



**District
Mission:**

Lake County School District creates safe and inclusive learning environments where students belong and are empowered to develop the knowledge, skills, and character to thrive and contribute in a changing world.

**Board
Priorities:**

Strategic
Direction #1:
Pursuing
Educational
Excellence

Strategic
Direction #2:
Enhancing
Student
Experience

Strategic
Direction #3:
Expanding
Family and
Community
Collaboration

Lake County School District Board of Education
May 26, 2026 5:30 pm Special 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 Spotlights
 - a. Hiring and Retention
7. 5:50 Discussion Item
 - a. 5:50 Bond Extension options
 - b. 6:10 DJE Update
 - c. 6:20 Negotiated Agreements
 - d. 6:30 Draft LCSD FY27 Budget
8. 7:00 Action Items
 - a. LCSD and LCEA Master Agreements
 - b. LCSD and AFSCME Contract
 - c. Resolution NO. 26-22 Increase in Fund 10 and Fund 22
9. 7:05 Policy Monitoring
 - a. GP-14
10. 7:10 Agenda Planning
11. Informational Items
 - a. LCSD Budget Reports
12. Adjourn
13. Upcoming meeting or event:
 - a. June 8, 2026 Regular Meeting @ 5:30 pm @ District Office/Zoom
 - b. June 13, 2026 Members of the Board may attend CCHS Graduation @ 8:30 am @ LCHS
 - c. June 13, 2026 Members of the Board may attend LCHS Graduation @ 10:30 am @ LCHS
 - d. June 16, 2026 Members of the Board may attend the end of year celebration @ 5:30 @ Colorado and Southern Railroad
 - e. June 22, 2026 Special Meeting @ 5:30 pm @ District Office/Zoom

Estimated duration of meeting is 2.5 to 3 hours **Updated 5/21/26

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.



Misión del Distrito:

El Distrito Escolar del Condado de Lake crea entornos de aprendizaje seguros e inclusivos donde los estudiantes pertenecen y están empoderados para desarrollar los conocimientos, las habilidades, y el carácter necesarios paraproperar y contribuir en un mundo cambiante.

Prioridades de la junta:

Dirección Estratégica n.º 1: Buscar la Excelencia Educativa

Dirección Estratégica n.º 2: Mejorar la Experiencia Estudiantil

Dirección Estratégica n.º 3: Ampliar la Colaboración con Familias y la Comunidad

Junta de Educación del Distrito Escolar del Condado de Lake

26 de mayo de 2026 5:30 pm Reunión especial

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 Puntos destacados
 - a. Contratación y retención de personal
7. 5:50 Tema de discusión
 - a. 5:50 Opciones para la prórroga de bonos
 - b. 6:10 DJE
 - c. 6:20 Acuerdos negociados
 - d. 6:30 Borrador del presupuesto del LCSD para el año fiscal 2027
8. 7:00 Temas de acción
 - a. Acuerdos marco entre el LCSD y la LCEA
 - b. Contrato entre el LCSD y AFSCME
 - c. Resolución N.º 26-22: Aumento en el Fondo 10 y el Fondo 22
9. 7:05 Seguimiento de políticas
 - a. GP-14
10. 7:10 Planificación de la Agenda
11. Puntos informativos
 - a. Informes presupuestarios del LCSD
12. Aplazar
13. Próxima reunión o evento:
 - a. 8 de junio de 2026: Sesión ordinaria, 5:30 p. m., en la Oficina del Distrito / Zoom
 - b. 13 de junio de 2026: Los miembros de la Junta pueden asistir a la ceremonia de graduación de CCHS, 8:30 a. m., en LCHS
 - c. 13 de junio de 2026: Los miembros de la Junta pueden asistir a la ceremonia de graduación de LCHS, 10:30 a. m., en LCHS
 - d. 16 de junio de 2026: Los miembros de la Junta pueden asistir a la celebración de fin de año, 5:30 p. m., en Colorado and Southern Railroad
 - e. 22 de junio de 2026: Sesión extraordinaria, 5:30 p. m., en la Oficina del Distrito / Zoom

La duración estimada de la reunión es de 2,5 a 3 horas ** Actualizado 5/21/26

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.

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.

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

AGENDA COVER MEMO

TO: Board of Education
PRESENTER(S): Kathleen Fitzsimmons
MEMO PREPARED BY: Kathleen Fitzsimmons
INVITED GUESTS: everyone
TIME ALLOTTED ON AGENDA: 5 minutes
ATTACHMENTS: none

TOPIC SUMMARY

Kathleen will present a status update on hiring for the 2026-2027 school year.

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: 3
TIME ALLOTTED ON AGENDA: 20 min
DATE OF MEETING: 5/26/2026
ATTACHMENTS: 1

RE: *Potential Bond Extension Ballot Question*, Presentation & Discussion

TOPIC SUMMARY

Background: The Board of Education has requested additional information about the mechanics, requirements and specifics of a potential bond extension ballot issue.

Topic for Presentation: Guests from RBC Capital Markets (Dan O’Connell and Anthony Singh) and Butler Snow (Kim Crawford) will be joining the presentation. The RBC presentation slides are attached.

We spoke with Kim about the fact that the Board is currently embarking on an update to the district’s facilities plans, along with consolidating schools, and so may not have a firm, prioritized list of capital projects by the time the language must be approved in August.

Kim suggested that, while the district is committed to completing any projects listed in the ballot question if it passes, it can also use generic language instead. In that case, there could be a companion Board resolution that would outline the specific projects under consideration, or a process to determine them.

Here is a sample of ballot language that would preserve flexibility for the Board to determine specific capital projects until a later date:

LAKE COUNTY SCHOOL DISTRICT R-1 BALLOT ISSUE []:

WITHOUT IMPOSING ANY NEW TAX, SHALL LAKE COUNTY SCHOOL DISTRICT R-1 DEBT BE INCREASED UP TO \$8 MILLION, WITH A REPAYMENT COST OF UP TO \$[] MILLION

(PRINCIPAL AND INTEREST), WITH THE PROCEEDS OF SUCH DEBT TO BE USED TO FINANCE THE ACQUISITION, CONSTRUCTION, AND IMPLEMENTATION OF CRITICAL INFRASTRUCTURE NEEDS OF THE DISTRICT AND OTHER CAPITAL IMPROVEMENTS OF THE DISTRICT AS AUTHORIZED BY LAW; AND SHALL THE TAXES AUTHORIZED AT THE DISTRICT'S BOND ELECTIONS IN 2012 AND 2019 (MAXIMUM ANNUAL OF \$2,108,640) BE EXTENDED AND AUTHORIZED TO BE USED TO PAY THE DEBT AUTHORIZED AT THIS ELECTION IN ADDITION TO THE DEBT AUTHORIZED AT SUCH PRIOR ELECTIONS; AND SHALL THE MILL LEVY BE INCREASED IN ANY YEAR WITHOUT LIMITATION AS TO RATE BUT ONLY IN AN AMOUNT SUFFICIENT TO PAY THE PRINCIPAL OF AND PREMIUM, IF ANY, AND INTEREST ON SUCH DEBT OR ANY REFUNDING DEBT WHEN DUE (OR TO CREATE A RESERVE FOR SUCH PAYMENT); AND MAY SUCH DEBT BE EVIDENCED BY THE ISSUANCE OF GENERAL OBLIGATION BONDS OR OTHER MULTIPLE FISCAL YEAR OBLIGATIONS THAT BE SOLD IN ONE SERIES OR MORE, FOR A PRICE ABOVE OR BELOW THE PRINCIPAL AMOUNT THEREOF, ON TERMS AND CONDITIONS, AND WITH SUCH MATURITIES AS PERMITTED BY LAW AND AS THE DISTRICT MAY DETERMINE; AND SHALL SUCH TAX REVENUES AND THE EARNINGS FROM THE INVESTMENT OF SUCH BOND PROCEEDS AND TAX REVENUES BE COLLECTED, RETAINED AND SPENT AS A VOTER APPROVED REVENUE CHANGE UNDER ARTICLE X, SECTION 20 OF THE COLORADO CONSTITUTION OR ANY OTHER LAW?

As a reminder, the Board intends to make a decision about whether it would like to put such a question (wording to be determined) forward in 2026 in its June 8th meeting.

RBC's K-12 Finance Team



RBC Capital Markets®

Dan O'Connell
Managing Director

RBC Capital Markets, LLC
Municipal Finance
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Denver, Colorado 80202

Tel: 303-595-1222
Fax: 303-595-1220
dan.oconnell@rbccm.com

- Leads K-12 Public Finance effort for RBC's Colorado office
- 25 years of experience in municipal finance with a focus on K-12 education
- RBC School District clients include Lake County SD, Steamboat Springs SD, Mesa 51, Montrose SD, Durango SD, Denver Public Schools, Douglas County School District and Cherry Creek Schools
- Serves as Financial Advisor to the State of Colorado for the cash flow loan program for Colorado School Districts
- Served as lead underwriter for every new money BEST COP transaction since inception in 2008 totaling more than \$1.4 billion in issuance



RBC Capital Markets®

Anthony Singh
Associate

RBC Capital Markets, LLC
Municipal Finance
1801 California St., Suite 3850
Denver, Colorado 80202

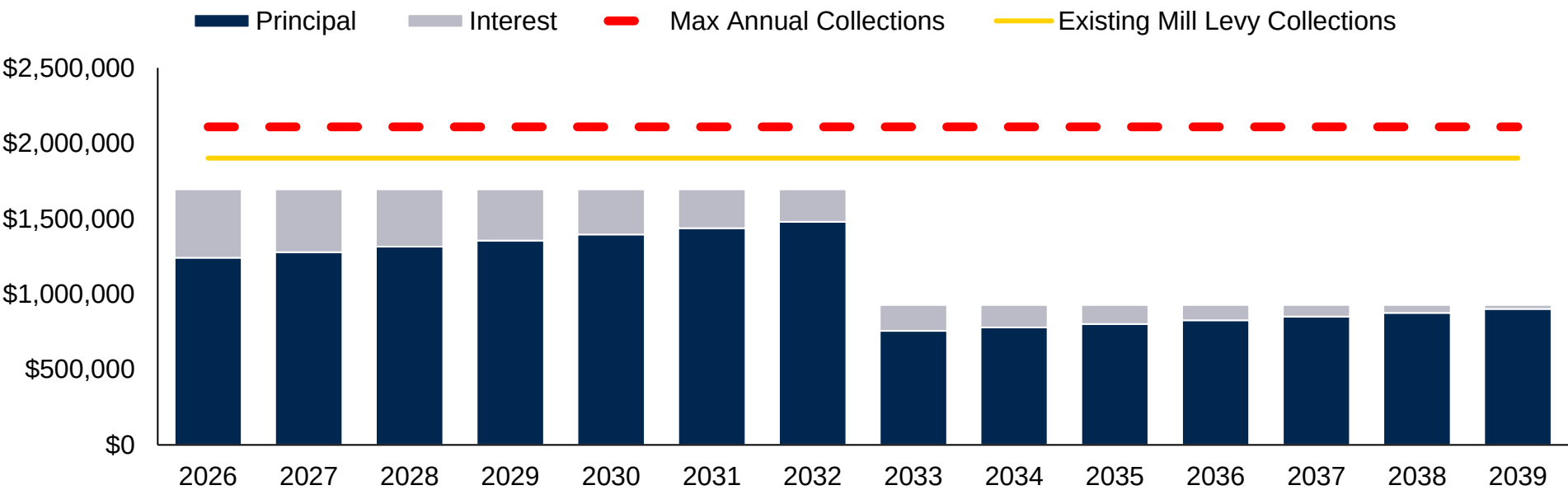
Tel: 303-595-1201
Fax: 303-595-1220
anthony.singh@rbccm.com

- Four years of experience in the municipal finance industry, providing support to Colorado issuers
- Assists with financial modeling and tax impact services to Colorado K-12 clients
- In addition to other governmental issuers, Colorado K-12 clients include Academy School District, Aurora School District, Cherry Creek Schools, Douglas County School District, Aspen School District and Denver Public Schools
- Leads modeling efforts for the State's interest-free loan program in excess of \$1 billion issued annually
- Current President of the Colorado Municipal Bond Dealers Association

Existing Ballot Parameters

Prior Authorization

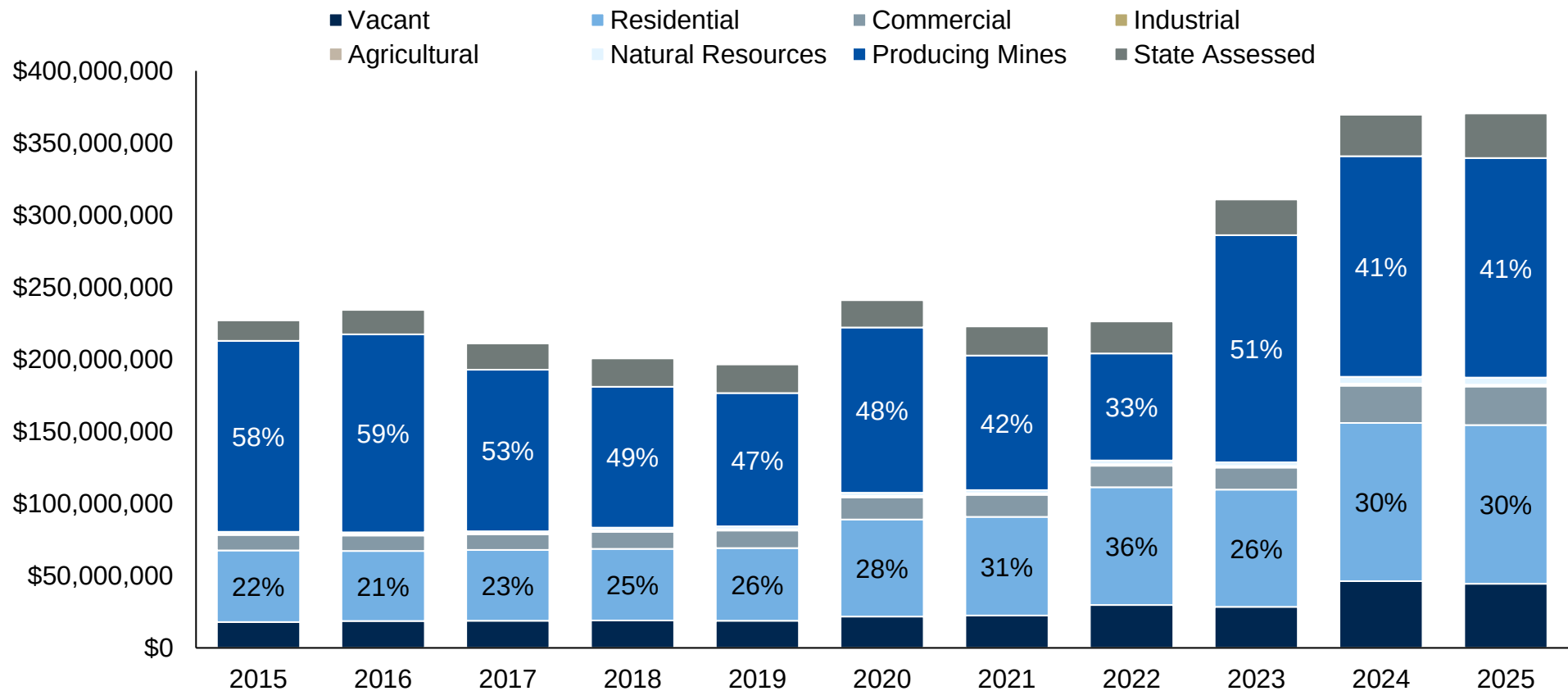
- The District is authorized to collect approximately \$2.108 million annually through the 2012 and 2019 GO BEST bonds
 - 2012 authorized up to \$993,640 in annual collections through 2032
 - 2019 authorized up to \$1,115,000 in annual collections through 2039
- The District will lose the 2012 authorization in 2033, so the question would need to be presented to voters before then
 - A “no new-tax increase” question may be presented to voters
 - The District may ask for \$7-\$8 million, dependent on interest rates



Source: EMMA and District Audits.

The District may issue between \$7 million and \$8 million dependent on interest rates under a “no new-tax increase” question

Assessed Value Composition



- State Assessed property (primarily Climax) represents the largest component of Lake County SD Assessed value (AV)
 - Changes in total representative share of AV shifts the overall tax burden
 - Ex: as Climax's AV grows (or shrinks) the District mill levy decreases (or increases) to support the debt service
- Variations in assessed value can be mitigated by utilizing bond fund balance
 - District can use existing bond fund balance to support new bond at existing mill levy

Source: Colorado DOLA Property Tax Books.

Future Election Considerations – 2026 or Later?

Future Tax Mitigation

- The District loses a chunk of its authorization when the 2012H BEST bonds are paid off in 2032
- The Maximum Annual Debt Service allowable per the exiting parameters is \$2.108 million, allowing for a bond between \$7-\$8 million

Assessed Value Considerations

- The assessed value of Climax Mine complicates the tax impact in future years, though it is expected to remain stable (or grow) in the near term
- Assuming no changes in existing assessed value, the District would need to utilize bond fund balance to meet the debt service requirements under the existing levy (until at least 2032)

Election Dynamics

- Even year elections such as 2026, generally have a more favorable turnout than odd year elections (2027 or 2029). Presidential Election years (2028) have the highest and most favorable turnout.
- The timing to develop thorough community engagement in 2026 is tight
- The District can pursue a no tax increase bond in the future if more time is needed (recognizing the voting demographics will be more difficult)

Q: If Climax increases in assessed value, will my levy decrease as a homeowner?

A: Yes, the bond levy required to service the debt would likely stay the same or decrease depending on overall growth. The opposite is also true.

Q: If the bond is extended to 25 or even 30 years, can the District issue more than \$8 million?

A: No, because the District is paying for interest only until the 2012H Bonds are paid off.

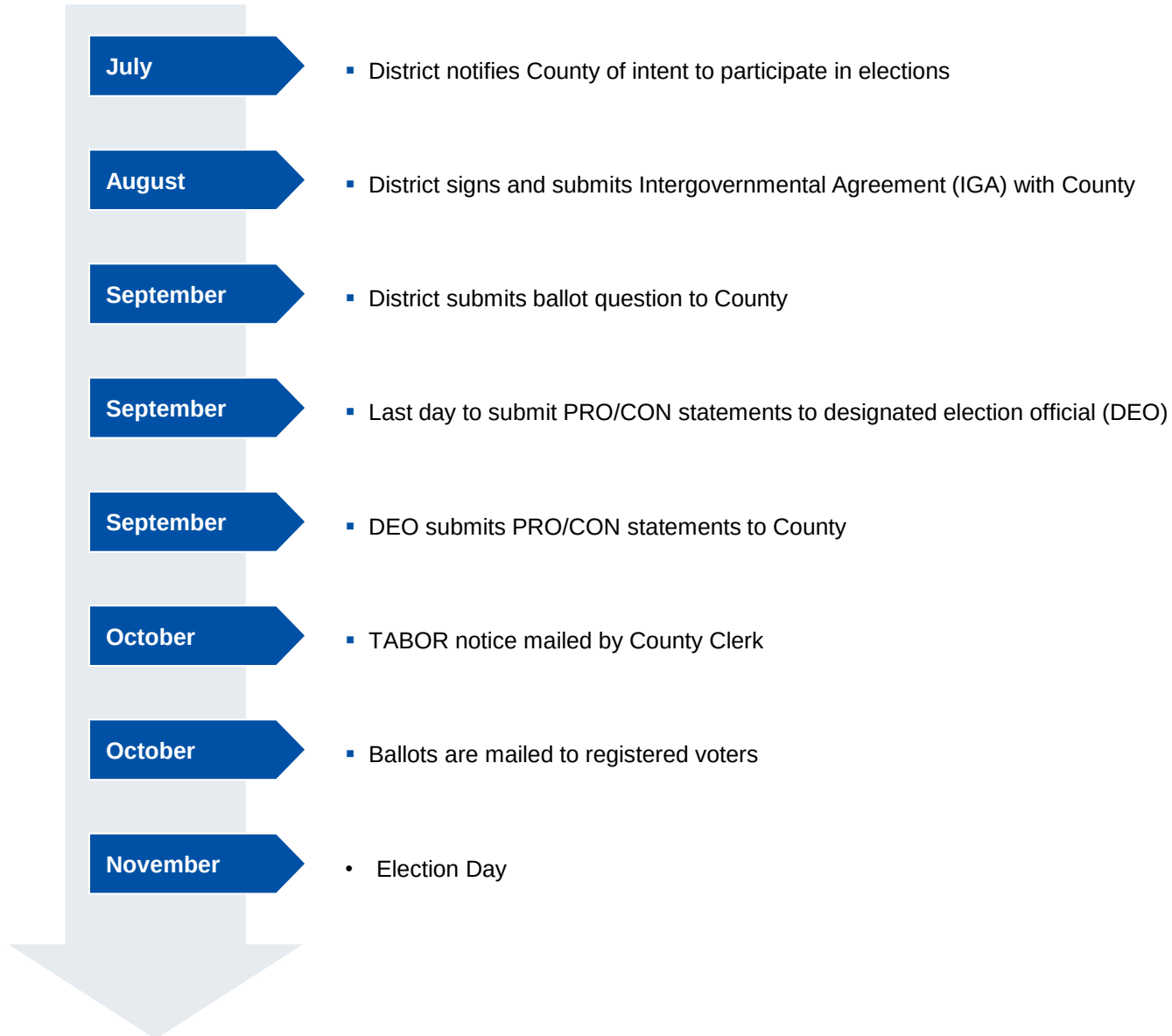
Q: Do we mitigate any tax impact from waiting?

