bring a stuffie
2. Special lunch with the Principals
3. Hot cocoa and a snowman craft
4. Cotton candy and recess



ELD Kindergarten students retelling "The 3 Little Pigs"



Monthly Community Meetings to celebrate students of the month and sharing of student work



Family Fun Nights & PK Trail 100 Celebration



Student Culture Data

Attendance:

Leading Indicator	Student Group (E.g. All, 3rd Grade, ELL)	Baseline	August	September	October	November	December	January	February	March
		23-24 Actual								
Enrollment	All		185	185	184	190	191	193		
Average Daily Attendance	All	23-24 School Year	94.40%	91.18%	91.40%	92.92%	90.54%	90.09%	91.26%	89.25%
Average Daily Attendance	All	24-25 School Year	93.63%	90.90%	92.44%	92.44%	91.26%	85.09%	90.93%	92.05%

Discipline:

Leading Indicator	Student Group (E.g. All, 3rd Grade, ELL)	Baseline	August	September	October	November	December	January	February	March
		23-24 Actual								
OSS	All		0	0	0	0	1	1	0	0
ISS	All		0	0	0	0	0	1.5	0	0

Improvement Strategy #1

Lake County Elementary School Major Improvement Strategy #1



Four Domains Indicator	3.3 Systems of Student Supports for Instruction		
Major Improvement Strategy	Data Driven Culture of responsive planning and instruction.		
Major Improvement Strategy Description	Staff will engage in weekly literacy PLC/Data meetings to plan for and evaluate effectiveness of their instruction on a weekly basis. Data will be evaluated in regular cycles to identify students who need targeted support.		
End of Year Goals (What will success look like?)	100% of PLCs will follow the 6 week PLC protocols according to the PLC calendar and agenda will be completed 100% of the time. Teachers will collect DIBELS progress monitoring and benchmark data based on set guidelines to guide instruction At least three students will follow the MTSS process (meeting with a team, 6 week intervention cycles, continuous progress monitoring)		
Implementation Benchmarks (Evidence for monitoring progress)	<i>Start of Year - January</i>	<i>January - Spring Break</i>	<i>Spring Break - June</i>
	80% of PLCs are completed based on the 6 week PLC rotation	90% of PLCs are completed based on the 6 week PLC rotation	100% of PLCs are completed based on the 6 week PLC rotation
	80% of PLCs agendas are completed	90% of PLCs agendas are completed	100% of PLCs agendas are completed
	Teachers are completing progress monitoring based on guidelines with 80% of students	Teachers are completing progress monitoring based on guidelines with 90% of students	Teachers are completing progress monitoring based on guidelines with 100% of students
	Begin the MTSS process with 1 student	Begin the MTSS process with 2-3 total students	Continue the MTSS process for students as needed

Celebrations: -Teachers are engaging in PLCs, discussing data, and intentionally planning. -Our MTSS process is working and we are "catching" kids that need additional support.

Improvement Strategy #2

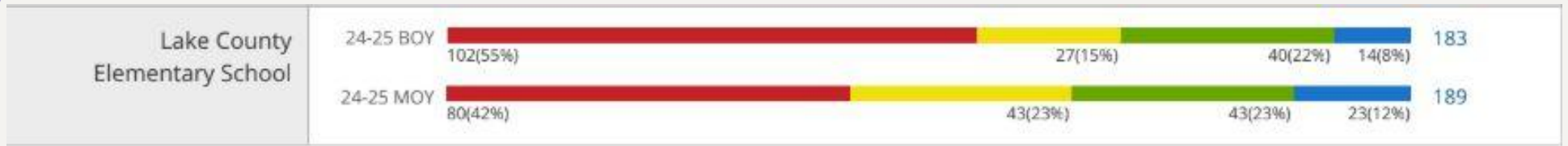
Lake County Elementary School Major Improvement Strategy #2



Four Domains Indicator	4.2 Engaging Learning Environment		
Major Improvement Strategy	Leaders will establish high expectations with stakeholders (staff, students, families) in the area of engagement.		
Major Improvement Strategy Description	Leader will monitor and set expectations with instructional staff regarding student engagement.		
End of Year Goals (What will success look like?)	100% of teachers are monitoring and addressing off task behavior.		
Implementation Benchmarks (Evidence for monitoring progress)	<i>Start of Year - January</i>	<i>January - Spring Break</i>	<i>Spring Break - June</i>
	Defining what engagement looks like K-2	During walkthroughs, 80% of teachers are monitoring and addressing off task behaviors using our engagement strategies and structures	During walkthroughs, 100% of teachers are monitoring and addressing off task behaviors using our engagement strategies and structures
	Create LCES common engagement strategies and structures		
	December: During walkthroughs, 60% of teachers are monitoring and addressing off task behaviors using our engagement strategies and structures		

Celebrations: -Have created a clearly defined one pager on common LCES engagement strategies. -Teachers are learning from each other through the use of video recordings and observations.

Looking Ahead...



- Continue focusing on student engagement and a data driven culture that drives student learning.
- End of Year DIBELS benchmark testing begins in three weeks!
- Continue intentional lesson planning and unit planning for the next 10 weeks of school as well as get ready for the first month of school in August.
- End of year events and activities:
 - Attendance Celebration at a Rockies Game
 - Field Day
 - PK Graduation
 - Fieldwork with GOL!
 - Teddy Bear Picnic
 - Mental Health May

Questions? Comments?

Thank you for all you do and thank you for listening!



LCIS 2024-2025

Board Presentation



LCIS Work Plan Goals 2024-25

Lake County Intermediate School Major Improvement Strategy #1



Four Domains Indicator	3.2 Assessment Systems and Data Culture
Major Improvement Strategy	Data Driven Culture of responsive planning and instruction.
Major Improvement Strategy Description	Staff will engage in weekly ELA PLCs that include scheduled data meetings to plan for and evaluate effectiveness of their instruction. Data will be evaluated in regular cycles to identify students who need targeted support.
End of Year Goals (What will success look like?)	100% of ELA unit plans are developed and ready for reflection. ELA PLC protocols will be followed in completion 9 out of 10 times. Grade level teams collaboratively plan at least one ELA lesson a week. Data is regularly analyzed and targeted groups are held

Action Steps:

- Weekly PLCs focused on ELA planning beginning and ending with unit unpacking guides- set purpose and reflect on work
- Weekly PLCs focused on ELA planning at the lesson level using a consistent planning template school-wide
- PLCs include data digs for interim and progress monitoring data that lead to teacher action steps for tier 2 groups



LCIS Work Plan Goals 2024-25

Lake County Intermediate School Major Improvement Strategy #2



Four Domains Indicator	1.4 Influencing for Results
Major Improvement Strategy	Leaders will establish high expectations with staff, students, and families in the areas of effort and engagement.
Major Improvement Strategy Description	Building Leaders will develop a system of regular communication, feedback and accountability about clear expectations that are informed by timely, accurate and actionable data.
End of Year Goals (What will success look like?)	<p>80% of students are tracking and reading the text, responding to comprehension questions (say, write, do), and providing accurate written responses with textual evidence.</p> <p>Teachers actively circulate to monitor learning formatively and provide immediate corrective feedback.</p> <p>Regular communication with families from teachers about student work/ what's happening in school.</p>

Action Steps:

- Weekly PLCs focused on ELA lesson planning and refining unit unpackers
- Lesson planning to include scaffolds so all students have access, gradual release, and engagement strategies to shift the cognitive load to students
- Increased time for students reading text aloud- echo, choral, partner, independent
- Students justify answers with textual evidence-planning for highest leverage questions to ask
- Teachers circulate and provide immediate corrective feedback-creating exemplars to identify look-fors



LCIS Work Plan Goals 2024-25

Lake County Intermediate School Major Improvement Strategy #3	
Four Domains Indicator	3.3 Systems of Student Supports for Instruction
Major Improvement Strategy	Develop and deliver an effective system of MTSS for literacy (and that can be transfered to Behavior and Math)
Major Improvement Strategy Description	Building leaders meet weekly to discuss students in the MTSS process and identify next steps including team members, interventions, and data collection from progress monitoring.
End of Year Goals (What will success look like?)	<p>Staff can explain the MTSS process at LCIS and how every student is supported within the system</p> <p>Core staff routinely deliver Tier 2A interventions based on progress monitoring data.</p> <p>Tier 3 is in place and supporting students.</p>

Action Steps:

- Weekly leadership team meetings hold time for discussions on students, interventions, progress and next steps
- Staff updated regularly during staff meetings on the MTSS process
- Teachers work closely with MTSS support staff create interventions, progress monitor students, and communicate with parents

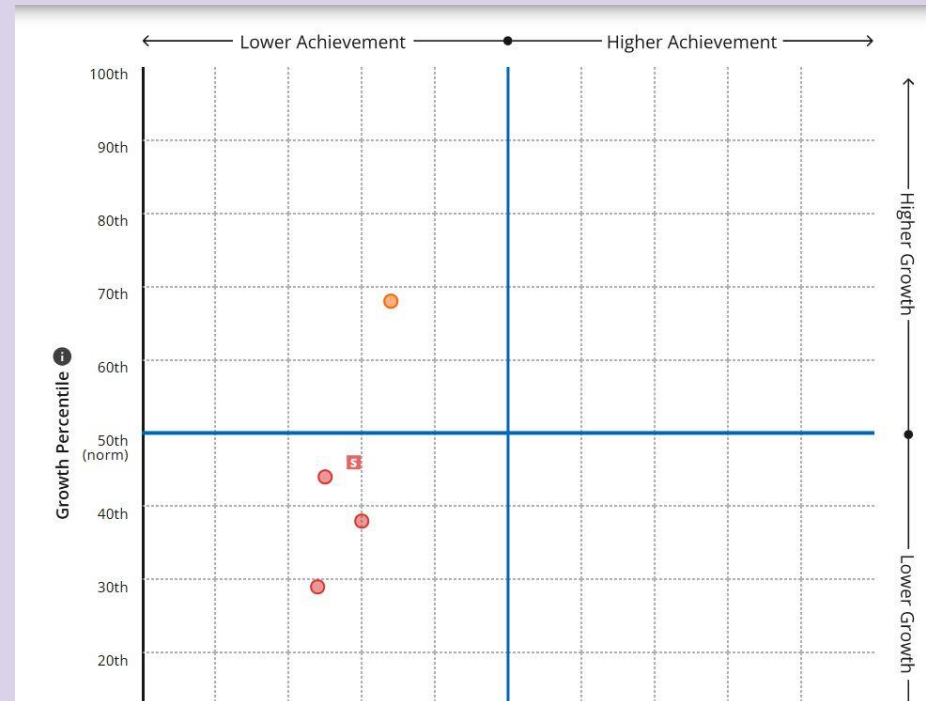
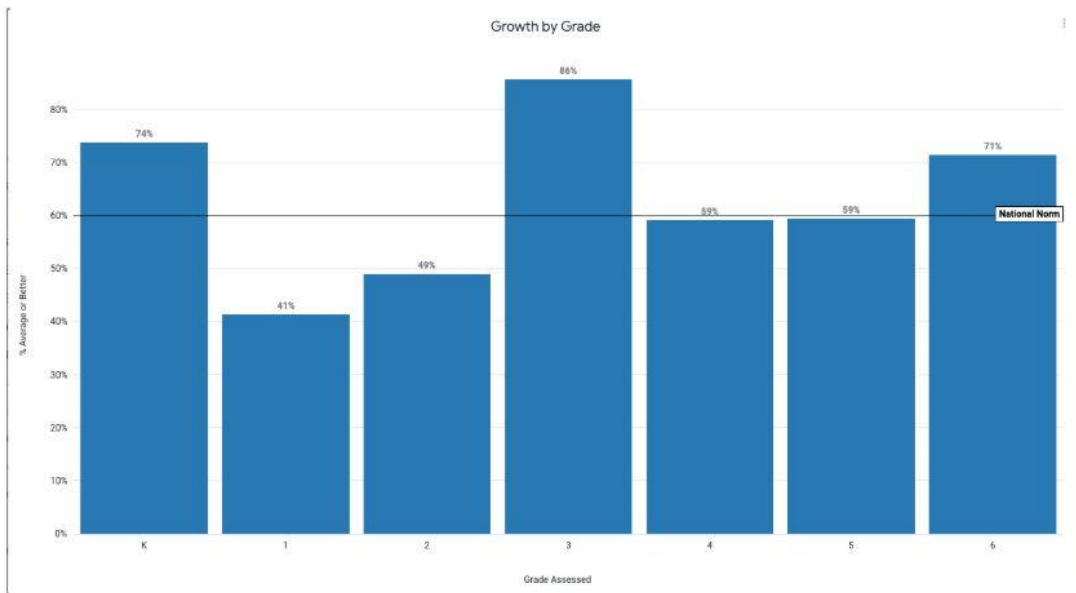


Mid-Year Data

DIBELS Growth Data- 3rd-6th high growth

NWEA Growth Data- 6th high growth, 3-5 average growth

Zones of Growth BOY-MOY



Behavior

- Continued focus on Restorative Practices in crew and school-wide
- Suspensions are 65% lower than last year at this time
- Strong focus on HOWLS, school-wide norms, and common classroom expectations
- Teacher led Own and Restore helps accountability
- Preventative education of bullying through Second Step, grade-level meetings, and Safe2Tell training
- Grade-level meetings responsive to behavior needs of that crew



Engaging Learning Opportunities



5th Grade: monthly visits to LCPL



6th grade overnight camp experience at COBS



STEM Partnership with C4

Book Buddies



Our annual Spelling Bee



GOL!, C4, & CMC: day of learning- 10th Mtn Division, x-country skiing, and snow play!



3rd graders share Norse Myths with 4th graders



GOL! Team building experiences



Monthly Celebrations: Community Meetings



Academic & Attendance Celebrations



ACCESS Testing- pizza party!



Winter Break IXL Homework Challenge Celebration



Fall Attendance Celebration

NWEA Growth Celebrations



Spring Break
Homework
Challenge
Celebration



STATE OF COLORADO
COLORADO ENERGY OFFICE – ENERGY PERFORMANCE CONTRACTING PROGRAM



**INVESTMENT GRADE AUDIT REPORT AND ENERGY PERFORMANCE CONTRACTING PROJECT
PROPOSAL CONTRACT**

FOR COLORADO POLITICAL SUBDIVISIONS (municipality, county, special district, or school district (**§29-12.5-101 (5) C.R.S.**))

POLITICAL SUBDIVISION:	<u>Lake County School District R-1</u>
ENERGY SERVICE COMPANY (STATE REGISTERED NAME):	<u>Millig, LLC</u> <u></u> <u></u>
PROJECT NAME:	<u>Lake County HS Energy Savings and District-wide LED</u>

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PARTIES

This Investment Grade Audit Report and Energy Performance Contracting Project Proposal Contract (this "Contract" or this "IGA," as defined below in Article I) is entered into by and between **Millig, LLC**, having its offices at **6855 S. Havana Street, Suite 630, Centennial, CO 80112** (the "Contractor" or the "ESCO," as defined below in the Definitions), and the **Lake County School District R-1** (the "Political Subdivision"), being a Political Subdivision as defined below in Article 1.

RECITALS

WHEREAS, authority for the Political Subdivision to enter into this Contract exists in the law, including **§29-12.5-101, C.R.S.** and other applicable state statutes and charter and code provisions, and funds have been budgeted, appropriated and otherwise made available, and a sufficient unencumbered balance thereof remains available for payment of the amounts due hereunder, all within applicable constitutional, statutory, charter, code or other limitations applicable to the Political Subdivision; and

WHEREAS, required authorizations, approvals, clearance and coordination have been accomplished by the Political Subdivision; and

WHEREAS, the Political Subdivision is entering into this Contract in order to (a) engage the Contractor to identify utility cost-savings measures and facility improvement measures, including operation and maintenance cost savings and vehicle fleet operational or fuel cost savings in facilities owned or leased by the Political Subdivision, as set forth in **§29-12.5-101(3), C.R.S.**, and (b) if the savings exceed "annual contract payments" as set forth in **§29-12.5-101(3)(b), C.R.S.** and the Governing Body (as defined below) of the Political Subdivision determines to do so, to negotiate an Energy Performance Contract; and

WHEREAS, this Contract was adapted by the Colorado Energy Office (CEO) for use by Colorado "Political Subdivisions," as defined in **§29-12.5-101, C.R.S.**, based on a contract created jointly by CEO and the Office of the State Architect (OSA), in order to obtain an Investment Grade Audit report and a proposal for an Energy Performance Contracting project for a Facility (as defined below) from a CEO pre-approved energy service company (ESCO), the purpose of the IGA being to perform the Work set forth in **Article 3** below; and

WHEREAS, the Contractor was selected and determined to be the most qualified, and fees were negotiated in accordance with the procurement rules of the Political Subdivision; and

NOW THEREFORE, in consideration of the premises and mutual agreements and covenants hereinafter set forth, and intending to be legally bound, the Political Subdivision and the Contractor hereby agree to the terms and conditions in this Contract.

EFFECTIVE DATE AND NOTICE OF NON-LIABILITY

This Contract shall not be valid or enforceable until it is authorized and approved by the Governing Body (defined below in Article 1) of the Political Subdivision, by applicable resolution, ordinance or other authorizing action of the Governing Body, and executed by a duly authorized representative of the Political Subdivision, as set forth in such resolution, ordinance or other authorizing action (defined below as the "Principal Representative"), on the date set forth in **Article 18** hereof in the signature block of the Political Subdivision (the "Effective Date"). The Political Subdivision shall not be bound by any provision of this Contract before the Effective Date, and shall have no obligation to pay the Contractor for any Work performed or expense incurred before the Effective Date or after the expiration or sooner termination of this Contract.

All references in this Contract to "Article," "Section," "Subsections," "Exhibits" or other "attachments," whether spelled out or using the § symbol, are references to Articles, Sections, Subsections, Exhibits or other attachments contained herein or incorporated as a part hereof, unless otherwise noted.

ARTICLE 1 DEFINITIONS

A. **Business Day**

"Business Day" means any day in which the Political Subdivision is open and conducting business, but shall not include Saturday, Sunday or any holidays observed by the Political Subdivision.

B. **Contract**

"Contract" means this Contract, its terms and conditions, attached exhibits, documents incorporated by reference under the terms of this Contract, and any future modifying agreements, exhibits, attachments or references incorporated herein pursuant to applicable laws, charter and code provisions and policies and procedures of the Political Subdivision.

C. **Contract Funds**

"Contract Funds" means the funds that have been appropriated, designated, encumbered, or otherwise made available for payment by the Political Subdivision to the Contractor for the performance of the Work under this Contract.

D. **Contractor's Intellectual Property**

"Contractor's Intellectual Property" means the items purchased, licensed or developed by the Contractor prior to or outside of the Contract or purchased, licensed or developed by the Contractor or its Subcontractors as a tool for their use in performing the Services, plus any modifications or enhancements thereto and derivative works based thereon.

E. **Colorado Open Records Act (CORA)**

"CORA" means the Colorado Open Records Act, **§§24-72-200.1 et seq., C.R.S.**

F. **C.R.S.**

"C.R.S." means the Colorado Revised Statutes, as amended.

G. **Energy Service Company**

"Energy Service Company" or "ESCO" means the energy service company entity entering into a contract to design and construct the Project with the Political Subdivision. The Energy Service Company may also be referred to as "Contractor" in this Contract or in related schedules, exhibits, attachments, contract modification or procedural documents. The ESCO may be the architect/engineer for the Utility Cost-Savings Measures or may contract out these professional services with approval of the Governing Body.

H. **Exhibits and other Attachments**

The following "Exhibits and other Attachments" are attached hereto and incorporated by reference herein: IGA **Exhibit A** - Scope of Work, IGA **Exhibit B** - Location of Energy Audit, and IGA **Exhibit C** -Cost and Pricing Elements.

I. **Facility**

"Facility" or "Facilities" means any building or utility owned or operated by the Political Subdivision, as set forth on **Exhibit B** - Location of Energy Audit.

J. **Fiscal Year**

"Fiscal Year" means a 12-month period beginning on **July 1** of each calendar year and ending on **June 30**.

K. **Goods:**

"Goods" means the tangible material acquired, produced, or delivered by the Contractor either separately or in conjunction with the Work performed by the Contractor, and the Services the Contractor renders hereunder.

L. **Governing Body**

"Governing Body" means the governing body of the Political Subdivision, a governing body (city or town council, board of trustees, etc.) of any municipality or home rule county, a board of county commissioners of any county, a board of directors of any special district, or a board of education of any school district as defined in **§29-12.5-101(1), C.R.S.**

M. **Incident**

"Incident" means any accidental or deliberate event that results in or constitutes an imminent threat of the unauthorized access, loss, disclosure, modification, disruption, or destruction of any communications or information resources of the State, pursuant to **§§24-37.5-401 et. seq. C.R.S.** Incidents include, without

limitation (i) successful attempts to gain unauthorized access to a State system or State Records regardless of where such information is located; (ii) unwanted disruption or denial of service; (iii) the unauthorized use of a State system for the processing or storage of data; or (iv) changes to State system hardware, firmware, or software characteristics without the State's knowledge, instruction, or consent.

N. Investment Grade Audit Contract

"Investment Grade Audit Contract" (IGA) means that certain contract between the Contractor and the Political Subdivision and entered into pursuant to **§29-12.5-102, C.R.S.**, and pursuant to which the Contractor conducted the IGA. The IGA Contract shall determine the feasibility of whether to enter into an Energy Performance Contract to provide for the implementation of Utility Cost Savings Measures, Facility Improvement Measures, and Operation and Maintenance Cost Savings Measures in Facilities owned or leased by the Political Subdivision and vehicle fleet operational and fuel cost saving measures at the Premises of the Political Subdivision.

O. Investment Grade Audit Report

"Investment Grade Audit" or "IGA" means a detailed audit of Political Subdivision Premises, conducted by Contractor pursuant to the IGA Contract, pursuant to **§29-12.5-102, C.R.S.**, which may serve as the basis for an Energy Performance Contract.

P. Party or Parties

"Party" means the Political Subdivision or the Contractor and "Parties" means both the Political Subdivision and the Contractor.

Q. Political Subdivision

"Political Subdivision" means the Political Subdivision set forth above as a Party to this Contract, being a municipality, county, special district or school district as defined in **§29-12.5-101(5), C.R.S.**

R. Political Subdivision Confidential Information

"Political Subdivision Confidential Information" means any and all Political Subdivision Records not subject to disclosure under CORA. Political Subdivision Confidential Information shall include, but is not limited to PII, Tax Information, and Political Subdivision personnel records not subject to disclosure under CORA.

S. Political Subdivision's Fiscal Requirement

"Political Subdivision's Fiscal Requirement" means that at least one Project option put forward by Contractor in the EPC Project Proposal is cash-flow neutral beginning in the first year after the Project is to be implemented and continuing to be cash-flow neutral throughout the duration of the initial financing term. This Project option may include any single energy savings measure or combination of energy savings measures and shall exclude the amount of the Minimum IGA Payment Amount described in Article 4.B. from the cost of the Project. Cash-flow neutral shall mean that the sum of the annual maintenance and utility savings calculated by the Contractor according to commonly accepted standards, methods, and protocols for determining such savings (e.g. the International Performance Measurement and Verification Protocols) is greater than or equal to the annual debt servicing required to fund the project with 100% financing. This calculation shall assume no escalation for the first year after implementation of the Project and shall use an industry-accepted escalation rate (e.g. the Energy Information Administration's escalation rates) for the avoided costs of maintenance and utilities for all future years of the Project's initial financing term. Contractor may, at its sole discretion, work with a financing company or broker to assist the Political Subdivision in structuring a loan for the Project option(s) presented to satisfy this Fiscal Requirement. Such a Project option prepared by Contractor and a financing company or broker may include annual debt servicing structured in an unequal manner to help achieve the cash-flow neutral requirement in all years of the Project's initial financing term.

T. Political Subdivision Records

"Political Subdivision Records" means any and all data, information, and records, regardless of physical form.

U. Premises

"Premises" means the Facilities owned or controlled by the Political Subdivision as identified on **Exhibit B - Location of Energy Audit**.

V. Principal Representative

"Principal Representative" means the person or persons designated by the Governing Body of the Political Subdivision to act as the Principal Representative of the Political Subdivision under the terms of and as set forth in this Contract. The Principal Representative may delegate his or her authority hereunder, in writing, if authorized to do so pursuant to the related authorizing resolution or ordinance of the Governing Body. The Contractor shall have the right to inquire regarding the delegated authority of any of the Principal Representative's designees under the terms of this Contract and shall be provided with a response in writing when requested.

W. Services

"Services" means the required services to be performed by the Contractor pursuant to this Contract.

X. Subcontractor

"Subcontractor" means third parties, if any, engaged by Contractor to aid in performance of the Work.

Y. Tax Information

"Tax Information" means federal and State of Colorado tax information including, without limitation, federal and state tax returns, return information, and such other tax-related information as may be protected by federal and state law and regulation. Tax Information includes, but is not limited to all information defined as federal tax information in Internal Revenue Service Publication 1075.

Z. Work

"Work" means the tasks and activities the Contractor is required to perform to fulfill its obligations under this Contract and **Exhibit A**, including the performance of the Services and delivery of the Goods.

AA. Work Product

"Work Product" means the tangible or intangible results of the Contractor's Work, including, but not limited to, research, reports, studies, data, photographs, negatives or other finished or unfinished documents, drawings, models, surveys, maps, materials, or work product of any type (but not including software), including drafts. Work Product does not include the Contractor's Intellectual Property.

Any other term used in this Contract that is defined in an Exhibit shall be construed and interpreted as defined in that Exhibit.

ARTICLE 2 TERM and EARLY TERMINATION

A. Initial Term-Work Commencement

The Parties' respective performances under this Contract shall commence on the later of either the Effective Date or **March 31, 2025**. This Contract shall terminate **180 days after the Effective Date** unless sooner terminated or further extended as specified elsewhere herein.

B. Early Termination in the Public Interest

The Political Subdivision is entering into this Contract for the purpose of carrying out the public policy of the Political Subdivision as determined by the Governing Body. If this Contract ceases to further the public policy of the Political Subdivision, the Governing Body, in its sole discretion, may terminate this Contract in whole or in part. Exercise by the Governing Body of this right shall not constitute a breach of the Political Subdivision's obligations hereunder. This subsection shall not apply to a termination of this Contract by the Political Subdivision for cause or breach by the Contractor, which shall be governed by **Article 10(A)** or as otherwise specifically provided for herein.

i. Method and Content

The Principal Representative shall notify the Contractor of such termination in accordance with **Article 13**. The notice shall specify the effective date of the termination and whether it affects all or a portion of this Contract.

ii. Obligations and Rights

Upon receipt of a termination notice, the Contractor shall be subject to and comply with the same obligations and rights set forth in **Article 11(A)(i)**.

iii. Payments

If this Contract is terminated by the Governing Body pursuant to this **Article 2B**, the Contractor shall be paid an amount that bears the same ratio to the total reimbursement under this Contract as Contractor's obligations that were satisfactorily performed bear to the total obligations set forth in this Contract, less payments previously made. Additionally, if this Contract is less than 60% completed, the Political Subdivision may, but is not obligated to, reimburse the Contractor for a portion of actual out-of-pocket expenses (not otherwise reimbursed under this Contract) incurred by Contractor which are directly attributable to the uncompleted portion of Contractor's obligations hereunder. The sum of any and all reimbursements under this **Article 2B** shall not exceed the maximum amount payable to the Contractor hereunder and any and all such reimbursements shall be payable only from funds that have been budgeted, appropriated and otherwise made available and in respect of which a sufficient unencumbered balance thereof remains available for payment of such reimbursements, all within applicable constitutional, statutory, charter, code or other limitations applicable to the Political Subdivision.

ARTICLE 3 STATEMENT OF WORK

A. Work

Contractor shall perform an Investment Grade Audit in accordance with **IGA Exhibit A – Scope of Work**. The Investment Grade Audit shall be performed at the location(s) listed in **IGA Exhibit B – Location of Audit**. If the Governing Body, in its sole discretion, desires to accept the Contractor's Investment Grade Audit Report and the EPC Project Proposal, which acceptance, if made, shall be made within [60] days of the Principal Representative's receipt of such proposal in the form of the Notice of Acceptance of the Investment Grade Audit Report and EPC Project Proposal set forth below in **Article 3(E)**. The Parties may, but are not obligated to, enter into a new contract, entitled "Energy Performance Contract," based on such proposal, the form of which shall be supplied by the Political Subdivision and shall comply with **§29-12.5-101, C.R.S., et seq.**

B. Time of Performance

The Work under this Contract shall be completed during the initial term, which is set forth in **Article 2**, or any extension thereof.

C. Goods and Services

Contractor shall procure Goods and Services necessary to complete the Work. Such procurement shall be paid from the Contract Funds and shall not increase the maximum amount payable hereunder by the Political Subdivision.

D. Employees or Agents

All persons employed by the Contractor or Subcontractors to perform Work under this Contract shall be the Contractor's or Subcontractors' employee(s) or agents for all purposes hereunder and shall not be employees or agents of the Political Subdivision for any purpose as a result of this Contract.

E. Acceptance

Once the Contractor has signed the draft "Notice of Acceptance" for the Investment Grade Audit Report and EPC Project Proposal, it shall submit that draft Notice of Acceptance to the Principal Representative for review and approval by the Governing Body. If the IGA Report and EPC Project Proposal meet the statutory requirements set forth in **§29-12.5-101, C.R.S., et seq.**, and upon receipt of a completed IGA Record of Review from CEO, the Governing Body may, in its discretion, authorize the Principal Representative to issue the Notice of Acceptance.