A: No, unless the District were to wait until 2032, the tax impact would remain constant assuming no changes in AV. However, the District uses less bond fund balance by waiting.

Campaign Timeline

	January	February	March	April	May	June	July	August	September	October	November
Gather input on Facility Master Plan											
Develop Funding Cost Estimates											
Survey of Voters (if necessary)											
Present Survey Results											
Recommendation for Board											
Meet with Citizen Campaign Committee											
Select Citizen Leadership											
Establish Formal Campaign Committee											
Begin Fundraising											
Contact Local Community Members to Present											
Develop Literature to Distribute											
Present to Community Members (Back to School, etc.)											
Print and Mail Literature											
Present Facts to Local Media											
Write Letters of Support											
Follow-Up with Community Concerns											
Engage Community with Literature and Canvassing											

Election Timeline



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Bidding Procedures

All contractual services and purchases of supplies, materials and equipment in the amount of \$~~1025~~,000 or more except professional services, will be put to bid. This does not apply, however, to contracts for instructional services or materials. Other purchases may be made in the open market but will, when possible, be based on competitive quotations or prices.

Competitive selection

All contracts and all open market orders will be awarded to the lowest responsible qualified supplier, taking into consideration the quality of materials (services) desired and their contribution to program goals.

The district reserves the right to reject any or all bids and to accept that bid which appears to be in the best interest of the district.

Competitive procurement requirements may be waived when instructional continuity, curriculum alignment, technology compatibility, or standardization of educational programs is determined to be in the best interest of the district.

Purchases made through cooperative purchasing agreements, BOCES purchasing programs, or governmental price agreements that satisfy competitive procurement requirements may be exempt from otherwise applicable bidding procedures.

Response receipt and opening

All bids must be submitted to the district designee following the RFP (Request for Proposal) process. Bids may be opened in public by appropriate district officials or employees at the time specified, and all bidders shall be invited to be present.

Awarding a bid

The bidder to whom an award is made will be required to submit to the district proof of liability insurance and when appropriate, proof of workers' compensation insurance, and may be required to enter into a written contract with the district. Any written contract will include a provision requiring a criminal background check for any person providing direct services to students under the contract, including but not limited to transportation, instruction or food services as required by law. The contracting entity shall be responsible for any costs associated with the background check.

Requirements for Written Contract

Any contract must include a provision that states that any of the district's obligations for the construction and design of public works projects that are payable after the current fiscal year are contingent on money to pay the obligations being appropriated, budgeted, and otherwise made available to the district, subject to the requirements of C.R.S. 24-91-103.6.

Any written contract shall not include any of the below conditions or terms. If any of the below conditions are included in a written contract, that condition or term is considered null and void.

- Any requirement that the district hold harmless another person or entity;
- Any requirement that the district or contracting entity participate in binding arbitration or other extra-judicial process for dispute resolution;
- Any requirement that the district agree to limit liability of another person or entity for bodily injury, death, or property damage;
- Any waiver, alteration, or limitation of the application of the “Student Data Transparency and Security Act” or the “Colorado Privacy Act”;
- Any conflict with Colorado law or associated rules under state statute.

LEGAL REFS.: C.R.S. 22-1-135 (terms and conditions in public school contracts definitions)
C.R.S. 22-32-109 (1)(b) (board required to adopt bidding procedures)

C.R.S. 22-32-109 (1)(b) (*Board required to adopt bidding procedures*)
C.R.S. 22-32-109.7 (*board duties regarding the employment of personnel*)
C.R.S. 22-32-122 (4) (*background check provision required in service contracts*)
C.R.S. 24-18-201 (*public official’s interest in contract*)

CROSS REFS.:

Board policy:

SSG-8, Asset Protection

Administrative policy:

DJB, Federal Procurement

Adopted: Prior to 2017

Revised: February 2017

Revised: September 2020

Revised: July 2023

Lake County School District, Leadville, Colorado

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: 0
TIME ALLOTTED ON AGENDA: 15 min
DATE OF MEETING: 5/26/2026
ATTACHMENTS: 9

RE: *2026 Negotiated Agreements*, Action Item

TOPIC SUMMARY

Background: The Board of Education annually approves the district's negotiated agreements with its two bargaining units—LCEA and AFSCME.

Topic for Presentation: This year is a compensation-only year for both bargaining units. Because of the change to the district calendar, both contracts required very small updates to contract language related to employee contract annual days. We negotiated salary increases for all employees in these bargaining units, and also re-structured the certified salary schedule.

Attached please find:

- LCEA Certified Contract, redline and clean, including new salary schedule
- LCEA Classified Contract, redline and clean, including new placement schedules
- AFSCME Contract, redline and clean, including new placement amounts
- Sample 2026-27 employee compensation memos
 - LCEA Certified
 - LCEA Classified
 - AFSCME

The draft budget, presented elsewhere tonight, includes recommended 2026-27 compensation for employees (other than the Superintendent) who are not represented by a bargaining unit.

MASTER AGREEMENT
BETWEEN
LAKE COUNTY SCHOOL DISTRICT R-1
AND
LAKE COUNTY EDUCATION ASSOCIATION

May ~~2025~~2026

Lake County School District R-1
Lake County, Colorado

Board of Education
John Baker, President

Grayson Cooper, Vice President
Miriam Lozano, Treasurer
Melissa Earley, Secretary
Kerry Charles, Director

Superintendent

Kate Bartlett

Members of the Negotiating Team

Kate Bartlett, Superintendent
Jim Mulcey, Chief Financial Officer
Kathleen Fitzsimmons, Human Resources Director
Roxie Aldaz, Lake County Education Association
Jeff Spencer, Lake County Education Association
Cody Jump, Lake County Education Association
~~Julia Frattolin~~ Julissa Enriquez, Lake County Education Association
Stephanie Koucherik, Lake County Education Association
Eric Hansen, Colorado Education Association

MASTER AGREEMENT

This agreement is made and entered into by and between LAKE COUNTY SCHOOL DISTRICT R-1, in the County of Lake, State of Colorado, on behalf of said school district, and the LAKE COUNTY EDUCATION ASSOCIATION, on behalf of itself and the teachers of said school district.

Preamble - Recognition Statement

The District recognizes the Association as the exclusive representative and negotiating agent for all teachers and Special Service Providers (SSP) for the duration of this Agreement.

The purpose of this Agreement is to promote collaborative relationships among the faculty, administration and the Board to cultivate student learning. This Agreement provides a structure that ensures mutual respect, value and honor among all parties.

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ARTICLE 1 – DEFINITIONS AND RULES OF INTERPRETATION

1.1 **Definitions.** As used in this Agreement, the following words shall have the following meanings, unless the context clearly requires otherwise:

ADMINISTRATOR shall mean any person who administers, directs, evaluates or supervises the education instructional program or operational program, or a portion thereof, in any school or school district in the state

AGREEMENT shall mean this Agreement.

ASSIGNMENT shall mean the position the District has assigned to the teacher.

ASSOCIATION shall mean the Lake County Education Association.

BOARD shall mean the Board of Education of Lake County School District R-1, Lake County, in the State of Colorado.

COLORADO OPEN RECORDS ACT shall mean Part 2 of Article 72 of Title 24, C.R.S., as amended from time to time throughout the term of this Agreement.

COMPLAINT shall mean a verbal allegation by a teacher covered by this Agreement, a group of teachers, or the Association that there has been a violation, misinterpretation or misapplication of any of the provisions of this Agreement.

TEMPORARY or GRANT BASED TEACHER shall mean a teacher under contract for a specific assignment or grant program (excluding Title I).

CONTRACT WORKDAY shall mean the ~~179~~ 174 days of 8.0 hours for which the teacher is employed

CONTRACT YEAR shall mean the period of time covered by a teacher's written employment year.

DAY shall mean a calendar (not a working) day.

DISTRICT shall mean the Lake County School District R-1 in the State of Colorado.

ENDORSEMENT shall mean a designation of the teaching certificate. A teacher is usually endorsed for secondary, elementary, or subject matter area. Example: English endorsement, secondary, P.E., K-12, and elementary education.

FACT-FINDING shall mean a voluntary process in which a neutral third party considers the respective positions of the District and the Association, makes findings of fact, and recommends terms of settlement.

FMLA shall mean the federal Family and Medical Leave Act.

GRIEVANCE shall mean a written allegation by a teacher, a group of teachers or the Association that there has been a violation, misinterpretation or misapplication of any of the provisions of this Agreement, state law, or an applicable personnel policy of the District.

GRIEVANT shall mean the teacher who has filed a grievance, the group of teachers who has filed a grievance, or the Association if it has filed a class grievance.

HALF TIME TEACHER shall mean a teacher who works a minimum of 50% and less than 100% of an assignment.

IMMEDIATE FAMILY MEMBER shall include a teacher's spouse, parent, children, brother, sister, grandparent, father-in-law, mother-in law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren and domestic partner.

INTEREST BASED STRATEGIES' components include: story, interests, options, evaluation, commitment, and implementation.

INVOLUNTARY TRANSFER shall mean any reassignment not initiated by the teacher which changes more than half of the teaching assignment's content.

LONGEVITY shall mean the total amount of time that a teacher has been under contract to the District, taking the following into consideration the following:

- a. People who worked under a professional contract, left, and returned on a professional contract at a later time.
- b. Any paid leave will count as full-time employment.
- c. The date of the first day of work.
- d. People who worked the majority of a semester will be credited for the semester.
- e. Any certificated K-12 position in the District will count towards longevity.

MEDIATION shall mean a voluntary process in which a neutral third-party assists the District and the Association in attempting to reach an agreement on outstanding bargaining issues.

MEMBER shall mean a member of the Association.

PERA shall mean the Public Employees Retirement Association.

PART TIME TEACHER shall mean a teacher who normally works less than 50% of a full assignment per day.

PRINCIPAL/SUPERVISOR shall mean a person who has the responsibility to direct a teacher's activities and/or to evaluate the teacher's performance.

PROBATIONARY TEACHER means a teacher who has not completed three consecutive full years of demonstrated effectiveness or a non-probationary teacher who has had two consecutive years of demonstrated ineffectiveness, as defined by the rule adopted by the General Assembly pursuant to section 22.9.105.5. A probationary teacher attains non-probationary status on the first day of employment of their fourth year with the District following the three consecutive full years of demonstrated effectiveness with the

District. A non-probationary teacher reverts to probationary status on the first day of the next school year following their second consecutive year of demonstrated ineffectiveness.

QUALIFICATION shall mean the minimum number of hours that a teacher must have in a specific area to teach a course according to applicable Colorado law.

RE-ORGANIZATION shall mean any assignment which changes the teaching assignment content by exactly half or less, which may or may not be initiated by the teacher.

SENIORITY shall mean the first day a teacher worked under the teacher's first contract with the District. In the event two or more teachers have the same seniority date, the date their original contracts were signed shall govern.

SICK LEAVE BANK COMMITTEE (OR COMMITTEE) shall mean the Sick Leave Bank Committee created pursuant to Section 10.2 of this Agreement.

SUPERINTENDENT shall mean the Superintendent of Lake County School District R-1, or such person's designee.

TEACHER shall mean all non-administrative, K-12 certificated personnel employed by the District in an instructional position or serving as a professional specialist (including, but not limited to counselors, media specialists, and speech therapists), not including support staff and substitute teachers. Unless the context clearly requires otherwise, the term teacher includes full-time teachers, as well as Half Time Teachers and Part Time Teachers.

TEACHER WORKDAY shall mean a day designed for teachers to perform school duties unencumbered by teacher-student contact and building and District meetings.

VOLUNTARY TRANSFER shall mean any reassignment initiated by the teacher.

YEAR shall mean a single school year.

1.2 **Pronouns.** Wherever applicable within this Agreement, the singular shall include the plural, and the plural shall include the singular.

1.3 **Will; Shall; and May.** The words "will" and "shall" shall be interpreted as being mandatory. The word "may" shall be interpreted as being permissive.

1.4 **Common and Technical Usage.** Words and phrases not defined in this Agreement shall be read in context and construed according to the rules of grammar and common usage. Words and phrases not defined in this Agreement that have acquired a technical or particular meaning shall be construed accordingly.

1.5 **Computation of Time.** In computing a period of days, the first day is excluded and the last day is included. If the last day of any period is a Saturday, Sunday or legal holiday, the period is extended to include the next day which is not a Saturday, Sunday or legal holiday.

ARTICLE 2 – TERM

2.1 The terms of this contract shall be in full force and effect from July 1, 2025, through and including June 30, 2028. It is also understood that only salary and insurance shall re-open for years 2026 and 2027. The Master Contract, other than salary and insurance, shall not open for negotiations again until the 2028 negotiations. It is understood by both the District and Lake County Education Association that negotiations shall be held with Interest Based Strategy facilitators if either side requests facilitation.

- A. This agreement shall automatically be renewed for successive terms of three years each unless and until the Board or the Association provides written notice of intent to negotiate a successor Agreement or to terminate this Agreement to the other party by April 1 of the year in which the contract is set to expire. Upon service of the notice of intent on the other party, the parties shall meet within ten working days and shall negotiate in good faith for the purpose of attempting to reach agreement regarding the continuation of this Agreement or a successor Agreement. If the parties fail to reach agreement on a successor Agreement, and absent an agreement to extend the terms of this Agreement, this Agreement shall expire on the next succeeding June 30th following the notice of intent to terminate.

2.2 Clause for the allowance of memorandums of understanding:

- A. The parties acknowledge that the terms and conditions of employment set forth in this contract are intended to be the full and complete agreement between the parties for the duration of this contract. The parties further acknowledge, however, that, in the event either of the parties concludes that the provisions set forth herein inadequately or inappropriately address terms and conditions of employment or new circumstances give rise to the need for new contract language, the following process shall be followed:
 - i. The party seeking a change or addition to the contract shall notify the other party at or prior to the next scheduled meeting of the Contract Maintenance and Language Team (made up of up to three members of each negotiating team, three individuals from LCEA and three individuals from LCSD).
 - ii. The district superintendent and LCEA president will meet in the first four weeks of the school year to determine the date(s) that the contract maintenance team will meet in that school year. This date may be adjusted based on district and team needs.
 - iii. In the event the party not seeking the change does not wish to consider a proposed change/addition, said party may refuse to negotiate over the change/addition, in which case no change/addition shall be made to the contract.
 - iv. In the event the parties agree to negotiate over the proposed change/addition and are able to reach tentative agreement regarding the proposal, the parties shall reduce the tentative agreement to writing and shall submit the tentative agreement to their respective constituents, consistent with each party's established practices and procedures.
 - v. In the event the parties agree to negotiate over the proposed change/addition but are unable to reach tentative agreement regarding the proposal, no change/addition shall be made to the contract.

ARTICLE 3 - ASSOCIATION RIGHTS

3.1 **Right to Join Association; No Retaliation or Discrimination.** The District hereby agrees that every teacher shall have the right to freely join and support the Association for the purpose of engaging in professional bargaining or negotiations and other lawful activities. The District agrees that it will not directly or indirectly discourage, deprive or coerce any teacher in the exercising of any rights to join the Association; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of the teacher's: (i) membership in a professional organization; (ii) participation in any activities of a professional organization; (iii) participation in collective professional negotiations with the District; or (iv) institution of any grievance, complaint, or proceeding under this Agreement with respect to any terms or conditions of employment.

3.2 **Association Dues.**

A. Association dues deduction shall be available through payroll deduction.

B. Any member of the Association may revoke the member's dues deduction authorization at any time. Dues deduction will continue to be automatic unless revoked by the member.

3.3 **Use of School Facilities.**

A. The Association and its members shall have the right to use school kitchen facilities, audio visual equipment, physical education equipment, and school buildings for Association business at all reasonable times without cost. School vehicles may be rented from the District for Association business at a cost established from time to time by the District. Telephone calls and other expendable items, such as paper, will be paid for by the Association at the District's actual cost.

B. The Association shall have the right to deliver and receive materials through the inter-school delivery service. The Association shall have the right to place notices and other materials directly related to the Association's business on a designated school bulletin board mutually agreed upon by the building representative and the building principal. The Association shall have access to communicate through teachers' mailboxes and e-mail.

C. Duly authorized representatives of the Association, and its respective affiliates, shall be permitted to transact official business on school property as long as it does not interfere with normal classroom procedures or other related District business.

3.4 **Association Leave.**

A. The Association shall receive twenty-seven leave days each year to be used for Association business including, but not limited to, Association meetings, professional development through the Association, and meetings with the Superintendent. The Association board will determine the use of the Association leave days.

3.5 **Rights Exclusively for Association.** All rights and privileges granted to the Association under the terms and provisions of this Agreement are for the exclusive use of the Association.

ARTICLE 4 - NEGOTIATION PROCESS

4.1 **Negotiation Process.** Negotiations related to this Agreement, or future collective bargaining agreements between the District and the Association, shall be conducted by a team comprised of up to six representatives from the association and six representatives from the District. Such negotiations will be limited to work days, unless otherwise agreed upon by the parties. These days shall not be included in the twenty-seven Association leave days described in Section 3.4(A). The District and the Association will split the cost of substitutes. If negotiations need to continue beyond the two half days, they will proceed during evening hours. Negotiations will use a solution-oriented, collaborative process.

4.2 **Future Negotiations.** Negotiations concerning an extension of this Agreement, or other future collective bargaining agreements between the District and the Association, shall begin by the second week in March with five openers, excluding salaries and benefits, to set an agenda, calendar of future meeting dates for the negotiations process. All reasonable efforts should be made to conclude no later than the second week of May, unless there is an impasse or agreement to continue. Parties may reopen provisions of the master contract by mutual consent through the clause for the allowance of memorandums of understanding referenced in Article 2.2.

4.3 **Bargaining Process/Impasse.** The following procedures shall be available to the parties to attempt to resolve any impasse which may be reached in the bargaining process:

A. Mediation.

- i. During the course of negotiations, either party or both parties may jointly request mediation services from the Federal Mediation and Conciliation Services, or other mediator mutually agreeable to the parties, to assist the parties in attempting to reach an accord.
- ii. The mediator shall meet with the parties within ten working days of the request. The mediator shall establish the mediation schedule and the ground rules.
- iii. The cost of mediation, if any, shall be shared equally by the parties.

B. Fact-Finding.

- i. The fact-finding procedure may be initiated if the mediator is unable to resolve the dispute and determines the fact-finding is appropriate. The parties may request a list of fact-finders from the mediator. The parties shall alternately strike names from the list, the first to strike determined by a coin flip, until one name remains. The parties shall jointly request the services of the fact-finder.
- ii. The fact-finder shall meet with the parties within ten working days of the request and consider their respective positions. The fact-finder may make additional inquiries and investigations, hold hearings, and take such steps as are deemed appropriate by the parties.
- iii. The fact-finding report shall be issued to the parties within thirty working days of the conclusion of any hearing. The report shall contain the findings of fact and recommend terms of a proposed settlement.
- iv. After the fact-finding report is received, the District and the Association shall give the report due consideration; provided, however, that the final decision with respect to the matter which was the subject of the fact-finding shall remain in the discretion of the Board.
- v. The cost of fact-finding, if any, shall be shared equally by the parties.

4.4 **Bargaining Process in “Off-Years.”** Parties may reopen provisions of the master contract by mutual consent through the clause for the allowance of memorandums of understanding as referenced in Article 2.2

ARTICLE 5 – NO STRIKE

It is agreed by the Association that during the term of this Agreement there will be no strike, picketing, picket line observance, work slowdown, or other concerted work-related activity by members of the Association, including, without limitation, any activity which impairs the classroom performance of the members of the Association. The parties acknowledge that the provisions of this Article are essential for the protection of the District, and that any breach of this Article would cause immediate and irreparable damage to District.

ARTICLE 6 - EMPLOYMENT

6.1 Nothing in this section shall be construed to limit or impair the right of the District to exercise its own discretion in determining whom to employ.

6.2 **Salary and Benefits.** The parties agree that the salary and benefit package provided by the District may be subject to annual negotiations, provided the party desiring to change the package furnishes written notice to the other party no later than March 15 of the year in which the change is desired. The salary schedule for the current year is attached hereto as Appendix A. In the event the parties are unable to reach agreement on a new salary schedule and benefit package on or before June 30 of the year in question, the District may, consistent with Colorado law, impose a new schedule and benefit package for the following year.

6.3 **Personnel File.**

A. A personnel file for each teacher shall be accurately maintained in the District administrative office. Personnel records shall include home addresses and telephone numbers, financial information, and other information maintained because of the employer-employee relationship.

B. A teacher's personnel file shall be considered confidential unless the Colorado Open Records Act provides otherwise. A teacher's personnel file shall not be open for public inspection, except as provided in the Colorado Open Records Act. The Superintendent shall take the necessary steps to safeguard against unauthorized disclosure of all confidential material.

C. No material critical of a teacher's conduct, service, character, or personality shall be placed in a teacher's personnel file unless the teacher has been given the opportunity to review such material and initial it. The parties understand and agree that the signature merely means that the teacher has read such material and not that the teacher necessarily agrees with the statements contained in such materials. The teacher shall have the right to file a written reply to such materials with the Superintendent within ten days of the date on which the teacher was given the opportunity to review such material. Such reply shall be attached to the material to which it pertains. If a teacher refuses to initial, the administrator will document, initial and place in the teacher's personnel file. No anonymous complaints about the teacher shall be placed in a teacher's personnel file or in the teacher's personal building file.

D. Each teacher shall have the right, upon request, to review the contents of the teacher's personnel file, and bring an Association representative to review such file if they choose. This right shall not apply to references and recommendations provided to the District on a confidential basis by universities, colleges or persons not connected with the District.

E. Each teacher shall have the right to petition the Superintendent to remove any document from the teacher's personnel file.

F. A personnel file is the property of the District, and cannot be altered, rearranged or removed from the District's offices without the District's consent.

G. The evaluation report of certificated personnel, with the exception of the Superintendent, and all records used in preparing the evaluation report, shall be confidential and available only to: (i) the evaluatee;

(ii) the administrator(s) who supervise the teacher's work; (iii) a hearing officer conducting a dismissal hearing; or (iv) a court reviewing a dismissal decision.

H. A list of teacher's addresses shall not be released for general public use.

Personnel records shall be available upon request to members of the Board in accordance with Section 22-32-103(2), C.R.S.

6.4 Transfers, Vacancies and In-Building Reassignments.

A. In-Building reassignments may be initiated either by the building administrator or staff member. The building principal involved shall have the authority to make final decisions in all transfers, assignments and reassignments.

B. All teacher vacancies will be advertised by the Human Resources Director, prior to any re-assignments taking place. No teachers will be re-assigned positions until the transfer process has been completed. Vacancies will be posted in a designated area in each building, in the administration office, and on the District's e-mail for three workdays prior to posting outside the District. In the event of emergencies, LCEA will be notified of the situation in which this process cannot apply.

C. Hiring committees will be utilized, when possible, for teaching vacancies. The committee will be voluntary and formed by the building principal. The committee will make a recommendation to the building principal.

D. The assignment of instructional staff members and their transfer to positions in the various schools and departments of the District shall be recommended by the Superintendent.

E. When the need for re-organization is required, the following process will occur: The affected teachers, principal and others as determined by the team will meet collaboratively. The issue will be presented along with supporting relevant data. As a group, options and solutions will be discussed and a joint written decision created. The written plan will identify the support needed to ensure a successful transition, including evaluation at the end of the school year for effectiveness and needs for improvement. This process will be initiated as soon as issues requiring reorganization arise, and whenever possible, will be completed before the end of the contract year.

F. The following criteria shall serve as guidelines to consider transfer into a vacant position:

- i. Qualifications, skills and abilities that align with and match the job description compared to those of other candidates, both for position to be vacated and for position to be filled.
- ii. Recommendation and/or approval of the principal(s) involved.
- iii. Opportunity for the staff member's professional growth.
- iv. Wishes of staff member regarding assignment or transfer.
- v. Input from colleagues who will work with the employee.
- vi. When there is more than one applicant for a position and all of the above criteria are essentially equal, priority shall be given to the applicant with the most seniority as a non-temporary teacher in the District.

6.5 Temporary or Grant Based Teachers.

- A. A temporary or grant based teacher may not apply for a transfer into a position during the term of their contract. However, they may apply as an outside candidate.
- B. At termination of the contract or grant period, temporary or grant based teacher may be considered for a transfer under the above provisions.
- C. Teachers on a temporary contract or grant are not guaranteed employment with the district upon termination of their contract or grant.

6.6 Request For Transfer.

A. An applicant for transfer must submit an official transfer request form to Human Resources. Interest in a transfer may be submitted prior to postings. Transfer requests must be submitted each school year.

B. Endorsement will be the main consideration when a teacher is moved to another assignment

C. All qualified District teachers who apply for a transfer will be granted an interview. Interviews for in-district transfers will occur as soon as possible after the 3-day posting and will be scheduled prior to other interviews for the position. After his or her interview, the transfer candidate will be notified of his or her status in the hiring process by the building administrator. In the event of a hiring within 2 weeks prior to the first contract day of each year, interviews for in-district transfers and outside candidates may occur simultaneously.

D. An employee making a request for transfer whose request is denied has the option to schedule a meeting with the building administrator to discuss the reason(s) for denial.

E. When there may be a need for re-organization of content/subject area, the following process will take place: The affected teachers, principal and others (as determined by the team) will meet collaboratively. The issue will be presented along with supporting relevant data. As a group, options and solutions will be discussed and a written decision created. The written plan will also identify the support needed to ensure a successful transition, including evaluation at the end of the school year for effectiveness and needs for improvement. This process will be initiated as soon as issues arise, which may necessitate re-organization and, whenever possible, will be completed before the end of the contract year.

F. Nothing in this Section shall be construed to limit or impair the right of the District to exercise its own discretion in determining whom to employ.

6.7 Involuntary Transfer.

A. Reassignments from one building to another, or within a building, may be made by the District.

B. The assignment of a teacher to a specific building will not imply permanent assignment to that building.

C. Involuntary transfers will not be made for disciplinary or arbitrary reasons. The district will notify the teacher as soon as possible if he or she is being considered for an involuntary transfer.

Once the decision is made to involuntarily transfer a teacher, the teacher will be contacted by the administrator and, if possible, a meeting will take place. The teacher will be provided the reasons for the transfer, followed by a letter documenting those reasons and indicating whether the transfer is intended to be permanent or temporary. In addition, the teacher and administrator will identify any needed support (which may include additional training, meetings, or site visits, etc.) for successful transition into the new position. The administrator may provide follow-up throughout the year, as needed.

6.8 Reduction in Force and Reassignments

A. Consistent with the procedures below, the Superintendent may cancel an employment contract with any teacher without penalty to the District when the Board determines that there has been a justifiable decrease in the number of teaching positions within a particular assignment, endorsement or qualification area. Justifiable decreases in teaching positions will be determined by enrollment of students, present or projected, the student/teacher ratio, and the ratio needed in each area and level. Funding will be another consideration as presented to the Board by the administration.

B. The Superintendent shall establish the actual number of licensed staff to be reduced consistent with the Board's authority to establish educational programs within the District. The Superintendent shall determine the specific positions to be affected.

C. When a justifiable reduction in the number of teaching positions within a particular assignment, endorsement or qualification area occurs, normal attrition, retirement and resignations shall be considered prior to any teacher reductions.

D. When cancellation of a teaching position occurs within any particular endorsement area, the contracts of first-year probationary teachers who are occupying such positions shall be canceled first.

E. Recommendations for specific reduction in force shall be made by the Superintendent. Factors listed in order of priority shall be:

- i. Endorsement, assignment or qualification areas (this shall be District-wide);
- ii. Recommendation of current immediate supervisor
- iii. Longevity within the district

F. If, after considering these factors, two or more teachers are equally qualified for a particular position which is to be retained, each teacher shall be interviewed by the Superintendent and the administrator who will supervise the position and a recommendation shall be made to the Board on the basis of the considered professional judgment of the Superintendent and immediate supervisor.

G. Non-probationary teachers whose contracts are to be canceled under this Section, and probationary teachers whose contracts are to be canceled during instead of at the end of a school year, shall be given notice in writing at least thirty days in advance of such action. Such notice shall be served upon the teacher personally or by certified or registered mail.

H. Every teacher whose contract is to be canceled under this Section shall be granted the opportunity for a hearing before the Board to determine whether there is sufficient reason or reasons for the cancellation of

their contract. If such a hearing is desired, the teacher must request it in writing and file the request with the president or secretary of the Board or Superintendent within ten days of receiving notice of cancellation of the contract. The failure of a teacher to request the hearing within such period shall be considered a waiver of the teacher's right to the hearing.

I. At the hearing, a teacher may be represented by an attorney or other representative of their choice at their expense.

J. The last to leave will be the first to be recalled in the endorsement area of the position needed. That means the last teacher who is "riffed" from an elementary assignment who has an elementary endorsement will be recalled first when there is an opening in elementary. If a person who has multiple endorsements is "riffed" from a subject matter area after the person "riffed" in elementary, the subject matter teacher would be the first to be recalled for the elementary position if one of the endorsements is elementary, even though this person had previously taught in another endorsement area. If there are several people on the recall list who have the same longevity and endorsement, each person will go through the interview process for the selection. Two of the main additional considerations will be number of endorsements and the amount of course work in the assigned area. Recall will take place for one year after a reduction in force. If a teacher is recalled to the District, and this teacher is under contract to another school district, the teacher will be able to accept the position effective the beginning of the next school year and a substitute will fill that spot until that time.

K. A teacher shall be recalled to work in the following manner:

i. The last teacher involved in a reduction in force will be the first to be recalled according to endorsement, assignment or qualification area.

ii. Any teacher recalled will have ten days to respond in writing to the Board or Superintendent and indicate whether the teacher accepts the position. The failure of the teacher to timely indicate an acceptance of the position shall be deemed to be a rejection of the position.

iii. Recall will take place for up to one year from the final contract date after a reduction in force.

iv. Any person recalled to the District shall come back with the status they had prior to leaving, including non-probationary positions on the salary plan, sick leave days accumulated prior to the reduction in force and any other benefits that are available.

L. The recommendation of immediate supervisor will be used whenever two or more people have the same endorsement and longevity. Two factors of equal weight in making this consideration will be the amount of course work in the assigned areas and the number of additional endorsements.

6.9 Resignation of Instructional Staff.

A. In accordance with Section 22-63-202(2)(a), C.R.S., a teacher may cancel a contract prior to the beginning of an academic year by giving the Board written notice thirty days prior to the beginning of the contract year or, during an academic year, a teacher may request to be relieved of the teacher's contract for the remainder of the contract year as of a certain date by giving the Board at least thirty days' written notice. A teacher's contract may also be terminated at any time by mutual agreement of the teacher and the Board.

B. A teacher who fails to honor a contract, except in accordance with Section 22-63-202(2)(a), C.R.S., shall be held responsible for the ordinary and necessary expenses incurred by the Board in securing the services of a suitable replacement teacher, not to exceed 1/12th of the teacher's annual salary specified in the teacher's employment contract. In addition, the teacher's or administrator's certificate/license may be suspended as provided by law.

C. A teacher who resigns during the term of the teacher's contract shall be paid the prorated amount of the teacher's annual salary for each day he has been on duty.

6.10 **Incentive Retirement**

A. **Eligibility requirements.**

i. The teacher must be actively employed by the District on June 30, 2016 to be eligible for incentive retirement. The employee must work their full assignment during the fiscal year of electing early retirement. Full assignment is defined in each specific job and may be verified through the human resource department.

ii. The teacher must have a minimum of twenty years of full assignments in the District, the last ten years of which must be uninterrupted service to the District. Leaves approved by the Board are not an interruption of service.

B. **Incentive Retirement Bonus.**

i. A teacher who has a letter of resignation on file by February 1 and meets all the requirements for participation in the early retirement plan shall be entitled to a severance bonus equal to one year's annual salary, based on the teacher's final contract with the District.

ii. The severance bonus shall be paid by the District to the teacher in sixty equal monthly installments, without interest, commencing in September following the date of retirement.

C. **General Conditions of Incentive Retirement.**

i. Participation in the incentive retirement plan shall become effective only upon approval by the Superintendent and the Board's acceptance of the teacher's resignation.

ii. Notice of intent to retire and to participate in the incentive retirement incentive plan must be filed in writing with the Superintendent on or before February 1 in order to qualify. Applications will be given priority by date and time received. For good cause, the Superintendent may waive this requirement and permit the filing of a notice of intent to retire and participate in the incentive retirement plan later than February 1.

iii. The district will allow up to three teachers per year for this benefit. For good cause, the Superintendent may waive this requirement and permit additional approvals.

iv. If an applicant qualifies and applies for the incentive retirement but is denied because the amount of requests exceeds availability, then that person may rescind their retirement, and may request that their name be placed on a waiting list for the next year. In this case, the person on the waiting list will be given first priority in the following year.

v. Approved requests for incentive retirement shall be irrevocable as of the effective date of the teacher's resignation. A teacher participating in the incentive retirement program waives all potential continued employment by the District; however, for good cause the Superintendent may waive this requirement and permit continued employment by the District.

vi. This Section shall not be applicable to any teacher whose employment with the District is terminated for cause.

vii. No payment of benefits shall be made by the District in the event of the death of an active teacher prior to applying for incentive early retirement.

viii. Any changes in the benefits provided by this Section shall not apply retroactively to individuals already receiving incentive retirement benefits from the District, unless otherwise specifically provided for in a subsequent amendment to this Section.

ix. In the event of a teacher's death prior to having received full payment of the incentive retirement severance bonus described in this Section, the retired teacher's designated beneficiary, or the teacher's estate, will receive 100 percent of the remaining benefit. Any remaining payments shall be made in accordance with this Section.

x. Incentive retirement benefits shall be based only upon a teacher's salary listed or computed from the salary schedule or the contracted annual rate at the time of early retirement, and shall not include pay for extra performance, overtime, activities, special assignment pay, stipend payment, PERA benefits, etc., or any other teacher benefits.

xi. Payment of all applicable taxes shall be the employee's responsibility.

xii. Years of service shall be calculated as school years during which the employee was employed on a full assignment in a continuous basis.

xiii. PERA benefits will not apply to early retirement.

xiv. By December 31st of each year, the district will determine the number of allowed incentive retirements for that academic year.

6.11 **Mutual Consent.** If a non-probationary teacher is displaced as a result of decrease in enrollment, turnaround, phaseout, reduction in program or reduction in building consistent with Board policy and state law, the teacher may be assigned to a particular school within the district only with the consent of the hiring principal at the school. The hiring principal shall receive input from at least two teachers employed at the school and chosen by the school's faculty and shall review the TEACHER's demonstrated effectiveness and qualifications to determine whether the TEACHER's qualifications and teaching experience support the instructional practices at the school.

6.12 **Hiring Cycle.** Hiring cycles will be determined by the district on an annual basis. The current annual hiring cycle can be found in Appendix B, the evaluation timeline.

ARTICLE 7 - DUTIES OF TEACHERS

7.1 Number of Working Days.

A. Certified staff will be contracted for ~~179-174~~ days, which shall include ~~162-156~~ student contact days. Teachers newly hired by the District will be required to work one additional day prior to the beginning of the contract year, which will be compensated at a per diem rate.

7.2 Hours.

- A. A contract workday will consist of 8.0 hours. A workweek will be Monday through Friday.
- B. Certified staff will be allowed a minimum of thirty continuous minutes per day for a duty-free lunch.
- C. For teachers who work in more than one building and must consequently travel during the work day, a minimum of 15 minutes travel time to and from schools is allotted starting at the end of one class period and the beginning of the next class period. Travel time will not infringe on the teacher's lunchtime or planning time. Building administrators will be responsible to accommodate for emergencies and special schedules.

7.3 Planning Time.

- A. Teachers will be given a minimum of 280 minutes within the week, duty free, for planning preparation during the student school day, in addition to a maximum of 225 non-instructional minutes per week, which may include duties. These planning minutes shall be exclusive of time needed for a teacher to escort students to another class or to lunch. Teachers will receive at least one planning period per student contact day of at least 45 consecutive minutes. Exceptions for individuals that affect plan time or non-instructional minutes, that extend for a week or longer as part of the daily school schedule, shall be agreed upon in writing by the impacted teacher(s), building administration and the Association.
- B. Planning time is part of the workday. The 280 duty free minutes of individual plan time are to be teacher-directed and may not be used for meetings, Professional Learning Communities (PLCs), or any other tasks or duties unless agreed upon by the individual teacher. Teachers should remain in the building during this time; however, if needed, teachers may leave the building as long as they sign out and notify an office staff member.
- C. Collaborative planning time, including PLC team time, is essential to well-planned, responsive instruction and is a district expectation. Educators and administration shall engage in collaborative, building-level conversations to determine a consistent schedule for collaborative planning / PLC time within the teacher work week that does not interfere with teacher-directed planning time as defined in 7.3A or 7.3B.
- D. Alternative building schedules, i.e. parent-teacher conferences, field trips, assemblies, exams and testing, shall be developed collaboratively with the building leadership team, building administration and the Association.

7.4 Other Teacher Duties.

A. Faculty meetings are a part of the standard teaching assignment and may occur outside of the standard workday at no additional compensation.

- i. Faculty meetings will be limited to a total of two (2) hours per month.
- ii. Faculty meetings will not occur during weeks containing Parent-Teacher conferences, back-to-school nights, open houses, celebrations of learning or during weeks in which teachers have a contract day on Friday.

B. Exclusive of those defined in 7.4A, events requiring staff participation as determined by the building principal or designee that are not scheduled during the teacher workday will be limited to a total of four (4) hours per academic year per teacher.

C. Other duties performed by a teacher outside of the workday, as assigned or required by a building administrator, will be paid at a rate of \$30.00 per hour.

7.5 **Extra Duties.**

A. Extra duties are paid at the posted amount on sign-up sheets. There will be equal opportunity to sign up, but performance of extra duties will not be required. The building principal will make the final decision.

7.6 **Professional Development.**

A. Required District professional development, beyond the ~~179-174~~ day contract, will be limited to a maximum of two days per school year and paid at a per diem rate.

B. Other non-required professional development (outside of the ~~179-174~~ days) may be compensated. The rate, if any, will depend upon available resources (such as limitations in funding from grants).

C. Professional Development Days

- i. Definitions: For the purposes of this agreement, Professional Development Days are defined as days dedicated to the advancement of professional skills and knowledge, and administrative tasks related to the educational environment. The activities on these days fall into the following potential categories:

1. Administrative Tasks: Activities mandated by the administration that are necessary for the maintenance and operation of the school. This may include, but is not limited to, paperwork, data entry, and compliance trainings.
2. District Directed Professional Development: Learning activities specifically designed and required by the district that aim to enhance professional skills according to district-wide educational goals and standards.
3. Individually Directed Professional Development: Learning activities chosen by the individual teacher that align with their personal and professional growth goals. These activities are self-selected and should

be conducive to advancing the teacher's effectiveness in their subject area or instructional methodology.

4. Individually Directed Work Time: Time allocated for teachers to independently manage their workload including lesson planning, grading, and preparing classroom materials.
 5. Team Directed Professional Development: Collaborative learning activities chosen by departmental or grade-level teams focusing on specific educational strategies, curriculum development, or project planning that benefits the whole team.
 6. Team Directed Work Time: Time allocated for departmental or grade-level teams to collaboratively work on specific projects or tasks that benefit their collective instructional responsibilities. This may include, but is not limited to, curriculum mapping, assessment design, resource development, and planning for integration of interdisciplinary teaching methods. This work is planned and executed by the team, allowing for shared input and collaborative effort to enhance student outcomes and instructional practices.
- ii. Professional Development Day Agenda Development: The agenda for each Professional Development Day shall be developed by the building leader in collaboration with the Building Leadership Team (BLT).
 - iii. Professional Development Day Time Allocation: Each Professional Development Day shall include activities from one or more of the categories outlined in Section 1. The distribution of time shall be as follows:
 1. On full day Professional Development days, a minimum of 25% of the day shall be allocated to Individually Directed Professional Development or Teacher Directed Work Time. These hours are in addition to the work time provided as per article 7.6B.
 2. The remaining time shall be distributed among the other categories as determined by the building leader in collaboration with the BLT based on the needs and priorities of the staff, district requirements and the district's educational goals.
 3. The BLT will determine what category each of the agenda items falls into.
 - iv. Activities on Professional Development days may or may not contribute to lane advancement. See Appendix A for the district salary lane advancement procedure.
 - v. Oversight and Evaluation: The effectiveness of Professional Development Days shall be reviewed annually by the BLT in consultation with the district administration. Adjustments to the agenda may be made based on feedback from staff and evolving educational objectives.