ARTICLE 4 PAYMENTS TO CONTRACTOR

The Political Subdivision shall, in accordance with the provisions of this **Article 4**, pay the Contractor in the amounts and using the methods set forth below:

A. Project with Insufficient Cost Savings

If the Contractor determines at any time during the Investment Grade Audit that savings cannot be attained to meet the Political Subdivision's statutory requirements set forth in **§29-12.5-101, C.R.S., et seq.**, or the **Political Subdivision's Fiscal Requirement**, the Investment Grade Audit shall be terminated in accordance with **Article 11(B)** and **Article 13**.

B. Maximum IGA Payment Amount

Except as provided for below in subsections (i) and (ii), and (iii) of this **Article 4**, within 45 days after the Notice of Acceptance is issued by the Governing Body, which indicates the completion of the Investment Grade Audit Report and the related proposal for the Energy Performance Contract Project, Principal Representative shall pay to the Contractor a sum not to exceed **\$33,275** in accordance with IGA **Exhibits B and C** to this Contract.

i. Payment Without Financing of Energy Performance Contract

After the Notice of Acceptance has been issued, at the Governing Body's sole discretion, the Governing Body may exercise one of the two options set forth below, if the Governing Body of the Political Subdivision determines to pay out of available funds specifically appropriated for the purpose of performance of this Contract:

a. Payment for performance of IGA only without authorization of Energy Performance Contract

If the Governing Body decides not to proceed with an Energy Performance Contract, the Political Subdivision shall pay the Contractor for the due performance of the IGA from available funds which have been specifically appropriated for this purpose by the Governing Body in the ordinance or resolution authorizing the Political Subdivision to enter into this Contract. The Political Subdivision reserves the right to use such information from the Investment Grade Audit Report as it deems appropriate. Any unilateral use by the Political Subdivision of the Investment Grade Audit Report and any related underlying data for completing, using, maintaining or adding to any facilities of the Political Subdivision shall be at the sole risk of the Political Subdivision and without liability to the Contractor or Contractor consultants.

b. Payment Without Financing Arranged Under Energy Performance Contract

If the Governing Body authorizes the Political Subdivision to enter into an Energy Performance Contract with the Contractor, the Governing Body may determine to pay the Contractor for the due performance of the IGA from available funds specifically appropriated for this purpose or from separate lease purchase, rather than finance the related project from the lease purchase or enterprise revenue bond financing provided through the Energy Performance Contract. The Political Subdivision will pay the Contractor within [90] days after the Notice of Acceptance is issued.

ii. Payment with Financing Arranged Under Energy Performance Contract

If the Governing Body authorizes the Political Subdivision to enter into (a) an Energy Performance Contract with the Contractor and (b) the financing of the IGA cost and the costs of the related project from the lease purchase financing provided through the Energy Performance Contract, the Political Subdivision will have no direct payment obligations to the Contractor under this Contract, provided that the Contractor and the Political Subdivision execute an Energy Performance Contract and enter into such financing within [90] days after the issuance of the Notice of Acceptance. The above stated cost of the completed Investment Grade Audit shall be incorporated into the Contractor's total project costs and paid from the lease purchase provided through the Energy Performance Contract.

iii. Payment Without the issuance of the Notice of Acceptance

Within [60] days after the date on which the Contractor submits the draft Notice of Acceptance to the Principal Representative, the Principal Representative shall review and may object and propose revisions, in writing, to the Contractor regarding the Investment Grade Audit Report and EPC Project Proposal. If the Political Subdivision has received the completed IGA Record of Review from CEO and such IGA Record of Review and the analysis of the Principal Representative reflect that the IGA Report and the EPC Project Proposal each meet the statutory requirements set forth in **§29-12.5-101, C.R.S., et seq.**, and the **Political Subdivision's Fiscal Requirement** but the Political Subdivision does not issue the Notice of Acceptance, the Notice of Acceptance will be deemed issued as of the [61st] day after the Contractor's submission of the draft Notice of Acceptance. If the Notice of Acceptance is deemed issued, the Political Subdivision shall be obligated to pay the Contractor for its performance hereunder as set forth in **Article 4(B)(i)**, and the Contractor shall provide the complete Investment Grade Audit Report and any related underlying data including building, infrastructure, and equipment specifications, blueprints, etc., to the Political Subdivision for its records and use.

C. Payment

i. Payments

Contractor shall initiate any payment requests by submitting invoices to the Principal Representative in the form and manner set forth and approved by the Principal Representative.

ii. Interest

The Political Subdivision shall fully pay each invoice within the payment terms of the Political Subdivision and within **30** days of receipt thereof if the amount invoiced represents performance by the Contractor previously accepted by the Principal Representative. Uncontested amounts not paid by the Political Subdivision within **30** days shall bear interest on the unpaid balance beginning on the following day at a rate not to exceed **1.5%** percent per month until paid in full, provided that such interest amounts have been duly appropriated by the Governing Body; provided, however, that interest shall not accrue on unpaid amounts that the Principal Representative disputes. The Contractor shall invoice the Political Subdivision separately for accrued interest on delinquent amounts. The billing shall reference the delinquent payment, the number of days interest to be paid and the interest rate.

iii. Available Funds-Contingency-Termination

The Political Subdivision is prohibited by law from making financial commitments beyond the term of the current Fiscal Year. This Contract shall not constitute a debt or a multiple Fiscal Year financial obligation under any Colorado constitutional or statutory provisions or limitations. Payment to the Contractor beyond the current Fiscal Year is contingent on the appropriation and continuing availability of Contract Funds in any subsequent year. If federal funds or funds from any other source not from the Political Subdivision constitute all or some of the Contract Funds, the obligation of the Political Subdivision to pay the Contractor shall be contingent upon such funding continuing to be made available for payment. Payments to be made pursuant to this Contract shall be made only from Contract Funds, and the Political Subdivision's liability for such payments shall be limited to the amount remaining of such Contract Funds. If other funds are not appropriated, or otherwise become unavailable to fund this Contract, the Political Subdivision may, upon written notice, terminate this Contract, in whole or in part, without incurring further liability in accordance with the provisions hereof.

iv. Erroneous Payments

At the Governing Body's sole discretion, payments made to the Contractor in error for any reason, including, but not limited to overpayments or improper payments and unexpended or excess funds received by the Contractor, the Political Subdivision may recover from the Contractor by deduction from subsequent payments under this Contract or other contracts, grants or agreements between the Political Subdivision and the Contractor or by other appropriate methods and collected as a payment due to the Political Subdivision. Such payments shall not be made to any party other than the Political Subdivision.

D. Use of Funds

Contract Funds shall be used only for eligible costs identified herein.

ARTICLE 5 REPORTING - NOTIFICATION

Reports, Evaluations, and Reviews required under this **Article 5** shall be in accordance with the procedures of and in such form as prescribed by the Political Subdivision and in accordance with **Article 13**, if applicable.

A. Litigation Reporting

If Contractor is served with a pleading or other document in connection with an action before a court or other administrative decision-making body, and such pleading or document relates to this Contract or may affect Contractor's ability to perform its obligations under this Contract, Contractor shall, within 10 days after being served, notify the Political Subdivision of such action and deliver copies of such pleading or document to the Principal Representative of the Political Subdivision identified in **Article 13**.

B. Performance Outside the State of Colorado and/or the United States

[This §5.B shall not apply if the Contract Funds include any Federal funds] Following the Effective Date, Contractor shall provide written notice to the Political Subdivision by notice to the Principal Representative,

in accordance with **Article 13**, within twenty (20) days of the earlier to occur of Contractor's decision to perform, or its execution of an agreement with a Subcontractor to perform, Services outside the State of Colorado and/or the United States. Such notice shall specify the type of Services to be performed outside the State of Colorado and/or the United States and the reason why it is necessary or advantageous to perform such Services at such location or locations. Knowing failure by Contractor to provide notice to the Political Subdivision under this **Article 5(B)** shall constitute a material breach of this Contract.

C. Noncompliance

Contractor's failure to provide reports and notify the Principal Representative of the Political Subdivision in a timely manner in accordance with this **Article 5** may result in the delay of payment of funds and/or termination as provided under this Contract.

ARTICLE 6 CONTRACTOR RECORDS

A. Maintenance

Contractor shall maintain a file of all documents, records, communications, notes and other materials relating to the Work (the "Contractor Records"). Contractor Records shall include all documents, records, communications, notes and other materials maintained by Contractor that relate to any Work performed by Subcontractors, and Contractor shall maintain all records related to the Work performed by Subcontractors required to ensure proper performance of that Work. Contractor shall maintain Contractor Records until the last to occur of: **(i)** the date [3] years after the date this Contract expires or is terminated, **(ii)** final payment under this Contract is made, **(iii)** the resolution of any pending Contract matters, or **(iv)** if a Contract audit is occurring, or Contractor has received notice that a Contract audit is pending, the date such Contract audit is completed and its findings have been resolved (the "Record Retention Period").

B. Inspection

Contractor shall permit the Political Subdivision to audit, inspect, examine, excerpt, copy and transcribe Contractor Records during the Record Retention Period. Contractor shall make Contractor Records available during normal business hours at Contractor's office or place of business, or at other mutually agreed upon times or locations, upon no fewer than [2] Business Days' notice from the Principal Representative, unless the Principal Representative determines that a shorter period of notice, or no notice, is necessary to protect the interests of the Political Subdivision.

C. Monitoring

The Principal Representative, in its discretion, may monitor Contractor's performance of its obligations under this Contract using procedures as determined by the Political Subdivision. The Principal Representative shall monitor Contractor's performance in a manner that does not unduly interfere with Contractor's performance of the Work.

D. Final Contract Audit Report

Contractor shall promptly submit to the Political Subdivision a copy of any final Contract audit report of a Contract audit performed on Contractor's records that relates to or affects this Contract or the Work, whether the audit is conducted by Contractor or a third party.

ARTICLE 7 CONFIDENTIAL INFORMATION AND POLITICAL SUBDIVISION RECORDS

Contractor shall comply with the provisions of this **Article 7** if it becomes privy to confidential information in connection with its performance hereunder. Confidential information includes, but is not necessarily limited to, any Political Subdivision records, personnel records, and information concerning individuals. Such information shall not include information required to be disclosed pursuant to CORA.

A. Confidentiality

Contractor shall keep confidential, and cause all Subcontractors to keep confidential, all Political Subdivision Records, unless those Records are publicly available. Contractor shall not, without prior written approval of the Governing Body, use, publish, copy, disclose to any third party, or permit the use by any third party of any Political Subdivision Records, except as otherwise stated in this Contract, permitted by law, or approved in writing by the Governing Body. Contractor shall provide for the security of all Political Subdivision Confidential Information in accordance with all applicable laws, rules, policies, publications, and guidelines.

Contractor shall immediately forward any request or demand for Political Subdivision Records to the Principal Representative.

B. Other Entity Access and Nondisclosure Agreements

Contractor may provide Political Subdivision Records to its agents, employees, assigns and Subcontractors as necessary to perform the Work, but shall restrict access to Political Subdivision Confidential Information to those agents, employees, assigns and Subcontractors who require access to perform their obligations under this Contract. Contractor shall ensure all such agents, employees, assigns, and Subcontractors sign agreements containing nondisclosure provisions at least as protective as those in this Contract, and that the nondisclosure provisions are in force at all times that the agent, employee, assign or Subcontractor has access to any Political Subdivision Confidential Information. Contractor shall provide copies of those signed nondisclosure provisions to the Principal Representative upon execution of the nondisclosure provisions if requested by the Principal Representative.

C. Use, Security, and Retention

Contractor shall use, hold and maintain Political Subdivision Confidential Information in compliance with any and all applicable laws and regulations only in facilities located within the United States, and shall maintain a secure environment that ensures confidentiality of all Political Subdivision Confidential Information. Contractor shall provide the Principal Representative with access, subject to Contractor's reasonable security requirements, for purposes of inspecting and monitoring access and use of Political Subdivision Confidential Information and evaluating security control effectiveness. Upon the expiration or termination of this Contract, Contractor shall return Political Subdivision Records provided to Contractor or destroy such Political Subdivision Records and certify to the Governing Body that it has done so, as directed by the Principal Representative. If Contractor is prevented by law or regulation from returning or destroying Political Subdivision Confidential Information, Contractor warrants that it will guarantee the confidentiality of, and cease to use, such Political Subdivision Confidential Information.

D. Incident Notice and Remediation

If Contractor becomes aware of any Incident, it shall notify the Principal Representative immediately and cooperate with the Political Subdivision regarding recovery, remediation, and the necessity to involve law enforcement, as determined by the Principal Representative. Unless Contractor can establish that Contractor and its Subcontractors are not the cause or source of the Incident, Contractor shall be responsible for the cost of notifying each person who may have been impacted by the Incident. After an Incident, Contractor shall take steps to reduce the risk of incurring a similar type of Incident in the future as directed by the Principal Representative, which may include, but is not limited to, developing and implementing a remediation plan that is approved by the Governing Body at no additional cost to the Political Subdivision. The Governing Body may adjust or direct modifications to this plan in its sole discretion, and Contractor shall make all modifications as directed by the Principal Representative. If Contractor cannot produce its analysis and plan within the allotted time, the Principal Representative, in its sole discretion, may perform such analysis and produce a remediation plan, and Contractor shall reimburse the Political Subdivision for the actual costs thereof.

E. Data Protection and Handling

Contractor shall ensure that all Political Subdivision Records and Work Product in the possession of Contractor or any Subcontractors are protected and handled in accordance with the requirements of this Contract at all times.

F. Safeguarding PII

If Contractor or any of its Subcontractors will or may receive PII under this Contract, Contractor shall provide for the security of such PII, in a manner and form acceptable to the Principal Representative, including, without limitation, Political Subdivision non-disclosure requirements, use of appropriate technology, security practices, computer access security, data access security, data storage encryption, data transmission encryption, security inspections, and audits.

ARTICLE 8 CONFLICTS OF INTEREST

A. Actual Conflicts of Interest

Contractor shall not engage in any business or activities, or maintain any relationships that conflict in any way with the full performance of the obligations of Contractor under this Contract. Such a conflict of interest would arise when an employee, officer or agent of Contractor or Subcontractor were to offer or provide any tangible personal benefit to an employee of the Political Subdivision, or any member of his or her immediate family or his or her partner, related to the award of, entry into or management or oversight of this Contract.

B. Apparent Conflicts of Interest

Contractor acknowledges that, with respect to this Contract, even the appearance of a conflict of interest shall be harmful to the Political Subdivision's interests. Absent the Governing Body's prior written approval, Contractor shall refrain from any practices, activities or relationships that reasonably appear to be in conflict with the full performance of Contractor's obligations under this Contract.

C. Disclosure to the Political Subdivision

If a conflict or the appearance of a conflict arises, or if Contractor is uncertain whether a conflict or the appearance of a conflict has arisen, Contractor shall submit to the Principal Representative a disclosure statement setting forth the relevant details for the Political Subdivision's consideration. Failure to promptly submit a disclosure statement or to follow the Principal Representative's direction in regard to the actual or apparent conflict constitutes a breach of this Contract.

ARTICLE 9 INSURANCE

Contractor shall obtain and maintain, and ensure that each Subcontractor shall obtain and maintain, insurance as specified in this section at all times during the term of this Contract. All insurance policies required by this Contract shall be issued by insurance companies with an AM Best rating of A-VIII or better.

A. Workers' Compensation

Workers' compensation insurance as required by State statute and any other requirements of the Political Subdivision, and employers' liability insurance covering all Contractor or Subcontractor employees acting within the course and scope of their employment.

B. General Liability

Commercial general liability insurance written on an Insurance Services Office occurrence form, covering premises operations, fire damage, independent contractors, products and completed operations, blanket contractual liability, personal injury, and advertising liability with minimum limits as follows:

\$1,000,000 each occurrence;

\$1,000,000 general aggregate;

\$1,000,000 products and completed operations aggregate; and

\$50,000 any 1 fire.

C. Automobile Liability

Automobile liability insurance covering any auto (including owned, hired and non-owned autos) with a minimum limit of \$1,000,000 each accident combined single limit.

D. Professional Liability Insurance

Professional liability insurance covering any damages caused by an error, omission or any negligent act with minimum limits as follows:

\$1,000,000 each occurrence; and

\$1,000,000 general aggregate.

E. Additional Insured

The Political Subdivision shall be named as additional insured on all commercial general liability policies (leases and construction contracts require additional insured coverage for completed operations) required of Contractor and Subcontractors.

F. Primacy of Coverage

Coverage required of Contractor and each Subcontractor shall be primary over any insurance or self-insurance program carried by Contractor or the Political Subdivision.

G. Cancellation

The above insurance policies shall include provisions preventing cancellation or non-renewal, except for cancellation based on non-payment of premiums, without at least 30 days prior notice to Contractor and Contractor shall forward such notice to the Principal Representative in accordance with **Article 13** within 7 days of Contractor's receipt of such notice.

H. Subrogation Waiver

All insurance policies secured or maintained by Contractor or its Subcontractors in relation to this Contract shall include clauses stating that each carrier shall waive all rights of recovery under subrogation or otherwise against Contractor or the Political Subdivision, its agencies, institutions, organizations, officers, agents, employees, and volunteers.

I. Public Entities

If Contractor is a "public entity" within the meaning of the Colorado Governmental Immunity Act, **§24-10-101, et seq., C.R.S.** (the GIA), Contractor shall maintain, in lieu of the liability insurance requirements stated above, at all times during the term of this Contract such liability insurance, by commercial policy or self-insurance, as is necessary to meet its liabilities under the GIA. If a Subcontractor is a public entity within the meaning of the GIA, Contractor shall ensure that the Subcontractor maintains at all times during the terms of this Contract, in lieu of the liability insurance requirements stated above, such liability insurance, by commercial policy or self-insurance, as is necessary to meet the Subcontractor's obligations under the GIA.

J. Certificates

Contractor shall provide to the Principal Representative, for the records of the Political Subdivision, certificates evidencing Contractor's insurance coverage required in this Contract within 7 Business Days following the Effective Date. Contractor shall provide to the Principal Representative, for the records of the Political Subdivision, certificates evidencing Subcontractor insurance coverage required under this Contract within 7 Business Days following the Effective Date; except that, if Contractor's subcontract is not in effect as of the Effective Date, Contractor shall provide to the Principal Representative certificates showing Subcontractor insurance coverage required under this Contract within 7 Business Days following Contractor's execution of the subcontract. No later than 15 days before the expiration date of Contractor's or any Subcontractor's coverage, Contractor shall deliver to the Principal Representative certificates of insurance evidencing renewals of coverage. At any other time during the term of this Contract, upon request by the Principal Representative, Contractor shall, within 7 Business Days following the request by the Principal Representative, supply to the Principal Representative evidence satisfactory to the Principal Representative of compliance with the provisions of this **Article 9**.

ARTICLE 10. BREACH

A. Defined

In addition to any breaches specified in other sections of this Contract, the failure of either Party to perform any of its material obligations hereunder in whole or in part or in a timely or satisfactory manner constitutes a breach. The institution of proceedings under any bankruptcy, insolvency, reorganization or similar law, by or against Contractor, or the appointment of a receiver or similar officer for Contractor or any of its property, which is not vacated or fully stayed within 20 days after the institution or occurrence thereof, shall also constitute a breach.

B. Notice and Cure Period

In the event of a breach, notice of such shall be given in writing by the aggrieved Party to the other Party in the manner provided in **Article 13**. If such breach is not cured within 30 days of receipt of written notice, or if a cure cannot be completed within 30 days, or if cure of the breach has not begun within 30 days and pursued with due diligence, the Political Subdivision may exercise any of the remedies set forth in **Article 11**. Notwithstanding anything to the contrary herein, the Governing Body, in its sole discretion, need not provide advance notice or a cure period and may immediately terminate this Contract in whole or in part if reasonably necessary to preserve public safety or to prevent immediate public crisis.

ARTICLE 11. REMEDIES

If Contractor is in breach under any provision of this Contract, the Political Subdivision shall have all of the remedies listed in this **Article 11** in addition to all other remedies set forth in other sections of this Contract following the notice and cure period set forth in **Article 10(B)**. The Political Subdivision may exercise any or all of the remedies available to it, in its sole discretion, concurrently or consecutively.

A. Termination for Cause and/or Breach

The Political Subdivision may terminate this entire Contract or any part of this Contract. Exercise by the Political Subdivision of this right shall not be a breach of its obligations hereunder. Contractor shall continue performance of this Contract to the extent not terminated, if any.

i. Obligations and Rights

To the extent specified in any termination notice, Contractor shall not incur further obligations or render further performance hereunder past the effective date of such notice, and shall terminate outstanding orders and subcontracts with third parties. However, Contractor shall complete and deliver to the Principal Representative all Work, Services and Goods not cancelled by the termination notice and may incur obligations as are necessary to do so within this Contract's terms. At the sole discretion of the Governing Body, Contractor shall assign to the Political Subdivision all of Contractor's right, title, and interest under such terminated orders or subcontracts; provided that Contractor's obligations with respect to Contractor's Intellectual Property are set forth in **Article 14** below. Upon termination, Contractor shall take timely, reasonable and necessary action to protect and preserve property in the possession of Contractor in which the Political Subdivision has an interest. All materials owned by the Political Subdivision in the possession of Contractor shall be immediately returned to the Political Subdivision. All Work Product, at the option of the Political Subdivision, shall be delivered by Contractor to the Principal Representative and shall become the Political Subdivision's personal property.

ii. Payments

The Political Subdivision shall reimburse Contractor only for accepted performance up to the date of termination. If, after termination by the Political Subdivision, it is determined that Contractor was not in breach or that Contractor's action or inaction was excusable, such termination shall be treated as a termination in the public interest and the rights and obligations of the Parties shall be the same as if this Contract had been terminated in the public interest, as described herein.

iii. Damages and Withholding

Notwithstanding any other remedial action by the Political Subdivision, Contractor shall remain liable to the Political Subdivision for any damages sustained by the Political Subdivision by virtue of any breach under this Contract by Contractor and the Political Subdivision may withhold any payment to Contractor for the purpose of mitigating the Political Subdivision's damages, until such time as the exact amount of damages due to the Political Subdivision from Contractor is determined. The Principal Representative may withhold any amount that may be due Contractor as the Governing Body deems necessary to protect the Political Subdivision against loss, including loss as a result of outstanding liens, claims of former lien holders, or for the excess costs incurred in procuring similar goods or services. Contractor shall be liable for excess costs incurred by the Political Subdivision in procuring from third parties replacement Work, Services or substitute Goods as cover.

B. Early Termination for Insufficient Cost Savings

The Contractor is entering into this Contract for the purpose of carrying out an Investment Grade Audit and Energy Performance Contract Project Proposal. The Contractor may terminate this Contract in accordance with **Article 4(A)(iii)** prior or subsequent to the completion of the Investment Grade Audit. The Contractor shall notify the Governing Body in writing that Contractor is unable to guarantee savings which exceeds the costs associated with performing the audit, installing the improvements, and related maintenance and monitoring services as required and set forth in **§29-12.5-101, C.R.S., et seq.** or the **Political Subdivision's Fiscal Requirement**. Exercise by the Contractor of this Early Termination for Insufficient Cost Savings, shall not be deemed a breach of the Contractor's obligations hereunder.

i. Method and Content

The Contractor shall notify Governing Body of such termination in accordance with **Article 13**. The notice shall specify the effective date of the termination and whether it affects all or a portion of this Contract.

ii. Obligations and Rights

Upon receipt of a termination notice, Contractor shall take timely, reasonable and necessary action to protect and preserve property in the possession of Contractor in which the Political Subdivision has an interest. All materials owned by the Political Subdivision in the possession of Contractor shall be immediately returned to the Political Subdivision.

iii. Payments

In this event this Contract shall be terminated and the Political Subdivision shall not be liable to pay Contractor, in whole or part, the amount specified in **Article 4(A)**.

C. Remedies Not Involving Termination

The Governing Body, at its sole discretion, may exercise one or more of the following remedies in addition to other remedies available to it:

i. Suspend Performance

Suspend Contractor's performance with respect to all or any portion of this Contract pending necessary corrective action as specified by the Principal Representative of the Governing Body of the Political Subdivision without entitling Contractor to an adjustment in price/cost or performance schedule. Contractor shall promptly cease performance and incurring costs in accordance with the Principal Representative's directive and the Political Subdivision shall not be liable for costs incurred by Contractor after the suspension of performance under this provision.

ii. Withhold Payment

Withhold payment to Contractor until corrections in Contractor's performance are satisfactorily made and completed.

iii. Deny Payment

Deny payment for those obligations not performed, that due to Contractor's actions or inactions, cannot be performed or, if performed, would be of no value to the Political Subdivision; provided, that any denial of payment shall be reasonably related to the value to the Political Subdivision of the obligations not performed.

iv. Removal

Notwithstanding any other provision herein, the Principal Representative of the Governing Body of the Political Subdivision may demand immediate removal of any of Contractor's employees, agents, or subcontractors whom the Principal Representative deems incompetent, careless, insubordinate, unsuitable, or otherwise unacceptable, or whose continued relation to this Contract is deemed to be contrary to the public interest or the Political Subdivision's best interest.

v. Intellectual Property

If Contractor infringes on a patent, copyright, trademark, trade secret or other intellectual property right while performing its obligations under this Contract, Contractor shall, at the Governing Body's option (a) obtain for the Political Subdivision or Contractor the right to use such products and services; (b) replace any Goods, Services or other product involved with non-infringing products or modify them so that they become non-infringing; or, (c) if neither of the foregoing alternatives are reasonably available, remove any infringing Goods, Services or products and refund to the Political Subdivision the amounts paid by the Political Subdivision for any such infringing Goods, Services or products.

D. Contractor's Remedies

If the Political Subdivision is in breach of any provision of this Contract and does not cure such breach, Contractor, following the notice and cure period in **Article 10.B** and the dispute resolution process in **Article 12**, shall have all remedies available at law and equity.

ARTICLE 12 DISPUTE RESOLUTION

A. Initial Resolution

Except as herein specifically provided otherwise, disputes concerning the performance of this Contract which cannot be resolved by the designated Contract representatives shall be referred in writing to **the**

President of Lake County School District Board of Education and a senior manager designated by Contractor for resolution.

B. Resolution of Controversies

If the initial resolution described in **Article12.A** fails to resolve the dispute within 10 Business Days, Contractor shall submit any alleged breach of this Contract by the Political Subdivision to the **President of Lake County School District Board of Education**.

ARTICLE 13 NOTICES and REPRESENTATIVES

Each individual identified below shall be the principal representative of the designating Party. All notices required or permitted to be given under this Contract shall be in writing, and shall be delivered **(i)** by hand with receipt required, **(ii)** by certified or registered mail to such Party's principal representative at the address set forth below or **(iii)** as an email with read receipt requested to the principal representative at the email address or **(iv)** by overnight courier to the address set forth below, if any, set forth below. If a Party delivers a notice to another through email and the email is undeliverable, then, unless the Party has been provided with an alternate email contact, the Party delivering the notice shall deliver the notice by hand with receipt required or by certified or registered mail to such Party's principal representative at the address set forth below. Either Party may change its principal representative or principal representative contact information by notice submitted in accordance with this **Article13** without a formal amendment to this Contract. Unless otherwise provided in this Contract, notices shall be effective upon delivery of the written notice.

A. Political Subdivision Designee:

Kate Bartlett, Superintendent
Lake County School District R-1
719-486-6800
328 West 5 th Street
Leadville, CO 80461
kbartlett@lakecountyschools.net

B. Contractor:

Colton Heaps, Compliance Director
Millig, LLC
303-437-5028
6855 S. Havana Street, Suite 630
Centennial, CO 80112
cheaps@milligdb.com

ARTICLE 14 RIGHTS IN DATA, DOCUMENTS, AND COMPUTER SOFTWARE

Except for Contractor's Intellectual Property, any research, reports, studies, data, photographs, negatives or other documents, drawings, models, materials, or Work Product of any type, including drafts, prepared by Contractor in the performance of its obligations under this Contract shall be the nonexclusive personal property of the Political Subdivision and all Work Product shall be delivered to the Principal Representative, for the records of the Political Subdivision, by Contractor upon completion or termination hereof. The Political Subdivision's nonexclusive rights in such Work Product shall include, but not be limited to, the right to copy, publish, display, transfer and prepare derivative works.

ARTICLE 15 GOVERNMENTAL IMMUNITY

Liability for claims for injuries to persons or property arising from the negligence of the Political Subdivision and its departments, institutions, agencies, boards, officials, and employees, including the members of the Governing Body and the Principal Representative, is controlled and limited by the provisions of the Governmental Immunity Act **§24-10-101, C.R.S., et seq.**

ARTICLE 16 GENERAL PROVISIONS

A. Assignment

Contractor's rights and obligations under this Contract are personal and may not be transferred or assigned without the prior, written consent of the Governing Body. Any attempt at assignment or transfer without such consent shall be void. Any assignment or transfer of Contractor's rights and obligations approved by the Governing Body shall be subject to the provisions of this Contract.

B. Subcontracts

Contractor shall not enter into any subcontract in connection with its obligations under this Contract without the prior, written approval of the Governing Body of the Political Subdivision. Contractor shall submit to the Principal Representative a copy of each such subcontract upon request by the Principal Representative. All subcontracts entered into by Contractor in connection with this Contract shall comply with all applicable federal, state and Political Subdivision laws and regulations, shall provide that they are governed by the laws of the State of Colorado, and shall be subject to all provisions of this Contract.

C. Binding Effect

Except as otherwise provided in **Article 16(A)**, all provisions of this Contract, including the benefits and burdens, shall extend to and be binding upon the Parties' respective successors and assigns.

D. Authority

Each Party represents and warrants to the other that the execution and delivery of this Contract and the performance of such Party's obligations have been duly authorized.

E. Captions and References

The captions and headings in this Contract are for convenience of reference only, and shall not be used to interpret, define, or limit its provisions. All references in this Contract to sections (whether spelled out or using the § symbol), subsections, exhibits or other attachments, are references to sections, subsections, exhibits or other attachments contained herein or incorporated as a part hereof, unless otherwise noted.

F. Counterparts

This Contract may be executed in multiple, identical, original counterparts, each of which shall be deemed to be an original, but all of which, taken together, shall constitute one and the same agreement.

G. Entire Understanding

This Contract represents the complete integration of all understandings between the Parties related to the Work, and all prior representations and understandings related to the Work, oral or written, are merged into this Contract. Prior or contemporaneous additions, deletions, or other changes to this Contract shall not have any force or affect whatsoever, unless embodied herein.

H. Jurisdiction and Venue

All suits or actions related to this Contract shall be filed and proceedings held in the State of Colorado.

I. Modification

Except as otherwise provided in this Contract, any modification to this Contract shall only be effective if agreed to in a formal amendment to this Contract, properly executed and approved in accordance with applicable laws and the fiscal rules and policies of the Political Subdivision. Modifications permitted under this Contract, other than contract amendments, shall conform to the policies promulgated by the Political Subdivision.

J. Statutes, Regulations, Fiscal Rules and Other Authority.

Any reference in this Contract to a statute, regulation, Fiscal Rule, fiscal policy or other authority shall be interpreted to refer to such authority then current, as may have been changed or amended since the Effective Date of this Contract.

K. Order of Precedence

In the event of conflicts or inconsistencies between this Contract and any Exhibits or attachments such conflicts or inconsistencies shall be resolved by reference to the documents in the following order of priority:

- i. Political Subdivision General Provisions in the main body of this Contract,
- ii. The provisions of the other sections of the main body of this Contract,
- iii. IGA Exhibit A - Scope of Work,
- iv. IGA Exhibit B - Location of Audit and

v. IGA Exhibit C - Cost and Pricing Elements.

L. Severability

The invalidity or unenforceability of any provision of this Contract shall not affect the validity or enforceability of any other provision of this Contract, which shall remain in full force and effect, provided that the Parties can continue to perform their obligations under this Contract in accordance with the intent of the Contract.

M. Survival of Certain Contract Terms

Any provision of this Contract that imposes an obligation on a Party after termination or expiration of the Contract shall survive the termination or expiration of the Contract and shall be enforceable by the other Party.

N. Taxes

The Political Subdivision is exempt from all federal excise taxes under I.R.C. Chapter 32 (26 U.S.C., Subtitle D, Ch. 32) (Federal Excise Tax Exemption Certificate of Registry No. 84-730123K) and from Colorado state and local government sales and use taxes under **§§39-26-704(1), et seq. C.R.S.** The Political Subdivision shall not be liable for the payment of any excise, sales, or use taxes, regardless of whether any political subdivision of the State of Colorado imposes such taxes on Contractor. Contractor shall be solely responsible for any exemptions from the collection of excise, sales, or use taxes that Contractor may wish to have in place in connection with this Contract.

O. Third Party Beneficiaries

Except for the Parties' respective successors and assigns described in Article 17, this Contract does not and is not intended to confer any rights or remedies upon any person or entity other than the Parties. Enforcement of this Contract and all rights and obligations hereunder are reserved solely to the Parties. Any services or benefits which third parties receive as a result of this Contract are incidental to the Contract, and do not create any rights for such third parties.

P. Waiver

A Party's failure or delay in exercising any right, power, or privilege under this Contract, whether explicit or by lack of enforcement, shall not operate as a waiver, nor shall any single or partial exercise of any right, power, or privilege preclude any other or further exercise of such right, power, or privilege.

Q. CORA Disclosure

To the extent not prohibited by federal law, this Contract and the performance measures and standards required under applicable statute, if any, are subject to public release through CORA.

R. Standard and Manner of Performance

Contractor shall perform its obligations under this Contract in accordance with the highest standards of care, skill and diligence in Contractor's industry, trade, or profession.

S. Licenses, Permits, and Other Authorizations.

Contractor shall secure, prior to the Effective Date, and maintain at all times during the term of this Contract, at its sole expense, all licenses, certifications, permits, and other authorizations required to perform its obligations under this Contract, and shall ensure that all employees, agents and Subcontractors secure and maintain at all times during the term of their employment, agency or subcontract, all license, certifications, permits and other authorizations required to perform their obligations in relation to this Contract.

T. Indemnification

i. General Indemnification

Contractor shall indemnify, save, and hold harmless the Political Subdivision, its employees, agents and assignees (the "Indemnified Parties"), against any and all costs, expenses, claims, damages, liabilities, court awards and other amounts (including attorneys' fees and related costs) incurred by any of the Indemnified Parties in relation to any act or omission by Contractor, or its employees, agents, Subcontractors, or assignees in connection with this Contract.

ii. Confidential Information Indemnification

Disclosure or use of Political Subdivision Confidential Information by Contractor in violation of **Article 7** may be cause for legal action by third parties against Contractor, the Political Subdivision, or their

respective agents. Contractor shall indemnify, save, and hold harmless the Indemnified Parties, against any and all claims, damages, liabilities, losses, costs, expenses (including attorneys' fees and costs) incurred by the Political Subdivision in relation to any act or omission by Contractor, or its employees, agents, assigns, or Subcontractors in violation of **Article 7**.

iii. **Intellectual Property Indemnification**

Contractor shall indemnify, save, and hold harmless the Indemnified Parties, against any and all costs, expenses, claims, damages, liabilities, and other amounts (including attorneys' fees and costs) incurred by the Indemnified Parties in relation to any claim that any Work infringes a patent, copyright, trademark, trade secret, or any other intellectual property right.

ARTICLE 17 COLORADO SPECIAL PROVISIONS (COLORADO FISCAL RULE 3-1)

A. APPROVAL

This Contract shall not be valid until it has been approved by **the Board of Education and signed by the Superintendent**.

B. FUNDS AVAILABILITY

Financial obligations of the Political Subdivision payable after the current Fiscal Year are contingent upon funds for that purpose being budgeted, appropriated and encumbered for the purposes of this Contract as given in **§24-30-202(5.5), C.R.S.**

C. GOVERNMENTAL IMMUNITY.

No term or condition of this Contract shall be construed or interpreted as a waiver, express or implied, of any of the immunities, rights, benefits, protections, or other provisions, of the Colorado Governmental Immunity Act, **§24-10-101, et seq. C.R.S.** or the Federal Tort Claims Act, 28 U.S.C. Pt. VI, Ch. 171 and 28 U.S.C. 1346(b).

D. INDEPENDENT CONTRACTOR

Contractor shall perform its duties hereunder as an independent contractor and not as an employee. Neither Contractor nor any agent or employee of Contractor shall be deemed to be an agent or employee of the Political Subdivision. Contractor and its employees and agents are not entitled to unemployment insurance or workers compensation benefits through the Political Subdivision and the Political Subdivision shall not pay for or otherwise provide such coverage for Contractor or any of its agents or employees. Unemployment insurance benefits will be available to Contractor and its employees and agents only if such coverage is made available by Contractor or a third party. Contractor shall pay when due all applicable employment taxes and income taxes and local head taxes incurred pursuant to this Contract. Contractor shall not have authorization, express or implied, to bind the Political Subdivision to any agreement, liability or understanding, except as expressly set forth herein. Contractor shall **(i)** provide and keep in force workers' compensation and unemployment compensation insurance in the amounts required by law, **(ii)** provide proof thereof when requested by the Principal Representative, and **(iii)** be solely responsible for its acts and those of its employees and agents.

E. COMPLIANCE WITH LAW.

Contractor shall strictly comply with all applicable federal, State and local laws, rules, and regulations in effect or hereafter established, including, without limitation, laws applicable to discrimination and unfair employment practices.

F. CHOICE OF LAW.

Colorado law and rules and regulations issued pursuant thereto, shall be applied in the interpretation, execution, and enforcement of this Contract. Any provision included or incorporated herein by reference which conflicts with said laws, rules, and regulations shall be null and void. Any provision incorporated herein by reference which purports to negate this or any other Special Provision in whole or in part shall not be valid or enforceable or available in any action at law, whether by way of complaint, defense, or

otherwise. Any provision rendered null and void by the operation of this provision shall not invalidate the remainder of this Contract, to the extent capable of execution.

G. BINDING ARBITRATION PROHIBITED.

The Political Subdivision does not agree to binding arbitration by any extra-judicial body or person. Any provision to the contrary in this Contract or incorporated herein by reference shall be null and void.

H. SOFTWARE PIRACY PROHIBITION Political Subdivision or other public funds payable under this Contract shall not be used for the acquisition, operation, or maintenance of computer software in violation of federal copyright laws or applicable licensing restrictions. Contractor hereby certifies and warrants that, during the term of this Contract and any extensions, Contractor has and shall maintain in place appropriate systems and controls to prevent such improper use of public funds. If the Political Subdivision determines that Contractor is in violation of this provision, the Political Subdivision may exercise any remedy available at law or in equity or under this Contract, including, without limitation, immediate termination of this Contract and any remedy consistent with federal copyright laws or applicable licensing restrictions.

I. EMPLOYEE FINANCIAL INTEREST/CONFLICT OF INTEREST

The signatories aver that to their knowledge, no employee of the Political Subdivision has any personal or beneficial interest whatsoever in the service or property described in this Contract. Contractor has no interest and shall not acquire any interest, direct or indirect, that would conflict in any manner or degree with the performance of Contractor's services and Contractor shall not employ any person having such known interests.

J. VENDOR OFFSET

The Political Subdivision's Controller may withhold payment for: **(i)** unpaid child support debts or child support arrearages; **(ii)** unpaid balances of tax, accrued interest, or other charges; **(iii)** amounts required to be paid to the Unemployment Compensation Fund; and **(v)** other unpaid debts owing to the Political Subdivision as a result of final agency determination or judicial action.

K. PUBLIC CONTRACTS FOR SERVICES

Contractor certifies, warrants, and agrees that it does not knowingly employ or contract with an illegal alien who will perform work under this Contract and will confirm the employment eligibility of all employees who are newly hired for employment in the United States to perform work under this Contract, through participation in the E-Verify Program established under Pub. L. 104-208 or the State verification program established pursuant to **§8-17.5-102(5)(c), C.R.S.**, Contractor shall not knowingly employ or contract with an illegal alien to perform work under this Contract or enter into a contract with a Subcontractor that fails to certify to Contractor that the Subcontractor shall not knowingly employ or contract with an illegal alien to perform work under this Contract. Contractor **(i)** shall not use E-Verify Program to undertake pre-employment screening of job applicants while this Contract is being performed, **(ii)** shall notify the Subcontractor and the Principal Representative within 3 days if Contractor has actual knowledge that a Subcontractor is employing or contracting with an illegal alien for work under this Contract, **(iii)** shall terminate the subcontract if a Subcontractor does not stop employing or contracting with the illegal alien within 3 days of receiving the notice, and **(iv)** shall comply with reasonable requests made in the course of an investigation, undertaken pursuant to **§8-17.5-102(5), C.R.S.**, by the Colorado Department of Labor and Employment. If Contractor participates in the State program, Contractor shall deliver to the Principal Representative, a written, notarized affirmation, affirming that Contractor has examined the legal work status of such employee, and shall comply with all of the other requirements of the State program. If Contractor fails to comply with any requirement of this provision or **§§8-17.5-101, et seq., C.R.S.**, the Political Subdivision may terminate this Contract for breach and, if so terminated, Contractor shall be liable for damages.

L. PUBLIC CONTRACTS WITH NATURAL PERSONS

Contractor, if a natural person 18 years of age or older, hereby swears and affirms under penalty of perjury that he or she **(i)** is a citizen or otherwise lawfully present in the United States pursuant to federal law, **(ii)** shall comply with the provisions of **§§24-76.5-101, et seq., C.R.S.**, and **(iii)** has produced one form of identification required by **§24-76.5-103, C.R.S.** prior to the Effective Date of this Contract.

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ARTICLE 18. SIGNATURE PAGE

THE PARTIES HERETO HAVE EXECUTED THIS CONTRACT

* Persons signing for Contractor hereby swear and affirm that they are authorized to act on Contractor's behalf and acknowledge that the Political Subdivision is relying on their representations to that effect.

<p>CONTRACTOR Millig, LLC</p> <p>By: Colton Heaps Title: Compliance Director</p> <p>_____</p> <p>*Signature</p> <p>Date: _____</p>	<p>POLITICAL SUBDIVISION Lake County School District R-1</p> <p>Lake County School District Board of Education</p> <p>_____</p> <p>By: Kate Bartlett, Superintendent</p> <p>Date: _____</p>

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Jim Mulcey
MEMO PREPARED BY: Jim Mulcey
INVITED GUESTS: N/A
TIME ALLOTTED ON AGENDA: 15 min
DATE OF MEETING: 4/14/2025
ATTACHMENTS: 1

RE: *Facility Update*, Presentation & Discussion

TOPIC SUMMARY

Background: Board update on Facilities.

Topic for Presentation: Provide the Board an update on the current facilities. See attached slides for content.

Facilities Update

4/14/2025

Consolidation

- Meeting with DPM & HCM to map next steps on 4/21
- Current plan is for changes in the 2026-27 school year
 - 6th grade goes to LCHS
 - 3-4 grades go to LCES
 - 5th grade is organizationally with LCES, but remains in LCIS
- Construction / Preparations
 - LCHS: minor interior work (no estimate)
 - LCIS: refresh of 5th grade rooms (no estimate; \$100K budgeted)
 - Likely limited to flooring, paint, and lighting
 - May also need to address entry control to the building and wings
 - LCES: purchase lunch tables

Consolidation

- LCES Extension
 - On hold pending the sale of enough land to fund construction
 - BOCC still performing due diligence work
 - Seeking representation for McWethy lots
 - Working on lot near the carwash
 - BEST Grant will be necessary to fully fund the project
 - Considering when to apply

LCIS & Pitts

- Current plan to also move CCHS and LCSD DO to LCIS summer of 2026 (could delay)
- Project Dream will also consolidate into LCIS in the summer of 2026
- Future uses for Pitts and future space for Bright Start an ongoing discussion
 - Estimate for Bright Start renovation at LCIS \$1M+
 - Other options and future vision for Pitts
 - Community uses and partnerships at LCIS and/or Pitts?
 - Lots of moving parts

Federico Field

- We are considering applying for a grant to help fund laying sod at Federico Field
 - It requires us to have matching funds
 - We have identified more than half of the match (activity funds, pledge from Lifetime)
 - Require an additional \$30K pledge
 - Should also increase recurring budget to maintain the field (\$20-40K)

Other Projects

- Released RFP for Asphalt Parking lot Sealing at LCES this summer
- Investigating replacing doors at LCHS gym
- Working door issues at LCHS (main entrance and doors near library)
- Replacing 5 doors at the bus barn
- Scheduling gym floor refinish for LCHS & LCES in December
- LCES Roof continues to have problems with leaks
 - Working with building rep & GC for remedies

Other Considerations

- If we are going to remain in LCIS, we may want to consider investing in the facility
 - Complete parking lot replacement
 - Fix the brickwork near the library
 - Build a stairway between the upper and lower lots

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Jim Mulcey
MEMO PREPARED BY: Jim Mulcey
INVITED GUESTS: N/A
TIME ALLOTTED ON AGENDA: 20 min
DATE OF MEETING: 4/14/2025
ATTACHMENTS: 1

RE: *Healthcare*, Presentation & Discussion

TOPIC SUMMARY

Background: The District has been transferring funds in order to cover healthcare costs. This hides the true cost of district healthcare.

Topic for Presentation: Provide the Board an update on current and proposed changes to the healthcare Tiers and Plans offered to District employees. See attached slides for content.

District Healthcare

4/14/2025

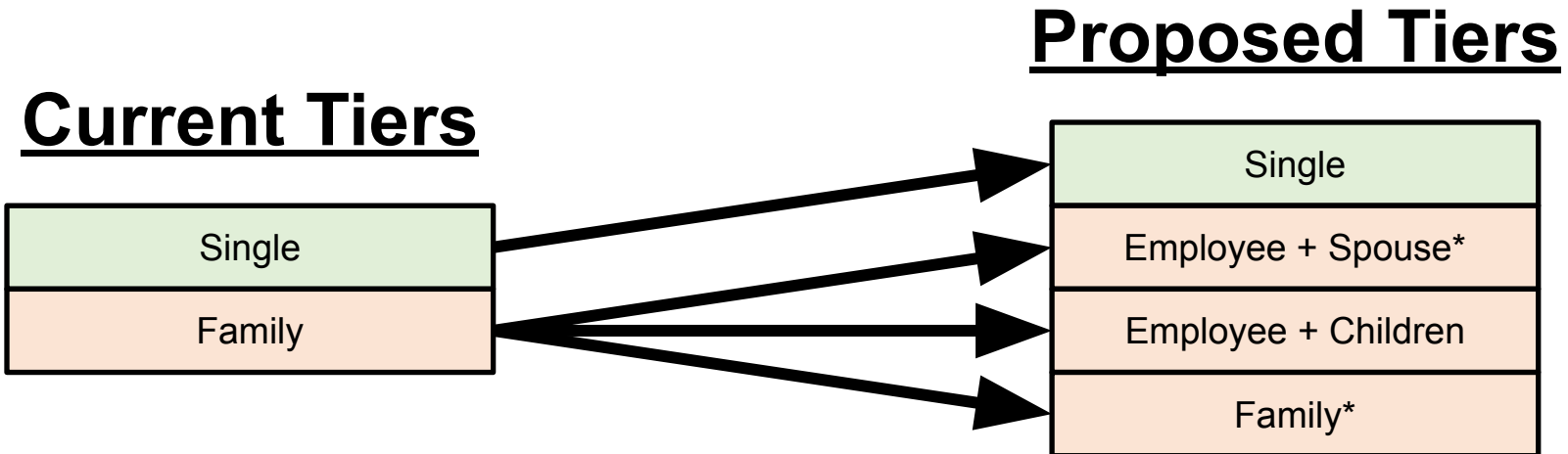
Healthcare Tradeoffs

- Subsidies to healthcare come at the expense of salaries
 - To what degree does the BoE value subsidizing healthcare at the expense of salaries?
 - To what degree does the BoE value subsidizing employees versus subsidizing non-employees (i.e., dependents)?
- Putting more money in Healthcare means lower salaries
 - Makes it harder to compete for new staff
 - Provides no benefits to ~1/3 of our staff who don't take our health insurance

Healthcare Big Picture

- LCSD offers Self-Insurance (i.e., we are the insurance company)
 - We have ~125 Members
 - 100-150 members is the lower bound for a viable self-insurance pool
 - Higher Variability (i.e., Risk)
 - If we drop below 100, we may need to move to fully insured insurance plans (less risk, higher cost)

Healthcare Structure



* Sub-Tiers for Dual Employees

Healthcare Structure

Current Plans

Plan	Deductible	Max Out of Pocket
EPO3	\$0	\$5,000 Individual / \$10,000 Family
PPO4	\$1,500 Individual / \$4,500 Family	\$4,000 Individual / \$8,000 Family
PPO5	\$2,500 Individual / \$7,500 Family	\$4,500 Individual / \$9,000 Family

Proposed Plans

Plan (working names)	Deductible	Max Out of Pocket
PPO1	\$1,000 Individual / \$2,000 Family	\$3,000 Individual / \$6,000 Family
PPO2	\$2,000 Individual / \$4,000 Family	\$4,500 Individual / \$9,000 Family
PPO3	\$3,000 Individual / \$6,000 Family	\$6,000 Individual / \$12,000 Family

Summary

- District healthcare rates should mirror the District's values
- Zero-sum nature of the Tradeoff

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Kate Bartlett
MEMO PREPARED BY: Kate Bartlett
INVITED GUESTS: N/A
TIME ALLOTTED ON AGENDA: 10 min
DATE OF MEETING: 4/14/2025
ATTACHMENTS: 1

RE: *Strategic Planning Vendor Selection*, Discussion

TOPIC SUMMARY

Background: LCSD received eight proposals from vendors to lead our district strategic planning work. The selection committee chose three vendors to interview, and completed a scoring rubric aligned to the Request for Proposal for each.

Topic for Presentation: The selection committee (Kate Bartlett, Grayson Cooper and Melissa Earley) selected Spark & Compass as our preferred vendor. Their proposal is attached. Staff will give a quick update on next steps.

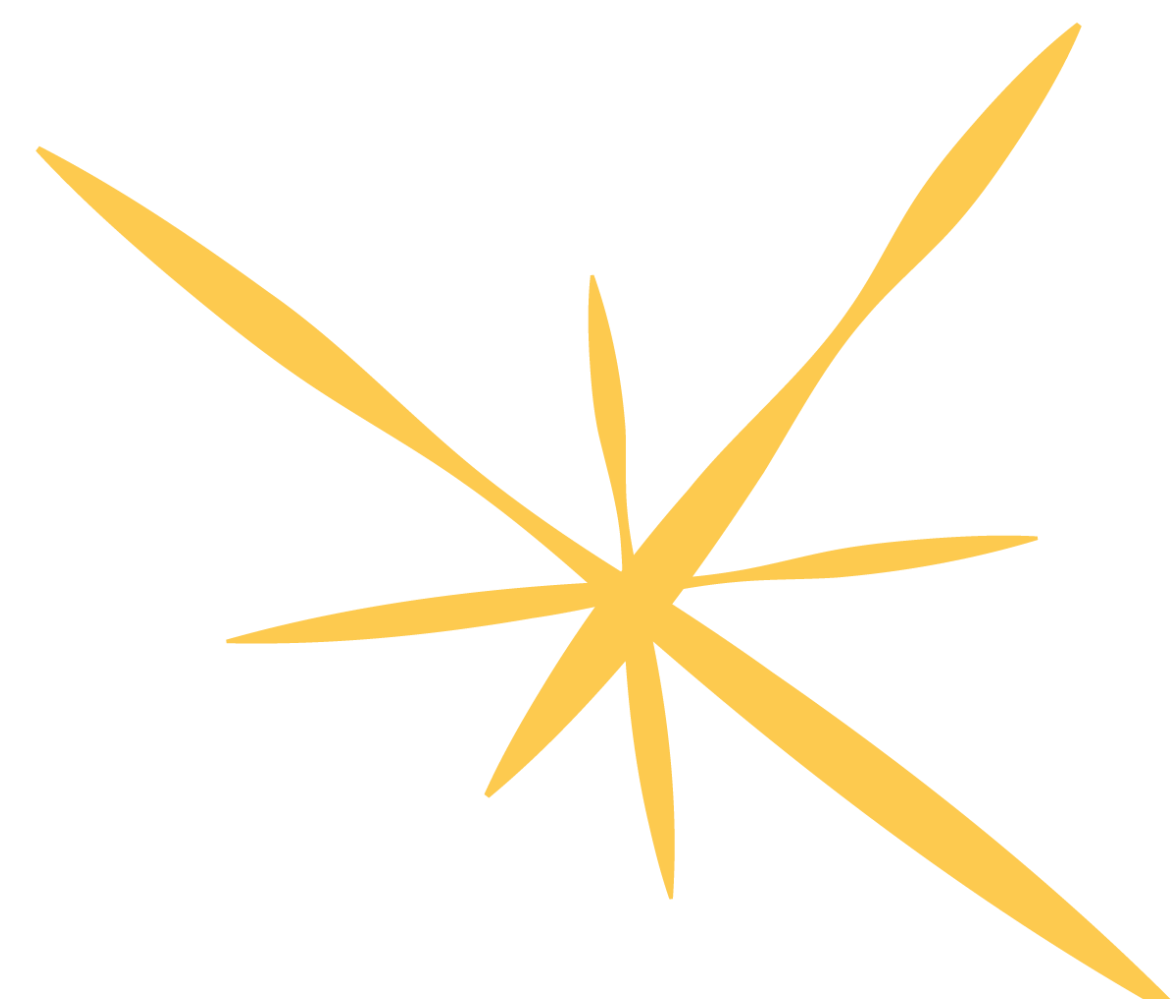
Lake County School District Strategic Planning Proposal

March 14, 2025



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- 01** Executive Summary
- 02** Organization Qualifications
- 04** Project Team
- 05** Project Approach and Methodology
- 15** Project Timeline
- 16** Budget
- 18** References Clients



Executive Summary

Spark & Compass Consulting is pleased to submit this proposal in response to Lake County School District's (LCSD) Request for Proposal for Strategic Planning Services. Our firm is dedicated to supporting school districts and nonprofit organizations through expert facilitation, strategic planning, and leadership development.

Experience in Education & Leadership

Our team brings over 75 years of combined experience in supporting public education organizations and school districts across Colorado. This deep understanding of educational governance, policy, and leadership uniquely positions us to guide LCSD through a collaborative and impactful strategic planning process.

- **Diverse Leadership Roles** – Our team members have held superintendent, BOCES director, and governance leadership roles, allowing us to navigate both the operational and strategic needs of school districts.
- **Statewide & Rural Experience** – With work spanning urban and rural districts across Colorado, we understand the specific challenges and opportunities school districts face in varied communities.
- **Certified & Credentialed Experts** – Our team includes a Governance Systems Professional (GSP), a certified instructor in Balanced Leadership, and a Prosci-certified change management professional — ensuring both technical expertise and leadership insight.

Success in Facilitating Strategic Planning for School Districts

Our approach to strategic planning is deeply research-based and stakeholder-driven, ensuring that the plan reflects the priorities of LCSD while positioning the District for future success.

- **Proven Facilitation & Collaboration** – We specialize in engaging mixed stakeholder groups — from superintendents and board members to educators, students, and representative community members — to build consensus and create actionable, mission-driven plans.
- **Past Successes in Education** – We have successfully designed and led strategic planning processes for school districts and education nonprofits across Colorado, resulting in increased stakeholder engagement, improved governance structures, and enhanced student outcomes.
- **Custom-Tailored to LCSD's Needs** – Our proposed process aligns directly with LCSD's mission, ensuring that collaboration, resource-sharing, and continuous improvement are prioritized.

Strategic Planning Process & Benefits to LCSD

Our structured yet flexible strategic planning model ensures that LCSD gains a clear, actionable roadmap that aligns with the needs of students, educators, and the broader community, fostering collaboration and strengthening the District's long-term success.

- **Four-Phase Process Designed for Long-Term Impact:**
 - *Planning & Design* – Laying a foundation with data gathering, stakeholder input, and governance alignment.
 - *Engagement* – Conducting extensive stakeholder outreach, including interviews, focus groups, and surveys.
 - *Strategic Direction* – Developing a shared vision, core values, mission refinement, and strategic priorities.
 - *Implementation* – Creating an actionable roadmap with clear milestones, ownership, and evaluation processes.
- **Stakeholder-Driven Approach** – Our model ensures that LCSD's leadership, educators, and community members actively shape the plan, leading to greater buy-in and sustained success.
- **Governance-Aligned & Data-Driven** – We integrate policy governance principles, stakeholder insights, and best practices in district leadership to ensure measurable, mission-aligned outcomes.

Executive Summary

Why Spark & Compass Consulting?

We don't just create strategic plans — we ensure they are implemented effectively and become living documents that drive continuous improvement.

- **Education-Focused Expertise** – Unlike general consulting firms, our team specializes in education governance and district leadership, providing deep contextual knowledge of Colorado's public school system.
- **Commitment to Practical Implementation** – We go beyond strategy to ensure that the plan is actionable, achievable, and measurable — supporting LCSD from plan development to execution.
- **Ongoing Support & Relationship Building** – Our approach is not transactional; we are partners in progress, ensuring LCSD has the tools and capacity to sustain strategic initiatives beyond the planning process.

Organization Qualifications

History & Experience in PK-12 School Districts

Spark & Compass Consulting was founded by experienced education leaders with a deep commitment to supporting public school districts across Colorado. Our team brings over 75 years of combined experience in strategic planning, district leadership, and governance facilitation. We specialize in guiding school districts through research-based, stakeholder-driven strategic planning processes that drive meaningful and measurable outcomes.

Our consultants have held leadership positions as superintendents, BOCES directors, and governance experts, equipping us with an in-depth understanding of the unique challenges and opportunities that PK-12 districts face. We have successfully facilitated strategic planning processes in urban, suburban, and rural settings, ensuring that each district's plan is tailored to its community's specific needs.

We recognize the critical role of access to education and participatory engagement in district planning. Our work prioritizes engaging varied stakeholders, including students, families, staff, and community leaders, to develop a shared vision that reflects the needs of the entire school community.

Expertise in Strategic Planning

Our strategic planning methodology is rooted in:

- **Participatory Stakeholder Engagement** – We ensure broad participation from students, families, staff, board members, and community members, using diverse engagement strategies such as surveys, focus groups, and facilitated workshops. Materials are translated into Spanish and engagement opportunities are intentionally designed to engage immigrant and non-English-speaking stakeholders.
- **Data-Driven Decision Making** – We conduct thorough environmental scans, analyzing key performance data, demographic trends, and access indicators to inform goal setting and strategic priorities.
- **Actionable & Measurable Outcomes** – We create strategic plans with clear goals, aligned action steps, and progress monitoring systems to ensure successful implementation and continuous improvement.
- **Governance & Policy Alignment** – We ensure strategic plans align with board policies, accreditation requirements, and state education priorities.

Organization Qualifications

Relevant Case Studies & Experience

Case Study 1: Burlington School District RE-6J

Students: 742
Multilingual Learner: 22% Minority: 48%
Free and Reduced Lunch: 63% Migrant: 6%



Burlington School District RE-6J

Challenge: The district sought a strategic plan that addressed elevating academic rigor, ensuring consistent and transparent communication, enhancing support for whole child development, and effectively engaging community and the stakeholders.

Approach: Our team facilitated a community-driven strategic planning process, engaging a wide range of stakeholders, including multilingual learners and families with different backgrounds. We conducted bilingual focus groups and developed an actionable roadmap that prioritized addressing the environmental scan findings ([executive summary](#) and [full report](#)).