7.7 Teacher Workdays and Professional Development Days.

A. Full day Teacher Workdays shall consist of 7.33 hours including a 1 hour lunch break. Professional development days consist of 8 hours including a one-hour lunch break. The ½-day Professional Development

Day and the ½-day workday consists of 3.5 hours of Professional Development and 3.5 hours of work time and a one-hour lunch.

B. There will be no less than seven (7) teacher work days annually. Teachers will have the option of flexing up to three (3) of these workdays annually, meaning that teachers may complete the associated hours at a time and place of their choosing. Teachers will document the workdays they are flexing in the district's leave tracking system.

7.8 Class Coverage. Teacher compensation for covering another's class or students in cases when a substitute is not available or when coverage is requested by the administrator or designee will be paid \$30.00 per hour. The principal or supervisor should be notified, preferably, 48 hours in advance to allow time to arrange for a substitute, if necessary.

7.9 Stipend Positions. Stipend positions will have a written job description. Teachers will be encouraged to express interest for consideration of available positions. Supervisors of the program will develop, and implement, a method of evaluation based upon the job description.

7.10 Class Size.

- A. Purpose: The Lake County School District is committed to maintaining an optimal learning environment for students by striving to keep class sizes reasonable, while allowing flexibility to accommodate district needs. The District recognizes that student-teacher ratios impact student success, and class size should be monitored and adjusted as necessary to promote effective teaching and learning. At the same time, smaller class sizes may drive higher costs and the need for more classroom space in a fiscally constrained environment.
- B. Class Size Considerations: When classroom enrollments reach a level that may impact instruction, class sizes will be determined collaboratively at the school level with input from the affected teachers, taking into account the following factors:
 - i. Grade level and the developmental needs of students.
 - ii. Subject area considerations, including core subjects, electives, and specialized programs.
 - iii. Student needs, including the number of students with IEPs, 504 plans, Multilingual Learners (MLs), READ Plans, and other special support needs.
 - iv. Availability of resources, including staffing levels, physical space, and instructional materials.
 - v. Equity across classrooms and schools with a fair distribution of our limited resources.
 - vi. Special Considerations
 - 1. Early Education (Pre-K - Grade 2): Additional consideration will be given to younger students to keep appropriate teacher-student ratios and developmentally appropriate.
 - 2. Secondary Schools (Grades 7-12): Teaching loads will be monitored for a fair distribution across subject areas while maintaining an appropriate balance between student contact hours and instructional planning time.
 - 3. Specialized Programs (Special Education, ELL, etc.): The District strives for educators and support staff to receive the necessary resources and assistance to effectively support students with diverse needs.

C. Class Size Review Process: To maintain reasonable class sizes, a class size review will be initiated when classroom enrollments reach a level that may impact instruction. The review process will include:

i. Building-level Review

1. The affected teacher(s), school principal, and a district representative will assess whether additional support is needed.
2. Potential solutions may include redistribution of students, additional staffing, or other instructional adjustments.
3. Collaborative Problem-Solving may include:
 - a. Additional paraprofessional assistance.
 - b. Adjustment of teaching loads or class schedules.

D. Transparency and Continuous Monitoring:

- i. Schools will review class sizes at the beginning of each semester and mid-year to ensure appropriate student distribution.
- ii. Principals will report classroom enrollment trends to the District Office.
- iii. Educators may request a class size review if they believe their class size affects instruction.
- iv. The District will prioritize flexibility in addressing class size concerns while ensuring fiscal and operational sustainability.

7.11 Staff Safety

A. The District shall not tolerate threats, bullying, intimidation, or physical force directed toward any teacher by another staff member, supervisor, parent/guardian, student or member of the public on school property, through electronic communication, or at events which the District is sponsoring or in which it is involved or otherwise related to the teacher's employment by the District, and will take appropriate measures to help ensure the teacher's safety in those circumstances. Instances of physical and/or verbal threats, or assault upon staff, or damage to personal property, should be reported to the staff member's supervisor in accordance with District policy GBGB (Staff Personal Security and Safety). The District will collect input from the Association prior to making amendments to District policy GBGB.

ARTICLE 8 - TEACHER EVALUATION PROCESS

8.1 **Responsibility for Evaluation.** The building principal, program administrator, assistant principal or dean, or superintendent will be responsible for the evaluation. In cases of split assignments, one administrator will perform the evaluation. In the event of special circumstances, the teacher may appeal to the Superintendent to complete the evaluation.

8.2 **Multiple Measures.** Multiple measures of student performance shall be included as part of classroom instruction and the evaluation process. Multiple measures include, but are not limited to, teacher observation, teacher daily records, student performance, tasks on assessments for various content areas, student portfolios, and other indicators utilized by the District or individual teacher for instruction purposes.

8.3 **Timeline for Evaluation Summaries.** Evaluations summaries will be completed according to state requirements see the general evaluation timeline in Appendix B. Specific dates for each school year will be updated and distributed. Adjustments to the timeline may be mutually agreed upon by the evaluator and the evaluatee in writing.

8.4 Evaluation of Teachers.

A. All teachers will be evaluated according to the evaluation schedule. Probationary teachers will receive two formal observations each school year. All non-probationary teachers will receive one formal observation each school year. An agreed upon time will be set for observations.

B. Prior to each formal observation a pre-conference between the teacher and the administrator will be held to explain the observation process, to review annual goals, and to discuss the lesson to be observed. (see Appendix "B" for criteria)

C. Each observation will be a minimum of one lesson or classroom period.

D. A post-conference between the administrator and the teacher will be held within ten working days following each formal observation. The purpose of such conference will be to discuss strengths and weaknesses, design strategies for improvement and, if necessary, set a time for additional observations.

E. Written feedback will be shared by the administrator during the post-observation conference. The feedback will:

- i. Specifically identify when a direct observation was made.
- ii. Be specific as to the strengths and weakness in the performance of the individual being appraised.
- iii. Contain written strategies for improvement, where necessary, which shall be specific as to what improvements are needed in the performance of the teacher.

F. Informal observations will occur throughout the year and data collected through this process will be used to inform the evaluation process.

G. The teacher will have the opportunity to respond in writing to the observation or evaluation document and comments may be attached, within ten working days of receiving the document.

H. Written notice of non-renewal will be given to the probationary teacher by the Board by June 1 in accordance with the requirements of Section 22-63-203, C.R.S.

8.5 **Remediation Plan.**

A. If a non-probationary teacher is judged to be deficient in any one of the quality standards from the evaluation document, the teacher may be placed on a remediation plan.

B. The administrator will hold a conference with the teacher within five working days following written notification of movement from the standard evaluation process to a remediation plan. At the conference the teacher and administrator shall:

- i. Review the specific performance concerns.
- ii. Identify, in writing, the objectives for improvement.
- iii. Identify, in writing, the resources available to implement the objectives.
- iv. Develop, in writing, a timeline for completing the objectives.
- v. Develop, in writing, the criteria by which the attainment of the objectives will be measured.

C. A written summative evaluation document will be prepared by the administrator at the end of the remediation timeline that will:

- i. Be specific as to the strengths and weaknesses in the performance of the teacher being evaluated;
- ii. Specifically identify when a direct observation was made including all informal observations;
- iii. Identify all data sources;
- iv. Include a remediation plan, if still needed, that is specific about continued areas of concern; and
- v. Include a statement by the evaluator, in writing, specifying whether the teacher has corrected the identified performance problems or not, and a recommendation to either return the teacher to the standard evaluation process or to proceed to appropriate action.

D. At the summative evaluation conference after remediation, the teacher will be allowed to have a representative (not including legal counsel) present at that conference and any other conference until the culmination of the remediation plan. Both the administrator and the teacher shall sign the report, and each shall receive a copy. The signature of any person on the report shall not be construed to indicate agreement with the information contained therein. The teacher shall have the right to consult with legal counsel concerning the results of the summative evaluation conference, or any other conference until the culmination of the remediation plan.

E. The teacher may attach any written comments or pertinent data which will become part of the document to the evaluation report before it is reviewed by the Superintendent.

F. Each report shall be reviewed and signed by the Superintendent. The Superintendent shall approve any final recommendations in the remediation evaluation.

G. If agreement on any or all of the above items in this section cannot be reached, the teacher may appeal to the Superintendent. The Superintendent will act upon the appeal in an expedient manner. Decisions by the Superintendent will be final.

8.6 Other Provisions of the Teacher Evaluation Process.

A. No audio or video evaluation data shall be gathered by electronic devices without the consent of the teacher.

B. The teacher may appeal the evaluation by submitting a request for review to the Superintendent within twenty working days after the teacher has received the evaluation report. The Superintendent shall review the appeal, and make a final ruling within ten working days after receipt of the teacher's request for review.

C. Non-probationary members of the bargaining unit, having more than three years of fulltime continuous service in the District, shall not be dismissed, except in accordance with Part 3 of Article 63 of Title 22, C.R.S. (pertaining to the statutory procedures for the dismissal of a non-probationary teacher).

D. The administrator shall maintain a cumulative file of all pertinent data relating to each teacher's evaluation report. This file shall be available for the teacher's review and shall include any written comments signed and submitted by the teacher. A copy of any item requested will be available to the teacher.

Article 9–Correction Action, Due Process, and Just Cause

9.1 **Just Cause Requirement.** No teacher will be disciplined without just cause.

- A. Adequate Warning: employees have been informed of or had access to the rules and policies that may result in corrective action, except where the wrongdoing or misconduct would be known or reasonably expected to be known or implicitly understood by a reasonable person under the same or similar circumstances.
- B. Reasonable Rules: rules and policies are not arbitrary, capricious or discriminatory.
- C. Investigation: prior to issuing corrective action, administration has conducted a fair, consistent, and thorough investigation tailored in scope to the nature and impact of the offense in order to determine whether the employee did in fact violate or disobey a rule or policy.
- D. Proof: the greater weight of the evidence supports proof of infraction.
- E. Equal Treatment: all rules, policies and penalties have been applied even-handedly without discrimination.
- F. Penalties: the corrective action administered adheres to progressive process outlined in this article.

9.2 **Restorative Practices Restorative Practices.** Nothing in this article shall limit the District’s ability to utilize restorative practices in lieu of the formal disciplinary contract with the consent of the staff member involved.

9.3 **Right to a Representative.** Every staff member has the right to have a union representative in attendance at any meeting when corrective action is delivered, and/or at any meeting that a reasonable employee believes could potentially result in corrective action or any other disciplinary action. The employer shall, whenever possible, provide the employee adequate notice in order to allow time to secure representation. The employee has the right to reasonably delay a meeting in order to secure representation; provided, however, in no case will the meeting be delayed for more than two work days. The role of the representative is limited to advising the staff member.

9.4 **Progressive Discipline.** Disciplinary action will be separate from the evaluation process except in the case where a directive related to performance is not followed. In the event that a concern arises regarding a teacher, the following process will be utilized to resolve the issue. Unless conduct is sufficiently serious (defined as behavior that is immoral, unethical, illegal, unsafe, or that a reasonable person would implicitly understand to be serious) as to warrant immediate escalation, the District shall follow the progressive discipline procedure included below. Generally speaking, the District will only escalate progressive discipline for behavior that is similar to that for which the staff member has previously been disciplined. However, the District reserves the right to escalate progressive discipline if warranted when a pattern of concerning behavior and or lack of professionalism exists, regardless of whether infractions are similar.

- A. Step 1- Verbal Warning & Letter of Warning (letter will be placed in the employee’s personnel file and will be active for 18 months, unless subsequent, related infractions occur which will reset

that clock). The administrator will clarify expectations. If needed, supports will be identified collaboratively.

B. Step 2 - Letter of Reprimand. The administrator will clarify expectations. If needed, supports will be identified collaboratively. Letter will be placed in the employee's personnel file.

C. Step 3 - Suspension without pay. (At the discretion of the Superintendent who will determine the length of the suspension individually in each case based on its specific circumstances.)

D. Step 4 - Termination

9.5 **Appeal.** Every staff member has the right to appeal disciplinary action as outlined in the Grievance Article.

9.6 **Staff Member Response.** Staff members may respond to any letter of warning or letter of reprimand in writing. These responses must be provided to their administrator within ten (10) working days of receipt of the letter of warning or letter of reprimand. These letters will then be attached to the appropriate letter in their personnel file.

ARTICLE 10 – LEAVES

10.1 Paid Time Off (PTO).

- A. Each teacher shall earn ten (10) days of Paid Time Off (PTO) each contract year. Five (5) PTO days shall be allotted in July, and five (5) PTO days shall be allotted in January. Part time staff will receive PTO at a rate proportional to their FTE percentage.
- B. PTO is provided for the teacher's use under the following conditions:
 - i. SICK LEAVE:
 - a. For an appointment with a doctor, dentist or other health care specialist.
 - b. For the illness of the teacher or the teacher's immediate family.
 - ii. PERSONAL LEAVE:
 - a. For any other purpose.
 - iii. AND other allowable uses as allowed per law.
- C. If a teacher exhausts all Current and Accrued PTO leave, any excess PTO days taken by the teacher that are not covered by the sick leave bank shall be deducted from the teacher's pay as Leave Without Pay at the teacher's daily rate. Any employee taking more than four (4) days as Leave Without Pay will be subject to possible progressive discipline for not working the contracted number of days. Health insurance and FMLA coverage may be in jeopardy if excessive days of Leave Without Pay are taken.
- D. PTO shall be requested at least 3 working days prior to absence. Hot Zone PTO days, as described below, shall be requested as least five (5) working days prior to the absence. The only exception shall be in cases of illness or emergency. Teachers shall follow procedure to notify the substitute coordinator and supervisor so that arrangements can be made for substitutes or other necessary personnel. PTO requests may be granted or denied based on the availability of substitutes.
- E. A Hot Zone PTO day is one in which an employee's presence with students and staff is critical to the essential job functions. Each employee is permitted to take three (3) Hot Zone PTO days annually at the normal rate. Any Hot Zone PTO day taken above three (3) will be deducted at a rate of one and a half (1.5) PTO days from the employee's available leaves. The only exception shall be in cases of illness or emergency.
- F. PTO Hot Zone days are as follows: the first day of the employee's contract, the first four days of student contact, the last student contact day, the day before and the day after any break (Labor Day weekend, Thanksgiving Break, Winter Break, Spring Break, Memorial Day weekend), parent/teacher conferences, and any days taken beyond two consecutive contract days (excepting weekends).

10.2 Accrued PTO.

- A. Unused PTO days shall accrue from year to year during a teacher's employment up to a maximum of 90 days of Accrued PTO. All current sick and personal leave accrued before July 1, 2019 shall roll

over and be included in the teacher's Accrued PTO balance. Accrued PTO is subject to the following regulations:

- i. Unused PTO days after those processed according to 10.3 that would take a teacher's Accrued PTO balance over 90 days shall be "cashed in" at the end of each fiscal year (June 30) and paid to the teacher at the base substitute rate, rather than rolled over into the Accrued PTO balance.
- ii. No teacher shall receive pay for Accrued PTO at the time of termination of employment, except for retiring teachers (defined as teachers retiring through PERA or having 20 years or more of service in LCSD), who shall be paid half of the base substitute daily rate per unused Accrued PTO day.

B. Accrued PTO may only be used for the purposes of sick leave, as defined above in 10.1.

C. Current PTO must be used before Accrued PTO may be used in a given year.

10.3 Annual PTO Buy-Back.

A. If a teacher has six(6) or more days of remaining Current PTO at the end of the fiscal year (June 30), they may receive payout for the remaining days at the employee's per diem rate according to the schedule below:

- i. A teacher who has ten (10) or more remaining Current PTO days may opt to receive payout for up to five (5) PTO days at the employee's per diem rate.
- ii. A teacher who has nine (9) remaining Current PTO days may opt to receive payout for up to four (4) PTO days at the employee's per diem rate.
- iii. A teacher who has eight (8) remaining Current PTO days may opt to receive payout for up to three (3) PTO days at the employee's per diem rate.
- iv. A teacher who has seven (7) remaining Current PTO days may opt to receive payout for up to two (2) PTO days at the employee's per diem rate.
- v. A teacher who has six (6) remaining Current PTO days may opt to receive payout for up to one (1) PTO day at the employee's per diem rate.
- vi. A teacher who has five (5) or fewer remaining Current PTO days does not have a payout option.

B. Days that are eligible for and opted for payout will be paid on the June paycheck of the contract year, and will be paid at the employee's per diem rate. Any additional days missed, other than those allowed herein or in other leave policies, will result in a reduction of pay on a per diem basis.

C. A teacher who does not opt to have eligible PTO days paid out will have those days roll over into Accrued PTO as defined above.

10.4 Sick Leave Bank.

A. A sick leave bank shall be established, based upon PTO days contributed by teachers to the bank, to provide a source of leave beyond an individual teacher's Current and Accrued PTO for teachers, or teachers immediate family members, whose illness(es) cause them to exhaust their Current and

Accrued PTO leave. A teacher must exhaust all Current and Accrued PTO before accessing the sick leave bank for any purpose.

B. Sick leave bank may only be used for the teacher's, or the teacher's immediate family member's, illness (including mental or physical), disability, or for the teacher's emotional well-being associated with a traumatic event or emergency. Use of the sick leave bank is not intended for elective procedures or procedures that can be delayed without health consequences until a time during which school is not in session. The bank may be used for a teacher's maternity leave. Maternity leave is defined as 6 weeks for a "normal" delivery and 8 weeks for a "complicated" delivery.

C. To become a member of the sick leave bank, a teacher shall donate one PTO day each year for the first three years the teacher is a member. If, at any time, the balance of days in the sick leave bank drops below one hundred days, participating teachers will be required to donate one additional day per year until the balance in the bank equals or exceeds one thousand days. In the event a teacher chooses not to participate in the bank, or wishes to withdraw from the bank, the teacher must provide written notice to the Human Resources Director and to the Association.

D. A Sick Leave Bank Committee shall consist of the President of the Association and up to two members of LCEA leadership. The Committee shall be governed by guidelines which shall be drafted by the Association, reviewed by legal counsel for the District and the Association, and approved by the District and the Association. The Committee shall review applications for the use of sick leave bank days, shall apply the guidelines in good faith, and shall approve or deny the application. The Committee will report documentation and outcome to the HR Director.

E. A member of the sick leave bank seeking to utilize days from the bank must submit a written application to the Sick Leave Bank Committee. Before approving the application, the Sick Leave Bank Committee may require the member to submit verification from the member's physician that the member is unable to work and the estimated period of recovery for the member or the member's immediate family.

G. No member may use more than 60 days from the sick leave bank in any school year.

10.5 **Civic Duty Leave.**

A. Leave with pay will be granted to any teacher to fulfill the teacher's civic duty including, but not limited to, the following:

- i. Being summoned for jury duty and required to be present at the courthouse for such jury duty.
- ii. Being subpoenaed as a witness to appear at a legal proceeding in connection with the teacher's performance of duties as a teacher of the District.
- iii. Being subpoenaed to appear as a witness at a legal proceeding when the teacher is not a litigant or party.

B. Civic duty leave is limited to the time necessary to discharge the teacher's legal obligations to attend the trial or other judicial proceeding, and reasonable travel time to and from the place of required attendance. The teacher must return to work as soon as possible following the trial or other judicial proceeding.

C. Any jury or witness fees received by a teacher on civil duty leave must be tendered to the District. However, the teacher may deduct travel and other out-of-pocket expenses actually incurred for jury duty before reimbursing the District.

10.6 Bereavement Leave.

A. A leave of absence will be granted to a teacher by the Superintendent for death in the teacher's immediate family. Bereavement leave shall be allowed for a maximum of five working days.

B. Bereavement leave for the death of a person other than immediate family members may be given upon recommendation by the Superintendent. Such leave shall be on the same terms and conditions as bereavement leave for the death of an immediate family member.

C. Any absence taken by a teacher, in excess of the allowed bereavement leave, shall be taken from the teacher's Current or Accrued PTO. If PTO is not available, the teacher may apply to the Superintendent for an extended bereavement.

10.7 Child Care Leave.

A. **Short Term Leave.** A teacher, who desires to spend time with a newborn or newly adopted child, may use up to five days of the teacher's Current or Accrued PTO leave for this purpose.

B. Extended Leave.

- i. Extended leave for a newborn child or adoptive child care leave, generally not to exceed one year in length, may be granted without pay to a teacher.
- ii. A teacher, who desires to take extended leave for this purpose, shall submit a written request to the Superintendent. Such request shall indicate the length of leave desired.
- iii. If the Superintendent recommends approval of the leave request, the matter shall be submitted to the Board of Education. Approval or denial of the leave request shall be at the discretion of the Board of Education.
- iv. A teacher, on leave for one or more semesters under this provision, must provide written notice to the Superintendent no later than December 1st or March 1st before the expiration of the leave indicating whether the teacher will return to work at the end of the leave period.
- v. Re-employment of a teacher on general leave during the year shall be at the discretion of the Superintendent. Re-employment of such a teacher for the beginning of the next year shall be guaranteed, unless the teacher is involved in a reduction in force. Re-employment does not guarantee the same position.
- vi. Neither seniority nor PTO shall accrue while a teacher is on extended leave for child care.