Outcome: The District is launching its strategic plan with initiatives targeted over the next five years that are focused on supporting and empowering student potential, pursuing academic excellence, and enhancing community connections. The District is also launching a Portrait of a Learner program that outlines the knowledge, attitudes, and skills that a student should develop. It serves as a roadmap for what students should know, be able to do, and care about throughout their educational journey in the Burlington School District. Both the strategic plan and the Portrait of a Learner have scorecards to promote transparency and accountability to the community over the five-year implementation of the work.

Case Study 2: Strasburg 31J Board of Education

Students: 1,180
Multilingual Learner: 17% Minority: 44%
Free and Reduced Lunch: 41% Migrant: 0.3%



Strasburg School District 31J

Challenge: The District faced challenges in offering limited educational resources and opportunities, supporting students and their well-being, and managing infrastructure and growth.

Approach: We led a comprehensive community-driven strategic planning process, including community-wide listening sessions, interviews, and suveys that resulted in an [environmental assessment](#) that identified core challenges and opportunities for the District.

Outcome: The resulting strategic plan included clear priorities for ensuring prepared, engaged, and supported students, valuing, empowering, and inspiring staff, and optimizing their collective vision through partnerships. Their work is being tracked through a [scorecard](#). The Strategic Planning Committee also created a [Profile of a Learner](#). The District has since implemented strategic budgeting to align its work with the strategic directions identified through its plan.

Our work consistently centers on **ensuring that students from all backgrounds have access to high-quality education**. By integrating stakeholder voices, leveraging data, and aligning governance structures, we help districts build strategic plans that drive sustainable and impactful improvements.

Project Team

Our consultants will support LCSD with their extensive knowledge of school district operations, accomplished facilitation, communication skills, and relationship-building expertise. With broad work across Colorado, we bring a wealth of local and state-wide best practices to develop a successful strategic planning process.

Our team is skilled in several key areas that will benefit LCSD, including:

- **Proven facilitation and collaboration resulting in community-driven strategic plans**
- **Accomplished communication strategy development**
- **Recognizing the value of local education**
- **Expertise in governance and policy alignment**
- **Skilled project management and stakeholder engagement**



Susan Meek

Susan has nearly three decades of experience in nonprofits, government, and private industry with a primary focus on operations, communications, and governance in the education sector in Colorado. She is accredited as a Governance Systems Professional (GSP) and received her MBA in Business Economics and Public Policy from George Washington University.



Bret Miles

Bret is a career-long public educator with three decades of experience. Most of Bret's career has been in rural Colorado serving as a teacher, principal, superintendent, BOCES Director, and as a statewide association leader. Bret is a certified instructor for Balanced Leadership and Classroom Instruction that Works, holds a Master's in Education from Regis University, and lives in Holyoke.



Cheri Wrench

Cheri is a visionary, bilingual education executive certified in Prosci change management with 20+ years' experience in K-12 education and 6+ years' experience in consulting. Cheri grew up in Colorado's public education system and is a product of both the urban and rural schools she attended across Colorado. She holds a Distinguished Principal Certificate of Completion from the Relay Graduate School of Education.

Collective Benefit – Our Competitive Advantage

The District will experience five distinct benefits from our research-based strategic planning process. The **strategic planning process** will allow the District to adapt to the ever changing public education landscape. This process will bring together stakeholders with expertise and a stake in the success of the school district to tackle problems, address opportunities, define new directions, and monitor their progress along the way.

When people participate in the strategic planning process, they are more likely to demonstrate a **greater commitment** to the plans, because the plans reflect their own thinking and the group has developed consensus. The District will be more equipped to carry out the Strategic Plan since they participated in shaping them, which allows them to better understand the needs, the goals, and their own responsibilities for accomplishing the desired outcomes.

Collective Benefit – Our Competitive Advantage

Involvement of an intentionally varied group of participants generates new insights into problems and encourages a fresh look at opportunities. Bringing varied and representative backgrounds to a planning task can often result in breakthrough *innovative* strategies by challenging traditional assumptions and defining new possibilities.

The team building effects of participating in the strategic planning process extend well beyond the process and create a *common framework* for decision-making, communication, and problem solving for the future success of the District.

The least tangible and longest-term benefit is the *optimism and responsibility* that are a direct result of people participating in the strategic planning process. They will feel a sense of ownership and responsibility to take action when they see a problem or opportunity, rather than assume it is someone else’s responsibility.

Project Approach & Methodology

We utilize the Technology of Participation (ToP) facilitation methods developed by The Institute of Cultural Affairs (ICA), a global leader with over five decades of experience in fostering positive change in organizations and communities. These methods, developed through extensive global action-research, are specifically designed to enhance group decision-making and collaborative governance, making them ideal for developing a strategic plan that will guide the District and its community in addressing key priorities, fostering collaboration, and advancing educational goals across the District.

Given the scope of work and the specific outcomes desired for this project, we believe we have the unique capabilities to ensure its success. Spark & Compass Consulting comprises experienced and well-respected consultants with a deep commitment to education at both the state and local levels. We have consistently delivered high-value results to school districts and nonprofits across Colorado, and we are well-prepared to support the District in this critical initiative. Our team brings several key strengths that are essential to the success of this project:



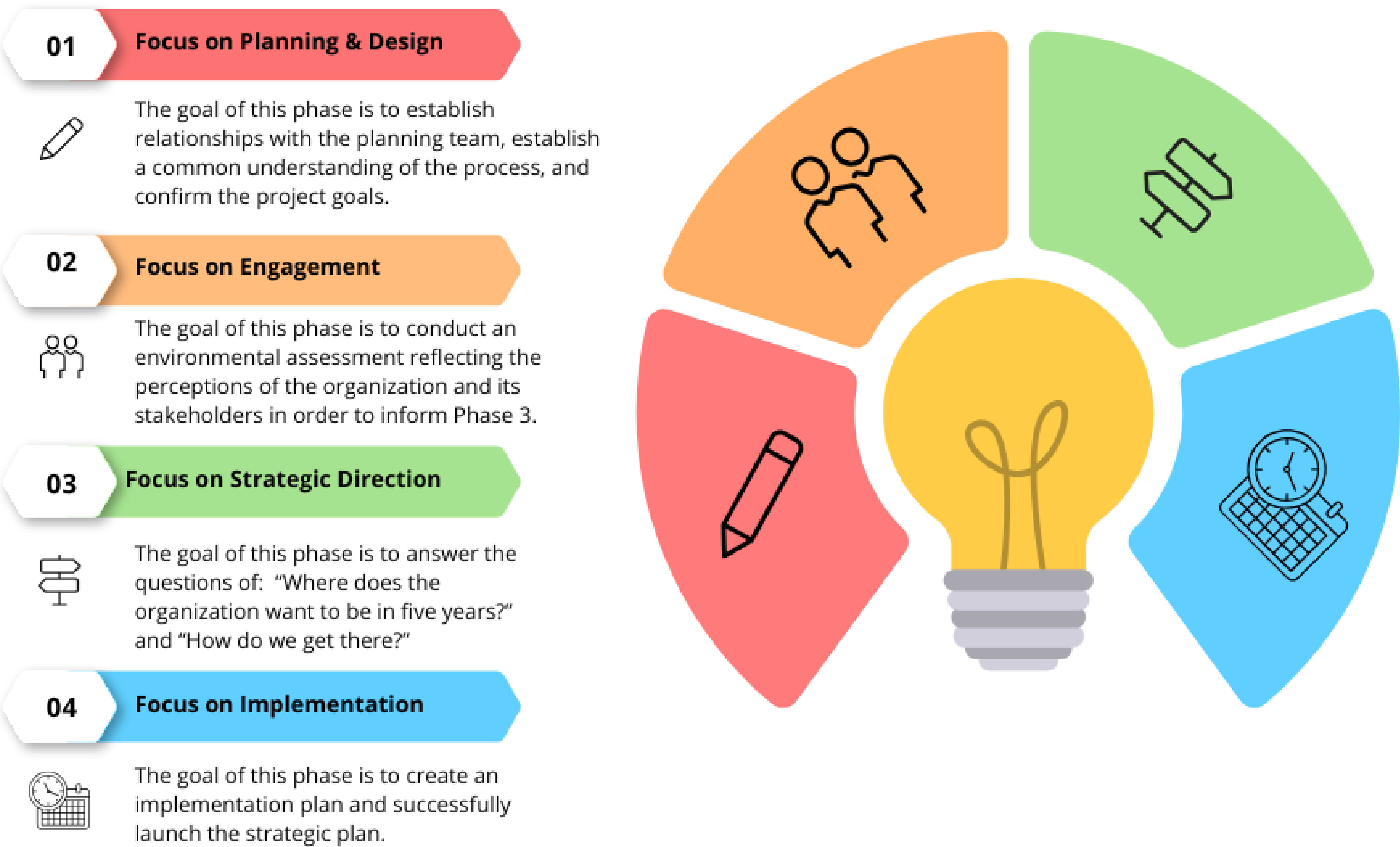
If you want to go fast, go alone. If you want to go far, go together.
— African Proverb

- **Proven facilitation and collaboration.** Our team excels in fostering genuine participation, ensuring that diverse perspectives are recognized, valued, and integrated into a cohesive strategic vision. We utilize structured facilitation methods to engage District leadership, staff, students and community stakeholders through a mix of in-person and virtual meetings. Our approach prioritizes open dialogue, stakeholder ownership, and collaborative problem-solving to drive long-term commitment and meaningful outcomes. We systematically identify, recruit, gather and synthesize input from students, staff, families, and the community, ensuring that key priorities and challenges are thoroughly analyzed. Throughout the project, we will maintain frequent communication with the District to refine and align strategies, ensuring that our facilitation remains responsive, data-informed, and tailored to the District’s evolving needs.
- **Expertise in assessment and analysis.** Our team takes a data-driven and stakeholder-informed approach to evaluating the District’s current organizational goals, strategies, and challenges. We conduct a thorough review of existing priorities, operational frameworks, and resource-sharing opportunities in collaboration with the school district's business experts to identify areas for growth and improvement. Specific strategies for improving operational efficiencies could include budget alignment, staffing optimization, and resource allocation strategies. Through quantitative data analysis and qualitative insights from stakeholder engagement, we pinpoint trends, strengths, and barriers impacting the District and community. By applying research-based frameworks, we ensure that all findings are synthesized into clear, actionable insights that inform decision-making. Our structured approach ensures that the Strategic Plan is grounded in evidence, aligned with stakeholder needs, and positioned to drive meaningful progress across the District.
- **Collaboratively-driven strategic plan development.** Our team specializes in crafting clear, actionable, and future-focused strategic plans that align with the District’s mission and the needs of its community. We facilitate a collaborative planning process to define a shared practical vision, mission, core values / beliefs, and strategic directions that reflect stakeholder input and emerging educational trends. By integrating data-driven insights and stakeholder feedback, we establish measurable objectives, key initiatives, and performance indicators that provide a roadmap for sustainable progress. Our approach ensures that the strategic plan is comprehensive, adaptable, and designed for successful implementation, empowering the District to foster collaboration, enhance resource-sharing, and drive educational excellence across all schools.
- **Crafting an actionable implementation roadmap.** A strategic plan is only as effective as its execution, which is why we develop a detailed, actionable roadmap to guide the District in translating strategy into measurable progress. Our team works collaboratively to define clear timelines, roles, responsibilities, and resource requirements to ensure smooth implementation. We incorporate milestones, success metrics, and accountability measures that allow for ongoing evaluation and course correction as needed. Additionally, we provide recommendations for regular progress monitoring, reporting structures, and adaptive strategies to keep the plan responsive to evolving needs. By focusing on practical, achievable steps, we ensure that the District’s strategic vision leads to sustainable, high-impact results across the District.
- **Accomplished at communication strategy.** Effective communication is vital to the success of a strategic planning project, particularly in optimizing the sharing of ideas, suggestions, and recommendations. Our consultants are experts in developing communication strategies that facilitate the clear and accurate collection and synthesis of stakeholder input. We ensure that the ideas and feedback gathered during each phase of the planning are communicated effectively and synthesized into usable data, with a strong focus on identifying prominent themes and actionable insights.

Strategic Planning Process

Our strategic planning model provides a framework for decision-making that builds upon the shared vision and values held by the organization’s stakeholders. Our strategic planning process empowers leaders with critical information and strategies to bring decisions into focus.

This project will be organized into the four phases, as detailed below. The methodology provides structure to execute the activities and develop the deliverables for the project, to keep the project on track and moving ahead. The Scope of Work section of this proposal includes further details about each phase of the strategic planning process, including deliverables and responsibilities of our consultants and the District.



Good process leads to good outcomes.
— Unknown



Scope of Work

Phase 1: FOCUS ON PLANNING AND DESIGN



The planning and design phase sets the stage for an effective strategic planning process. The goal of this phase is to establish relationships with the entire project team, establish a common understanding of the approach, and confirm the project goals. The result of this initial phase is a baseline for a successful project.

Our team will work with District staff to gather, review, and agree upon a variety of data points to be included in the process, such as:

- Academic performance trends among student groups and schools
- Student behavior, discipline, emotional wellness, and attendance
- Current programs and services
- Staffing patterns and trends for teaching, leadership, and support staff
- Engagement strategies for targeted outreach, such as those for non-English-speaking stakeholders, such as bilingual surveys and interpreters
- If applicable, performance on the previous strategic plan, including areas of operational functioning

Other areas of focus during this phase include confirming the targeted stakeholders and methods to use for engagement, identifying members of the Strategic Planning Committee, creating the timeline with milestones, and developing a strategic communications plan.

Role of Consultants

- Prepare and facilitate project kick-off meeting.
- Develop a stakeholder survey and provide a link to the District.
- Facilitate, gather, and analyze data for trends and gaps, in collaboration with District leadership.
- Develop Project Plan.
- Develop Strategic Communications Plan, including but not limited to, drafts of invitation letters and social media posts for interviews, stakeholder focus groups, as well as drafts of notices and social media posts for stakeholders regarding the online survey.
- Prepare and facilitate project check-in meetings.
- Provide progress updates to the Superintendent and Board.

Role of the District

- Participate in a kick-off meeting where consultants will provide an overview of the process and begin the work of relationship-building and collaborating on the project.
- Extract and compile all necessary data to complete an environmental analysis.
- Participate in various check-in meetings to review and provide feedback on targeted stakeholder interviews / focus groups and methods for engagement, stakeholder survey and distribution plan, and a data review to inform the strategic planning process.
- Distribute the link to the stakeholder survey through email, social media, websites, automated text messaging, and distribution through other community organizations.
- Review and approve the Project Plan and Strategic Communications Plan, including the scope of work, timelines, roles and responsibilities, and resource management.

Deliverables

- Project Plan
- Strategic Communications Plan, including outreach to engage immigrant and non-English-speaking stakeholders
- Kick-off Meeting
- Progress Updates

Scope of Work



Phase 2: FOCUS ON ENGAGEMENT

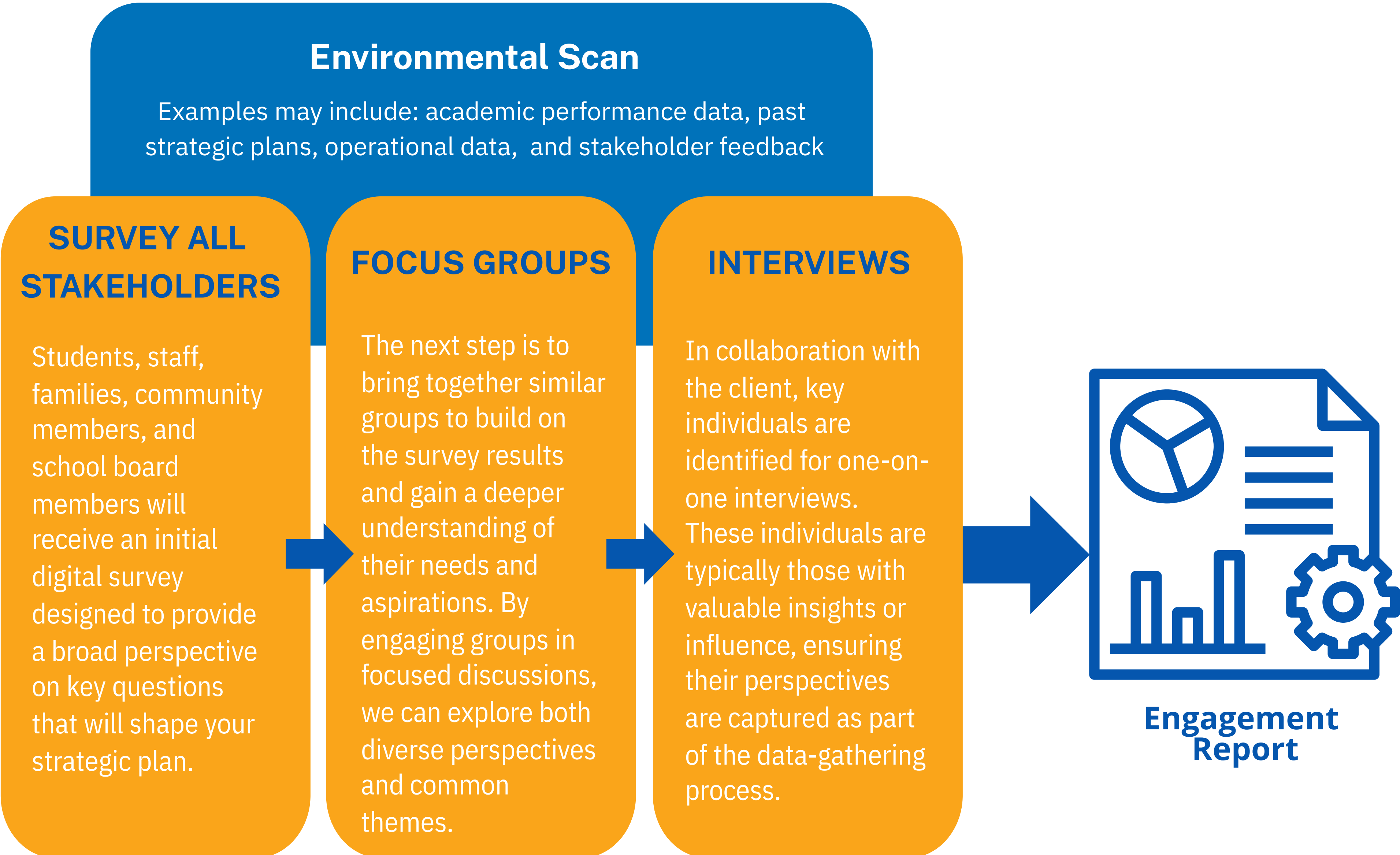
The engagement phase launches the external work based upon the Project Plan. Our goal of the engagement phase is to develop an environmental assessment reflecting the perceptions of the District and its stakeholders in order to inform the strategic decisions phase. The environmental scan is an assessment tool to prepare the Strategic Planning Committee to conduct its work and make significant decisions. A scan enables the team to reach an appropriate level of knowledge of the whole “big picture” surrounding their work and to educate each other as they combine perspectives to create the holistic picture.

Based on the targeted stakeholders and the engagement methods for each group, we will commence the interviews, focus groups, and launch surveys. Typically, we recommend 30-minute interviews or 60-minute focus groups by targeted stakeholder groups. We develop and execute an interview protocol document to guide the interviews and focus groups in an efficient, effective format to maximize the time of each stakeholder engagement.

To ensure broad participation, we include:

- **Translated Surveys and Materials:** Ensuring immigrant families can access information in their preferred language.
- **Bilingual Facilitators for Focus Groups and Interviews:** Dedicated facilitators to ensure welcoming participation.
- **Community-Based Meeting Locations:** Conducting focus groups in locations familiar to non-English-speaking stakeholders.
- **Expanded Communication Strategy:** Using culturally relevant communication channels to engage community members representative of the entire community.

These enhancements will ensure that all members of the LCSD community, regardless of language background, have meaningful opportunities to contribute to the strategic planning process.



Scope of Work

Phase 2: FOCUS ON ENGAGEMENT



Role of Consultants

- Launch stakeholder survey.
- Prepare and conduct targeted focus groups with students.
- Prepare and conduct targeted focus groups with families.
- Prepare and conduct targeted focus groups with staff.
- Prepare and conduct targeted focus groups with community members.
- Attend regularly scheduled meetings (as identified in Project Plan) with targeted stakeholders.
- Facilitate, gather, and analyze data from the stakeholder survey and all targeted stakeholder groups — identify key themes and root causes.
- Write the Engagement Report.
- Provide progress updates to the Superintendent and Board.
- Implement and update the Strategic Communications Plan, as needed.

Role of the District

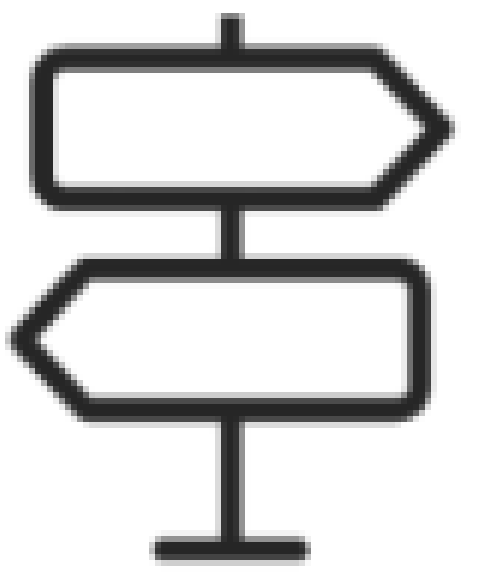
- Identification of and introductions to interviewees including: district leaders, community leaders, and Board members.
- Identification of and invitation to all targeted stakeholder group participants.
- Assist with arranging the locations and logistics (meeting space, announcements, child care, translation, food, drinks, etc.) for targeted stakeholder groups, when held in-person.
- Review and approve Engagement Report, including environmental assessment data and trend analysis, with consultants.
- Communication of strategic planning progress to stakeholders based on approved Strategic Communications Plan.

Deliverables

- Stakeholder Survey in English and Spanish
- Virtual & In-person Interviews / Focus Groups, including bilingual options
- Engagement Report , including an Executive Summary in English and Spanish
 - Interview protocol document
 - Environmental assessment conducted by combining various scanning techniques used with targeted stakeholder groups, such as extended SWOT analysis (strengths, weaknesses, opportunities, and threats) and cooperative studies of data
 - Summarize key themes and root causes
- Progress Updates

Scope of Work

Phase 3: FOCUS ON STRATEGIC DIRECTION



The strategic direction phase will leverage the work conducted during the prior phases with a goal of answering the primary strategic planning questions of *“Where does the District want to be in five years?”* and *“How do we get there?”* The Strategic Planning Committee will meet over two full-day sessions to focus on:

Day 1

- Create Core Values and Beliefs
- Develop Student Success Profile
- Review Mission

Day 2

- Develop a Practical Vision
- Identify Blocks and Barriers
- Craft Strategic Directions

The culmination of this work will result in a draft Strategic Plan that defines the desired future state of the District based on considerable research, extensive input from a variety of stakeholders, and consensus on the mission of the District.

CORE VALUES AND BELIEFS

Our goal is to lead a consensus building process with the Strategic Planning Committee resulting in core values / beliefs for the District that will drive positive school culture and student success. Core values / beliefs identify what is most important in a school district and how stakeholders will work together to accomplish their goals. Core values / beliefs support the practical vision and shape the culture, and are part of the strategic framework. Our approach will take into account the results of the environmental scan and data collection. The core values / beliefs answer the question: *“What values and beliefs are central to delivering educational services in the District?”*

STUDENT SUCCESS PROFILE

A Student Success Profile is unique to each district and details what a district believes their students should embody and exemplify by graduation. This Profile is a great way to align the District’s strategic plan to their collective vision for student success. With this Student Success Profile, your community is taking a strong stance on what it means for your students to be college, career, and life ready. You are also reinforcing your commitment to supporting the whole child in a way that goes beyond test scores. Our consultants will work with the District to identify the scope of work and deliverables for creating Lake County’s Student Success Profile, which answers the question: *“What characteristics do we want to commit to valuing and teaching within the District?”*

MISSION REVIEW

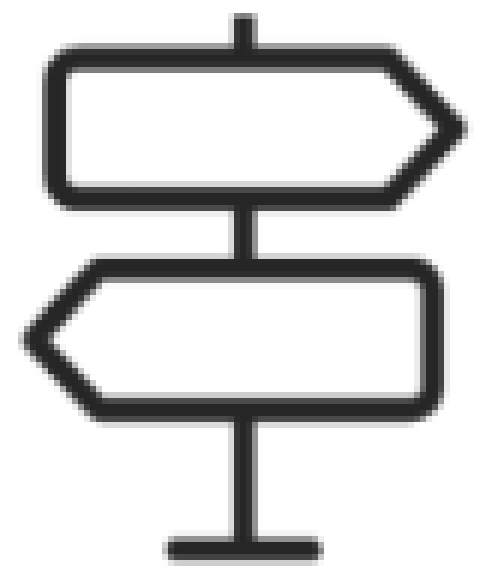
Our goal is to identify whether the current mission statement of the District is in alignment with the core values, beliefs, and elements identified in the Student Success Profile. Utilizing the feedback from the survey, interviews, focus groups, and collective wisdom of our representative Committee, a review of the current mission statement will be conducted for the Board’s consideration. The Mission Review will answer the question: *“What changes, if any, are recommended to the District mission statement in order to reflect the values, beliefs, and Student Success Profile elements identified?”*

PRACTICAL VISION

Day two will start with building a practical vision that identifies the community’s hopes and dreams for the District. The Strategic Planning Committee will utilize the Engagement Report’s findings to create a shared, practical, intentional, and inspiring vision for the school district that answers the question: *“What do we want to see in place in 3-5 years as a result of our actions?”*

Scope of Work

Phase 3: FOCUS ON STRATEGIC DIRECTION



IDENTIFICATION OF BLOCKS & BARRIERS

Our next goal is to answer the question *“What is blocking us from moving toward our vision?”* in order to identify underlying contradictions in the current reality. By identifying contradictions to the newly crafted practical vision and values / beliefs, and the affirmed District mission, we will be better able to identify strategic directions that will open the doorway to the desired future. Understanding contradictions requires an impartial, yet informed analysis, and our consultants will guide the Committee through this process.

CREATION OF STRATEGIC DIRECTIONS

Our final goal is to enable the Strategic Planning Committee to create clearly focused, yet innovative and empowering strategic directions that set the course for the District’s success. Strategic directions funnel the countless things that can be done into innovative, yet practical, courses of action or programs that serve as a framework to help the District steer its efforts toward its vision of *“Where does the District want to be in five years?”* and answer the question of *“How do we get there?”*

The two full-day process takes the Strategic Planning Committee through a research-based facilitation methodology resulting in well-crafted strategic directions developed through shared ownership and commitment, with clarity to move the District forward. Strategic thinking requires a variety of thinking styles — intuition, wisdom, bold and conservative thinking, creativity, and rationality. Our trained facilitators will bring out these thinking styles during the meetings.

Role of Consultants

- Prepare and Facilitate Strategic Planning Committee Day 1.
- Prepare and Facilitate Strategic Planning Committee Day 2.
- Create a framework for the strategic directions.
- Implement and update the Strategic Communications Plan, as needed.

Role of the District

- Assist with arranging the locations and logistics (meeting space, announcements, child care, translation, food, drinks, etc.) for Strategic Planning Committee meetings, when held in-person.
- Participate in Strategic Planning Committee sessions.
- Communicate strategic planning progress to stakeholders based on approved Strategic Communications Plan.

Deliverables

- 2 Full-Day In-person Meeting
- Core Values & Beliefs
- Student Success Profile
- Mission Review
- Practical Vision
- Blocks & Barriers
- Strategic Directions
- Progress Updates



Scope of Work

Phase 4: FOCUS ON IMPLEMENTATION



The focus on implementation phase will center around working with Champion Teams, consisting of District staff who will oversee each strategic direction, reconvening the Strategic Planning Committee to affirm the work of the Champion Teams, and launching the Strategic Plan. Our goal of this phase is to complete the strategic planning process and successfully launch the plan.

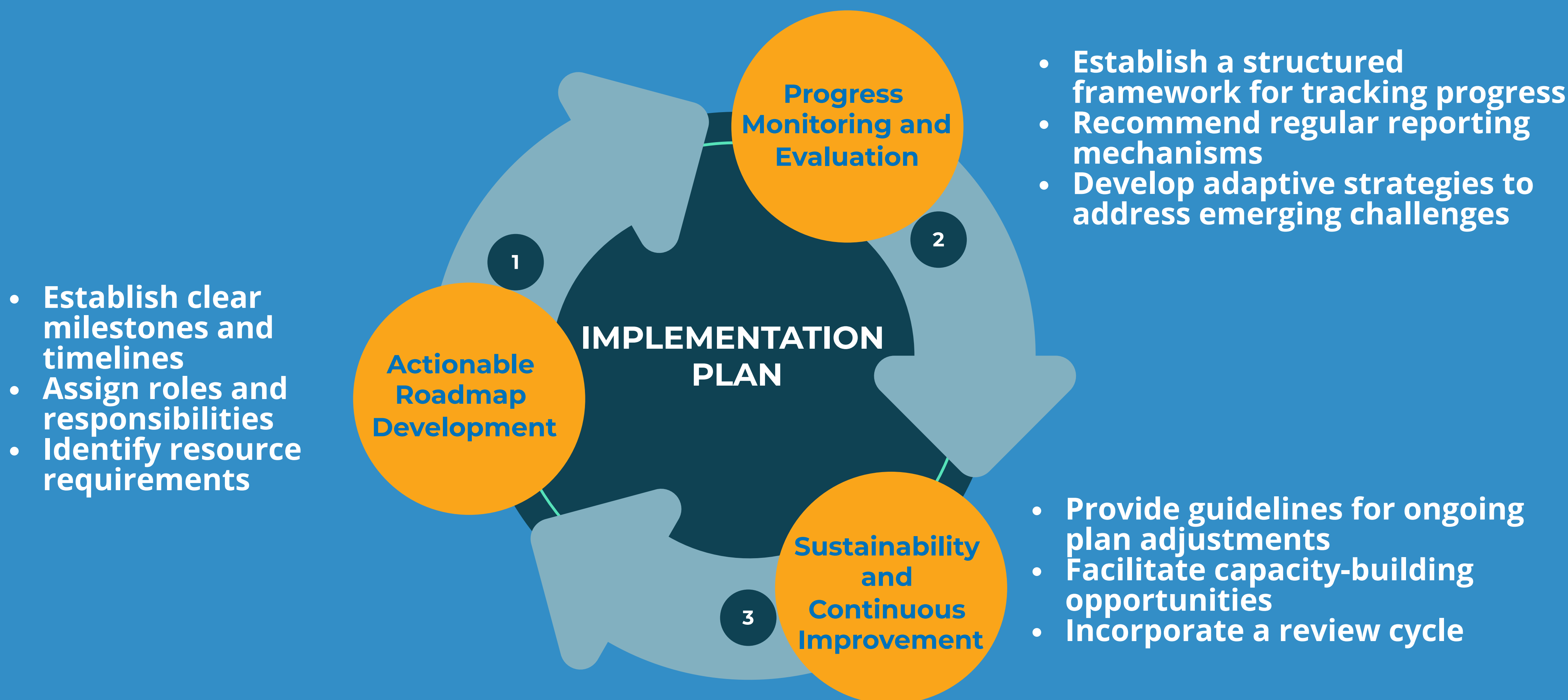
CHAMPION TEAMS

Our consultants will work virtually with each Champion Team who have expertise, skills, and interest in their identified strategic direction area. Each Champion Team will develop the goals, objectives, and action items for their strategic direction to be included in the final Strategic Plan. Details, including strategies, timelines, metrics, responsible parties, and resources that align with the fiscal planning budget, will be identified.

The purpose of the Implementation Plan is to decide exactly what needs to happen in the next twelve months to build momentum behind the strategic plan. In this phase, the Champion Teams move from analyzing and thinking about all of the creative strategies to making decisions about what will be done. Since not everything can be done at once, the Champion Teams will focus and prioritize for each strategic direction.

To ensure the effective execution of the strategic plan, we will develop a detailed Implementation Plan.

Our consultants are well-versed in working virtually with school districts and boards on developing strategic plans that bring strategies into reality and provide detailed monitoring and evaluation reports. Collectively, our team has facilitated and managed over 100 projects keeping them on-time and on-budget. We will work with the Champion Teams to design a successful plan to launch the work under each strategic direction identified.



Scope of Work

Phase 4: FOCUS ON IMPLEMENTATION



LAUNCH STRATEGY

The Strategic Planning Committee will meet for a final session to review the goals, objectives, and action items in the Implementation Plan completed by the Champion Teams. Our goal is to have the Strategic Planning Committee provide any final input on the details to be incorporated into the final Strategic Plan and to assist with the development of a launch strategy to include members of the Committee.

The result of the Champion Teams and Strategic Planning Committee work will culminate with the final Strategic Plan and Implementation Plan, including guidelines for resource allocation and the launch strategy.

Role of Consultants

- Prepare and facilitate virtual meetings with the Champion Teams to provide guidance for the development of the Implementation Plan (including priorities, goals, timelines, metrics, responsible parties, and resources that align with the fiscal planning budget).
- Draft Implementation Plan including priorities, goals, timelines, metrics, persons responsible, and resources.
- Prepare and facilitate final meeting with the Strategic Planning Committee to review and affirm Implementation Plan.
- Create the final Strategic Plan with graphic representation for Board approval, including a written plan and branded slide deck.
- Implement and update the Strategic Communications Plan, including providing launch materials to stakeholders.

Role of the District

- Identify Champion Teams for each strategic direction.
- Champion Teams participate in virtual meetings to develop the Implementation Plan.
- Schedule approval of final Strategic Plan and Implementation Plan on the District’s Board agenda.
- Communicate strategic planning progress and launch to stakeholders based on the strategic communications plan.

Deliverables

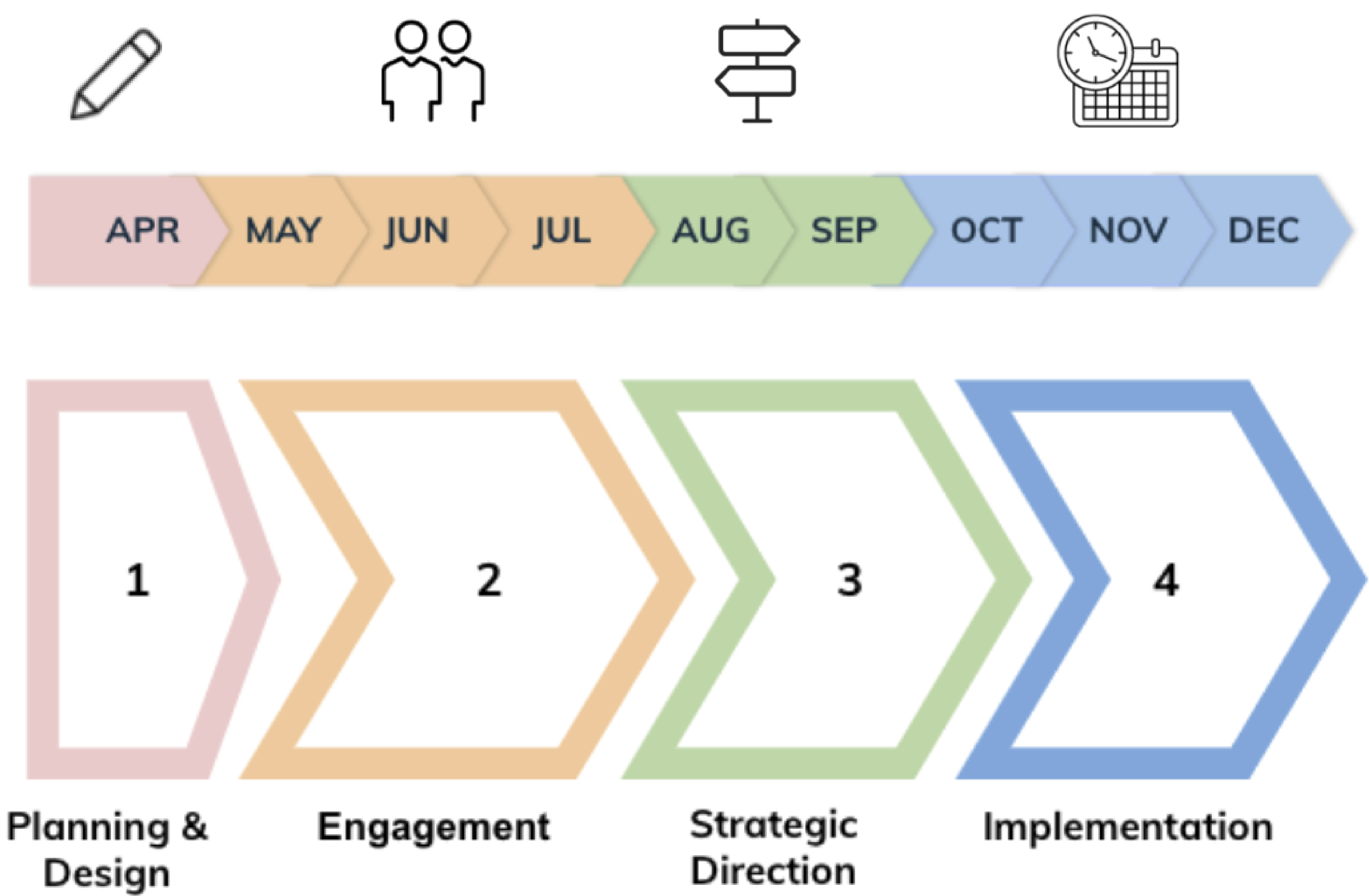
- Final Strategic Plan delivered in English and Spanish
- Implementation Plan with Evaluation and Monitoring
- Launch Strategy
- Present Strategic Plan Rollout to the Board
- Branded Slide Deck





Project Timeline

Our consultants are flexible with the delivery timeline. We anticipate approximately nine months to complete the project; however, we welcome the opportunity to discuss and tailor the timeline and milestone dates as appropriate, working within the District’s availability and schedules.



Vision without action is a dream. Action without vision is a nightmare."

— Japanese Proverb

Budget

In consideration for services, the District will pay to Spark & Compass Consulting, LLC the "not to exceed" Consulting Fee for the facilitation of the community-driven strategic planning process (Phases 1, 2, 3, & 4) plus travel costs.

This fee is all-inclusive of the project elements described in this proposal under “role of the consultants” and “deliverables” including: meeting facilitation (virtual and in-person), presentations, and document preparation. Our consultants are willing to scale the project, the scope of work, and the deliverables within the four phases to meet any specific District requirements.

The consulting fee will be due in three installments:

- 50% will be invoiced upon execution of the contract/agreement
- 25% will be invoiced upon completion of Phase 3
- 25% will be invoiced upon completion of Phase 4

Phase	Deliverables	Costs
Phase 1: Planning & Design	<ul style="list-style-type: none">• Project Plan• Strategic Communications Plan• Kick-off Meeting• Progress Updates	\$3,000 plus 1 day travel
Phase 2: Engagement	<ul style="list-style-type: none">• Virtual & In-person Interviews & Focus Groups• Stakeholder Survey• Engagement Report• Progress Updates	\$6,500 plus 3 to 5 days travel
Phase 3: Strategic Direction	<ul style="list-style-type: none">• 2 Full-Day In-person Meeting• Core Values & Beliefs• Student Success Profile• Mission Review• Practical Vision• Blocks & Barriers• Strategic Directions• Progress Updates	\$9,500 plus 4 days travel
Phase 4: Implementation	<ul style="list-style-type: none">• Final Strategic Plan• Implementation Plan• Launch Strategy• Present Strategic Plan Rollout to the Board• Branded Slide Deck	\$7,500 plus travel as needed
TOTAL		\$26,500 plus travel

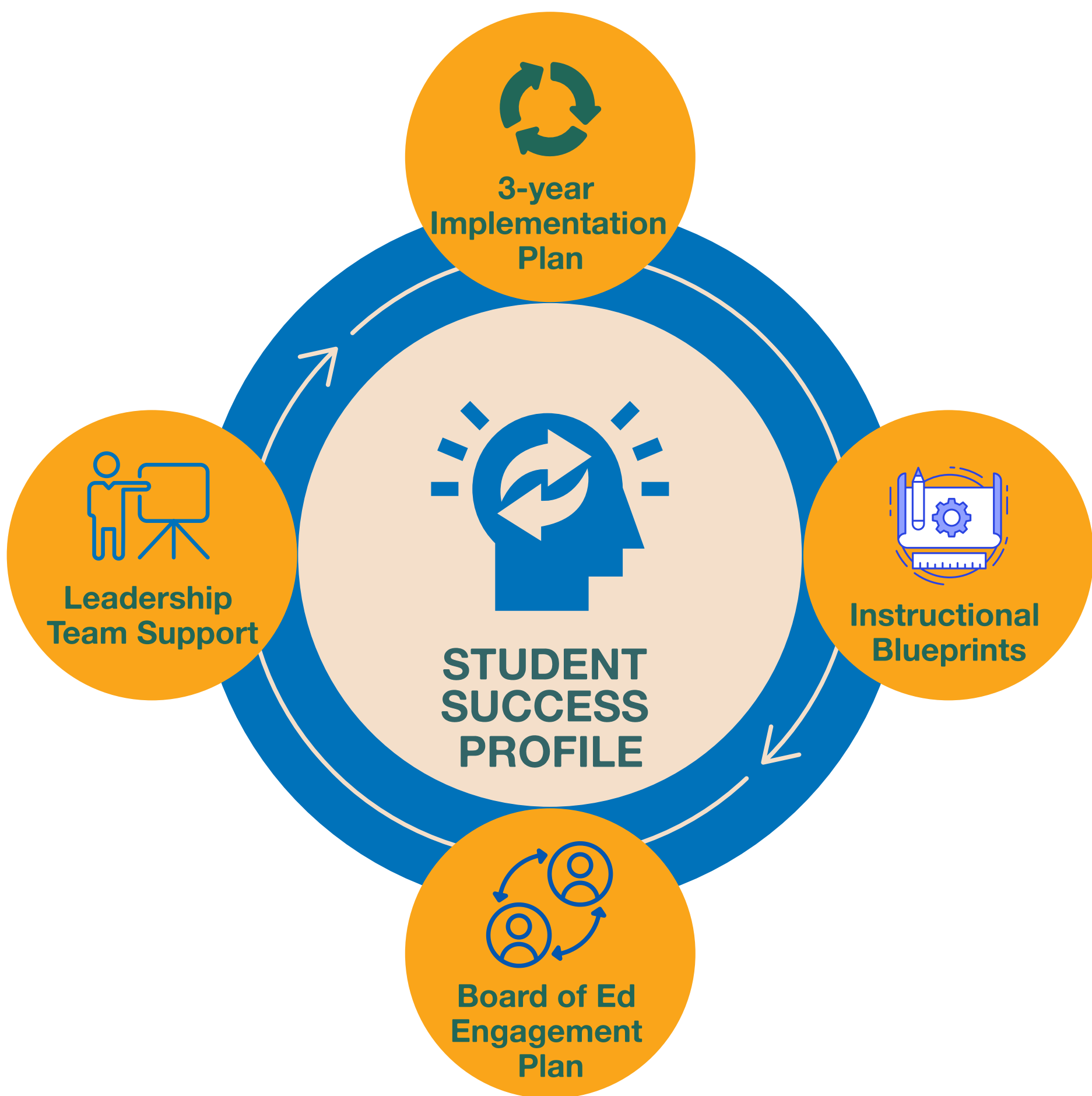
Spark & Compass Consulting, LLC is partially owned by PERA retirees and the estimated employer contribution based on partial ownership is approximately \$2,800. We are pleased to offer a discount to offset this cost for LCSD. Approximate travel costs are estimated at \$4,500 hotel + mileage (final travel costs based on actuals and billed separately by phase).

Follow-on Implementation Support Options

Our clients find that follow-on services and support can be valuable in several areas. The following charts outline other options for consideration.

Scope of Work	Deliverables	Cost
Quarterly Evaluations / Refinement Sessions	Prepare and facilitate a quarterly three-hour session	\$1,400/session per consultant
Year 2 Planning Session	Prepare and facilitate one, six-hour planning session	\$2,800/session per consultant
Additional Hourly Facilitation	Provide additional services, hourly rate	\$200/hour
Expenses	All additional out-of-pocket expenses (including travel with mileage charged at federal rate and local hotel rate for overnight stays)	Billed at cost

Implementation Support for Student Success Profile



Deliverables

- 3-year Implementation Plan
- Instructional Blueprints across grades and content areas
- Board of Education Engagement Plan
- Half-day session with staff reviewing content
- Digital Marketing Materials (posters, cards, social media images)

Costs

\$3,200 plus
travel as needed

References

Organization	Name	Title	Phone	Email
Strasburg 31J Board of Education	Michael Marrero	Board President	303.434.0649	mmarrero@strasburg31j.com
Strasburg 31J Board of Education	Kelle Bongard	Superintendent	720.868.7178	kbongard@strasburg31j.com
Burlington School District RE-6J	Shane Walkinshaw	Superintendent	720.937.1786	swalkinshaw@burlingtonk12.org
Phillips County Family Education Services	Linda Jelden	Executive Director	970.580.4101	pcfamlyed@yahoo.com

Sample Strategic Plans



Strasburg School District
[\(link to online version\)](#)



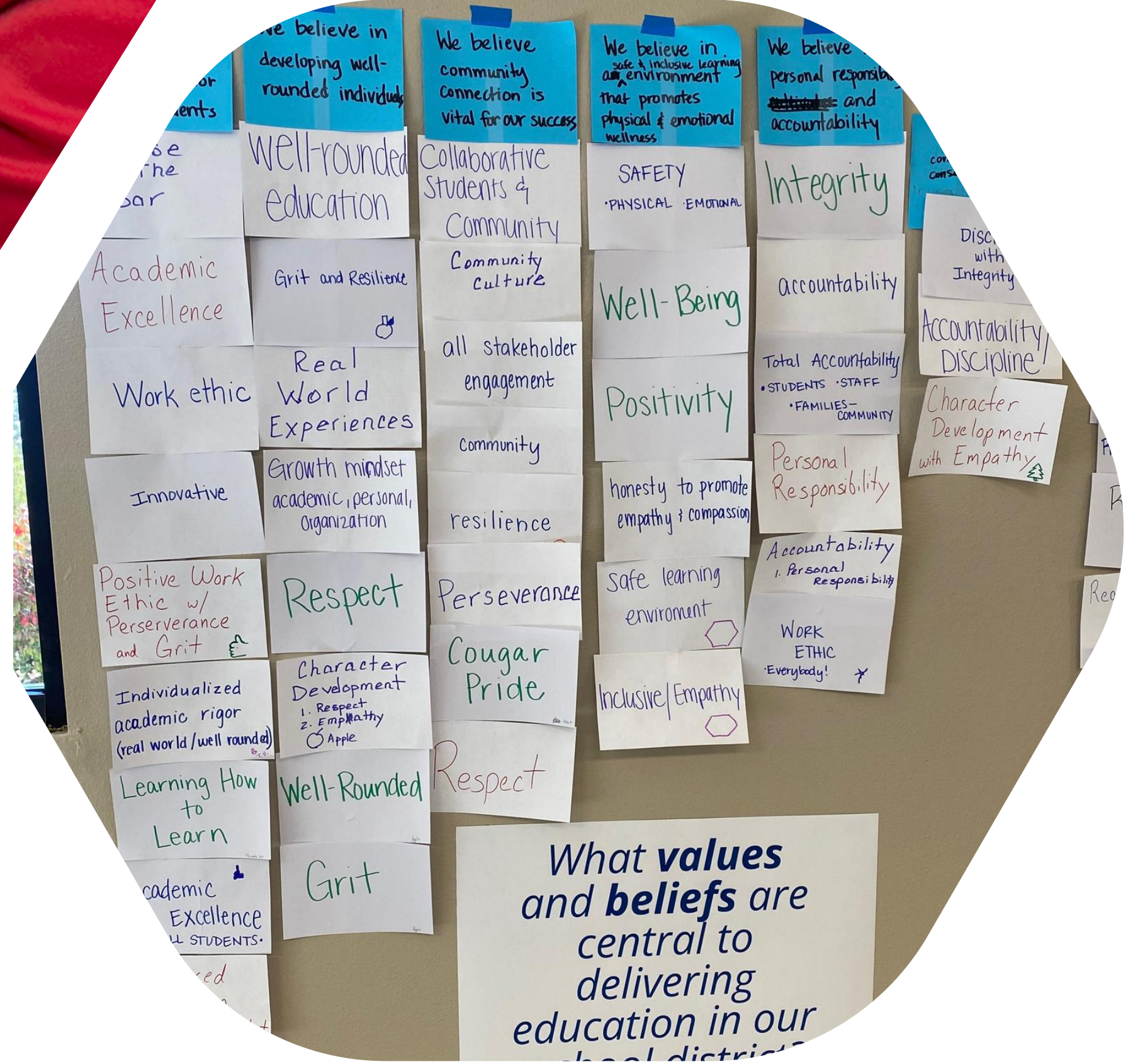
Burlington School District
[\(link to online version\)](#)



Phillips County Family Education Services
[\(link to online version\)](#)

Our Clients





**SPARK &
COMPASS**
CONSULTING

Thank You!

Your investment in this nine-month strategic planning process will establish a strong foundation for at least five years of focused priorities, clear responsibilities, and actionable goals — all rooted in your district's core beliefs and the shared aspirations of your community.

Susan Meek
susan@spark-and-compass.com

Bret Miles
bret@spark-and-compass.com

Cheri Wrench
cheri@spark-and-compass.com



www.spark-and-compass.com

ACCOUNT REFERENCE SHEET BY OBJECT

01's	All salaries
02's	Health, dental, life, vision insurances, PERA and Medicare benefits
03's	Legal, audit and consulting services
04's	Disposal, snow removal and repairs and maintenance services
05's	Student transportation, all insurances, telephone, postage, advertising, printing and binding, tuition, and travel and registration
06's	General supplies, natural gas and heating expenses, fuel, food, books and periodicals
07's	Equipment
08's	Dues and fees, interest and indirect costs, reserves
52-58	Transfers, allocations and leases

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Lake County School District R1

Page No 1

For 03/01/25 - 03/31/25

Expenditure Summary Report

FJEXS01A

Periods 09 - 09

MONTHLY BUDGET STATUS REPORT

BUDGET STATUS(Copy)

<u>Account No/Description</u>	<u>Adjusted Budget</u>	<u>Y-T-D Encumb</u>	<u>Period Expended</u>	<u>Y-T-D Expended</u>	<u>Available Balance</u>	<u>Percent Used</u>
10 GENERAL FUND						
01 SALARIES	7,752,211.82	.00	609,063.59	5,556,313.88	2,195,897.94	71.67
02 BENEFITS	2,967,097.05	.00	225,208.17	1,978,846.66	988,250.39	66.69
03 PROF/TECH SERVICES	740,112.00	48,243.25	35,004.54	453,741.40	238,127.35	67.83
04 PURCHASED SERVICES	269,800.00	30,022.96	44,435.59	217,828.93	21,948.11	91.87
05 OTHER SERVICES	1,079,337.00	.00	31,717.16	713,951.06	365,385.94	66.15
06 SUPPLIES	910,780.00	57,613.79	41,960.71	531,313.89	321,852.32	64.66
07 EQUIPMENT	14,900.00	.00	.00	2,376.97	12,523.03	15.95
08 OTHER OBJECTS	4,116,238.13	.00	325.17	31,508.83	4,084,729.30	.77
10 GENERAL FUND	17,850,476.00	135,880.00	987,714.93	9,485,881.62	8,228,714.38	53.90
19 COLO. PRESCHOOL PROGRAM						
01 SALARIES	265,600.00	.00	28,362.57	194,260.19	71,339.81	73.14
02 BENEFITS	152,322.00	.00	10,458.39	71,659.38	80,662.62	47.04
03 PROF/TECH SERVICES	3,000.00	.00	259.97	2,128.33	871.67	70.94
04 PURCHASED SERVICES	6,500.00	.00	1,820.92	8,903.86	-2,403.86	136.98
05 OTHER SERVICES	200.00	.00	.00	56.94	143.06	28.47
06 SUPPLIES	38,600.00	12,268.81	12,726.41	24,446.82	1,884.37	95.12
19 COLO. PRESCHOOL PROGRAM	466,222.00	12,268.81	53,628.26	301,455.52	152,497.67	67.29
21 FOOD SERVICE FUND						
01 SALARIES	344,085.00	.00	35,273.97	271,949.41	72,135.59	79.04
02 BENEFITS	147,202.00	.00	13,901.94	110,877.45	36,324.55	75.32
05 OTHER SERVICES	1,700.00	.00	71.12	579.85	1,120.15	34.11
06 SUPPLIES	421,330.00	.00	25,021.87	261,442.92	159,887.08	62.05
08 OTHER OBJECTS	607.00	.00	.00	.00	607.00	.00
21 FOOD SERVICE FUND	914,924.00	.00	74,268.90	644,849.63	270,074.37	70.48
22 DESIGNATED PURPOSE GRANTS						
01 SALARIES	1,110,632.00	.00	79,993.87	773,485.62	337,146.38	69.64
02 BENEFITS	393,997.00	.00	26,869.08	261,808.87	132,188.13	66.45
03 PROF/TECH SERVICES	757,810.00	131,410.60	79,593.40	403,007.85	223,391.55	70.52
04 PURCHASED SERVICES	4,000.00	.00	.00	379.67	3,620.33	9.49
05 OTHER SERVICES	152,680.00	4,620.00	5,241.13	115,928.53	32,131.47	78.96
06 SUPPLIES	253,188.00	6,865.30	8,946.20	164,450.53	81,872.17	67.66
07 EQUIPMENT	22,400.00	.00	8,000.00	8,000.00	14,400.00	35.71
22 DESIGNATED PURPOSE GRANTS	2,694,707.00	142,895.90	208,643.68	1,727,061.07	824,750.03	69.39
23 ATHLETIC/ACTIVITY FUND						
08 OTHER OBJECTS	761,181.00	.00	.00	.00	761,181.00	.00
23 ATHLETIC/ACTIVITY FUND	761,181.00	.00	.00	.00	761,181.00	.00
26 THE CENTER - CHILD CARE						
01 SALARIES	78,172.00	.00	1,922.50	60,129.99	18,042.01	76.92
02 BENEFITS	50,491.00	.00	579.84	23,973.24	26,517.76	47.48
03 PROF/TECH SERVICES	3,000.00	.00	207.97	1,488.87	1,511.13	49.63
05 OTHER SERVICES	36,000.00	.00	.00	.00	36,000.00	.00
06 SUPPLIES	16,550.00	51.53	685.85	22,551.85	-6,053.38	136.58

Run Date 04/09/25 02:56 PM

Lake County School District R1

Page No 2

For 03/01/25 - 03/31/25

Expenditure Summary Report

FJEXS01A

Periods 09 - 09

MONTHLY BUDGET STATUS REPORT

BUDGET STATUS(Copy)

<u>Account No/Description</u>	<u>Adjusted Budget</u>	<u>Y-T-D Encumb</u>	<u>Period Expended</u>	<u>Y-T-D Expended</u>	<u>Available Balance</u>	<u>Percent Used</u>
26 THE CENTER - CHILD CARE						
08 OTHER OBJECTS	589,877.00	.00	51.39	3,363.37	586,513.63	.57
26 THE CENTER - CHILD CARE	774,090.00	51.53	3,447.55	111,507.32	662,531.15	14.41
27 HEAD START PROGRAM						
01 SALARIES	483,600.00	.00	38,589.20	353,487.94	130,112.06	73.10
02 BENEFITS	170,652.00	.00	14,458.76	136,465.85	34,186.15	79.97
03 PROF/TECH SERVICES	54,211.00	.00	571.94	40,069.64	14,141.36	73.91
05 OTHER SERVICES	5,294.00	.00	643.60	4,240.33	1,053.67	80.10
06 SUPPLIES	49,863.00	139.28	4,720.84	50,925.13	-1,201.41	102.41
08 OTHER OBJECTS	190,905.00	.00	.00	250.33	190,654.67	.13
27 HEAD START PROGRAM	954,525.00	139.28	58,984.34	585,439.22	368,946.50	61.35
31 BOND REDEMPTION FUND						
08 OTHER OBJECTS	3,804,521.00	.00	.00	262,297.03	3,542,223.97	6.89
09 OTHER USES OF FUNDS	1,169,453.00	.00	.00	1,169,452.92	.08	100.00
31 BOND REDEMPTION FUND	4,973,974.00	.00	.00	1,431,749.95	3,542,224.05	28.78
43 CAPITAL PROJECTS FUND						
07 EQUIPMENT	474,480.00	24,609.10	1,445.32	213,417.66	236,453.24	50.17
08 OTHER OBJECTS	1,034,490.00	.00	.00	.00	1,034,490.00	.00
43 CAPITAL PROJECTS FUND	1,508,970.00	24,609.10	1,445.32	213,417.66	1,270,943.24	15.77
64 HEALTH INSURANCE RESERVE						
05 OTHER SERVICES	2,293,816.00	.00	159,550.39	1,633,712.72	660,103.28	71.22
64 HEALTH INSURANCE RESERVE	2,293,816.00	.00	159,550.39	1,633,712.72	660,103.28	71.22