10.8 Educational Leave of Absence.

A. An educational leave of absence shall only be approved for the purpose of improving a teacher's ability to instruct or for further study related to a teacher's duties in the District. Such leave shall not be paid leave, except as provided below, and is granted at the discretion of the Superintendent. All of the conditions established for the general leave of absence shall also apply to the educational leave of absence, except as stated below.

B. All applications for educational leaves of absence must be filed with the building principals by the February 1 and will be acted on by the Superintendent within two weeks of receipt of the request. An educational plan must accompany the request.

C. The maximum period of an educational leave shall be twelve months, beginning the first day of the contract year in which the leave is granted and ending the day preceding the first day of the next ensuing contract year.

D. If a teacher returns to the District following a full year of educational leave of absence and successfully completes the first semester of the following year, the District will pay such teacher a stipend of \$2,000.

10.9 General Leave of Absence.

A. A general leave of absence shall mean time off from the District without pay for a teacher to revitalize, to travel, to regain health or to undertake special projects.

B. Requests for general leaves shall be made, in writing, to the building principal or immediate supervisor. Leave shall be granted upon recommendation of the principal and upon the approval of the Superintendent. Granting of general leaves is at the discretion of the Superintendent.

C. General leaves of absence shall be provided only to those teachers who have been employed by the District for a minimum of four consecutive years.

D. Teachers on general leave shall not lose seniority or status with regard to the applicable salary plan or schedule, but salary advancements shall not apply. Teachers on general leave of absence shall not lose their current positions on the longevity list. If a teacher elects to continue health or other fringe benefits while on general leave, the teacher shall pay the full cost of the benefit.

E. A teacher on general leave of absence shall not accrue PTO days during such leave, but unused PTO held by the teacher at the start of the general leave shall be reinstated upon the teacher's return to work.

F. A teacher on general leave of absence shall provide the Superintendent with written notice indicating whether the teacher will return to work at the District or resign from District employment not later than March 1 of the year the teacher is on such leave. If the teacher does not notify the Superintendent by March 1, the teacher shall be deemed to have resigned effective as of the end of the year in which the leave was taken.

G. Re-employment of a teacher on general leave during the year shall be at the discretion of the Superintendent. Re-employment of such a teacher for the beginning of the next year shall be guaranteed, unless the teacher is involved in a reduction in force. Re-employment does not guarantee the same position.

H. When a general leave of absence is taken for mental or physical health reasons, the District may require a physical by a District designated physician, at District expense, upon the return of the teacher.

10.10 Family and Medical Leave.

A. The federal Family and Medical Leave Act provides for up to twelve work weeks of leave during a twelve month period to eligible employees for the following purposes:

- i. the birth, adoption or foster care placement of a child;
- ii. care of a spouse, child or parent with a serious health condition; or
- iii. the employee's own serious health condition.

B. FMLA leave shall ordinarily be unpaid leave; however, a teacher may use current or accrued PTO in lieu of or in combination with unpaid leave for the period of the FMLA leave.

C. The District shall adopt regulations governing the use of FMLA leave by teachers.

10.11 Federal Military Leave.

A. A military leave of absence must be granted if a full or part-time teacher enters any branch of the armed services, reserves, National Guard, Public Health Corp., or is called to duty or for training, for a period generally not to exceed five years. Employees returning from military leave possess reinstatement, seniority, compensation, benefits, and other rights. Additionally, applicants and employees may not be discriminated against in any area of employment because of past, current, or prospective military service. Teachers on military leaves must be provided the same benefits and rights as are provided to employees on other types of leaves. Additionally, teachers returning from military leave must receive any benefits determined by seniority that they would have accrued if continuously employed. Note also, that time served in the military counts when calculating Family and Medical Leave Act eligibility.

10.12 Religious Leave.

A. A maximum of three (3) days of paid religious leave shall be granted to a Teacher per school year for religious observances for holidays established by the religious body upon request to the Superintendent.

10.13 Crisis Leave.

A. The District will provide swift response to any teacher who is the victim of workplace violence or a District-vetted credible threat and shall use administrative leave to provide immediate support as needed. In addition, such teacher shall be entitled to up to three (3) days of crisis leave. To access this crisis leave, an employee shall be required to consult and receive a recommendation for leave from an appropriate medical provider, the District's Employee Assistance Program (EAP) or equivalent mental health provider. This leave is intended to help with the recovery and recuperation of the teacher and will not impact their leave balances.

ARTICLE 11 - CONCERNS/COMPLAINTS/GRIEVANCE PROCESS

11.1 Purpose. The purpose of this procedure set forth in this Article is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise and which are alleged to constitute a violation, misinterpretation or misapplication of the terms of this Agreement.

11.2 Informal Complaint. A teacher who believes that there has been a violation, misinterpretation or misapplication of this Agreement shall first discuss such complaint with the principal or responsible administrator with the objective of attempting to resolve the matter informally. If the complaint is not successfully resolved within five working days after such discussion, the teacher may file a grievance.

11.3 Level One-Formal Complaint. If the informal complaint has not been resolved informally, a grievance may be filed with the principal or responsible administrator. The grievance shall contain a concise written statement of the provisions of this Agreement which were allegedly violated, misinterpreted or misapplied, and the relief requested. A grievance must be filed within ten working days from the date of the grievant knew or should have known of the occurrence of the event giving rise to the grievance. A grievance may be filed by an individual teacher, a group of teachers or the Association as a class grievance.

The principal or responsible administrator shall within ten (10) days of receiving the formal complaint shall request a meeting with the grievant to discuss the grievance. The grievant and principal or responsible administrator shall meet and discuss the grievance within five working days after the meeting has been requested. The principal or responsible administrator shall then have five working days after the meeting in which to communicate a written decision to the grievant. A copy of such response shall be provided to the grievant and the Association.

11.4 Level Two: Appeal to Superintendent.

In the event the formal complaint has not been satisfactorily resolved at Level One, the grievant or the Association may file an appeal in writing with the Superintendent within ten working days of the receipt of the administrator's written response at Level One. Within (10) days after receiving the written appeal, the Superintendent shall meet with the grievant and within (5) days of the meeting, communicate a written decision to the grievant. A copy of such response shall be provided to the grievant and the Association.

11.5 Level Three: Mediation. If the appeal to the superintendent has not resolved the complaint satisfactorily at Level Two, it may be submitted to mediation at the request of either party. The parties shall then request the Federal Mediation and Conciliation Services, or another mutually acceptable mediator, to provide staff assistance without cost to the parties. Meetings between the parties may be held separately or together at the request of the mediator. If mediation fails in whole or in part, the mediator shall report the grievance issues that remain in dispute to the respective parties.

11.6 Level Four: Arbitration. If the mediation has not resolved the complaint satisfactorily at Level Three, it may be submitted for arbitration at the request of either party. This appeal must be made in writing within fourteen (14) days of the ending of Mediation (Level 3).

A. Procedure.

i. Unless both sides agree otherwise, the parties shall, within seven (7) days after delivery of the notice under Section 10.6.5.2, submit a written request for an arbitrator to the American Arbitration Association. The request to the American Arbitration Association shall ask that a list of five (5) qualified arbitrators be submitted to the parties.

ii. The arbitrator shall be selected by the parties within seven (7) days after receipt of the names of arbitrators. The procedure shall be (unless mutually agreed otherwise) for each party to alternately strike names from the list until only one (1) name remains. This person shall then be asked to arbitrate the dispute. The party striking first shall be determined by coin toss. If the arbitrator declines to accept, the last two names that have been struck from the list shall be sent to the American Arbitration Association with the request to select the arbitrator from between the two.

iii. The proposed budget/costs (supplied by the chosen arbitrator) of the hearing process must be approved in advance of final acceptance of the Agreement.

iv. If the organization selected to represent staff chooses not to support the grievance, the aggrieved party has the option of paying for all costs necessary to implement Level 4, Arbitration.

v. Sixty percent (60%) of the fees and expenses of the arbitrator shall be paid by the non-prevailing party. Forty percent (40%) of the fees and expenses of the arbitrator shall be paid by the prevailing party.

vi. The format of the hearing will be left to the discretion of the Arbitrator. Objective decisions, based upon comprehensive data, will be expected.

B. Outcomes.

i. The Arbitrator must issue a report within a reasonable time (such as 2 weeks) after the date of the close of the hearings. Decisions and recommendations made by the Arbitrator will be advisory to the Board. Within 7 days of receipt of the arbitrator's report, the parties will meet to discuss the report and attempt to come to a mutually agreeable resolution. No public releases of information may be made until after such meeting.

ii. If no mutually agreeable resolution is met, the Board will receive a report from the Arbitrator not later than the next regular Board meeting and will make a final decision not later than one (1) month from the date of receiving the recommendations of the Arbitrator.

11.7 Right to Be Present; Right to Representation. A grievant shall have the right to be present at all meetings related to the grievance and, at the option of the grievant(s), may be represented at such meetings by a representative of the Association.

11.8 No Retaliation. Neither the Board, the Association, nor any member of the administrative staff of the District shall retaliate against a teacher because the teacher has participated in the grievance process.

11.9 Failure To Comply With Time Deadlines. Failure to file a grievance within the required time, or failure to appeal the grievance to the next level within the required time, shall constitute a waiver of the grievance. The failure of the responsible administrator to render a decision on a grievance within the required time shall constitute a denial of the grievance and permit appeal of the grievance to the next level. In such an instance, the appeal deadline shall be calculated from the date the administrator missed the deadline to respond. Timelines may be changed through mutual agreement of the parties.

ARTICLE 12 - GENERAL PROVISIONS

12.1 Board Policy. This Agreement constitutes officially adopted Board policy for the term of this Agreement, and the Board and the Association will carry out the commitments contained herein and give them full force and effect.

12.2 Boards Retained Powers. Except as expressly provided in this Agreement the following matters are vested exclusively in the Board: (i) the determination and administration of school policy, (ii) the determination of school curriculum, (iii) the operation and management of the schools, (iv) and all matters related to the employment of employees of the District. In the adoption of this Agreement, the parties agree that nothing contained herein is intended to be construed to delegate or limit the powers, duties, discretions, and responsibilities of the Board of Education as prescribed by the Constitution and laws of the State of Colorado.

12.3 Preservation of Rights. Nothing in this Agreement shall be construed to deny or restrict any rights a teacher may have under the laws and Constitution of the State of Colorado and the United States.

12.4 Governing Law. This Agreement shall be governed and construed according to the laws of the State of Colorado. In the event any Colorado statute referenced or related to this Agreement is amended or repealed during the term of this Agreement, this Agreement shall be deemed to automatically be amended to incorporate such statutory change.

12.5 Waiver. The failure of either party to exercise any of its rights under this Agreement shall not be deemed to be a waiver of those rights. A party waives only those rights specified in writing and signed by the party waiving such rights.

12.6 Budgetary Crises. In the event the District experiences a fiscal emergency within the meaning of Section 22-44-115.5, C.R.S., the District shall notify the Association of the emergency and shall negotiate in good faith with the Association over any reduction in salary and over alternatives to a reduction in salaries. However, the final decision with respect to any reduction in salaries shall be made by the Board of Education as provided in Section 22-44-115.5, C.R.S.

12.7 Statutory Limitations. Consistent with Section 22-32-110(5), C.R.S., the parties acknowledge that, in this Agreement and in subsequent agreements, the District may not commit revenues for a period of time in excess of one year unless the agreement includes a provision which allows for the reopening of the portion of the agreement relating to salaries and benefits.

12.8 Written Teacher Contracts. Nothing in this Agreement shall eliminate the obligation of the District to enter into written employment contracts with individual teachers as required by Section 22-63-202(A), C.R.S. Only insofar as its contents are addressed in this Agreement will any contract between the Board and any individual teacher be subject to and depend upon the terms and provisions of this Agreement.

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

12.10 Amendment. This Agreement may be modified or amended only by a duly authorized written instrument executed by the parties hereto. No oral amendment to this Agreement shall be permitted.

12.11 No Adverse Construction. Both parties acknowledge having had the opportunity to participate in the drafting of this Agreement. This Agreement shall not be construed against either party based upon authorship.

12.12 Authority. The individuals executing this Agreement on behalf of each of the parties represent and warrant that they have all requisite powers and authority to cause the party for whom they sign to enter into this Agreement and to bind such party to fully perform its obligations as set forth in this Agreement.

12.13 Incorporation of Appendices. Appendices A through D, inclusive, shall be deemed incorporated into this Agreement.

12.14 Severability. In case one or more of the provisions contained in this Agreement, or any application hereof, shall be invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained in this Agreement and the application hereof shall not in any way be affected or impaired thereby.

12.15 Entire Agreement. This Agreement constitutes the entire agreement and understanding between the parties as to the subject matter of this Agreement, and supersedes any prior agreement or understanding relating to the subject matter of this Agreement.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused their corporate names to be hereunto subscribed by their respective Presidents and attested by their respective representatives, this 23rd day of May, 2022

LAKE COUNTY EDUCATION ASSOCIATION

by:

Cody Jump, CO-President
Lake County Education Association

Date _____

LAKE COUNTY SCHOOL DISTRICT R-1
LAKE COUNTY, CO

by:

Mirian Lozano ~~John Baker~~, President
Lake County Board of Education

Date _____

by:

Julia Frattolin ~~Jeff Spencer~~, CO-President
Lake County Education Association

Date _____

by: _____

Melissa Earley, Secretary
Lake County Board of Education

Date _____

ATTEST:

by:

Kate Bartlett, Superintendent

Date _____

by:

LCEA Representative

Date _____

Appendix "A"

Salary Schedule

2025-2026-2026-2027 Certified Teacher Salary Schedule Lake County School District