GENERAL FUND

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Nov-2024												Dec-2024												Jan-2025												Feb-2025												Mar-2025												Apr-2025												May-2025												Jun-2025																																									
						\$ 3,396,543.00						67%						\$ 1,676,628.00						\$ -						0.00%						Nov-2024						\$ 5,073,171.00						\$ 3,169,023.00						\$ 1,904,148.00						\$ 61,075.72						\$ 142,498.20						7.48%																																																					
Dec-2024						\$ 5,073,171.00						\$ 3,396,543.00						67%						\$ 1,676,628.00						\$ 1,431,749.95						85.39%						Dec-2024						\$ 5,073,171.00						\$ 3,169,023.00						\$ 1,904,148.00						\$ 12,935.53						\$ 155,433.73						8.16%																																															
Jan-2025						\$ 4,853,974.00						\$ 3,177,346.00						65%						\$ 1,676,628.00						\$ 1,431,749.95						85.35%						Jan-2025						\$ 4,853,974.00						\$ 3,253,674.00						\$ 1,600,300.00						\$ 9,497.97						\$ 164,931.70						10.31%																																															
Feb-2025						\$ 4,973,974.00						\$ 3,177,346.00						64%						\$ 1,796,628.00						\$ 1,431,749.95						79.69%						Feb-2025						\$ 4,973,974.00						\$ 3,253,674.00						\$ 1,720,300.00						\$ 62,013.34						\$ 226,845.04						13.19%																																															
Mar-2025						\$ 4,973,974.00						\$ 3,177,346.00						64%						\$ 1,796,628.00						\$ 1,431,749.95						79.69%						Mar-2025						\$ 4,973,974.00						\$ 3,253,674.00						\$ 1,720,300.00						\$ 209,675.29						\$ 436,620.33						25.38%																																															
Apr-2025																																				Apr-2025																																																																																									
May-2025																																										May-2025																																																																																			
Jun-2025																																										Jun-2025																																																																																			
																								CAPITAL PROJECT FUND																																																																																																					
EXPENDITURES												BUDGET												BUDGET												REVENUE												BUDGET												BUDGET																																																																	
TOTAL ALLOCATION						RESERVES						UNALLOCATED						% UNALLOCATED						BUDGETED EXPENDITURE						YTD ACTIVITY						PREVIOUS YR ACCRUED SAL/BEN.						BALANCE						YTD EXP-PY ACC SAL												BUDGET AMOUNT						BFB						BUDGETED REVENUE						MONTHLY REVENUE RECEIVED						YTD REVENUE																																									
Jul-2024						\$ 562,251.00						\$ 477,250.00												\$ 85,001.00						\$ 191,556.66						\$ 191,556.66												\$ 191,556.66												\$ 562,251.00						\$ 393,250.00												\$ 169,001.00						\$ 14,083.41												\$ 14,083.41						8.33%																							
Aug-2024						\$ 562,251.00						\$ 477,250.00												\$ 85,001.00						\$ 192,455.76						\$ 192,455.76												\$ 192,455.76												\$ 562,251.00						\$ 393,250.00												\$ 169,001.00						\$ 15,310.10												\$ 29,393.51						17.39%																							
Sep-2024						\$ 562,251.00						\$ 477,250.00												\$ 85,001.00						\$ 192,955.76						\$ 192,955.76												\$ 192,955.76												\$ 562,251.00						\$ 393,250.00												\$ 169,001.00						\$ 14,083.41												\$ 43,476.92						25.73%																							
Oct-2024						\$ 562,251.00						\$ 477,250.00												\$ 85,001.00						\$ 192,955.76						\$ 192,955.76												\$ 192,955.76												\$ 562,251.00						\$ 393,250.00												\$ 169,001.00						\$ 14,083.41												\$ 57,560.33						34.08%																							
Nov-2024						\$ 562,251.00						\$ 477,250.00												\$ 85,001.00						\$ 210,805.76						\$ 210,805.76												\$ 210,805.76												\$ 562,251.00						\$ 393,250.00												\$ 169,001.00						\$ 14,083.41												\$ 71,643.74						42.39%																							
Dec-2024						\$ 562,251.00						\$ 477,250.00												\$ 85,001.00						\$ 221,417.66						\$ 221,417.66												\$ 221,417.66												\$ 562,251.00						\$ 393,250.00												\$ 169,001.00						\$ 14,083.41												\$ 85,727.15						50.73%																							
Jan-2025						\$ 1,508,970.00						\$ 487,403.00												\$ 1,021,567.00						\$ 221,417.66						\$ 221,417.66												\$ 221,417.66												\$ 1,508,970.00						\$ 1,094,174.00												\$ 414,796.00						\$ -												\$ 85,727.15						20.67%																							
Feb-2025						\$ 1,508,970.00						\$ 487,403.00												\$ 1,021,567.00						\$ 221,417.66						\$ 221,417.66												\$ 221,417.66												\$ 1,508,970.00						\$ 1,094,174.00												\$ 414,796.00						\$ -												\$ 85,727.15						20.67%																							
Mar-2025						\$ 1,508,970.00						\$ 487,403.00												\$ 1,021,567.00						\$ 238,026.76						\$ 238,026.76												\$ 238,026.76												\$ 1,508,970.00						\$ 1,094,174.00												\$ 414,796.00						\$ -												\$ 85,727.15						20.67%																							
Apr-2025																																																																																																																													
May-2025																																																																																																																													
Jun-2025																																																																																																																													
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EXPENDITURES												BUDGET												BUDGET												REVENUE												BUDGET												BUDGET																																																																	
TOTAL ALLOCATION						TABOR						UNALLOCATED						% UNALLOCATED						BUDGETED EXPENDITURE						YTD ACTIVITY						PREVIOUS YR ACCRUED SAL/BEN.						BALANCE						YTD EXP-PY ACC SAL												BUDGET AMOUNT						BFB						BUDGETED REVENUE						MONTHLY REVENUE RECEIVED						YTD REVENUE																																									
Jul-2024						\$ 2,569,366.00						\$ -						0%						\$ 2,569,366.00						\$ 191,529.76						\$ 191,529.76												\$ 191,529.76												\$ 2,569,366.00						\$ -												\$ 2,569,366.00						\$ 168,927.64												\$ 168,927.64						6.57%																							
Aug-2024						\$ 2,569,366.00						\$ -						0%						\$ 2,569,366.00						\$ 318,985.36						\$ 318,985.36												\$ 318,985.36												\$ 2,569,366.00						\$ -												\$ 2,569,366.00						\$ 154,559.83												\$ 323,487.47						12.59%																							
Sep-2024						\$ 2,569,366.00						\$ -						0%						\$ 2,569,366.00						\$ 576,814.84						\$ 576,814.84												\$ 576,814.84												\$ 2,569,366.00						\$ -												\$ 2,569,366.00						\$ 235,482.75												\$ 558,970.22						21.76%																							
Oct-2024						\$ 2,569,366.00						\$ -						0%						\$ 2,569,366.00						\$ 690,914.58						\$ 690,914.58												\$ 690,914.58												\$ 2,569,366.00						\$ -												\$ 2,569,366.00						\$ 190,773.22												\$ 749,743.44						29.18%																							
Nov-2024						\$ 2,569,366.00						\$ -						0%						\$ 2,569,366.00						\$ 932,266.05						\$ 932,266.05												\$ 932,266.05												\$ 2,569,366.00						\$ -												\$ 2,569,366.00						\$ 181,822.19												\$ 931,565.63						36.26%																							
Dec-2024						\$ 2,569,366.00						\$ -						0%						\$ 2,569,366.00						\$ 1,057,890.75						\$ 1,057,890.75												\$ 1,057,890.75												\$ 2,569,366.00						\$ -												\$ 2,569,366.00						\$ 177,811.96												\$ 1,109,377.59						43.18%																							
Jan-2025						\$ 2,293,816.00						\$ -						0%						\$ 2,293,816.00						\$ 1,360,574.69						\$ 1,360,574.69												\$ 1,360,574.69												\$ 2,293,816.00						\$ (87,533.00)												\$ 2,206,283.00						\$ 196,480.20												\$ 1,305,857.79						59.19%																							
Feb-2025						\$ 2,293,816.00						\$ -						0%						\$ 2,293,816.00						\$ 1,474,162.33						\$ 1,474,162.33												\$ 1,474,162.33												\$ 2,293,816.00						\$ (87,533.00)												\$ 2,381,349.00						\$ 195,465.35												\$ 1,501,323.14						63.95%																							
Mar-2025						\$ 2,293,816.00						\$ -						0%						\$ 2,293,816.00						\$ 1,633,712.72						\$ 1,633,712.72												\$ 1,633,712.72												\$ 2,293,816.00						\$ (87,533.00)												\$ 2,381,349.00						\$ 286,547.34												\$ 1,787,870.48						75.08%																							
Apr-2025																																																																																																																													
May-2025																																																																																																																													
Jun-2025																																																																																																																													

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		<u>Beginning Balance</u>	<u>Activity</u>	<u>Deposits</u>	<u>Ending Balance</u>
<u>Lake County Intermediate School</u>					
LCIS Activity Fund	July	\$ 83,836.66	\$ -	\$ 3.56	\$ 83,840.22
8299	August	\$ 83,840.22	\$ 821.32	\$ 3.53	\$ 83,022.43
	September	\$ 83,022.43	\$ 661.32	\$ 1,820.06	\$ 84,181.17
	October	\$ 84,181.17	\$ 2,538.72	\$ 1,707.27	\$ 83,349.72
	November	\$ 83,349.72	\$ 3,718.49	\$ 5,168.43	\$ 84,799.66
	December	\$ 84,799.66	\$ 4,750.88	\$ 1,928.50	\$ 81,977.28
	January	\$ 81,977.28	\$ 1,081.09	\$ 805.46	\$ 81,701.65
	February	\$ 81,701.65	\$ 2,055.61	\$ 730.10	\$ 80,376.14
	March	\$ 80,376.14	\$ 846.14	\$ 503.15	\$ 80,033.15
	April				\$ -
	May				\$ -
	June				\$ -
<u>Lake County High School</u>					
LCHS Activity Fund	July	\$ 139,969.06	\$ 328.25	\$ 465.94	\$ 140,106.75
2102	August	\$ 140,106.75	\$ 377.00	\$ 20,537.07	\$ 160,266.82
	September	\$ 160,266.82	\$ 864.09	\$ 331.58	\$ 159,734.31
	October	\$ 159,734.31	\$ 2,716.41	\$ 3,549.99	\$ 160,567.89
	November	\$ 160,567.89	\$ 3,527.78	\$ 4,474.32	\$ 161,514.43
	December	\$ 161,514.43	\$ 4,791.09	\$ 401.74	\$ 157,125.08
	January	\$ 157,125.08	\$ 2,279.42	\$ 11,913.54	\$ 166,759.20
	February	\$ 166,759.20	\$ 5,564.02	\$ 10,111.43	\$ 171,306.61
	March	\$ 171,306.61	\$ 12,917.93	\$ 267.12	\$ 158,655.80
	April				\$ -
	May				\$ -
	June				\$ -
<u>Lake County Athletics</u>					
LCSD Athletic Activity Fund	July	\$ 103,681.58	\$ 15,043.12	\$ 324.93	\$ 88,963.39
2591636986	August	\$ 88,963.39	\$ 2,091.80	\$ 292.76	\$ 87,164.35
	September	\$ 87,164.35	\$ 94.98	\$ 10,836.29	\$ 97,905.66
	October	\$ 97,905.66	\$ 1,202.20	\$ 6,017.78	\$ 102,721.24
	November	\$ 102,721.24	\$ 1,818.82	\$ 7,127.46	\$ 108,029.88
	December	\$ 108,029.88	\$ 663.35	\$ 502.58	\$ 107,869.11
	January	\$ 107,869.11	\$ 1,836.62	\$ 4,993.30	\$ 111,025.79
	February	\$ 111,025.79	\$ 6,664.29	\$ 8,054.91	\$ 112,416.41
	March	\$ 112,416.41	\$ 1,049.26	\$ 525.26	\$ 111,892.41
	April				\$ -
	May				\$ -
	June				\$ -
<u>Cloud City High School</u>					
CCHS	July	\$ 10,469.44	\$ 27.47	\$ 40.44	\$ 10,482.41
2578400962	August	\$ 10,482.41	\$ -	\$ 155.45	\$ 10,637.86
	September	\$ 10,637.86	\$ 228.93	\$ 1,280.46	\$ 11,689.39
	October	\$ 11,689.39	\$ 738.95	\$ 619.88	\$ 11,570.32
	November	\$ 11,570.32	\$ 1,218.19	\$ 528.06	\$ 10,880.19
	December	\$ 10,880.19	\$ -	\$ 500.48	\$ 11,380.67
	January	\$ 11,380.67	\$ 1,409.19	\$ 40.45	\$ 10,011.93
	February	\$ 10,011.93	\$ 1,488.04	\$ 1,344.77	\$ 9,868.66
	March	\$ 9,868.66	\$ 1,953.69	\$ 631.49	\$ 8,546.46
	April				\$ -
	May				\$ -
	June				\$ -



APR 13 2025



CONSOLIDATED BILLING CONTROL ACCOUNT STATEMENT

Prepared For	LAKE COUNTY SCHOOL RENA SANCHEZ
Account Number	
Statement Closing Date	04/03/25
Days in Billing Cycle	31
Next Statement Date	05/02/25
Credit Line	\$50,000
Available Credit	\$41,772

For Customer Service Call:
800-231-5511

Inquiries or Questions:
WF SBCS-Account Servicing Team
PO Box 29482
Phoenix, AZ 85038-8650

Payments:
Payment Remittance Center PO Box 77066
Minneapolis, MN 55480-7766

Payment Information

New Balance	\$7,825.89
Current Payment Due (Minimum Payment)	\$500.00
Current Payment Due Date	04/28/25

Thank you for using our Automatic Payment service. See the **Important Information** section below for your next scheduled payment.

If you wish to pay off your balance in full: The balance noted on your statement is not the payoff amount. Please call 800-231-5511 for payoff information.

Account Summary

Previous Balance	\$12,982.83
Credits	- \$89.05
Payments	- \$12,893.78
Purchases & Other Charges	+ \$7,825.89
Cash Advances	+ \$0.00
Finance Charges	+ \$0.00
New Balance	= \$7,825.89

Wells Fargo Business Card Elite Rewards

Rewards ID:	
Previous Balance	352,118
Points Earned this Month	7,737
Points From Other Company Cards	0
Bonus Points Earned	0
Adjustments	0
Redeemed	- 0
Total Available	= 359,855

Rewards Notice

Check your point balance and redeem your points at [wellsfargo.com/businessrewards](https://www.wellsfargo.com/businessrewards). You can also call our Rewards Service Center from 8 a.m. to midnight (ET) at 1-800-213-3365.

See reverse side for important information.

5596 0017 YTG 1 7 2 250403 0 PAGE 1 of 6 10 8914 9900 ELAC 01DR5596 45618

DETACH HERE

Detach and mail with check payable to "Wells Fargo" to arrive by Current Payment Due Date.

Make checks payable to: Wells Fargo

Account Number	
New Balance	\$7,825.89
Total Amount Due (Minimum Payment)	\$500.00
Current Payment Due Date	04/28/25

Amount Enclosed: \$

PAYMENT REMITTANCE CENTER YTG
PO BOX 77066 816
MINNEAPOLIS MN 55480-7766

LAKE COUNTY SCHOOL
RENA SANCHEZ
328 W 5TH ST
LEADVILLE CO 80461-3547

45618
Q302

Rate Information

Your rate may vary according to the terms of your agreement.

TYPE OF BALANCE	ANNUAL INTEREST RATE	DAILY FINANCE CHARGE RATE	AVERAGE DAILY BALANCE	PERIODIC FINANCE CHARGES	TRANSACTION FINANCE CHARGES	TOTAL FINANCE CHARGES
PURCHASES	15.490%	.04243%	\$0.00	\$0.00	\$0.00	\$0.00
CASH ADVANCES	26.240%	.07189%	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL				\$0.00	\$0.00	\$0.00

Important Information

\$0 - \$7,825.89 WILL BE DEDUCTED FROM YOUR ACCOUNT AND CREDITED AS YOUR AUTOMATIC PAYMENT ON 04/28/25. THE AUTOMATIC PAYMENT AMOUNT WILL BE REDUCED BY ALL PAYMENTS POSTED ON OR BEFORE THIS DATE.

Attention: Immediate Action May Be Needed-Currently some Business Card accounts are set up to have a person designated as a "Company Contact," which allows them to access on your behalf. The "Company Contact" role will no longer be available for your account. If you would like to have a delegate authorized on your behalf, please call the number on the back of your card and ask to add an "Account Administrator".

Summary of Sub Account Usage

Name	Sub Account Number Ending In	Monthly Spending Cap	Spend This Period
FREDERICK HALL		5,000	\$0.00
LORENA WALKER		5,000	\$0.00
BRANDI LOVELY		5,000	\$205.45
MICHAEL ADLER		5,000	\$471.02
TANYA LENHARD		5,000	\$87.44
JAMES MULCEY		5,000	\$0.00
KATHARINE BARTLETT		5,000	\$19.99
BUNNY TAYLOR		10,000	\$269.23
SCOTT CARROLL		5,000	\$375.95
KATHERINE KERRIGAN		5,000	\$385.94
TIMOTHY POWELL		5,000	\$754.91
JOYCE LACOME		5,000	\$0.00
AMY PETERS		5,000	\$3,123.04
KATHLEEN FITZSIMMONS		5,000	\$1,597.48
RENA SANCHEZ		10,000	\$0.00
CHERYL TALBOT		5,000	\$446.39

Transaction Details

The transactions detailed on this Consolidated Billing Control Account Statement contain transactions made directly to this Control Account plus all transactions made on Sub Accounts. If there were no transactions made by a Sub Account that Sub Account will not appear.

Trans	Post	Reference Number	Description	Credits	Charges
03/28	03/28	F8914002P00CHGDDA	AUTOMATIC PAYMENT - THANK YOU	12,893.78	
			TOTAL		\$12,893.78-

Transaction Summary For **BRANDI LOVELY**
Sub Account Number Ending In

03/06	03/06	5526352227P19X36G	SAFEWAY #2824 LEADVILLE CO		10.99
03/06	03/06	5526352227P19X36R	SAFEWAY #2824 LEADVILLE CO		56.10
03/25	03/25	55263522M89TTGDPF	SAFEWAY #2824 LEADVILLE CO		138.36
			TOTAL	\$205.45	
			BRANDI LOVELY / Sub Acct Ending In		

Transaction Details

Trans	Post	Reference Number	Description	Credits	Charges
Transaction Summary For MICHAEL ADLER Sub Account Number Ending In					
03/19	03/19	55263522F83VAHA	SAFEWAY #2824 LEADVILLE CO		53.96
03/21	03/21	05436842HEHWV6ZY9	DOMINO'S 6266 DILLON CO		14.59
03/21	03/21	22715652G09Q9TQJ1	SKYLINE CINEMA 8 DILLON CO		273.97
03/28	03/28	05314612R00DNGJTK	HIGH MOUNTAIN PIES LEADVILLE CO		128.50
			TOTAL \$471.02		
			MICHAEL ADLER / Sub Acct Ending In		
Transaction Summary For TANYA LENHARD Sub Account Number Ending In					
03/06	03/06	5543286215XH76733	IN *AMERICAN BIOIDENTI 303-5895240 CO		56.00
03/24	03/24	55488722K1E62T868	CO GOVT SERVICES DENVER CO		31.44
			TOTAL \$87.44		
			TANYA LENHARD / Sub Acct Ending In		
Transaction Summary For KATHARINE BARTLETT Sub Account Number Ending In					
03/21	03/21	57540242GLVQJ21SQ	ADOBE *ADOBE 4085366000 CA		19.99
			TOTAL \$19.99		
			KATHARINE BARTLETT / Sub Acct Ending In		
Transaction Summary For BUNNY TAYLOR Sub Account Number Ending In					
03/12	03/12	054368428BLK0K70L	WM SUPERCENTER #4335 FALCON CO		109.33
03/23	03/23	82305092JEHNFZ4D0	ZOOM.COM 888-799-9666 SAN JOSE CA		159.90
			TOTAL \$269.23		
			BUNNY TAYLOR / Sub Acct Ending In		
Transaction Summary For SCOTT CARROLL Sub Account Number Ending In					
03/03	03/04	82305091Z0005YBEV	SP HEALY HOUSE MUSEUM DENVER CO		39.00
03/05	03/05	5526352217N1EQSBB	SAFEWAY #2824 LEADVILLE CO		247.40
03/06	03/06	02305372200K56D1R	USPS PO 0755080403 LEADVILLE CO		10.05
03/07	03/07	05314612200QK54DG	HIGH MOUNTAIN PIES LEADVILLE CO		79.50
			TOTAL \$375.95		
			SCOTT CARROLL / Sub Acct Ending In		
Transaction Summary For KATHERINE KERRIGAN Sub Account Number Ending In					
03/20	03/20	85347012GWGNATGPN	MUSEUMS OF COLORADO PR CANON CITY CO		194.48
03/20	03/20	55263522G84WD4ZTA	SAFEWAY #2824 LEADVILLE CO		32.96
03/24	03/24	85353352LEWE68YD6	PAYPAL *IDA RMB 4029357733 CA		100.00
03/27	03/27	05314612P00QV6M99	HIGH MOUNTAIN PIES LEADVILLE CO		58.50
			TOTAL \$385.94		
			KATHERINE KERRIGAN / Sub Acct Ending In		
Transaction Summary For TIMOTHY POWELL Sub Account Number Ending In					
04/01	04/01	55432862V5VX7YFE6	L & L KILN MFG., INC. 856-294-0077 NJ		754.91
			TOTAL \$754.91		
			TIMOTHY POWELL / Sub Acct Ending In		
Transaction Summary For AMY PETERS Sub Account Number Ending In					
03/05	03/05	853533521ES1E1VMG	PAYPAL *KNL BWL CO 4029357733 CA	88.00	
03/05	03/05	853533521ES1HJHPK	PAYPAL *KNL BWL CO 4029357733 CA		175.00
03/06	03/06	5531020214P30A84J	BSN SPORTS LLC FARMERS BRANC TX		245.05
03/06	03/06	7533700228PQNMYKH	RIVERSIDE TROPHIES LLC SALIDA CO		299.50
03/07	03/07	5543286225XV2S7MQ	AIRBNB * HMM5FARR22 415-800-5959 CA		281.84
03/19	03/19	75337002G8PQNNST	RIVERSIDE TROPHIES LLC SALIDA CO		47.50
03/21	03/21	55436872H7JWPSA03	HILTON HOTELS DALLAS TX		1,374.00
			FOLIO #00034397		
03/24	03/24	55263522L88THKZ7W	SAFEWAY #2824 LEADVILLE CO		9.21
03/24	03/24	55436872LM8LY2PQA	EPIC SPORTS BEL AIRE KS		154.97
03/27	03/27	85179272PLQ5BWZ5F	BIG HORN ACE HARDWARE LEADVILLE CO		18.58
04/01	04/01	55310202W575ELREE	COMFORT INN LIMON LIMON CO		93.06
			FOLIO #0800788514		
04/01	04/01	55310202W575ELRF0	COMFORT INN LIMON LIMON CO		93.06
			FOLIO #0800788513		
04/01	04/01	55310202W575ELRF7	COMFORT INN LIMON LIMON CO		93.06
			FOLIO #0800788520		
04/02	04/02	55432862W5W9RHN4L	AIRBNB * HMW4BKKH4B 415-800-5959 CA		326.21
			TOTAL \$3,123.04		
			AMY PETERS / Sub Acct Ending In		

Transaction Details

Trans Post Reference Number Description Credits Charges

Transaction Summary For KATHLEEN FITZSIMMONS
Sub Account Number Ending In

03/05	03/05	5543286205X7DRLHM	IN *AMERICAN BIOIDENTI 303-5895240 CO		280.00
03/06	03/06	575402421MM2RFQKM	VISTAPRINT 8662074955 MA		286.35
03/18	03/18	12302022D01W0BJ70	INDEED USI25-01326128 AUSTIN TX		503.62
03/18	03/18	57540242DMM0L7ZB0	PRICELN*BEST WESTERN G 8007742354 CT		127.30
03/25	03/25	55432862M63F9VWP0	BONEFISH 6604 JOHNSTOWN CO		26.33
03/25	03/25	05436842L8PKEY3A8	KING SOOPERS #0064 EVERGREEN CO		12.50
03/25	03/25	55500362L890SPBY0	THE BAGELRY EVERGREEN CO		11.41
03/27	03/27	05587452N0000608Q	RBT BONEFISH 6604 EASYSAVINGS NY	1.05	
03/28	03/28	05314612R00DNGJVW	HIGH MOUNTAIN PIES LEADVILLE CO		110.61
04/02	04/02	55417342X3GL5FY9F	UNC ONLINE CAREER GREELEY CO		180.00
04/02	04/02	12302022W027TGEA9	INDEED USI25-01577919 AUSTIN TX		60.41
			TOTAL \$1,597.48		
			KATHLEEN FITZSIMMONS / Sub Acct Ending In		

Transaction Summary For CHERYL TALBOT
Sub Account Number Ending In

03/04	03/04	8271116200001WZP8	SP MACSPORTS LA VERNE CA		203.97
03/05	03/05	5554650207MQY996H	LEE & LOW BOOKS NEW YORK NY		100.73
03/10	03/10	5550036257S5NRQZ8	WALMART.COM WALMART.COM AR		43.83
03/17	03/17	82711162DEHM8M4JQ	CLASSTEAMBUILDING.COM DAVIDSON NC		79.00
03/21	03/21	55500362G84LSWQ5G	WALMART.COM WALMART.COM AR		18.86
			TOTAL \$446.39		
			CHERYL TALBOT / Sub Acct Ending In		

Check Date 03/01/25 - 03/31/25

Vendor Detail Report

FMVEN10A

Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
401 (K) VOL. INVESTMENT PLAN		175					
	0100639598	03/28/25	03-28-2025_4		3/401K	5-10-000-00-0000-7477-000-000000	4,630.94
					Check Total		4,630.94
					Vendor Total		4,630.94
ACORN PETROLEUM, INC.		270					
	0100103864	03/06/25	CL18047		2/15-2/28/FUEL	5-10-710-26-2600-0626-000-000000	228.01
	0100103864	03/06/25	CL17694		2/1-2/15/FUEL BUS 2 50%	5-22-100-00-2100-0510-000-008287	104.94
	0100103864	03/06/25	CL17694		2/1-2/15/FUEL BUS 2 50%	5-22-101-01-2100-0510-000-007287	104.95
	0100103864	03/06/25	CL17694		2/1-2/15/FUEL	5-10-720-27-2700-0626-000-000000	1,955.35
	0100103864	03/06/25	CL17694		2/1-2/15/FUEL	5-10-710-26-2600-0626-000-000000	169.77
	0100103864	03/06/25	CL18047		2/15-2/28/FUEL BUS 2 50%	5-22-100-00-2100-0510-000-008287	40.75
	0100103864	03/06/25	CL18047		2/15-2/28/FUEL BUS 2 50%	5-22-101-01-2100-0510-000-007287	40.75
	0100103864	03/06/25	CL18047		2/15-2/28/FUEL	5-10-720-27-2700-0626-000-000000	2,339.38
					Check Total		4,983.90
	0100103960	03/28/25	CL18387		3/1-3/15 FUEL	5-10-710-26-2600-0626-000-000000	55.30
	0100103960	03/28/25	0009301-IN		DEF FOR BUSES	5-10-720-27-2700-0610-000-000000	183.75
	0100103960	03/28/25	CL18387		BUS 2 50%	5-22-101-01-2100-0510-000-007287	73.44
	0100103960	03/28/25	CL18387		3/1-3/15 FUEL	5-10-720-27-2700-0626-000-000000	1,076.56
	0100103960	03/28/25	CL18387		BUS 2 50%	5-22-100-00-2100-0510-000-008287	73.44
					Check Total		1,462.49
					Vendor Total		6,446.39
ACT		427					
	0100103865	03/06/25	1336722		WORKKEYS	5-10-602-10-0090-0340-000-000000	202.50
					Check Total		202.50
	0100103961	03/28/25	1335953		WORKKEYS	5-10-602-10-0090-0340-000-000000	54.00
					Check Total		54.00
					Vendor Total		256.50
AFSCME COUNCIL 976		257					
	0100103939	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-21-000-00-0000-7421-000-000000	180.60
					Check Total		180.60
					Vendor Total		180.60
ALMA ROSALES		32999					
	0100103902	03/19/25	03-17-2025_12		12/6-3/6 MILEAGE REIMB	5-21-740-31-3100-0580-000-000000	10.00
					Check Total		10.00
					Vendor Total		10.00

Report Date 04/04/25 10:54 PM

Lake County School District R1

Check Date 03/01/25 - 03/31/25

Vendor Detail Report

FMVEN10A

Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
ALMA SARELLANA DE GUERRA		30589					
	0100103903	03/19/25	03-17-2025_11		1/21-2/18 MILEAGE REIMB	5-21-740-31-3100-0580-000-000000	7.25
					Check Total		7.25
					Vendor Total		7.25

Check Date 03/01/25 - 03/31/25

Vendor Detail Report

FMVEN10A

Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
AMAZON.COM		4304					
	0100103866	03/06/25	1VH6-X9GD-QN9M	250453	PLEASE SEE ONLINE ORDER #111-2403293-987	5-10-101-10-0010-0610-000-000000	97.93
	0100103866	03/06/25	1LCT-WXJ4-HXD6	250470	OFFICE/ROMOCKI	5-10-100-10-0010-0610-000-000000	29.31
	0100103866	03/06/25	1LCT-WXJ4-HXD6	250470		5-10-602-20-2213-0610-000-000000	5.99
	0100103866	03/06/25	1LXT-R11G-3YCF	250444	OFFICEMATE PAPERCLIPS (OIC99916) (PACK O	5-10-301-10-0200-0610-000-000000	145.63
	0100103866	03/06/25	1QJ3-VYQG-H31Y	250454	ELD SUPPLY	5-22-100-03-0010-0610-000-005371	537.69
	0100103866	03/06/25	1FRY-4GGR-DCGL	250409		5-19-971-00-0040-0610-000-003897	14.09
	0100103866	03/06/25	1FRY-4GGR-DCGL	250409	PROGRAM SUPPLY	5-26-971-33-3310-0610-000-000000	5.64
	0100103866	03/06/25	1FRY-4GGR-DCGL	250409		5-27-971-24-3330-0610-000-008600	36.63
	0100103866	03/06/25	1VK9-H7YT-Q3LL	250409		5-19-971-00-0040-0610-000-003897	320.18
	0100103866	03/06/25	1VK9-H7YT-Q3LL	250409	PROGRAM SUPPLY	5-26-971-33-3310-0610-000-000000	128.06
	0100103866	03/06/25	1VK9-H7YT-Q3LL	250409		5-27-971-24-3330-0610-000-008600	832.46
	0100103866	03/06/25	11R3-C4TD-7XXT	250471	CLASSROOM SUPPLY	5-22-602-00-2100-0610-000-003192	39.95
	0100103866	03/06/25	1VH6-X9GD-Q9XL	250421	PROGRAM SUPPLIES	5-19-971-00-0040-0610-000-003141	-3.50
	0100103866	03/06/25	1VH6-X9GD-Q9XL	250421		5-19-971-00-0040-0610-000-003897	-8.75
	0100103866	03/06/25	1VH6-X9GD-Q9XL	250421		5-27-971-24-3330-0610-000-008600	-22.74
	0100103866	03/06/25	1HN4-FDXV-6914	250421	PROGRAM SUPPLIES	5-19-971-00-0040-0610-000-003141	-6.80
	0100103866	03/06/25	1HN4-FDXV-6914	250421		5-19-971-00-0040-0610-000-003897	-17.00
	0100103866	03/06/25	1HN4-FDXV-6914	250421		5-27-971-24-3330-0610-000-008600	-44.19
	0100103866	03/06/25	1QQ1-QYJN-931H	250268		5-10-100-10-0200-0610-000-000000	-22.26
	0100103866	03/06/25	1WC7-9MLF-LRPR	250268	NORTHCRAFT/RITACCO SUPPLY	5-10-100-10-0010-0610-000-000000	-8.99
	0100103866	03/06/25	1XRP-91FM-TR9H	250268		5-10-100-10-0200-0610-000-000000	-37.10
	0100103866	03/06/25	1WPP-GF3R-QCN7	250268		5-10-100-10-0200-0610-000-000000	-7.42
	0100103866	03/06/25	1R6W-F4KK-M974	250301	EHS SUPPLY	5-27-971-01-3330-0610-000-008600	-58.16
	0100103866	03/06/25	1GQL-G7WL-MMHR	250288	SNOWCLOTHES FROM KNIGHTS OF COLUMBUS GRA	5-26-971-33-3310-0610-000-000000	-104.35
	0100103866	03/06/25	1V7D-LLD9-MX4T	250288	SNOWCLOTHES FROM KNIGHTS OF COLUMBUS GRA	5-26-971-33-3310-0610-000-000000	-71.92
	0100103866	03/06/25	1HTF-PTG1-KNX7	250288	SNOWCLOTHES FROM KNIGHTS OF COLUMBUS GRA	5-26-971-33-3310-0610-000-000000	-35.96
	0100103866	03/06/25	1D4P-9CDV-QKCF		PREV YR CR PO240606	5-10-600-00-0000-1990-000-000000	-26.87
	0100103866	03/06/25	1H1C-L3Y9-T661		PREV YR CR PO240606	5-10-600-00-0000-1990-000-000000	-26.87
	0100103866	03/06/25	1VVR-FLG1-TTKD		PREV YR CR PO240606	5-10-600-00-0000-1990-000-000000	-26.87
	0100103866	03/06/25	1VVR-FLG1-TTL9		PREV YR CR PO240606	5-10-600-00-0000-1990-000-000000	-26.87
	0100103866	03/06/25	1RYW-YH4N-FKX9		PREV YR CR PO240587	5-10-600-00-0000-1990-000-000000	-26.99
	0100103866	03/06/25	1CXK-MP49-69R6	250465	PROGRAM SUPPLIES	5-19-971-00-0040-0610-000-003141	38.38
	0100103866	03/06/25	1CXK-MP49-69R6	250465		5-19-971-00-0040-0610-000-003897	47.97
	0100103866	03/06/25	1CXK-MP49-69R6	250465		5-27-971-25-3330-0610-000-008600	105.53
	0100103866	03/06/25	1TFT-7W4K-7CYF	250469	PLEASE SEE ONLINE ORDER #111-4410954-995	5-10-101-10-1200-0610-000-000000	26.99
	0100103866	03/06/25	197K-67CD-DP4F	250468	PLEASE SEE ONLINE ORDER #111-3011553-710	5-10-101-10-0010-0610-000-000000	48.60
					Check Total		1,877.42
	0100103904	03/19/25	1GJV-3JXR-71TR	250473	CANON MAGENTA TONER	5-10-602-20-2290-0610-000-000000	192.33

Check Date 03/01/25 - 03/31/25

Vendor Detail Report

FMVEN10A

Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
AMAZON.COM		4304					
	0100103904	03/19/25	1L7W-XXV4-3V6K	250489	PLEASE SEE ONLINE ORDER #1114291053	5-10-101-20-2122-0610-000-000000	58.64
	0100103904	03/19/25	1CR9-W7L9-3YNG	250490	PLEASE SEE ONLINE ORDER #111-7398670-861	5-10-101-10-0010-0610-000-000000	46.64
	0100103904	03/19/25	1RRH-V3GF-97CG	250482	PLEASE SEE ONLINE ORDER #111-9460363-650	5-10-101-10-1310-0610-000-000000	149.82
	0100103904	03/19/25	1K6Q-3RKP-G9DJ		PREV YR CREDIT	5-10-600-00-0000-1990-000-000000	-34.89
	0100103904	03/19/25	1QFC-N94K-6PPX	250415	SHARED PREK-2 SUPPLIES	5-10-100-10-0010-0610-000-000000	-18.99
	0100103904	03/19/25	1G9V-D6YG-6N3G	250415	SHARED PREK-2 SUPPLIES	5-10-100-10-0010-0610-000-000000	-18.99
	0100103904	03/19/25	1KLV-XGRX-7NPK-7	250288	SNOWCLOTHES FROM KNIGHTS OF COLUMBUS GRA	5-26-971-33-3310-0610-000-000000	.10
	0100103904	03/19/25	1LTV-MLCW-66C1	250398	MAINTENANCE SUPPLY	5-10-602-10-0090-0531-000-000000	40.55
	0100103904	03/19/25	16GR-YXFJ-9QDP	250456	HEALTH / RESTROOM SUPPLY	5-19-971-00-0040-0610-000-003141	77.97
	0100103904	03/19/25	16GR-YXFJ-9QDP	250456		5-19-971-00-0040-0610-000-003897	97.44
	0100103904	03/19/25	16GR-YXFJ-9QDP	250456		5-27-971-25-3330-0610-000-008600	214.38
	0100103904	03/19/25	1JFY-9HP1-DCG6	250473	CANON MAGENTA TONER	5-10-602-20-2290-0610-000-000000	18.99
	0100103904	03/19/25	1GJV-3JXR-71TR	250473	PHONE CASE	5-10-602-10-0090-0531-000-000000	20.40
	0100103904	03/19/25	1GJV-3JXR-71TR	250473	TAPE DISPENSER	5-10-602-10-0090-0610-000-000000	106.39
	0100103904	03/19/25	1QD7-1P4R-GRWP	250481	PLEASE SEE ONLINE ORDER #111-0402154-887	5-10-101-10-0010-0610-000-000000	53.53
	0100103904	03/19/25	1YD9-3MPL-4TMK	250476	CLASSROOM SAFETY SUPPLY	5-19-971-00-0040-0610-000-003141	9.41
	0100103904	03/19/25	1YD9-3MPL-4TMK	250476		5-19-971-00-0040-0610-000-003897	11.77
	0100103904	03/19/25	1YD9-3MPL-4TMK	250476		5-27-971-25-3330-0610-000-008600	25.88
	0100103904	03/19/25	1VNT-MXTV-C1H7	250480	CLASSROOM SUPPLY	5-19-971-00-0040-0610-000-003141	34.21
	0100103904	03/19/25	1VNT-MXTV-C1H7	250480		5-19-971-00-0040-0610-000-003897	42.76
	0100103904	03/19/25	1VNT-MXTV-C1H7	250480		5-27-971-25-3330-0610-000-008600	94.07
	0100103904	03/19/25	17KD-LHX3-4PL4	250486	CHAMPION SPORTS OPEN REEL MEASURE TAPE,	5-10-301-14-1890-0610-000-000000	130.43
	0100103904	03/19/25	1KK4-QT1Q-CN7Y	250487	PLEASE SEE ONLINE ORDER #111-2520271-759	5-10-101-10-0200-0610-000-000000	200.89
	0100103904	03/19/25	1C6V-TYWV-7MJN	250467	PLEASE SEE ONLINE ORDER #111-9476027-328	5-10-101-10-0200-0610-000-000000	364.04
	0100103904	03/19/25	13K3-WJYP-6DLF	250443	NEUPATH LEARNING PLATE	5-10-201-10-1310-0610-000-000000	39.86
	0100103904	03/19/25	1DXX-DF6P-93FY	250488	TECTONICS LEARNIN	5-10-301-14-1826-0610-000-000000	75.86
	0100103904	03/19/25	14PD-W4L9-CCVM	250475	SOCCER GOALIE PEUKC 4 DRAWER FILE CABINET, VERTICAL FI	5-10-301-24-2410-0610-000-000000	137.98
Check Total							2,171.47
	0100103949	03/28/25	1RPQ-NR46-QXTV	250504	PLEASE SEE ONLINE ORDER #111-9465376-173	5-10-101-10-0200-0610-000-000000	116.21
	0100103949	03/28/25	11YM-CLLK-VVFM	250506	PLEASE SEE ONLINE ORDER #111-8663339-245	5-10-101-20-2122-0610-000-000000	9.99
	0100103949	03/28/25	17W1-6NFF-31QN	250505	PLEASE SEE ONLINE ORDER #1112373109-5283	5-10-101-10-0010-0610-000-000000	199.83
	0100103949	03/28/25	14HY-9PND-R93N	250502	PILOT FRIXION CLICKER ERASBLE GEL PENS 1	5-10-302-10-0060-0610-000-000000	386.44

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Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
AMAZON.COM		4304					
					Check Total		712.47
	0100103962	03/28/25	11WXN-1JWY-49Y4	250498	PLEASE SEE ONLINE ORDER # 111-8644565-02	5-10-101-10-0010-0610-000-000000	20.12
	0100103962	03/28/25	1KYM-JNGV-QWTW	250491	PLEASE SEE ONLINE ORDER #111-2267700-934	5-10-101-10-0010-0610-000-000000	20.75
	0100103962	03/28/25	14W7-C6QF-JPY1	250477	PJD SUPPLY	5-22-602-00-0090-0610-000-001207	338.05
	0100103962	03/28/25	1Q4X-KGYQ-JDKL	250477	PJD SUPPLY	5-22-602-00-0090-0610-000-001207	21.99
	0100103962	03/28/25	1LGD-KW3Q-H99C	250447	MAINTENANCE REPAIR	5-10-710-26-2600-0430-000-000000	50.52
	0100103962	03/28/25	17KP-TFJ7-W9TJ	250485		5-19-971-00-0040-0610-000-003897	2.85
	0100103962	03/28/25	17KP-TFJ7-W9TJ	250485	PROGRAM SUPPLY	5-26-971-33-3310-0610-000-000000	2.28
	0100103962	03/28/25	17KP-TFJ7-W9TJ	250485		5-27-971-25-3330-0610-000-008600	6.26
	0100103962	03/28/25	1V9C-44CR-6CJM	250485		5-19-971-00-0040-0610-000-003897	30.49
	0100103962	03/28/25	1V9C-44CR-6CJM	250485	PROGRAM SUPPLY	5-26-971-33-3310-0610-000-000000	24.38
	0100103962	03/28/25	1V9C-44CR-6CJM	250485		5-27-971-25-3330-0610-000-008600	67.08
	0100103962	03/28/25	13HY-LFMM-MFDT	250500	PACON RAINBOW LIGHTWEIGHT DUO-FINISH KRA	5-22-602-00-2100-0610-000-003192	1,134.74
	0100103962	03/28/25	1VHK-XDWR-73HX	250497	PLEASE SEE ONLINE ORDER #111-2511510-378	5-10-101-20-2122-0610-000-000000	33.68
					Check Total		1,753.19
					Vendor Total		6,514.55
AMERICAN FIDELITY ASSURANCE		3685					
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	710.22
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-19-000-00-0000-7421-000-000000	322.80
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-21-000-00-0000-7421-000-000000	71.22
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-22-000-00-0000-7421-000-000000	40.90
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	4,695.78
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-22-000-00-0000-7421-000-000000	362.99
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-26-000-00-0000-7421-000-000000	9.01
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-27-000-00-0000-7421-000-000000	278.32
	0100103940	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-21-000-00-0000-7421-000-000000	685.38
					Check Total		7,176.62
					Vendor Total		7,176.62
AMOS POMP		42765					
	0100103905	03/19/25	03-17-2025_1		2/11 2/17 2/18 3/6 INTERPRETATION	5-10-602-10-0090-0300-000-000000	140.00
					Check Total		140.00
					Vendor Total		140.00

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Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
ANTHEM LIFE INSURANCE CO.		398					
	0100103941	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	171.38
					Check Total		171.38
					Vendor Total		171.38
ASAP SNOW PLOWING		41483					
	0100103906	03/19/25	03-17-2025_6		3/4 SNOW REMOVAL	5-10-710-26-2600-0300-000-000000	1,160.00
					Check Total		1,160.00
	0100103963	03/28/25	03-20-2025_17		3/22 SNOW PLOWING	5-10-710-26-2600-0300-000-000000	1,102.50
					Check Total		1,102.50
					Vendor Total		2,262.50
BATTLE MOUNTAIN HIGH SCHOOL		1128					
	0100103950	03/28/25	03-26-2025_15		4/1 HS TRACK ENTRY FEE	5-10-301-14-1800-0584-000-000000	250.00
					Check Total		250.00
					Vendor Total		250.00
BIGHORN HARDWARE		93					
	0100103867	03/06/25	03-03-2025_31		2/CHARGES ACCT 30030	5-10-710-26-2600-0430-000-000000	395.71
	0100103867	03/06/25	03-03-2025_31		2/CHARGES ACCT 30030	5-10-710-26-2600-0610-000-000000	547.54
					Check Total		943.25
	0100103907	03/19/25	03-17-2025_25		11/5-12/3 CHARGES ACCT 30026	5-10-301-10-1000-0610-000-000000	300.80
					Check Total		300.80
					Vendor Total		1,244.05
BOILER FREAK		36102					
	0100103964	03/28/25	BF-2539		MAINTENANCE LCHS/LCIS PUMP	5-10-710-26-2600-0300-000-000000	700.00
					Check Total		700.00
					Vendor Total		700.00
BORENSTEIN AND ASSOCIATES LLC		42420					
	0100103942	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	428.21
					Check Total		428.21
					Vendor Total		428.21

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CAITLYN EILEEN YOST		42595					
	0100103908	03/19/25	2	250375	CLINICAL SUPERVISION FOR SOCIAL WORKER F	5-22-101-00-2100-0300-000-004451	480.00
						Check Total	480.00
						Vendor Total	480.00
CAPLAN & EARNEST, LLC.		3779					
	0100103965	03/28/25	220440		2/CHARGES ACCT 11842-06	5-10-602-10-0090-0300-000-000000	607.00
						Check Total	607.00
						Vendor Total	607.00
CARLSON FACILITATION & MEDIATION		42684					
	0100103868	03/06/25	509526		2/28 NEGOTIATION FACILITATOR	5-10-602-10-0090-0300-000-000000	650.00
						Check Total	650.00
						Vendor Total	650.00
CAROLINA BIOLOGICAL SUPPLY		2678					
	0100103909	03/19/25	52897296 RI	250472	LAMOTTE SOIL MACRONUTRIENTS KIT #653584	5-10-302-10-0060-0610-000-000000	624.64
						Check Total	624.64
						Vendor Total	624.64
CDW GOVERNMENT, INC.		1564					
	0100103869	03/06/25	ZR00650787	250463	ESTIMATE #0076800 FY25 RENEWAL GOODLE W	5-10-602-20-2290-0612-000-000000	1,584.00
						Check Total	1,584.00
						Vendor Total	1,584.00
CELESTA CAIRNS		31232					
	0100103870	03/06/25	03-03-2025_33		REIMBURSE TRAVEL EXPENSE	5-10-301-14-1800-0580-000-000000	96.01
						Check Total	96.01
						Vendor Total	96.01
CENTRAL RESTAURANT PROD		3530					
	0100103871	03/06/25	940863	250367	QUOTE Q624766-TRUE STR2HPT- 2S-2S, RT/RT	5-43-602-00-4000-0730-000-000000	1,445.32
	0100103871	03/06/25	940863A	250367	QUOTE Q624766-TRUE STR2HPT- 2S-2S, RT/RT	5-22-602-00-2100-0730-000-005579	8,000.00
						Check Total	9,445.32
						Vendor Total	9,445.32

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CENTURYLINK		2139					
	0100103910	03/19/25	03-17-2025_35		3/CHARGES ACCT 333667499	5-10-301-10-1240-0610-000-000000	1,151.09
	0100103910	03/19/25	03-17-2025_35		3/CHARGES ACCT 333927546	5-10-301-10-1240-0610-000-000000	93.44
	0100103910	03/19/25	03-17-2025_35		3/CHARGES ACCT 334086972	5-10-301-10-1240-0610-000-000000	289.92
	0100103910	03/19/25	03-17-2025_35		3/CHARGES ACCT 333591424	5-10-301-10-1240-0610-000-000000	89.73
	0100103910	03/19/25	03-17-2025_35		3/CHARGES ACCT 334153508	5-10-301-10-1240-0610-000-000000	99.59
					Check Total		1,723.77
					Vendor Total		1,723.77
CINDY MACISAAC		687					
	0100103872	03/06/25	03-03-2025_29		REIMBURSE SPED SUPPLY	5-10-602-12-1700-0610-000-003130	54.66
					Check Total		54.66
					Vendor Total		54.66
CINDY RITACCO		39802					
	0100103911	03/19/25	03-17-2025_27		REIMB CLASSROOM SUPPLY	5-10-100-10-1310-0610-000-000000	4.29
					Check Total		4.29
					Vendor Total		4.29
CLAUDIA MEKINS		32115					
	0100103951	03/28/25	03-26-2025_1		LOST CHECK REISSUE	5-10-301-12-1700-0610-000-003130	59.31
	0100103951	03/28/25	03-26-2025_1		LOST CHECK REISSUE	5-10-301-10-0030-0610-000-000000	39.91
					Check Total		99.22
					Vendor Total		99.22
COLO-WEST EQUIPMENT INC.		1763					
	0100103873	03/06/25	0213420-IN		MLC BUS WIPERS	5-10-720-27-2700-0430-000-000000	81.19
					Check Total		81.19
					Vendor Total		81.19
COLO. DEPT. OF REVENUE		100					
	0100639596	03/28/25	03-28-2025_2		3/SIT	5-10-000-00-0000-7471-000-000000	25,181.00
					Check Total		25,181.00
					Vendor Total		25,181.00
COLORADO DEPARTMENT OF REVENUE		15393					
	0100103943	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	693.50
	0100103943	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-22-000-00-0000-7421-000-000000	117.94
					Check Total		811.44
					Vendor Total		811.44

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COLORADO EDUCATION INITIATIVE		40835					
	0100103966	03/28/25	10728-00	250508	CEI STRATEGIC PLANNING	5-22-301-01-2100-0300-000-003227	17,000.00
					Check Total		17,000.00
					Vendor Total		17,000.00
COLORADO SPORTS OFFICIALS		24562					
	0100103952	03/28/25	2024-24		2024-2025 MS GIRLS BBALL OFFICIALS	5-10-201-14-1815-0391-000-000000	1,325.00
					Check Total		1,325.00
					Vendor Total		1,325.00
COMMUNITY BANKS OF COLORADO		110					
	0100639595	03/28/25	03-28-2025_1		3/PAYROLL	5-10-000-00-0000-8102-000-000000	580,000.00
					Check Total		580,000.00
					Vendor Total		580,000.00
CORPORATE TRANSLATION SERVICES, INC 32441							
	0100103874	03/06/25	295269		2/PHONE TRANSLATION	5-10-602-10-0090-0300-000-000000	236.21
					Check Total		236.21
					Vendor Total		236.21
COTOPAXI HIGH SCHOOL		6357					
	0100103875	03/06/25	03-03-2025_36		2/21-2/22 HS BASKETBALL ENTRY FEE	5-10-301-14-1800-0584-000-000000	300.00
					Check Total		300.00
					Vendor Total		300.00
CREDIT ACCEPTANCE CORPORATION		41831					
	0100103944	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	206.00
					Check Total		206.00
					Vendor Total		206.00
DEPENDABLE AUTO GLASS		23388					
	0100103967	03/28/25	13311		WINDSHIELD FOR 2009 SUBARU	5-10-720-27-2700-0431-000-000000	581.45
					Check Total		581.45
					Vendor Total		581.45

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DLR CREATIONS		41130					
	0100103953	03/28/25	1159	250493	QUOTE FOR MS GIRLS SOCCER UNIFORMS	5-10-201-14-1826-0610-000-000000	1,810.00
					Check Total		1,810.00
					Vendor Total		1,810.00
E-470 PUBLIC HIGHWAY AUTHORITY		13285					
	0100103876	03/06/25	2100504426		TOLL FEES	5-10-720-27-2700-0580-000-000000	13.00
					Check Total		13.00
					Vendor Total		13.00
ENCORE ELECTRIC		28339					
	0100103877	03/06/25	76351	250479	LCHS PARKING LOT LIGHT REPAIR	5-10-710-26-2600-0300-000-000000	5,609.46
					Check Total		5,609.46
					Vendor Total		5,609.46
FLEX ACCOUNT ADMINISTRATION AMERICA		3686					
	0100103945	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-26-000-00-0000-7421-000-000000	.74
	0100103945	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	2,959.28
	0100103945	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-19-000-00-0000-7421-000-000000	18.24
	0100103945	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-27-000-00-0000-7421-000-000000	33.24
	0100103945	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-21-000-00-0000-7421-000-000000	66.66
					Check Total		3,078.16
					Vendor Total		3,078.16
FUNME EVENTS		27529					
	0100103968	03/28/25	120A		ELITCHES MUSIC FESTIVAL FEES	5-10-301-24-2410-0610-000-000000	5,820.00
					Check Total		5,820.00
					Vendor Total		5,820.00
GRAINGER		3709					
	0100103912	03/19/25	9419037529	250464	MAINTENANCE REPAIR	5-10-710-26-2600-0430-000-000000	1,696.96
	0100103912	03/19/25	9413249245		MAINTENANCE REPAIR	5-10-710-26-2600-0430-000-000000	370.04
					Check Total		2,067.00
	0100103969	03/28/25	9430866245		MAINTENANCE REPAIR	5-10-710-26-2600-0430-000-000000	189.41
	0100103969	03/28/25	9386548821	250418	MAINTENANCE REPAIR	5-10-710-26-2600-0430-000-000000	1,169.84
	0100103969	03/28/25	9402629985	250418	MAINTENANCE REPAIR	5-10-710-26-2600-0430-000-000000	-1,169.84
					Check Total		189.41
					Vendor Total		2,256.41

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Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
GRIZ 2 AUTO PARTS		10871					
	0100103878	03/06/25	03-03-2025_39		2/CHARGES ACCT 6802	5-10-720-27-2700-0610-000-000000	119.70
					Check Total		119.70
					Vendor Total		119.70
HERALD DEMOCRAT		60					
	0100103879	03/06/25	03-03-2025_40		2/CHARGES ACCT 38171	5-10-601-23-2391-0540-000-000000	220.00
					Check Total		220.00
	0100103913	03/19/25	404256		3/CHARGES ACCT 38171	5-10-601-23-2391-0540-000-000000	310.00
					Check Total		310.00
					Vendor Total		530.00
HEYTUTOR INC		42439					
	0100103914	03/19/25	9431EBDE-1847	250283	FY25 HEYTUTOR CONTRACT	5-22-602-00-0090-0300-000-003276	19,902.35
					Check Total		19,902.35
	0100103915	03/19/25	9431EBDE-1899	250372	ADDITION TO SERVICE AGREEMENT	5-22-602-00-0090-0300-000-003276	7,798.05
					Check Total		7,798.05
					Vendor Total		27,700.40
HOMESTAKE PEAK SCHOOL		41025					
	0100103954	03/28/25	03-26-2025_16		PEAKS LEAGUE SPORTSMAN OF THE YR SHIRTS	5-10-301-14-1800-0613-000-000000	105.00
					Check Total		105.00
					Vendor Total		105.00
HORACE MANN LIFE INSURANCE CO.		211					
	0100103946	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	284.52
					Check Total		284.52
					Vendor Total		284.52
HORD COPLAN MACHT		37842					
	0100103916	03/19/25	09772840	250494	LCES ARCHITECT FEES	5-10-602-10-0090-0300-000-000000	4,800.00
					Check Total		4,800.00
					Vendor Total		4,800.00

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INTERNAL REVENUE SERVICE		838					
	0100639597	03/28/25	03-28-2025_3		3/FIT	5-10-000-00-0000-7428-000-000000	21,918.24
	0100639597	03/28/25	03-28-2025_3		3/FIT	5-10-000-00-0000-7472-000-000000	42,972.08
					Check Total		64,890.32
					Vendor Total		64,890.32
J.W. PEPPER & SON, INC		2091					
	0100103917	03/19/25	367299972		MUSIC SUPPLY	5-10-301-10-1240-0610-000-000000	171.00
	0100103917	03/19/25	367386900		MUSIC SUPPLY	5-10-301-10-1240-0610-000-000000	103.74
	0100103917	03/19/25	367387930		MUSIC SUPPLY	5-10-301-10-1240-0610-000-000000	8.85
					Check Total		283.59
					Vendor Total		283.59
KATHERINE KERRIGAN		4390					
	0100103955	03/28/25	03-26-2025_13		3/7 MILEAGE REIM	5-10-302-10-0060-0320-000-000000	72.31
					Check Total		72.31
					Vendor Total		72.31
KINDLING COLLABORATIVE, LLC		42161					
	0100103880	03/06/25	0023		JAN 25 GRANT CONSULTING	5-22-100-03-2100-0304-000-005371	447.60
	0100103880	03/06/25	0024		FEB GRANT HOURS	5-22-602-00-0090-0300-000-003202	1,422.00
	0100103880	03/06/25	0024		FEB GRANT HOURS	5-22-602-00-2100-0300-000-003276	474.00
	0100103880	03/06/25	0024		FEB GRANT HOURS	5-10-602-20-2210-0300-000-003285	1,422.00
	0100103880	03/06/25	0024		FEB GRANT HOURS	5-22-602-00-0090-0300-000-003192	1,422.00
	0100103880	03/06/25	0023		JAN 25 GRANT CONSULTING	5-22-602-00-2100-0300-000-003192	1,678.50
	0100103880	03/06/25	0023		JAN 25 GRANT CONSULTING	5-22-602-00-0090-0300-000-003202	1,678.50
	0100103880	03/06/25	0023		JAN 25 GRANT CONSULTING	5-22-602-00-2100-0300-000-003276	1,119.00
	0100103880	03/06/25	0023		JAN 25 GRANT CONSULTING	5-22-971-03-2100-0304-000-005371	223.80
	0100103880	03/06/25	0023		JAN 25 GRANT CONSULTING	5-22-301-03-2100-0304-000-005371	447.60
					Check Total		10,335.00
					Vendor Total		10,335.00
KONICA MINOLTA		2292					
	0100103918	03/19/25	46656353		2/DISTRICT COPIERS	5-27-971-02-3330-0330-000-008600	52.00
	0100103918	03/19/25	46656353		2/DISTRICT COPIERS	5-26-971-33-3330-0330-000-000000	207.97
	0100103918	03/19/25	46656353		2/DISTRICT COPIERS	5-19-971-00-0040-0330-000-003897	259.97
	0100103918	03/19/25	46656353		2/DISTRICT COPIERS	5-27-971-25-3330-0330-000-008600	519.94
	0100103918	03/19/25	46656353		2/DISTRICT COPIERS	5-10-602-10-0090-0330-000-000000	8,610.93
					Check Total		9,650.81
					Vendor Total		9,650.81

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Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
KONICA MINOLTA BUSINESS SOL.		4289					
	0100103881	03/06/25	9010326826		1/21-2/20/25 CANON COPIERS MAINT AGRMNT	5-10-602-10-0090-0330-000-000000	244.60
					Check Total		244.60
					Vendor Total		244.60
KRISTEN GEESAMAN		42633					
	0100103919	03/19/25	3	250391	COUNSELOR MENTOR FOR LCHS - COUNSELOR CO	5-22-301-00-0030-0300-000-003192	200.00
					Check Total		200.00
					Vendor Total		200.00
KYLE BAKER		41203					
	0100103882	03/06/25	03-03-2025_17		REIMB MILEAGE EXP CORPS TRNG	5-22-602-00-2100-0580-000-003192	122.00
	0100103882	03/06/25	03-03-2025_17		REIMB TEE LICENSE EXP	5-22-602-00-2100-0610-000-003192	93.60
					Check Total		215.60
					Vendor Total		215.60
L & B'S RUBBER MATE PRO		42757					
	0100103970	03/28/25	26037	250495	POURED IN PLACE RUBBER PLAYGROUND SURFAC	5-19-971-00-0040-0610-000-003141	11,892.00
					Check Total		11,892.00
					Vendor Total		11,892.00
LAKE COUNTY LANDFILL		370					
	0100103971	03/28/25	03-20-2025_4		2/DISPOSAL SERVICES L0029	ACCT 5-10-710-26-2600-0421-000-000000	23.69
					Check Total		23.69
					Vendor Total		23.69
LANA BUTLER		39810					
	0100103956	03/28/25	03-26-2025_3		LOST CHECK REISSUE	5-10-602-00-2100-0580-000-001210	83.00
					Check Total		83.00
					Vendor Total		83.00

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Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
LCEA		20214					
	0100103947	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-26-000-00-0000-7421-000-000000	6.25
	0100103947	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-22-000-00-0000-7421-000-000000	262.46
	0100103947	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-27-000-00-0000-7421-000-000000	292.96
	0100103947	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-21-000-00-0000-7421-000-000000	.89
	0100103947	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-19-000-00-0000-7421-000-000000	261.54
	0100103947	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-10-000-00-0000-7421-000-000000	3,650.85
					Check Total		4,474.95
					Vendor Total		4,474.95
LCHS KITCHEN		3717					
	0100103948	03/26/25	26-MAR-25		PAYROLL LIABILITIES	5-21-600-00-0000-1620-000-000000	88.75
					Check Total		88.75
					Vendor Total		88.75
LCSD ATHLETICS		37095					
	0100103883	03/06/25	03-03-2025_37		REIMB NORDIC ST MEALS 2/27-2/28	5-10-301-14-1800-0580-000-000000	1,679.19
	0100103883	03/06/25	03-03-2025_34		REIMB ALPINE ST MEAL EXPENSE 2/20-2/21	5-10-301-14-1800-0580-000-000000	709.00
					Check Total		2,388.19
					Vendor Total		2,388.19