STEP	BA	BA +8	BA +16	BA +24	BA +32	MA (or 40 hours)	MA +8 (or 48 hours)	MA +16 (or 56 hours)	MA +24 (or 64 hours)	MA +32 (or 72 hours)	MA +40 (or 80 hours)	MA +48 (or 88 hours)	MA +56 (or 96 hours)	MA +64 (or 104 hours)	MA +72 (or 112 hours)	New Hire Experience Placement	
A	\$ 45,570	\$ 46,184	\$ 46,797	\$ 47,411	\$ 48,024	\$ 48,638	\$ 49,252	\$ 49,865	\$ 50,479	\$ 51,092	\$ 51,706	\$ 52,320	\$ 52,933	\$ 53,547	\$ 54,160	\$ 54,774	0 or 1 yrs
B	\$ 47,129	\$ 47,743	\$ 48,356	\$ 48,970	\$ 49,583	\$ 50,197	\$ 50,810	\$ 51,424	\$ 52,037	\$ 52,651	\$ 53,264	\$ 53,878	\$ 54,491	\$ 55,105	\$ 55,718	\$ 56,332	2 or 3 yrs
C	\$ 48,755	\$ 49,369	\$ 49,982	\$ 50,596	\$ 51,209	\$ 51,823	\$ 52,436	\$ 53,050	\$ 53,663	\$ 54,277	\$ 54,890	\$ 55,504	\$ 56,117	\$ 56,731	\$ 57,344	\$ 57,958	4 or 5 yrs
D	\$ 50,432	\$ 51,046	\$ 51,659	\$ 52,273	\$ 52,886	\$ 53,500	\$ 54,113	\$ 54,727	\$ 55,340	\$ 55,954	\$ 56,567	\$ 57,181	\$ 57,794	\$ 58,408	\$ 59,021	\$ 59,635	6 or 7 yrs
E	\$ 52,167	\$ 52,781	\$ 53,394	\$ 54,008	\$ 54,621	\$ 55,235	\$ 55,848	\$ 56,462	\$ 57,075	\$ 57,689	\$ 58,302	\$ 58,916	\$ 59,529	\$ 60,143	\$ 60,756	\$ 61,370	8 or 9 yrs
F	\$ 53,963	\$ 54,577	\$ 55,190	\$ 55,804	\$ 56,417	\$ 57,031	\$ 57,644	\$ 58,258	\$ 58,871	\$ 59,485	\$ 60,098	\$ 60,712	\$ 61,325	\$ 61,939	\$ 62,552	\$ 63,166	10 or 11 yrs
G	\$ 55,822	\$ 56,436	\$ 57,049	\$ 57,663	\$ 58,276	\$ 58,890	\$ 59,503	\$ 60,117	\$ 60,730	\$ 61,344	\$ 61,957	\$ 62,571	\$ 63,184	\$ 63,798	\$ 64,411	\$ 65,025	12 or 13 yrs
H	\$ 57,748	\$ 58,362	\$ 58,975	\$ 59,589	\$ 60,202	\$ 60,816	\$ 61,429	\$ 62,043	\$ 62,656	\$ 63,270	\$ 63,883	\$ 64,497	\$ 65,110	\$ 65,724	\$ 66,337	\$ 66,951	14 or more yrs
I	\$ 59,758	\$ 60,372	\$ 60,985	\$ 61,599	\$ 62,212	\$ 62,826	\$ 63,439	\$ 64,053	\$ 64,666	\$ 65,280	\$ 65,893	\$ 66,507	\$ 67,120	\$ 67,734	\$ 68,347	\$ 68,961	
J	\$ 61,799	\$ 62,413	\$ 63,026	\$ 63,640	\$ 64,253	\$ 64,867	\$ 65,480	\$ 66,094	\$ 66,707	\$ 67,321	\$ 67,934	\$ 68,548	\$ 69,161	\$ 69,775	\$ 70,388	\$ 71,002	
K	\$ 63,882	\$ 64,496	\$ 65,109	\$ 65,723	\$ 66,336	\$ 66,950	\$ 67,563	\$ 68,177	\$ 68,790	\$ 69,404	\$ 70,017	\$ 70,631	\$ 71,244	\$ 71,858	\$ 72,471	\$ 73,085	
L	\$ 66,040	\$ 66,654	\$ 67,267	\$ 67,881	\$ 68,494	\$ 69,108	\$ 69,721	\$ 70,335	\$ 70,948	\$ 71,562	\$ 72,175	\$ 72,789	\$ 73,402	\$ 74,016	\$ 74,629	\$ 75,243	
M	\$ 68,262	\$ 68,876	\$ 69,489	\$ 70,103	\$ 70,716	\$ 71,330	\$ 71,943	\$ 72,557	\$ 73,170	\$ 73,784	\$ 74,397	\$ 75,011	\$ 75,624	\$ 76,238	\$ 76,851	\$ 77,465	
N	\$ 70,547	\$ 71,161	\$ 71,774	\$ 72,388	\$ 73,001	\$ 73,615	\$ 74,228	\$ 74,842	\$ 75,455	\$ 76,069	\$ 76,682	\$ 77,296	\$ 77,909	\$ 78,523	\$ 79,136	\$ 79,750	
O	\$ 72,899	\$ 73,513	\$ 74,126	\$ 74,740	\$ 75,353	\$ 75,967	\$ 76,580	\$ 77,194	\$ 77,807	\$ 78,421	\$ 79,034	\$ 79,648	\$ 80,261	\$ 80,875	\$ 81,488	\$ 82,102	
P	\$ 75,311	\$ 75,925	\$ 76,538	\$ 77,152	\$ 77,765	\$ 78,379	\$ 78,992	\$ 79,606	\$ 80,219	\$ 80,833	\$ 81,446	\$ 82,060	\$ 82,673	\$ 83,287	\$ 83,900	\$ 84,514	
Q	\$ 77,784	\$ 78,398	\$ 79,011	\$ 79,625	\$ 80,238	\$ 80,852	\$ 81,465	\$ 82,079	\$ 82,692	\$ 83,306	\$ 83,919	\$ 84,533	\$ 85,146	\$ 85,760	\$ 86,373	\$ 86,987	
R	\$ 80,317	\$ 80,931	\$ 81,544	\$ 82,158	\$ 82,771	\$ 83,385	\$ 83,998	\$ 84,612	\$ 85,225	\$ 85,839	\$ 86,452	\$ 87,066	\$ 87,679	\$ 88,293	\$ 88,906	\$ 89,520	
S	\$ 82,902	\$ 83,516	\$ 84,129	\$ 84,743	\$ 85,356	\$ 85,970	\$ 86,583	\$ 87,197	\$ 87,810	\$ 88,424	\$ 89,037	\$ 89,651	\$ 90,264	\$ 90,878	\$ 91,491	\$ 92,105	
T	\$ 85,547	\$ 86,161	\$ 86,774	\$ 87,388	\$ 87,999	\$ 88,613	\$ 89,227	\$ 89,840	\$ 90,454	\$ 91,067	\$ 91,681	\$ 92,295	\$ 92,908	\$ 93,522	\$ 94,136	\$ 94,749	
U	\$ 88,252	\$ 88,866	\$ 89,479	\$ 90,093	\$ 90,706	\$ 91,320	\$ 91,934	\$ 92,547	\$ 93,161	\$ 93,775	\$ 94,388	\$ 95,002	\$ 95,616	\$ 96,229	\$ 96,843	\$ 97,457	
V	\$ 91,017	\$ 91,631	\$ 92,244	\$ 92,858	\$ 93,471	\$ 94,085	\$ 94,698	\$ 95,312	\$ 95,926	\$ 96,539	\$ 97,153	\$ 97,766	\$ 98,380	\$ 98,993	\$ 99,607	\$ 100,221	
W	\$ 93,842	\$ 94,456	\$ 95,069	\$ 95,683	\$ 96,296	\$ 96,910	\$ 97,524	\$ 98,137	\$ 98,751	\$ 99,365	\$ 99,978	\$ 100,592	\$ 101,206	\$ 101,819	\$ 102,433	\$ 103,047	
X	\$ 96,727	\$ 97,341	\$ 97,954	\$ 98,568	\$ 99,181	\$ 99,795	\$ 100,409	\$ 101,022	\$ 101,636	\$ 102,250	\$ 102,863	\$ 103,477	\$ 104,091	\$ 104,704	\$ 105,318	\$ 105,932	
Y	\$ 99,672	\$ 100,286	\$ 100,899	\$ 101,513	\$ 102,127	\$ 102,740	\$ 103,354	\$ 103,968	\$ 104,581	\$ 105,195	\$ 105,809	\$ 106,422	\$ 107,036	\$ 107,650	\$ 108,263	\$ 108,877	
Z	\$ 102,687	\$ 103,301	\$ 103,915	\$ 104,529	\$ 105,142	\$ 105,756	\$ 106,370	\$ 106,983	\$ 107,597	\$ 108,211	\$ 108,824	\$ 109,438	\$ 110,052	\$ 110,666	\$ 111,279	\$ 111,893	
AA	\$ 105,762	\$ 106,376	\$ 106,990	\$ 107,604	\$ 108,218	\$ 108,831	\$ 109,445	\$ 110,059	\$ 110,673	\$ 111,287	\$ 111,900	\$ 112,514	\$ 113,128	\$ 113,742	\$ 114,355	\$ 114,969	
BB	\$ 108,907	\$ 109,521	\$ 110,135	\$ 110,749	\$ 111,363	\$ 111,977	\$ 112,590	\$ 113,204	\$ 113,818	\$ 114,432	\$ 115,046	\$ 115,660	\$ 116,274	\$ 116,888	\$ 117,502	\$ 118,116	
CC	\$ 112,122	\$ 112,736	\$ 113,350	\$ 113,964	\$ 114,578	\$ 115,192	\$ 115,806	\$ 116,420	\$ 117,034	\$ 117,648	\$ 118,262	\$ 118,876	\$ 119,490	\$ 120,104	\$ 120,718	\$ 121,332	
DD	\$ 115,437	\$ 116,051	\$ 116,665	\$ 117,279	\$ 117,893	\$ 118,507	\$ 119,121	\$ 119,735	\$ 120,349	\$ 120,963	\$ 121,577	\$ 122,191	\$ 122,805	\$ 123,419	\$ 124,033	\$ 124,647	
EE	\$ 118,852	\$ 119,466	\$ 120,080	\$ 120,694	\$ 121,308	\$ 121,922	\$ 122,536	\$ 123,150	\$ 123,764	\$ 124,378	\$ 124,992	\$ 125,606	\$ 126,220	\$ 126,834	\$ 127,448	\$ 128,062	
FF	\$ 122,367	\$ 122,981	\$ 123,595	\$ 124,209	\$ 124,823	\$ 125,437	\$ 126,051	\$ 126,665	\$ 127,279	\$ 127,893	\$ 128,507	\$ 129,121	\$ 129,735	\$ 130,349	\$ 130,963	\$ 131,577	
GG	\$ 125,982	\$ 126,596	\$ 127,210	\$ 127,824	\$ 128,438	\$ 129,052	\$ 129,666	\$ 130,280	\$ 130,894	\$ 131,508	\$ 132,122	\$ 132,736	\$ 133,350	\$ 133,964	\$ 134,578	\$ 135,192	
HH	\$ 129,697	\$ 130,311	\$ 130,925	\$ 131,539	\$ 132,153	\$ 132,767	\$ 133,381	\$ 133,995	\$ 134,609	\$ 135,223	\$ 135,837	\$ 136,451	\$ 137,065	\$ 137,679	\$ 138,293	\$ 138,907	
II	\$ 133,412	\$ 134,026	\$ 134,640	\$ 135,254	\$ 135,868	\$ 136,482	\$ 137,096	\$ 137,710	\$ 138,324	\$ 138,938	\$ 139,552	\$ 140,166	\$ 140,780	\$ 141,394	\$ 142,008	\$ 142,622	
JJ	\$ 137,227	\$ 137,841	\$ 138,455	\$ 139,069	\$ 139,683	\$ 140,297	\$ 140,911	\$ 141,525	\$ 142,139	\$ 142,753	\$ 143,367	\$ 143,981	\$ 144,595	\$ 145,209	\$ 145,823	\$ 146,437	
KK	\$ 141,042	\$ 141,656	\$ 142,270	\$ 142,884	\$ 143,498	\$ 144,112	\$ 144,726	\$ 145,340	\$ 145,954	\$ 146,568	\$ 147,182	\$ 147,796	\$ 148,410	\$ 149,024	\$ 149,638	\$ 150,252	
LL	\$ 144,857	\$ 145,471	\$ 146,085	\$ 146,699	\$ 147,313	\$ 147,927	\$ 148,541	\$ 149,155	\$ 149,769	\$ 150,383	\$ 150,997	\$ 151,611	\$ 152,225	\$ 152,839	\$ 153,453	\$ 154,067	
MM	\$ 148,672	\$ 149,286	\$ 149,900	\$ 150,514	\$ 151,128	\$ 151,742	\$ 152,356	\$ 152,970	\$ 153,584	\$ 154,198	\$ 154,812	\$ 155,426	\$ 156,040	\$ 156,654	\$ 157,268	\$ 157,882	
NN	\$ 152,487	\$ 153,101	\$ 153,715	\$ 154,329	\$ 154,943	\$ 155,557	\$ 156,171	\$ 156,785	\$ 157,399	\$ 158,013	\$ 158,627	\$ 159,241	\$ 159,855	\$ 160,469	\$ 161,083	\$ 161,697	
OO	\$ 156,302	\$ 156,916	\$ 157,530	\$ 158,144	\$ 158,758	\$ 159,372	\$ 159,986	\$ 160,600	\$ 161,214	\$ 161,828	\$ 162,442	\$ 163,056	\$ 163,670	\$ 164,284	\$ 164,898	\$ 165,512	
PP	\$ 160,117	\$ 160,731	\$ 161,345	\$ 161,959	\$ 162,573	\$ 163,187	\$ 163,801	\$ 164,415	\$ 165,029	\$ 165,643	\$ 166,257	\$ 166,871	\$ 167,485	\$ 168,099	\$ 168,713	\$ 169,327	
QQ	\$ 163,932	\$ 164,546	\$ 165,160	\$ 165,774	\$ 166,388	\$ 166,999	\$ 167,613	\$ 168,227	\$ 168,841	\$ 169,455	\$ 170,069	\$ 170,683	\$ 171,297	\$ 171,911	\$ 172,525	\$ 173,139	
RR	\$ 167,747	\$ 168,361	\$ 168,975	\$ 169,589	\$ 170,203	\$ 170,817	\$ 171,431	\$ 172,045	\$ 172,659	\$ 173,273	\$ 173,887	\$ 174,501	\$ 175,115	\$ 175,729	\$ 176,343	\$ 176,957	
SS	\$ 171,562	\$ 172,176	\$ 172,790	\$ 173,404	\$ 174,018	\$ 174,632	\$ 175,246	\$ 175,860	\$ 176,474	\$ 177,088	\$ 177,702	\$ 178,316	\$ 178,930	\$ 179,544	\$ 180,158	\$ 180,772	
TT	\$ 175,377	\$ 175,991	\$ 176,605	\$ 177,219	\$ 177,833	\$ 178,447	\$ 179,061	\$ 179,675	\$ 180,289	\$ 180,903	\$ 181,517	\$ 182,131	\$ 182,745	\$ 183,359	\$ 183,973	\$ 184,587	
UU	\$ 179,192	\$ 179,806	\$ 180,420	\$ 181,034	\$ 181,648	\$ 182,262	\$ 182,876	\$ 183,490	\$ 184,104	\$ 184,718	\$ 185,332	\$ 185,946	\$ 186,560	\$ 187,174	\$ 187,788	\$ 188,402	
VV	\$ 183,007	\$ 183,621	\$ 184,235	\$ 184,849	\$ 185,463	\$ 186,077	\$ 186,691	\$ 187,305	\$ 187,919	\$ 188,533	\$ 189,147	\$ 189,761	\$ 190,375	\$ 190,989	\$ 191,603	\$ 192,217	
WW	\$ 186,822	\$ 187,436	\$ 188,050	\$ 188,664	\$ 189,278	\$ 189,892	\$ 190,506	\$ 191,120	\$ 191,734	\$ 192,348	\$ 192,962	\$ 193,576	\$ 194,190	\$ 194,804	\$ 195,418	\$ 196,032	
XX	\$ 190,637	\$ 191,251	\$ 191,865	\$ 192,479	\$ 193,093	\$ 193,707	\$ 194,321	\$ 194,935	\$ 195,549	\$ 196,163	\$ 196,777	\$ 197,391	\$ 198,005	\$ 198,619	\$ 199,233	\$ 199,847	
YY	\$ 194,452	\$ 195,066	\$ 195,680	\$ 196,294	\$ 196,908	\$ 197,522	\$ 198,136	\$ 198,750	\$ 199,364	\$ 199,978	\$ 200,592	\$ 201,206	\$ 201,820	\$ 202,434	\$ 203,048	\$ 203,662	
ZZ	\$ 198,267	\$ 198,881	\$ 199,495	\$ 200,109	\$ 200,723	\$ 201,337	\$ 201,951	\$ 202,565	\$ 203,179	\$ 203,793	\$ 204,407	\$ 205,021	\$ 205,635	\$ 206,249	\$ 206,863	\$ 207,477	
AAA	\$ 202,082	\$ 202,696	\$ 203,310	\$ 203,924	\$ 204,538	\$ 205,152	\$ 205,766	\$ 206,380	\$ 206,994	\$ 207,608	\$ 208,222	\$ 208,836	\$ 209,450	\$ 210,064	\$ 210,678	\$ 211,292	
BBB	\$ 205,897	\$ 206,511	\$ 207,125	\$ 207,739	\$ 208,353	\$ 208,967	\$ 209,581	\$ 210,195	\$ 210,809	\$ 211,423	\$ 212,037	\$ 212,651	\$ 213,265	\$ 213,879	\$ 214,493	\$ 215,107	
CCC	\$ 209,712	\$ 210,326	\$ 210,940	\$ 211,554	\$ 212,168	\$ 212,782	\$ 213,396	\$ 214,010	\$ 214,624	\$ 215,238	\$ 215,852	\$ 216,466	\$ 217,080	\$ 217,694	\$ 218,308	\$ 218,922	
DDD	\$ 213,527	\$ 214,141	\$ 21														

I. Professional development that is provided by Lake County School District may be counted toward an employee pay increase if the following conditions are met. *Hours must be earned after June, 2013 in LCSD.

- 1) Attend the entire professional development session
(*Hours must be earned after June, 2013 in LCSD)
 - 2) Fully participate in the professional development session
 - 3) Complete the Salary Advancement Form, including only the time spent in professional development
 - 4) Attach a certificate of district-provided PD hours
- *15 District PD hours = 1 Advancement Credit hour

II. Professional development hours provided by a Third party, may be counted toward an employee pay increase if the following conditions are met. *Hours must be earned after June, 2013 in LCSD.

- 1) Attend the entire professional development session
- 2) Fully participate in the professional development session
(*Hours must be earned after June, 2013 in LCSD)
- 3) Complete the Salary Advancement Form, including only the time spent in professional development
- 4) Attach a certificate of completion from the Third party vendor
- 5) Complete the Third Party Verification form in which supervisor can verify implementation (allow enough time for this!)

It is highly recommended that the employee confirm ahead of time with his/her supervisor that the professional development is relevant to the district's goals.

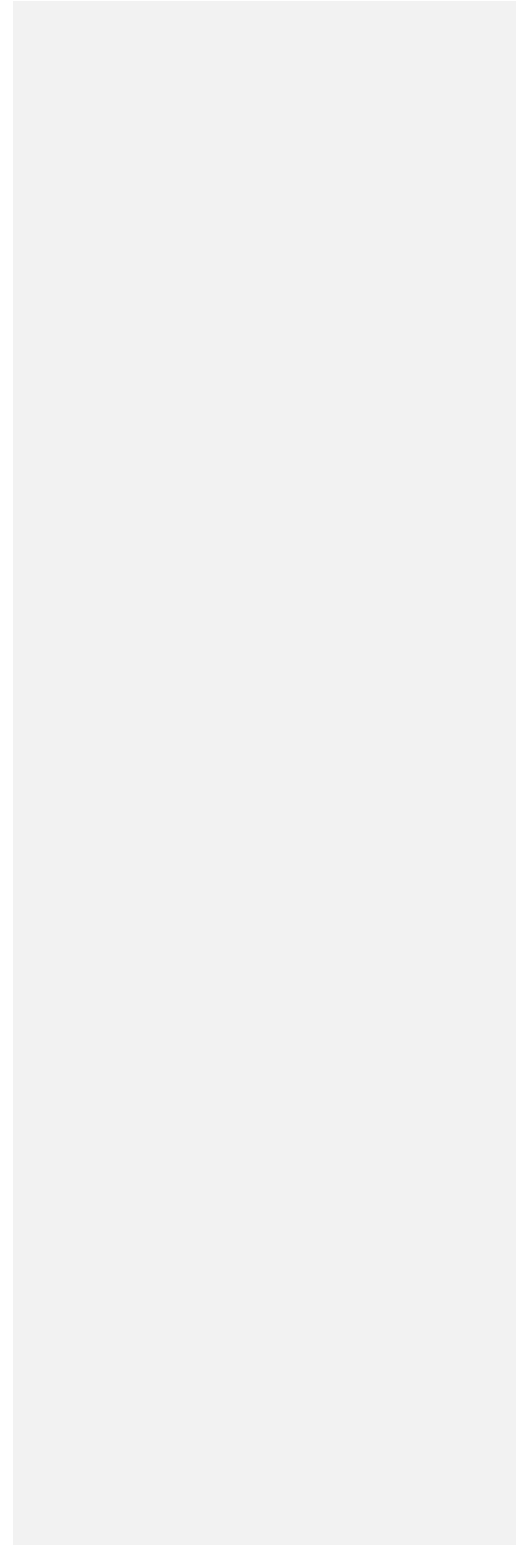
*15 Third Party PD hours = 1 Advancement Credit hour

III. Credit for college credit hours may be counted toward an employee pay increase if the following conditions are met.:

- 1) Attend the entire course
 - 2) Fully participate in the course
 - 3) Complete the Salary Advancement Form.
 - 4) Attach a college-issued transcript showing course completion and hours earned. (unofficial fine as long as followed by official)
- *1 College Credit hour = 1 Advancement Credit hour

Appendix “B”
Educator Rubric

Evaluation using the State Model Evaluation Rubric for Teachers and Special Service Providers.



Appendix "C"
Transfer Request

LAKE COUNTY SCHOOL DISTRICT R-1
Leadville, Colorado 80461
OFFICIAL TRANSFER REQUEST FORM

DIRECTIONS:

Complete one form, including all positions desired, and return to the building administrators involved on or before the deadline date (if applicable) along with an updated resume which includes: professional training and experiences, teaching experiences, additional areas of certification and include co-curricular activity qualifications/desires.

NAME _____ Date _____

Present teaching position _____

at _____ School.

I would like to be considered for the following positions, should they materialize:

1. _____ at _____

2. _____ at _____

3. _____ at _____

List all extracurricular activities you are willing to direct or assist:

Does your present certificate/license qualify you for these changes? ____ Yes ____ No

If not, how and when can you qualify? _____

Reason for request (optional) _____

Additional information _____

If these openings occur during the summer months, where can you be reached?

_____ Address _____ Phone _____

Please read the following statement carefully and sign below:

I understand that if at any time I wish to remove my name from consideration for any position(s) to which I have requested transfer, I am obligated to notify the building administrators involved immediately regarding my intentions. I also understand that to be considered for any particular position posted, but not specifically listed above, will require the submission of a new Official Transfer Request Form to the building administrators involved.

Signature

Appendix "D"
Formal Grievance Form

A grievance is defined as a complaint in writing, setting forth the allegation that there has been a violation of district policies or regulations which have adversely affected or aggrieved an employee of the school district.

Status of grievance: Step I _____ Step II _____ Step III _____

I, _____ hereby file a grievance with _____
(name of person).

Specifically, my grievance is: _____

Steps I have already taken to try to resolve the grievance: _____

Relief sought: _____

I hereby petition for a hearing on my grievance within 10 working days of the above date. I have been informed of the grievance procedures to be followed along with my rights and responsibilities pertaining thereto.

Received by: _____		_____	
Signature	date	Grievant's signature	date

Please note that all employment decisions remain within the sole and continuing discretion of the administration and/or Board of Education, as appropriate under district policy, subject only to the conditions and limitations prescribed by Colorado law.

ADMINISTRATIVE RECORD

Date received _____ Date of hearing _____

Place of hearing _____ Time of hearing _____

Decision on grievance: _____

I. _____
Principal's signature date

II. _____
Superintendent's signature date

III. _____
Board chairman's signature date

I _____ accept or _____ reject the decision.

Grievant's signature date

MASTER AGREEMENT

BETWEEN

LAKE COUNTY SCHOOL DISTRICT R-1

AND

LAKE COUNTY EDUCATION ASSOCIATION

May 2026

Lake County School District R-1
Lake County, Colorado

Board of Education

John Baker, President

Grayson Cooper, Vice President

Miriam Lozano, Treasurer

Melissa Earley, Secretary

Kerry Charles, Director

Superintendent

Kate Bartlett

Members of the Negotiating Team

Kate Bartlett, Superintendent

Jim Mulcey, Chief Financial Officer

Kathleen Fitzsimmons, Human Resources Director

Roxie Aldaz, Lake County Education Association

Jeff Spencer, Lake County Education Association

Cody Jump, Lake County Education Association

Julissa Enriquez, Lake County Education Association

Stephanie Koucherik, Lake County Education Association

Eric Hansen, Colorado Education Association

MASTER AGREEMENT

This agreement is made and entered into by and between LAKE COUNTY SCHOOL DISTRICT R-1, in the County of Lake, State of Colorado, on behalf of said school district, and the LAKE COUNTY EDUCATION ASSOCIATION, on behalf of itself and the teachers of said school district.

Preamble - Recognition Statement

The District recognizes the Association as the exclusive representative and negotiating agent for all teachers and Special Service Providers (SSP) for the duration of this Agreement.

The purpose of this Agreement is to promote collaborative relationships among the faculty, administration and the Board to cultivate student learning. This Agreement provides a structure that ensures mutual respect, value and honor among all parties.

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ARTICLE 1 – DEFINITIONS AND RULES OF INTERPRETATION

1.1 **Definitions.** As used in this Agreement, the following words shall have the following meanings, unless the context clearly requires otherwise:

ADMINISTRATOR shall mean any person who administers, directs, evaluates or supervises the education instructional program or operational program, or a portion thereof, in any school or school district in the state

AGREEMENT shall mean this Agreement.

ASSIGNMENT shall mean the position the District has assigned to the teacher.

ASSOCIATION shall mean the Lake County Education Association.

BOARD shall mean the Board of Education of Lake County School District R-1, Lake County, in the State of Colorado.

COLORADO OPEN RECORDS ACT shall mean Part 2 of Article 72 of Title 24, C.R.S., as amended from time to time throughout the term of this Agreement.

COMPLAINT shall mean a verbal allegation by a teacher covered by this Agreement, a group of teachers, or the Association that there has been a violation, misinterpretation or misapplication of any of the provisions of this Agreement.

TEMPORARY or GRANT BASED TEACHER shall mean a teacher under contract for a specific assignment or grant program (excluding Title I).

CONTRACT WORKDAY shall mean the 174 days of 8.0 hours for which the teacher is employed

CONTRACT YEAR shall mean the period of time covered by a teacher's written employment year.

DAY shall mean a calendar (not a working) day.

DISTRICT shall mean the Lake County School District R-1 in the State of Colorado.

ENDORSEMENT shall mean a designation of the teaching certificate. A teacher is usually endorsed for secondary, elementary, or subject matter area. Example: English endorsement, secondary, P.E., K-12, and elementary education.