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Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
MA ASUNCION HERNANDEZ PEREZ		42781					
	0100103923	03/19/25	03-17-2025_14		SHOE REIMBURSEMENT	5-21-740-31-3100-0610-000-000000	75.85
					Check Total		75.85
					Vendor Total		75.85
MARIA ANTONIETA LIZARDO		17922					
	0100103924	03/19/25	03-17-2025_10		2/11-3/10 MILEAGE REIMB	5-21-740-31-3100-0580-000-000000	53.87
					Check Total		53.87
					Vendor Total		53.87
MARISSA MARTINEZ		21768					
	0100103972	03/28/25	03-20-2025_1		REIMBURSE CLASSROOM SUPPLY	5-26-971-33-3310-0610-000-000000	1.32
	0100103972	03/28/25	03-20-2025_1		REIMBURSE CLASSROOM SUPPLY	5-19-971-00-0040-0610-000-003897	1.64
	0100103972	03/28/25	03-20-2025_1		REIMBURSE CLASSROOM SUPPLY	5-27-971-25-3330-0610-000-008600	3.61
					Check Total		6.57
					Vendor Total		6.57
MARNI LYNNE WIGHT-GARRISON		29637					
	0100103885	03/06/25	03-03-2025_43		2/18 2/28 BASKETBALL WORKER	5-10-301-14-1800-0392-000-000000	140.00
					Check Total		140.00
					Vendor Total		140.00
MCCANDLESS INTERNATIONAL TRUCK		1735					
	0100103886	03/06/25	S101067170:01	250393	EST#4729837 RO#67170	5-10-720-27-2700-0430-000-000000	14,332.59
					REPAIRS ON BUS 3		
	0100103886	03/06/25	S10106164:01	250378	EST #4711150 RO#67164	5-10-720-27-2700-0430-000-000000	10,425.25
					REPAIRS ON BUS 16		
					Check Total		24,757.84
					Vendor Total		24,757.84
MCI		2960					
	0100103925	03/19/25	03-17-2025_8		2/LONG DISTANCE FAX ACCT	5-10-602-10-0090-0531-000-000000	88.07
					08660958314		
					Check Total		88.07
	0100103973	03/28/25	03-20-2025_10		3/ ACCT 6P603161	5-10-602-10-0090-0531-000-000000	38.53
					Check Total		38.53
					Vendor Total		126.60

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MEADOW GOLD DAIRIES		1343					
	0100103887	03/06/25	03-03-2025_20		2/MEADOWGOLD MILK ACCT 1052668	5-21-740-31-3100-0631-000-000000	3,059.92
						Check Total	3,059.92
						Vendor Total	3,059.92
MELISSA VILLARREAL		42706					
	0100103974	03/28/25	03-20-2025_16		REIMBURSE SHOE EXPENSE	5-10-720-27-2700-0610-000-000000	92.11
						Check Total	92.11
						Vendor Total	92.11
MICHELE DEWINE		24058					
	0100103926	03/19/25	03-17-2025_26		REIMB SCIENCE CLASSROOM SUPPLY	5-10-201-10-1310-0610-000-000000	17.48
						Check Total	17.48
						Vendor Total	17.48
MONTE VISTA MIDDLE SCHOOL		1198					
	0100103888	03/06/25	03-03-2025_35		4/19 MS TRACK ENTRY FEE	5-10-201-14-1800-0584-000-000000	150.00
						Check Total	150.00
						Vendor Total	150.00
N.SUSAN HAMMERTON		38180					
	0100103927	03/19/25	03-17-2025_2		2/13 2/19 2/20 2/27 INTERPRETATION	5-10-602-10-0090-0300-000-000000	96.25
						Check Total	96.25
						Vendor Total	96.25
NATIONAL ACADEMIC QUIZ TOURNAMENTS, 42749							
	0100103889	03/06/25	6862Z7		KNOWLEDGE BOWL TOURN ENTRY FEE	5-10-301-14-1800-0584-000-000000	790.00
						Check Total	790.00
						Vendor Total	790.00
O'REILLY AUTOMOTIVE, INC		27090					
	0100103975	03/28/25	03-20-2025_6		2/CHARGES ACCT 1754362	5-10-710-26-2600-0430-000-000000	4.37
						Check Total	4.37
						Vendor Total	4.37

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PARKVILLE WATER DISTRICT		334					
	0100103957	03/28/25	03-26-2025_8		3/WATER ACCT 1217	5-10-710-26-2600-0411-000-000000	446.44
	0100103957	03/28/25	03-26-2025_11		3/WATER ACCT 1151	5-27-971-02-3330-0620-000-008600	2.57
	0100103957	03/28/25	03-26-2025_11		3/WATER ACCT 1151	5-26-971-33-3310-0810-000-000000	17.82
	0100103957	03/28/25	03-26-2025_4		3/WATER ACCT 1265	5-10-710-26-2600-0411-000-000000	66.00
	0100103957	03/28/25	03-26-2025_5		3/WATER ACCT 1264	5-10-710-26-2600-0411-000-000000	66.00
	0100103957	03/28/25	03-26-2025_6		3/WATER ACCT 1219	5-10-710-26-2600-0411-000-000000	82.60
	0100103957	03/28/25	03-26-2025_7		3/WATER ACCT 1218	5-10-710-26-2600-0411-000-000000	862.58
	0100103957	03/28/25	03-26-2025_11		3/WATER ACCT 1151	5-19-971-00-2600-0410-000-003897	20.37
	0100103957	03/28/25	03-26-2025_9		3/WATER ACCT 1216	5-10-710-26-2600-0411-000-000000	550.29
	0100103957	03/28/25	03-26-2025_10		3/WATER ACCT 1206	5-10-710-26-2600-0411-000-000000	150.82
	0100103957	03/28/25	03-26-2025_11		3/WATER ACCT 1151	5-10-710-26-2600-0411-000-000000	165.53
	0100103957	03/28/25	03-26-2025_11		3/WATER ACCT 1151	5-27-971-25-3330-0620-000-008600	48.38
					Check Total		2,479.40
					Vendor Total		2,479.40
PERA		340					
	0100639599	03/28/25	03-28-2025_5		3/PERA	5-10-000-00-0000-7473-000-000000	247,205.18
					Check Total		247,205.18
					Vendor Total		247,205.18
PHEBE NICOLE CONDON		34649					
	0100103928	03/19/25	03-17-2025_23		REIMB SCIENCE CLASSROOM SUPPLY	5-10-301-10-1310-0610-000-000000	60.84
					Check Total		60.84
					Vendor Total		60.84
PHONEWARE		40070					
	0100103890	03/06/25	IN-8000832929370		3/LOCAL/LONG DISTANCE CARRIER ACCT 30271	5-10-602-10-0090-0531-000-000000	715.45
					Check Total		715.45
					Vendor Total		715.45
PINNACOL ASSURANCE		454					
	0100103929	03/19/25	22003807		WORKERS COMP DEDUCTIBLE	5-10-602-28-2850-0521-000-000000	2,550.47
	0100103929	03/19/25	22003807		9 OF 9 WORKERS COMP PREMIUM INSTALL	5-10-602-28-2850-0521-000-000000	11,899.00
					Check Total		14,449.47
					Vendor Total		14,449.47

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POWERSCHOOL GROUP LLC		30503					
	0100103930	03/19/25	INV436877	250427	QUOTE# Q-1081824-2 FY25 ENGAGE SUITE	5-10-602-10-0090-0300-000-000000	1,751.00
					Check Total		1,751.00
					Vendor Total		1,751.00
PROCARE THERAPY		41041					
	0100103891	03/06/25	21150848		W/E 2/28/SCHOOL TELE- PSYCHOLOGIST	5-10-602-12-1700-0300-000-003130	209.96
					Check Total		209.96
	0100103976	03/28/25	21144680		W/E 2/21 / SCHOOL TELE- PSYCHOLOGIST	5-10-602-12-1700-0300-000-003130	262.45
					Check Total		262.45
					Vendor Total		472.41
RIVERSIDE INSIGHTS		42722					
	0100103931	03/19/25	INV237169	250462	RIVERSIDE TRAINING ACADEMY- COGAT PACK OF	5-10-602-00-0090-0610-000-003228	250.00
					Check Total		250.00
					Vendor Total		250.00
RYAN'S PERFORMANCE MOTORS (RPM)		39772					
	0100103977	03/28/25	0021439	250449	1997 SUBURBAN REPAIRS	5-10-720-27-2700-0430-000-000000	2,054.16
					Check Total		2,054.16
					Vendor Total		2,054.16
SANGRE DE CRISTO ELECTRIC		382					
	0100103932	03/19/25	03-17-2025_3		2/TWIN LAKES SCHOOLHOUSE ACCT 13090000	5-10-710-26-2600-0620-000-000000	48.97
					Check Total		48.97
					Vendor Total		48.97
SARAH BALTMANIS		30538					
	0100103933	03/19/25	03-17-2025_30		REIMBURSE ART CLASSROOM SUPPLY	5-10-201-10-0200-0610-000-000000	406.81
					Check Total		406.81
					Vendor Total		406.81

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Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
SCANGA MEAT CO		35572					
	0100103892	03/06/25	16:04		MEAT PRODUCTS	5-21-740-31-3100-0630-000-000000	1,003.27
	0100103892	03/06/25	15:14		MEAT PRODUCTS	5-21-740-31-3100-0630-000-000000	91.14
	0100103892	03/06/25	10:19		MEAT PRODUCTS	5-21-740-31-3100-0630-000-000000	265.05
					Check Total		1,359.46
					Vendor Total		1,359.46
SCHOLASTIC TESTING SERVICE		8141					
	0100103893	03/06/25	2997015		GT TESTING SUPPLY	5-10-602-00-0090-0610-000-003228	25.00
					Check Total		25.00
	0100103934	03/19/25	299701S		TTCT, FIGURAL-A ASSESSMENT SCORING	5-10-602-00-0090-0610-000-003228	25.00
					Check Total		25.00
					Vendor Total		50.00
SPRAGUE PEST SOLUTIONS		42455					
	0100103894	03/06/25	5708100		2/28 PEST CONTROL LCES ACCT 101905698	5-10-710-26-2600-0300-000-000000	90.00
	0100103894	03/06/25	5708101		2/28 PEST CONTROL PITTS ACCT 101905698	5-10-710-26-2600-0300-000-000000	75.00
	0100103894	03/06/25	5708103		2/28 PEST CONTROL DO ACCT 101905698	5-10-710-26-2600-0300-000-000000	75.00
	0100103894	03/06/25	5807102		2/28 PEST CONTROL BUS ACCT 101905698	5-10-710-26-2600-0300-000-000000	75.00
	0100103894	03/06/25	5708098		2/28 PEST CONTROL LCHS ACCT 101905698	5-10-710-26-2600-0300-000-000000	130.00
	0100103894	03/06/25	5708099		2/28 PEST CONTROL LCIS ACCT 101905698	5-10-710-26-2600-0300-000-000000	130.00
					Check Total		575.00
					Vendor Total		575.00
STECK INSIGHTS LLC		36161					
	0100103895	03/06/25	3154		3/MONTHLY WEBSITE SERVICE	5-10-602-10-0090-0300-000-000000	220.00
					Check Total		220.00
					Vendor Total		220.00

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STERLING LITERACY CONSULTING		38318					
	0100103935	03/19/25	LC22025		6-12 TCH ADMIN SCI RDG LA	5-22-301-03-2100-0302-000-005371	5,680.00
	0100103935	03/19/25	LC22025		BIRTH-5 CONSULTANT	5-22-971-03-2100-0300-000-005371	800.00
	0100103935	03/19/25	LC22025		K-5 CONSULTANT	5-22-100-03-2100-0300-000-005371	6,700.00
	0100103935	03/19/25	LC22025		6-12 CONSULTANT	5-22-301-03-2100-0300-000-005371	3,600.00
	0100103935	03/19/25	LC22025		BIRTH-5 TCH ADMIN SCI RDG LA	5-22-971-03-2100-0302-000-005371	1,893.33
	0100103935	03/19/25	LC22025		K-5 TCH ADMIN SCI RDG LA	5-22-100-03-2100-0302-000-005371	6,626.67
					Check Total		25,300.00
					Vendor Total		25,300.00
STJERNHOLM CHIROPRACTIC		33243					
	0100103896	03/06/25	03-03-2025_28		DOT PHYSICAL	5-10-720-27-2700-0300-000-000000	85.00
					Check Total		85.00
					Vendor Total		85.00
TALMAGE TRUJILLO		42447					
	0100103897	03/06/25	03-03-2025_9		REIMBURSE TEE LICENSE FEE	5-22-602-00-2100-0610-000-003192	93.60
					Check Total		93.60
	0100103958	03/28/25	03-26-2025_12		FALL 2024 TUITION REIM	5-22-602-00-2100-0610-000-003192	2,000.00
					Check Total		2,000.00
					Vendor Total		2,093.60
TAYLOR RAPKE		27430					
	0100103898	03/06/25	03-03-2025_18		REIMBURSE SUPPLY	5-10-100-24-2410-0610-000-000000	56.13
					Check Total		56.13
					Vendor Total		56.13
TIGER, INC		29874					
	0100103936	03/19/25	0225541128		2/UTILITIES GAS LCHS	5-10-710-26-2600-0620-000-000000	5,622.94
	0100103936	03/19/25	0225541221		2/UTILITIES GAS LCES	5-19-971-00-2600-0410-000-003897	779.57
	0100103936	03/19/25	0225541132		2/UTILITIES GAS ADMIN	5-10-710-26-2600-0620-000-000000	1,210.99
	0100103936	03/19/25	0225541129		2/UTILITIES GAS PITTS	5-10-710-26-2600-0620-000-000000	3,054.40
	0100103936	03/19/25	0225541130		2/UTILITIES GAS LCIS	5-10-710-26-2600-0620-000-000000	5,790.69
	0100103936	03/19/25	0225541131		2/UTILITIES GAS BUS	5-10-710-26-2600-0620-000-000000	963.18
	0100103936	03/19/25	0225541221		2/UTILITIES GAS LCES	5-10-710-26-2600-0620-000-000000	6,334.01
	0100103936	03/19/25	0225541221		2/UTILITIES GAS LCES	5-27-971-25-3330-0620-000-008600	1,851.48
	0100103936	03/19/25	0225541221		2/UTILITIES GAS LCES	5-27-971-02-3330-0620-000-008600	97.46
	0100103936	03/19/25	0225541221		2/UTILITIES GAS LCES	5-26-971-33-3310-0610-000-000000	682.12
					Check Total		26,386.84
					Vendor Total		26,386.84

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TRACY VINCENT	1948						
	0100103978	03/28/25	03-20-2025_15		REIMBURSE ADMIN SUPPLY	5-10-101-24-2410-0610-000-000000	16.25
	Check Total						16.25
	Vendor Total						16.25
TRISTA ROMOCKI	41327						
	0100103937	03/19/25	03-17-2025_28		REIMBURSE PROGRAM SUPPLY	5-10-602-20-2213-0610-000-000000	75.11
	Check Total						75.11
	Vendor Total						75.11
VERIZON WIRELESS	3373						
	0100103979	03/28/25	6107735342		2/CHARGES ACCT 970483601- 00001 EHS HV	5-27-971-02-3330-0531-000-008600	50.75
	0100103979	03/28/25	6107735342		2/CHARGES ACCT 970483601- 00001 DIST	5-10-602-10-0090-0531-000-000000	2,917.99
	0100103979	03/28/25	6107735342		2/CHARGES ACCT 970483601- 00001 BUS	5-10-602-10-0090-0531-000-000000	60.75
	0100103979	03/28/25	6107735342		2/CHARGES ACCT 970483601- 00001 PK	5-26-971-33-3310-0810-000-000000	33.57
	0100103979	03/28/25	6107735342		2/CHARGES ACCT 970483601- 00001 PK	5-27-971-25-3330-0531-000-008600	83.93
	0100103979	03/28/25	6107735342		2/CHARGES ACCT 970483601- 00001 PK	5-27-971-02-3330-0531-000-008600	16.80
	0100103979	03/28/25	6107735342		2/CHARGES ACCT 970483601- 00001 PK	5-19-971-00-2600-0410-000-003897	33.57
	Check Total						3,197.36
	Vendor Total						3,197.36
VICTORIA COOK	42250						
	0100103959	03/28/25	03-26-2025_2		LOST CHECK REISSUE	5-10-101-24-2410-0610-000-000000	43.76
	Check Total						43.76
	Vendor Total						43.76
WASTE MANAGEMENT OF CO INC	39934						
	0100103899	03/06/25	0726153-2520-5		2/MONTHLY TRASH SERV ACCT 27-15308-13008	5-10-710-26-2600-0421-000-000000	3,253.75
	Check Total						3,253.75
	Vendor Total						3,253.75

Vendor	Check Key	Check Date	Invoice No	Po No	Description	Account No	Amount
WAXIE SANITARY SUPPLY			3830				
	0100103938	03/19/25	83105110	250483	TP-20 CASES	5-10-720-27-2700-0610-000-000000	47.93
	0100103938	03/19/25	83032258	RETURN 250434	SPITFIRE	5-10-710-26-2600-0610-000-000000	-123.82
	0100103938	03/19/25	83092198	250434	SPITFIRE	5-10-710-26-2600-0610-000-000000	123.82
	0100103938	03/19/25	83091120	250483	TP-20 CASES	5-10-720-27-2700-0610-000-000000	186.60
	0100103938	03/19/25	83087942	250483	TP-20 CASES	5-10-720-27-2700-0610-000-000000	121.71
	0100103938	03/19/25	83103163	250483	TP-20 CASES	5-10-720-27-2700-0610-000-000000	46.65
	0100103938	03/19/25	83091120	250483	TP-20 CASES	5-10-720-27-2700-0610-000-000000	-46.65
	0100103938	03/19/25	83092244	250483	TP-20 CASES	5-10-720-27-2700-0610-000-000000	5,878.11
	Check Total						6,234.35
Vendor Total						6,234.35	
WELLNESS SCREENING LLC			1704				
	0100103900	03/06/25	2826		ANNUAL ADMIN FEE	5-10-720-27-2700-0300-000-000000	150.00
	Check Total						150.00
Vendor Total						150.00	
WESTERN SLOPE BAR SUPPLIES			3682				
	0100103980	03/28/25	03-20-2025_18		2/WATER ACCT 34150000 DO	5-10-602-10-0090-0610-000-000000	351.60
	0100103980	03/28/25	03-20-2025_18		2/WATER ACCT 34150000 BUS	5-10-720-27-2700-0610-000-000000	35.40
	Check Total						387.00
Vendor Total						387.00	
XCEL ENERGY			3732				
	0100103901	03/06/25	916520149		2/UTILITIES ACCT #53-0013027313-0	5-10-710-26-2600-0620-000-000000	2,859.21
	0100103901	03/06/25	916520149		2/UTILITIES ACCT #53-0013027313-0	5-27-971-25-3330-0620-000-008600	835.77
	0100103901	03/06/25	916520149		2/UTILITIES ACCT #53-0013027313-0	5-19-971-00-2600-0410-000-003141	307.91
	0100103901	03/06/25	916520149		2/UTILITIES ACCT #53-0013027313-0	5-19-971-00-2600-0410-000-003897	351.90
	0100103901	03/06/25	916520149		2/UTILITIES ACCT #53-0013027313-0	5-27-971-02-3330-0620-000-008600	44.00
	Check Total						4,398.79
Vendor Total						4,398.79	
Grand Total						1,211,282.39	

Cash Flow Financial Report
FY 2023-2024

		<u>Beginning Balance</u>	<u>Activity</u>	<u>Deposits</u>	<u>State Loan Deposits</u>	<u>Ending Balance</u>	
<u>Lake County School District</u>							
Operating Account	July	\$ 1,400,822.91	\$ 1,953,319.37	\$ 1,389,224.19		\$ 836,727.73	
	August	\$ 836,727.73	\$ 1,558,892.63	\$ 1,214,482.14		\$ 492,317.24	
	September	\$ 492,317.24	\$ 1,684,303.92	\$ 1,419,690.12	\$ 1,238,576.00	\$ 1,466,279.44	
	October	\$ 1,466,279.44	\$ 1,405,617.91	\$ 593,087.31	\$ 246,070.00	\$ 899,818.84	
	November	\$ 899,818.84	\$ 1,709,612.80	\$ 966,128.94	\$ 633,589.00	\$ 789,923.98	
	December	\$ 789,923.98	\$ 1,472,261.43	\$ 216,576.00	\$ 1,257,619.00	\$ 791,857.55	
	January	\$ 791,857.55	\$ 1,409,090.76	\$ 985,154.17	\$ 307,485.00	\$ 675,405.96	
	February	\$ 675,405.96	\$ 1,518,634.50	\$ 951,839.34	\$ 344,374.00	\$ 452,984.80	
	March	\$ 452,984.80	\$ 3,235,906.57	\$ 2,591,941.67	\$ 1,173,406.00	\$ 982,425.90	\$ 5,201,119.00
	April					\$ -	
	May					\$ -	
	June					\$ -	
Colotrust Account	July	\$ 2,285,187.97	\$ 1,200,000.00	\$ 268,435.88		\$ 1,353,623.85	
	August	\$ 1,353,623.85	\$ 700,000.00	\$ 429,446.15		\$ 1,083,070.00	
	September	\$ 1,083,070.00	\$ 600,000.00	\$ 187,655.26		\$ 670,725.26	
	October	\$ 670,725.26	\$ 250,000.00	\$ 697,696.79		\$ 1,118,422.05	
	November	\$ 1,118,422.05	\$ 450,000.00	\$ 252,917.90		\$ 921,339.95	
	December	\$ 921,339.95	\$ -	\$ 490,209.39		\$ 1,411,549.34	
	January	\$ 1,411,549.34	\$ 600,000.00	\$ 679,848.50		\$ 1,491,397.84	
	February	\$ 1,491,397.84	\$ 400,000.00	\$ 503,560.64		\$ 1,594,958.48	
	March	\$ 1,594,958.48	\$ 300,000.00	\$ 403,413.87		\$ 1,698,372.35	
	April					\$ -	
	May					\$ -	
	June					\$ -	
Payroll Account	July	\$ 10,674.59	\$ 568,741.32	\$ 567,462.22		\$ 9,395.49	
	August	\$ 9,395.49	\$ 540,630.43	\$ 540,700.00		\$ 9,465.06	
	September	\$ 9,465.06	\$ 579,778.90	\$ 585,000.00		\$ 14,686.16	
	October	\$ 14,686.16	\$ 587,271.58	\$ 583,000.00		\$ 10,414.58	
	November	\$ 10,414.58	\$ 582,056.36	\$ 582,000.00		\$ 10,358.22	
	December	\$ 10,358.22	\$ 666,089.43	\$ 666,000.00		\$ 10,268.79	
	January	\$ 10,268.79	\$ 575,493.25	\$ 575,500.00		\$ 10,275.54	
	February	\$ 10,275.54	\$ 600,655.64	\$ 600,000.00		\$ 9,619.90	
	March	\$ 9,619.90	\$ 579,450.29	\$ 580,000.00		\$ 10,169.61	
	April					\$ -	
	May					\$ -	
	June					\$ -	

Lake County School District
328 West 5th Street
Leadville, Colorado 80461
www.lakecountyschools.net

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Kate Bartlett, Grayson Cooper
MEMO PREPARED BY: Kate Bartlett
INVITED GUESTS: N/A
TIME ALLOTTED ON AGENDA: 20 min
DATE OF MEETING: 4/14/2025
ATTACHMENTS: 1

RE: *Policy Monitoring*, Presentation & Discussion

TOPIC SUMMARY

Background: We are presenting the attached updated draft of policy SP-4C-1, the Management Oversight Calendar, for Board review.

Topic for Presentation: The draft proposes a cadence for policy monitoring in a two-year cycle. We also propose using the format developed by Director Charles for policy monitoring reports prepared on this cycle. We welcome the Board's feedback.

Policy Type: Strategic Policies

Month	Policy Review / Monitoring	Statutory Approval Items	Spotlight (10 min update: Celebrations & Key focus areas)	Reports & Discussions	Activities
	Review = review policies for language changes, general awareness Revise = annual updates required Pre-monitor = explore ways to monitor this policy next year, review examples				
August				District Preparedness Overview (Supt) <i>Facilities, Transportation, Hiring, Safety</i>	
August Special Meeting	Monitor Even Years: SSG-9 Communication & Counsel to the Board (Supt)	Ballot Language, if applicable	Facilities (CFO) Transportation (Transportation Director)		
September	Monitor Every Year: SP-5 (Supt)			District Performance (Supt) <i>State Assessments, School and District Performance Frameworks, Data Wall: BOY</i>	
September Special Meeting	Monitor Odd Years: GP-6 Board Committee Principles (BOE), GP-5 President's Role (BOE) Even Years: GP-8 Board Members' Code of Conduct (BOE), GP-9 Board Member Covenants (BOE)	Accreditation of Schools	Safety and Security (Safety Director)		

Policy Type: Strategic Policies

Month	Policy Review / Monitoring	Statutory Approval Items	Spotlight (10 min update: Celebrations & Key focus areas)	Reports & Discussions	Activities
	Review = review policies for language changes, general awareness Revise = annual updates required Pre-monitor = explore ways to monitor this policy next year, review examples				
October				District Improvement Planning (Supt) <i>UIPs</i>	
October Work session	Monitor Odd Years: SSG-2 – Treatment of Students, Parents & Community (Supt.), SSG 3 – Staff Treatment (Supt.) Even Years: SSG-7 Financial Administration (Supt), SSG-8 Asset Protection (Supt.)		College and Career Readiness (School Teams)		
November			Technology (IT Director)	Strategic Plan Review (Supt) <i>Present proposed annual goals</i> Draft Audit (CFO) Enrollment (Supt)	BOE Walk Schools
November Work session					

Policy Type: Strategic Policies

Month	Policy Review / Monitoring	Statutory Approval Items	Spotlight (10 min update: Celebrations & Key focus areas)	Reports & Discussions	Activities
	Review = review policies for language changes, general awareness Revise = annual updates required Pre-monitor = explore ways to monitor this policy next year, review examples				
December		Audit Certify Mill Levy / CDE Form	Athletics & Extracurricular Activities (Athletic Director)		
December Work session					
January		Agenda Posting	Finance Committee	Superintendent Evaluation (BOE & Supt) Superintendent Contract discussions, if applicable (Exec Session) Revised Budget (CFO)	
January Work session	<u>Monitor</u> Odd Years: GP-1 Governance Commitment (BOE), GP-2 Governing Style (BOE) Even Years: GP-3 Board Job Description (BOE), GP-4 Moni-	Revised Budget	Food Service (Food Service Director)		

Policy Type: Strategic Policies

Month	Policy Review / Monitoring Review = review policies for language changes, general awareness Revise = annual updates required Pre-monitor = explore ways to monitor this policy next year, review examples	Statutory Approval Items	Spotlight (10 min update: Celebrations & Key focus areas)	Reports & Discussions	Activities
	toring Board Governance Process & Board Supt Process (BOE)				
February		Superintendent Evaluation Superintendent Contract, if applicable	Staffing, Recruitment, Retention (HR Director) District Accountability Committee	Enrollment: Choice in/out (Supt)	BOE Walk Schools
February Work session	<u>Monitor</u> Odd Years: SSG-1 Global Staff-Superintendent Guideline (Supt) Even Years: SSG-5 Emergency Supt Succession (Supt)			Capital Plan Overview; Master Plan (CFO) Non-Renewal Overview (Supt, CASB) District Performance (Supt) <i>District Data Wall: MOY</i> Direction for Collective Bargaining Agreement Negotiations, if applicable (Exec Session)	

Policy Type: Strategic Policies

Month	Policy Review / Monitoring	Statutory Approval Items	Spotlight (10 min update: Celebrations & Key focus areas)	Reports & Discussions	Activities
	Review = review policies for language changes, general awareness Revise = annual updates required Pre-monitor = explore ways to monitor this policy next year, review examples				
March		District Calendar	LCIS Update (Principal) CCIS Update (Principal)		
March Work session	Review & Revise BSR-5E Monitoring Superintendent Performance, Strategic Plan (BOE) SP-4C-1 Management Oversight Calendar (Supt)				
April			LCIS Update (Principal) LCES Update (Principal)		

Policy Type: Strategic Policies

Month	Policy Review / Monitoring	Statutory Approval Items	Spotlight (10 min update: Celebrations & Key focus areas)	Reports & Discussions	Activities
	Review = review policies for language changes, general awareness Revise = annual updates required Pre-monitor = explore ways to monitor this policy next year, review examples				
April Work session	Monitor Odd Years: GP-7 Agenda Planning (BOE), GP-10 (BOE) Board Members Conflict of Interest Even Years: GP-11 (BOE) School Board Member Financial Disclosure, GP-12 (BOE) Board Member Violations		School Culture Overview; Diversity and Inclusion (Supt) Staff Culture Overview (Supt)		
May				Revisit Communication Norms (BOE & Supt) Graduation Expectations (Supt and Board President) District Performance (Supt) <i>District Data Wall: EOY</i>	Post draft Budget information
May Work session	Monitor Odd Years: GP-13 Development of New Board Policy (BOE) Even Years: GP-14 Public Participation at School Board Meetings (BOE)			Draft Budget (CFO) Hiring & Retention Update (HR)	

Policy Type: Strategic Policies

Month	Policy Review / Monitoring	Statutory Approval Items	Spotlight (10 min update: Celebrations & Key focus areas)	Reports & Discussions	Activities
	Review = review policies for language changes, general awareness Revise = annual updates required Pre-monitor = explore ways to monitor this policy next year, review examples				
June	Monitor Odd Years: SSG-4 Staff Compensation (Supt) Even Years: SSG-6 Budgeting (Supt)	Budget Interest-Free Loan Program Application Ratify Collective Bargaining Agreements	Celebrations (Supt)	Master Plan Update (CFO)	Graduation
June Work session					
July					
July Work session					