FACT-FINDING shall mean a voluntary process in which a neutral third party considers the respective positions of the District and the Association, makes findings of fact, and recommends terms of settlement.

FMLA shall mean the federal Family and Medical Leave Act.

GRIEVANCE shall mean a written allegation by a teacher, a group of teachers or the Association that there has been a violation, misinterpretation or misapplication of any of the provisions of this Agreement, state law, or an applicable personnel policy of the District.

GRIEVANT shall mean the teacher who has filed a grievance, the group of teachers who has filed a grievance, or the Association if it has filed a class grievance.

HALF TIME TEACHER shall mean a teacher who works a minimum of 50% and less than 100% of an assignment.

IMMEDIATE FAMILY MEMBER shall include a teacher's spouse, parent, children, brother, sister, grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren and domestic partner.

INTEREST BASED STRATEGIES' components include: story, interests, options, evaluation, commitment, and implementation.

INVOLUNTARY TRANSFER shall mean any reassignment not initiated by the teacher which changes more than half of the teaching assignment's content.

LONGEVITY shall mean the total amount of time that a teacher has been under contract to the District, taking the following into consideration the following:

- a. People who worked under a professional contract, left, and returned on a professional contract at a later time.
- b. Any paid leave will count as full-time employment.
- c. The date of the first day of work.
- d. People who worked the majority of a semester will be credited for the semester.
- e. Any certificated K-12 position in the District will count towards longevity.

MEDIATION shall mean a voluntary process in which a neutral third-party assists the District and the Association in attempting to reach an agreement on outstanding bargaining issues.

MEMBER shall mean a member of the Association.

PERA shall mean the Public Employees Retirement Association.

PART TIME TEACHER shall mean a teacher who normally works less than 50% of a full assignment per day.

PRINCIPAL/SUPERVISOR shall mean a person who has the responsibility to direct a teacher's activities and/or to evaluate the teacher's performance.

PROBATIONARY TEACHER means a teacher who has not completed three consecutive full years of demonstrated effectiveness or a non-probationary teacher who has had two consecutive years of demonstrated ineffectiveness, as defined by the rule adopted by the General Assembly pursuant to section 22.9.105.5. A probationary teacher attains non-probationary status on the first day of employment of their fourth year with the District following the three consecutive full years of demonstrated effectiveness with the

District. A non-probationary teacher reverts to probationary status on the first day of the next school year following their second consecutive year of demonstrated ineffectiveness.

QUALIFICATION shall mean the minimum number of hours that a teacher must have in a specific area to teach a course according to applicable Colorado law.

RE-ORGANIZATION shall mean any assignment which changes the teaching assignment content by exactly half or less, which may or may not be initiated by the teacher.

SENIORITY shall mean the first day a teacher worked under the teacher's first contract with the District. In the event two or more teachers have the same seniority date, the date their original contracts were signed shall govern.

SICK LEAVE BANK COMMITTEE (OR COMMITTEE) shall mean the Sick Leave Bank Committee created pursuant to Section 10.2 of this Agreement.

SUPERINTENDENT shall mean the Superintendent of Lake County School District R-1, or such person's designee.

TEACHER shall mean all non-administrative, K-12 certificated personnel employed by the District in an instructional position or serving as a professional specialist (including, but not limited to counselors, media specialists, and speech therapists), not including support staff and substitute teachers. Unless the context clearly requires otherwise, the term teacher includes full-time teachers, as well as Half Time Teachers and Part Time Teachers.

TEACHER WORKDAY shall mean a day designed for teachers to perform school duties unencumbered by teacher-student contact and building and District meetings.

VOLUNTARY TRANSFER shall mean any reassignment initiated by the teacher.

YEAR shall mean a single school year.

1.2 **Pronouns.** Wherever applicable within this Agreement, the singular shall include the plural, and the plural shall include the singular.

1.3 **Will; Shall; and May.** The words "will" and "shall" shall be interpreted as being mandatory. The word "may" shall be interpreted as being permissive.

1.4 **Common and Technical Usage.** Words and phrases not defined in this Agreement shall be read in context and construed according to the rules of grammar and common usage. Words and phrases not defined in this Agreement that have acquired a technical or particular meaning shall be construed accordingly.

1.5 **Computation of Time.** In computing a period of days, the first day is excluded and the last day is included. If the last day of any period is a Saturday, Sunday or legal holiday, the period is extended to include the next day which is not a Saturday, Sunday or legal holiday.

ARTICLE 2 – TERM

2.1 The terms of this contract shall be in full force and effect from July 1, 2025, through and including June 30, 2028. It is also understood that only salary and insurance shall re-open for years 2026 and 2027. The Master Contract, other than salary and insurance, shall not open for negotiations again until the 2028 negotiations. It is understood by both the District and Lake County Education Association that negotiations shall be held with Interest Based Strategy facilitators if either side requests facilitation.

- A. This agreement shall automatically be renewed for successive terms of three years each unless and until the Board or the Association provides written notice of intent to negotiate a successor Agreement or to terminate this Agreement to the other party by April 1 of the year in which the contract is set to expire. Upon service of the notice of intent on the other party, the parties shall meet within ten working days and shall negotiate in good faith for the purpose of attempting to reach agreement regarding the continuation of this Agreement or a successor Agreement. If the parties fail to reach agreement on a successor Agreement, and absent an agreement to extend the terms of this Agreement, this Agreement shall expire on the next succeeding June 30th following the notice of intent to terminate.

2.2 Clause for the allowance of memorandums of understanding:

- A. The parties acknowledge that the terms and conditions of employment set forth in this contract are intended to be the full and complete agreement between the parties for the duration of this contract. The parties further acknowledge, however, that, in the event either of the parties concludes that the provisions set forth herein inadequately or inappropriately address terms and conditions of employment or new circumstances give rise to the need for new contract language, the following process shall be followed:
 - i. The party seeking a change or addition to the contract shall notify the other party at or prior to the next scheduled meeting of the Contract Maintenance and Language Team (made up of up to three members of each negotiating team, three individuals from LCEA and three individuals from LCSD).
 - ii. The district superintendent and LCEA president will meet in the first four weeks of the school year to determine the date(s) that the contract maintenance team will meet in that school year. This date may be adjusted based on district and team needs.
 - iii. In the event the party not seeking the change does not wish to consider a proposed change/addition, said party may refuse to negotiate over the change/addition, in which case no change/addition shall be made to the contract.
 - iv. In the event the parties agree to negotiate over the proposed change/addition and are able to reach tentative agreement regarding the proposal, the parties shall reduce the tentative agreement to writing and shall submit the tentative agreement to their respective constituents, consistent with each party's established practices and procedures.
 - v. In the event the parties agree to negotiate over the proposed change/addition but are unable to reach tentative agreement regarding the proposal, no change/addition shall be made to the contract.

ARTICLE 3 - ASSOCIATION RIGHTS

3.1 Right to Join Association; No Retaliation or Discrimination. The District hereby agrees that every teacher shall have the right to freely join and support the Association for the purpose of engaging in professional bargaining or negotiations and other lawful activities. The District agrees that it will not directly or indirectly discourage, deprive or coerce any teacher in the exercising of any rights to join the Association; that it will not discriminate against any teacher with respect to hours, wages, or any terms or conditions of employment by reason of the teacher's: (i) membership in a professional organization; (ii) participation in any activities of a professional organization; (iii) participation in collective professional negotiations with the District; or (iv) institution of any grievance, complaint, or proceeding under this Agreement with respect to any terms or conditions of employment.

3.2 Association Dues.

A. Association dues deduction shall be available through payroll deduction.

B. Any member of the Association may revoke the member's dues deduction authorization at any time. Dues deduction will continue to be automatic unless revoked by the member.

3.3 Use of School Facilities.

A. The Association and its members shall have the right to use school kitchen facilities, audio visual equipment, physical education equipment, and school buildings for Association business at all reasonable times without cost. School vehicles may be rented from the District for Association business at a cost established from time to time by the District. Telephone calls and other expendable items, such as paper, will be paid for by the Association at the District's actual cost.

B. The Association shall have the right to deliver and receive materials through the inter-school delivery service. The Association shall have the right to place notices and other materials directly related to the Association's business on a designated school bulletin board mutually agreed upon by the building representative and the building principal. The Association shall have access to communicate through teachers' mailboxes and e-mail.

C. Duly authorized representatives of the Association, and its respective affiliates, shall be permitted to transact official business on school property as long as it does not interfere with normal classroom procedures or other related District business.

3.4 Association Leave.

A. The Association shall receive twenty-seven leave days each year to be used for Association business including, but not limited to, Association meetings, professional development through the Association, and meetings with the Superintendent. The Association board will determine the use of the Association leave days.

3.5 Rights Exclusively for Association. All rights and privileges granted to the Association under the terms and provisions of this Agreement are for the exclusive use of the Association.

ARTICLE 4 - NEGOTIATION PROCESS

4.1 Negotiation Process. Negotiations related to this Agreement, or future collective bargaining agreements between the District and the Association, shall be conducted by a team comprised of up to six representatives from the association and six representatives from the District. Such negotiations will be limited to work days, unless otherwise agreed upon by the parties. These days shall not be included in the twenty-seven Association leave days described in Section 3.4(A). The District and the Association will split the cost of substitutes. If negotiations need to continue beyond the two half days, they will proceed during evening hours. Negotiations will use a solution-oriented, collaborative process.

4.2 Future Negotiations. Negotiations concerning an extension of this Agreement, or other future collective bargaining agreements between the District and the Association, shall begin by the second week in March with five openers, excluding salaries and benefits, to set an agenda, calendar of future meeting dates for the negotiations process. All reasonable efforts should be made to conclude no later than the second week of May, unless there is an impasse or agreement to continue. Parties may reopen provisions of the master contract by mutual consent through the clause for the allowance of memorandums of understanding referenced in Article 2.2.

4.3 Bargaining Process/Impasse. The following procedures shall be available to the parties to attempt to resolve any impasse which may be reached in the bargaining process:

A. Mediation.

- i. During the course of negotiations, either party or both parties may jointly request mediation services from the Federal Mediation and Conciliation Services, or other mediator mutually agreeable to the parties, to assist the parties in attempting to reach an accord.
- ii. The mediator shall meet with the parties within ten working days of the request. The mediator shall establish the mediation schedule and the ground rules.
- iii. The cost of mediation, if any, shall be shared equally by the parties.

B. Fact-Finding.

- i. The fact-finding procedure may be initiated if the mediator is unable to resolve the dispute and determines the fact-finding is appropriate. The parties may request a list of fact-finders from the mediator. The parties shall alternately strike names from the list, the first to strike determined by a coin flip, until one name remains. The parties shall jointly request the services of the fact-finder.
- ii. The fact-finder shall meet with the parties within ten working days of the request and consider their respective positions. The fact-finder may make additional inquiries and investigations, hold hearings, and take such steps as are deemed appropriate by the parties.
- iii. The fact-finding report shall be issued to the parties within thirty working days of the conclusion of any hearing. The report shall contain the findings of fact and recommend terms of a proposed settlement.
- iv. After the fact-finding report is received, the District and the Association shall give the report due consideration; provided, however, that the final decision with respect to the matter which was the subject of the fact-finding shall remain in the discretion of the Board.
- v. The cost of fact-finding, if any, shall be shared equally by the parties.

4.4 **Bargaining Process in “Off-Years.”** Parties may reopen provisions of the master contract by mutual consent through the clause for the allowance of memorandums of understanding as referenced in Article 2.2

ARTICLE 5 – NO STRIKE

It is agreed by the Association that during the term of this Agreement there will be no strike, picketing, picket line observance, work slowdown, or other concerted work-related activity by members of the Association, including, without limitation, any activity which impairs the classroom performance of the members of the Association. The parties acknowledge that the provisions of this Article are essential for the protection of the District, and that any breach of this Article would cause immediate and irreparable damage to District.

ARTICLE 6 - EMPLOYMENT

6.1 Nothing in this section shall be construed to limit or impair the right of the District to exercise its own discretion in determining whom to employ.

6.2 **Salary and Benefits.** The parties agree that the salary and benefit package provided by the District may be subject to annual negotiations, provided the party desiring to change the package furnishes written notice to the other party no later than March 15 of the year in which the change is desired. The salary schedule for the current year is attached hereto as Appendix A. In the event the parties are unable to reach agreement on a new salary schedule and benefit package on or before June 30 of the year in question, the District may, consistent with Colorado law, impose a new schedule and benefit package for the following year.

6.3 **Personnel File.**

A. A personnel file for each teacher shall be accurately maintained in the District administrative office. Personnel records shall include home addresses and telephone numbers, financial information, and other information maintained because of the employer-employee relationship.

B. A teacher's personnel file shall be considered confidential unless the Colorado Open Records Act provides otherwise. A teacher's personnel file shall not be open for public inspection, except as provided in the Colorado Open Records Act. The Superintendent shall take the necessary steps to safeguard against unauthorized disclosure of all confidential material.

C. No material critical of a teacher's conduct, service, character, or personality shall be placed in a teacher's personnel file unless the teacher has been given the opportunity to review such material and initial it. The parties understand and agree that the signature merely means that the teacher has read such material and not that the teacher necessarily agrees with the statements contained in such materials. The teacher shall have the right to file a written reply to such materials with the Superintendent within ten days of the date on which the teacher was given the opportunity to review such material. Such reply shall be attached to the material to which it pertains. If a teacher refuses to initial, the administrator will document, initial and place in the teacher's personnel file. No anonymous complaints about the teacher shall be placed in a teacher's personnel file or in the teacher's personal building file.

D. Each teacher shall have the right, upon request, to review the contents of the teacher's personnel file, and bring an Association representative to review such file if they choose. This right shall not apply to references and recommendations provided to the District on a confidential basis by universities, colleges or persons not connected with the District.

E. Each teacher shall have the right to petition the Superintendent to remove any document from the teacher's personnel file.

F. A personnel file is the property of the District, and cannot be altered, rearranged or removed from the District's offices without the District's consent.

G. The evaluation report of certificated personnel, with the exception of the Superintendent, and all records used in preparing the evaluation report, shall be confidential and available only to: (i) the evaluatee;

(ii) the administrator(s) who supervise the teacher's work; (iii) a hearing officer conducting a dismissal hearing; or (iv) a court reviewing a dismissal decision.

H. A list of teacher's addresses shall not be released for general public use.

Personnel records shall be available upon request to members of the Board in accordance with Section 22-32-103(2), C.R.S.

6.4 Transfers, Vacancies and In-Building Reassignments.

A. In-Building reassignments may be initiated either by the building administrator or staff member. The building principal involved shall have the authority to make final decisions in all transfers, assignments and reassignments.

B. All teacher vacancies will be advertised by the Human Resources Director, prior to any re-assignments taking place. No teachers will be re-assigned positions until the transfer process has been completed. Vacancies will be posted in a designated area in each building, in the administration office, and on the District's e-mail for three workdays prior to posting outside the District. In the event of emergencies, LCEA will be notified of the situation in which this process cannot apply.

C. Hiring committees will be utilized, when possible, for teaching vacancies. The committee will be voluntary and formed by the building principal. The committee will make a recommendation to the building principal.

D. The assignment of instructional staff members and their transfer to positions in the various schools and departments of the District shall be recommended by the Superintendent.

E. When the need for re-organization is required, the following process will occur: The affected teachers, principal and others as determined by the team will meet collaboratively. The issue will be presented along with supporting relevant data. As a group, options and solutions will be discussed and a joint written decision created. The written plan will identify the support needed to ensure a successful transition, including evaluation at the end of the school year for effectiveness and needs for improvement. This process will be initiated as soon as issues requiring reorganization arise, and whenever possible, will be completed before the end of the contract year.

F. The following criteria shall serve as guidelines to consider transfer into a vacant position:

- i. Qualifications, skills and abilities that align with and match the job description compared to those of other candidates, both for position to be vacated and for position to be filled.
- ii. Recommendation and/or approval of the principal(s) involved.
- iii. Opportunity for the staff member's professional growth.
- iv. Wishes of staff member regarding assignment or transfer.
- v. Input from colleagues who will work with the employee.
- vi. When there is more than one applicant for a position and all of the above criteria are essentially equal, priority shall be given to the applicant with the most seniority as a non-temporary teacher in the District.

6.5 Temporary or Grant Based Teachers.

- A. A temporary or grant based teacher may not apply for a transfer into a position during the term of their contract. However, they may apply as an outside candidate.
- B. At termination of the contract or grant period, temporary or grant based teacher may be considered for a transfer under the above provisions.
- C. Teachers on a temporary contract or grant are not guaranteed employment with the district upon termination of their contract or grant.

6.6 **Request For Transfer.**

- A. An applicant for transfer must submit an official transfer request form to Human Resources. Interest in a transfer may be submitted prior to postings. Transfer requests must be submitted each school year.
- B. Endorsement will be the main consideration when a teacher is moved to another assignment
- C. All qualified District teachers who apply for a transfer will be granted an interview. Interviews for in-district transfers will occur as soon as possible after the 3-day posting and will be scheduled prior to other interviews for the position. After his or her interview, the transfer candidate will be notified of his or her status in the hiring process by the building administrator. In the event of a hiring within 2 weeks prior to the first contract day of each year, interviews for in-district transfers and outside candidates may occur simultaneously.
- D. An employee making a request for transfer whose request is denied has the option to schedule a meeting with the building administrator to discuss the reason(s) for denial.
- E. When there may be a need for re-organization of content/subject area, the following process will take place: The affected teachers, principal and others (as determined by the team) will meet collaboratively. The issue will be presented along with supporting relevant data. As a group, options and solutions will be discussed and a written decision created. The written plan will also identify the support needed to ensure a successful transition, including evaluation at the end of the school year for effectiveness and needs for improvement. This process will be initiated as soon as issues arise, which may necessitate re-organization and, whenever possible, will be completed before the end of the contract year.
- F. Nothing in this Section shall be construed to limit or impair the right of the District to exercise its own discretion in determining whom to employ.

6.7 **Involuntary Transfer.**

- A. Reassignments from one building to another, or within a building, may be made by the District.
- B. The assignment of a teacher to a specific building will not imply permanent assignment to that building.
- C. Involuntary transfers will not be made for disciplinary or arbitrary reasons. The district will notify the teacher as soon as possible if he or she is being considered for an involuntary transfer.

Once the decision is made to involuntarily transfer a teacher, the teacher will be contacted by the administrator and, if possible, a meeting will take place. The teacher will be provided the reasons for the transfer, followed by a letter documenting those reasons and indicating whether the transfer is intended to be permanent or temporary. In addition, the teacher and administrator will identify any needed support (which may include additional training, meetings, or site visits, etc.) for successful transition into the new position. The administrator may provide follow-up throughout the year, as needed.

6.8 Reduction in Force and Reassignments

A. Consistent with the procedures below, the Superintendent may cancel an employment contract with any teacher without penalty to the District when the Board determines that there has been a justifiable decrease in the number of teaching positions within a particular assignment, endorsement or qualification area. Justifiable decreases in teaching positions will be determined by enrollment of students, present or projected, the student/teacher ratio, and the ratio needed in each area and level. Funding will be another consideration as presented to the Board by the administration.

B. The Superintendent shall establish the actual number of licensed staff to be reduced consistent with the Board's authority to establish educational programs within the District. The Superintendent shall determine the specific positions to be affected.

C. When a justifiable reduction in the number of teaching positions within a particular assignment, endorsement or qualification area occurs, normal attrition, retirement and resignations shall be considered prior to any teacher reductions.

D. When cancellation of a teaching position occurs within any particular endorsement area, the contracts of first-year probationary teachers who are occupying such positions shall be canceled first.

E. Recommendations for specific reduction in force shall be made by the Superintendent. Factors listed in order of priority shall be:

- i. Endorsement, assignment or qualification areas (this shall be District-wide);
- ii. Recommendation of current immediate supervisor
- iii. Longevity within the district

F. If, after considering these factors, two or more teachers are equally qualified for a particular position which is to be retained, each teacher shall be interviewed by the Superintendent and the administrator who will supervise the position and a recommendation shall be made to the Board on the basis of the considered professional judgment of the Superintendent and immediate supervisor.

G. Non-probationary teachers whose contracts are to be canceled under this Section, and probationary teachers whose contracts are to be canceled during instead of at the end of a school year, shall be given notice in writing at least thirty days in advance of such action. Such notice shall be served upon the teacher personally or by certified or registered mail.

H. Every teacher whose contract is to be canceled under this Section shall be granted the opportunity for a hearing before the Board to determine whether there is sufficient reason or reasons for the cancellation of

their contract. If such a hearing is desired, the teacher must request it in writing and file the request with the president or secretary of the Board or Superintendent within ten days of receiving notice of cancellation of the contract. The failure of a teacher to request the hearing within such period shall be considered a waiver of the teacher's right to the hearing.

I. At the hearing, a teacher may be represented by an attorney or other representative of their choice at their expense.

J. The last to leave will be the first to be recalled in the endorsement area of the position needed. That means the last teacher who is "rified" from an elementary assignment who has an elementary endorsement will be recalled first when there is an opening in elementary. If a person who has multiple endorsements is "rified" from a subject matter area after the person "rified" in elementary, the subject matter teacher would be the first to be recalled for the elementary position if one of the endorsements is elementary, even though this person had previously taught in another endorsement area. If there are several people on the recall list who have the same longevity and endorsement, each person will go through the interview process for the selection. Two of the main additional considerations will be number of endorsements and the amount of course work in the assigned area. Recall will take place for one year after a reduction in force. If a teacher is recalled to the District, and this teacher is under contract to another school district, the teacher will be able to accept the position effective the beginning of the next school year and a substitute will fill that spot until that time.

K. A teacher shall be recalled to work in the following manner:

i. The last teacher involved in a reduction in force will be the first to be recalled according to endorsement, assignment or qualification area.

ii. Any teacher recalled will have ten days to respond in writing to the Board or Superintendent and indicate whether the teacher accepts the position. The failure of the teacher to timely indicate an acceptance of the position shall be deemed to be a rejection of the position.

iii. Recall will take place for up to one year from the final contract date after a reduction in force.

iv. Any person recalled to the District shall come back with the status they had prior to leaving, including non-probationary positions on the salary plan, sick leave days accumulated prior to the reduction in force and any other benefits that are available.

L. The recommendation of immediate supervisor will be used whenever two or more people have the same endorsement and longevity. Two factors of equal weight in making this consideration will be the amount of course work in the assigned areas and the number of additional endorsements.

6.9 Resignation of Instructional Staff.

A. In accordance with Section 22-63-202(2)(a), C.R.S., a teacher may cancel a contract prior to the beginning of an academic year by giving the Board written notice thirty days prior to the beginning of the contract year or, during an academic year, a teacher may request to be relieved of the teacher's contract for the remainder of the contract year as of a certain date by giving the Board at least thirty days' written notice. A teacher's contract may also be terminated at any time by mutual agreement of the teacher and the Board.

B. A teacher who fails to honor a contract, except in accordance with Section 22-63-202(2)(a), C.R.S., shall be held responsible for the ordinary and necessary expenses incurred by the Board in securing the services of a suitable replacement teacher, not to exceed 1/12th of the teacher's annual salary specified in the teacher's employment contract. In addition, the teacher's or administrator's certificate/license may be suspended as provided by law.

C. A teacher who resigns during the term of the teacher's contract shall be paid the prorated amount of the teacher's annual salary for each day he has been on duty.

6.10 Incentive Retirement

A. Eligibility requirements.

i. The teacher must be actively employed by the District on June 30, 2016 to be eligible for incentive retirement. The employee must work their full assignment during the fiscal year of electing early retirement. Full assignment is defined in each specific job and may be verified through the human resource department.

ii. The teacher must have a minimum of twenty years of full assignments in the District, the last ten years of which must be uninterrupted service to the District. Leaves approved by the Board are not an interruption of service.

B. Incentive Retirement Bonus.

i. A teacher who has a letter of resignation on file by February 1 and meets all the requirements for participation in the early retirement plan shall be entitled to a severance bonus equal to one year's annual salary, based on the teacher's final contract with the District.

ii. The severance bonus shall be paid by the District to the teacher in sixty equal monthly installments, without interest, commencing in September following the date of retirement.

C. General Conditions of Incentive Retirement.

i. Participation in the incentive retirement plan shall become effective only upon approval by the Superintendent and the Board's acceptance of the teacher's resignation.

ii. Notice of intent to retire and to participate in the incentive retirement incentive plan must be filed in writing with the Superintendent on or before February 1 in order to qualify. Applications will be given priority by date and time received. For good cause, the Superintendent may waive this requirement and permit the filing of a notice of intent to retire and participate in the incentive retirement plan later than February 1.

iii. The district will allow up to three teachers per year for this benefit. For good cause, the Superintendent may waive this requirement and permit additional approvals.

iv. If an applicant qualifies and applies for the incentive retirement but is denied because the amount of requests exceeds availability, then that person may rescind their retirement, and may request that their name be placed on a waiting list for the next year. In this case, the person on the waiting list will be given first priority in the following year.

v. Approved requests for incentive retirement shall be irrevocable as of the effective date of the teacher's resignation. A teacher participating in the incentive retirement program waives all potential continued employment by the District; however, for good cause the Superintendent may waive this requirement and permit continued employment by the District.

vi. This Section shall not be applicable to any teacher whose employment with the District is terminated for cause.

vii. No payment of benefits shall be made by the District in the event of the death of an active teacher prior to applying for incentive early retirement.

viii. Any changes in the benefits provided by this Section shall not apply retroactively to individuals already receiving incentive retirement benefits from the District, unless otherwise specifically provided for in a subsequent amendment to this Section.

ix. In the event of a teacher's death prior to having received full payment of the incentive retirement severance bonus described in this Section, the retired teacher's designated beneficiary, or the teacher's estate, will receive 100 percent of the remaining benefit. Any remaining payments shall be made in accordance with this Section.

x. Incentive retirement benefits shall be based only upon a teacher's salary listed or computed from the salary schedule or the contracted annual rate at the time of early retirement, and shall not include pay for extra performance, overtime, activities, special assignment pay, stipend payment, PERA benefits, etc., or any other teacher benefits.

xi. Payment of all applicable taxes shall be the employee's responsibility.

xii. Years of service shall be calculated as school years during which the employee was employed on a full assignment in a continuous basis.

xiii. PERA benefits will not apply to early retirement.

xiv. By December 31st of each year, the district will determine the number of allowed incentive retirements for that academic year.

6.11 **Mutual Consent.** If a non-probationary teacher is displaced as a result of decrease in enrollment, turnaround, phaseout, reduction in program or reduction in building consistent with Board policy and state law, the teacher may be assigned to a particular school within the district only with the consent of the hiring principal at the school. The hiring principal shall receive input from at least two teachers employed at the school and chosen by the school's faculty and shall review the TEACHER's demonstrated effectiveness and qualifications to determine whether the TEACHER's qualifications and teaching experience support the instructional practices at the school.

6.12 **Hiring Cycle.** Hiring cycles will be determined by the district on an annual basis. The current annual hiring cycle can be found in Appendix B, the evaluation timeline.

ARTICLE 7 - DUTIES OF TEACHERS

7.1 Number of Working Days.

A. Certified staff will be contracted for 174 days, which shall include 156 student contact days. Teachers newly hired by the District will be required to work one additional day prior to the beginning of the contract year, which will be compensated at a per diem rate.

7.2 Hours.

A. A contract workday will consist of 8.0 hours. A workweek will be Monday through Friday.

B. Certified staff will be allowed a minimum of thirty continuous minutes per day for a duty-free lunch.

C. For teachers who work in more than one building and must consequently travel during the work day, a minimum of 15 minutes travel time to and from schools is allotted starting at the end of one class period and the beginning of the next class period. Travel time will not infringe on the teacher's lunchtime or planning time. Building administrators will be responsible to accommodate for emergencies and special schedules.

7.3 Planning Time.

A. Teachers will be given a minimum of 280 minutes within the week, duty free, for planning preparation during the student school day, in addition to a maximum of 225 non-instructional minutes per week, which may include duties. These planning minutes shall be exclusive of time needed for a teacher to escort students to another class or to lunch. Teachers will receive at least one planning period per student contact day of at least 45 consecutive minutes. Exceptions for individuals that affect plan time or non-instructional minutes, that extend for a week or longer as part of the daily school schedule, shall be agreed upon in writing by the impacted teacher(s), building administration and the Association.

B. Planning time is part of the workday. The 280 duty free minutes of individual plan time are to be teacher-directed and may not be used for meetings, Professional Learning Communities (PLCs), or any other tasks or duties unless agreed upon by the individual teacher. Teachers should remain in the building during this time; however, if needed, teachers may leave the building as long as they sign out and notify an office staff member.

C. Collaborative planning time, including PLC team time, is essential to well-planned, responsive instruction and is a district expectation. Educators and administration shall engage in collaborative, building-level conversations to determine a consistent schedule for collaborative planning / PLC time within the teacher work week that does not interfere with teacher-directed planning time as defined in 7.3A or 7.3B.

D. Alternative building schedules, i.e. parent-teacher conferences, field trips, assemblies, exams and testing, shall be developed collaboratively with the building leadership team, building administration and the Association.

7.4 Other Teacher Duties.

A. Faculty meetings are a part of the standard teaching assignment and may occur outside of the standard workday at no additional compensation.

- i. Faculty meetings will be limited to a total of two (2) hours per month.
- ii. Faculty meetings will not occur during weeks containing Parent-Teacher conferences, back-to-school nights, open houses, celebrations of learning or during weeks in which teachers have a contract day on Friday.

B. Exclusive of those defined in 7.4A, events requiring staff participation as determined by the building principal or designee that are not scheduled during the teacher workday will be limited to a total of four (4) hours per academic year per teacher.

C. Other duties performed by a teacher outside of the workday, as assigned or required by a building administrator, will be paid at a rate of \$30.00 per hour.

7.5 Extra Duties.

A. Extra duties are paid at the posted amount on sign-up sheets. There will be equal opportunity to sign up, but performance of extra duties will not be required. The building principal will make the final decision.

7.6 Professional Development.

A. Required District professional development, beyond the 174 day contract, will be limited to a maximum of two days per school year and paid at a per diem rate.

B. Other non-required professional development (outside of the 174 days) may be compensated. The rate, if any, will depend upon available resources (such as limitations in funding from grants).

C. Professional Development Days

i. Definitions: For the purposes of this agreement, Professional Development Days are defined as days dedicated to the advancement of professional skills and knowledge, and administrative tasks related to the educational environment. The activities on these days fall into the following potential categories:

1. Administrative Tasks: Activities mandated by the administration that are necessary for the maintenance and operation of the school. This may include, but is not limited to, paperwork, data entry, and compliance trainings.
2. District Directed Professional Development: Learning activities specifically designed and required by the district that aim to enhance professional skills according to district-wide educational goals and standards.
3. Individually Directed Professional Development: Learning activities chosen by the individual teacher that align with their personal and professional growth goals. These activities are self-selected and should

be conducive to advancing the teacher's effectiveness in their subject area or instructional methodology.

4. Individually Directed Work Time: Time allocated for teachers to independently manage their workload including lesson planning, grading, and preparing classroom materials.
 5. Team Directed Professional Development: Collaborative learning activities chosen by departmental or grade-level teams focusing on specific educational strategies, curriculum development, or project planning that benefits the whole team.
 6. Team Directed Work Time: Time allocated for departmental or grade-level teams to collaboratively work on specific projects or tasks that benefit their collective instructional responsibilities. This may include, but is not limited to, curriculum mapping, assessment design, resource development, and planning for integration of interdisciplinary teaching methods. This work is planned and executed by the team, allowing for shared input and collaborative effort to enhance student outcomes and instructional practices.
- ii. Professional Development Day Agenda Development: The agenda for each Professional Development Day shall be developed by the building leader in collaboration with the Building Leadership Team (BLT).
 - iii. Professional Development Day Time Allocation: Each Professional Development Day shall include activities from one or more of the categories outlined in Section 1. The distribution of time shall be as follows:
 1. On full day Professional Development days, a minimum of 25% of the day shall be allocated to Individually Directed Professional Development or Teacher Directed Work Time. These hours are in addition to the work time provided as per article 7.6B.
 2. The remaining time shall be distributed among the other categories as determined by the building leader in collaboration with the BLT based on the needs and priorities of the staff, district requirements and the district's educational goals.
 3. The BLT will determine what category each of the agenda items falls into.
 - iv. Activities on Professional Development days may or may not contribute to lane advancement. See Appendix A for the district salary lane advancement procedure.
 - v. Oversight and Evaluation: The effectiveness of Professional Development Days shall be reviewed annually by the BLT in consultation with the district administration. Adjustments to the agenda may be made based on feedback from staff and evolving educational objectives.

7.7 Teacher Workdays and Professional Development Days.

A. Full day Teacher Workdays shall consist of 7.33 hours including a 1 hour lunch break. Professional development days consist of 8 hours including a one-hour lunch break. The ½-day Professional Development

Day and the ½-day workday consists of 3.5 hours of Professional Development and 3.5 hours of work time and a one-hour lunch.

B. There will be no less than seven (7) teacher work days annually. Teachers will have the option of flexing up to three (3) of these workdays annually, meaning that teachers may complete the associated hours at a time and place of their choosing. Teachers will document the workdays they are flexing in the district's leave tracking system.

7.8 Class Coverage. Teacher compensation for covering another's class or students in cases when a substitute is not available or when coverage is requested by the administrator or designee will be paid \$30.00 per hour. The principal or supervisor should be notified, preferably, 48 hours in advance to allow time to arrange for a substitute, if necessary.

7.9 Stipend Positions. Stipend positions will have a written job description. Teachers will be encouraged to express interest for consideration of available positions. Supervisors of the program will develop, and implement, a method of evaluation based upon the job description.

7.10 Class Size.

- A. Purpose: The Lake County School District is committed to maintaining an optimal learning environment for students by striving to keep class sizes reasonable, while allowing flexibility to accommodate district needs. The District recognizes that student-teacher ratios impact student success, and class size should be monitored and adjusted as necessary to promote effective teaching and learning. At the same time, smaller class sizes may drive higher costs and the need for more classroom space in a fiscally constrained environment.
- B. Class Size Considerations: When classroom enrollments reach a level that may impact instruction, class sizes will be determined collaboratively at the school level with input from the affected teachers, taking into account the following factors:
 - i. Grade level and the developmental needs of students.
 - ii. Subject area considerations, including core subjects, electives, and specialized programs.
 - iii. Student needs, including the number of students with IEPs, 504 plans, Multilingual Learners (MLs), READ Plans, and other special support needs.
 - iv. Availability of resources, including staffing levels, physical space, and instructional materials.
 - v. Equity across classrooms and schools with a fair distribution of our limited resources.
 - vi. Special Considerations
 - 1. Early Education (Pre-K - Grade 2): Additional consideration will be given to younger students to keep appropriate teacher-student ratios and developmentally appropriate.
 - 2. Secondary Schools (Grades 7-12): Teaching loads will be monitored for a fair distribution across subject areas while maintaining an appropriate balance between student contact hours and instructional planning time.
 - 3. Specialized Programs (Special Education, ELL, etc.): The District strives for educators and support staff to receive the necessary resources and assistance to effectively support students with diverse needs.

C. Class Size Review Process: To maintain reasonable class sizes, a class size review will be initiated when classroom enrollments reach a level that may impact instruction. The review process will include:

i. Building-level Review

1. The affected teacher(s), school principal, and a district representative will assess whether additional support is needed.
2. Potential solutions may include redistribution of students, additional staffing, or other instructional adjustments.
3. Collaborative Problem-Solving may include:
 - a. Additional paraprofessional assistance.
 - b. Adjustment of teaching loads or class schedules.

D. Transparency and Continuous Monitoring:

- i. Schools will review class sizes at the beginning of each semester and mid-year to ensure appropriate student distribution.
- ii. Principals will report classroom enrollment trends to the District Office.
- iii. Educators may request a class size review if they believe their class size affects instruction.
- iv. The District will prioritize flexibility in addressing class size concerns while ensuring fiscal and operational sustainability.

7.11 Staff Safety

A. The District shall not tolerate threats, bullying, intimidation, or physical force directed toward any teacher by another staff member, supervisor, parent/guardian, student or member of the public on school property, through electronic communication, or at events which the District is sponsoring or in which it is involved or otherwise related to the teacher's employment by the District, and will take appropriate measures to help ensure the teacher's safety in those circumstances. Instances of physical and/or verbal threats, or assault upon staff, or damage to personal property, should be reported to the staff member's supervisor in accordance with District policy GBGB (Staff Personal Security and Safety). The District will collect input from the Association prior to making amendments to District policy GBGB.

ARTICLE 8 - TEACHER EVALUATION PROCESS

8.1 **Responsibility for Evaluation.** The building principal, program administrator, assistant principal or dean, or superintendent will be responsible for the evaluation. In cases of split assignments, one administrator will perform the evaluation. In the event of special circumstances, the teacher may appeal to the Superintendent to complete the evaluation.

8.2 **Multiple Measures.** Multiple measures of student performance shall be included as part of classroom instruction and the evaluation process. Multiple measures include, but are not limited to, teacher observation, teacher daily records, student performance, tasks on assessments for various content areas, student portfolios, and other indicators utilized by the District or individual teacher for instruction purposes.

8.3 **Timeline for Evaluation Summaries.** Evaluations summaries will be completed according to state requirements see the general evaluation timeline in Appendix B. Specific dates for each school year will be updated and distributed. Adjustments to the timeline may be mutually agreed upon by the evaluator and the evaluatee in writing.

8.4 **Evaluation of Teachers.**

A. All teachers will be evaluated according to the evaluation schedule. Probationary teachers will receive two formal observations each school year. All non-probationary teachers will receive one formal observation each school year. An agreed upon time will be set for observations.

B. Prior to each formal observation a pre-conference between the teacher and the administrator will be held to explain the observation process, to review annual goals, and to discuss the lesson to be observed. (see Appendix "B" for criteria)

C. Each observation will be a minimum of one lesson or classroom period.

D. A post-conference between the administrator and the teacher will be held within ten working days following each formal observation. The purpose of such conference will be to discuss strengths and weaknesses, design strategies for improvement and, if necessary, set a time for additional observations.

E. Written feedback will be shared by the administrator during the post-observation conference. The feedback will:

- i. Specifically identify when a direct observation was made.
- ii. Be specific as to the strengths and weakness in the performance of the individual being appraised.
- iii. Contain written strategies for improvement, where necessary, which shall be specific as to what improvements are needed in the performance of the teacher.

F. Informal observations will occur throughout the year and data collected through this process will be used to inform the evaluation process.

G. The teacher will have the opportunity to respond in writing to the observation or evaluation document and comments may be attached, within ten working days of receiving the document.

H. Written notice of non-renewal will be given to the probationary teacher by the Board by June 1 in accordance with the requirements of Section 22-63-203, C.R.S.

8.5 **Remediation Plan.**

A. If a non-probationary teacher is judged to be deficient in any one of the quality standards from the evaluation document, the teacher may be placed on a remediation plan.

B. The administrator will hold a conference with the teacher within five working days following written notification of movement from the standard evaluation process to a remediation plan. At the conference the teacher and administrator shall:

- i. Review the specific performance concerns.
- ii. Identify, in writing, the objectives for improvement.
- iii. Identify, in writing, the resources available to implement the objectives.
- iv. Develop, in writing, a timeline for completing the objectives.
- v. Develop, in writing, the criteria by which the attainment of the objectives will be measured.

C. A written summative evaluation document will be prepared by the administrator at the end of the remediation timeline that will:

- i. Be specific as to the strengths and weaknesses in the performance of the teacher being evaluated;
- ii. Specifically identify when a direct observation was made including all informal observations;
- iii. Identify all data sources;
- iv. Include a remediation plan, if still needed, that is specific about continued areas of concern; and
- v. Include a statement by the evaluator, in writing, specifying whether the teacher has corrected the identified performance problems or not, and a recommendation to either return the teacher to the standard evaluation process or to proceed to appropriate action.

D. At the summative evaluation conference after remediation, the teacher will be allowed to have a representative (not including legal counsel) present at that conference and any other conference until the culmination of the remediation plan. Both the administrator and the teacher shall sign the report, and each shall receive a copy. The signature of any person on the report shall not be construed to indicate agreement with the information contained therein. The teacher shall have the right to consult with legal counsel concerning the results of the summative evaluation conference, or any other conference until the culmination of the remediation plan.

E. The teacher may attach any written comments or pertinent data which will become part of the document to the evaluation report before it is reviewed by the Superintendent.

F. Each report shall be reviewed and signed by the Superintendent. The Superintendent shall approve any final recommendations in the remediation evaluation.

G. If agreement on any or all of the above items in this section cannot be reached, the teacher may appeal to the Superintendent. The Superintendent will act upon the appeal in an expedient manner. Decisions by the Superintendent will be final.

8.6 Other Provisions of the Teacher Evaluation Process.

A. No audio or video evaluation data shall be gathered by electronic devices without the consent of the teacher.

B. The teacher may appeal the evaluation by submitting a request for review to the Superintendent within twenty working days after the teacher has received the evaluation report. The Superintendent shall review the appeal, and make a final ruling within ten working days after receipt of the teacher's request for review.

C. Non-probationary members of the bargaining unit, having more than three years of fulltime continuous service in the District, shall not be dismissed, except in accordance with Part 3 of Article 63 of Title 22, C.R.S. (pertaining to the statutory procedures for the dismissal of a non-probationary teacher).

D. The administrator shall maintain a cumulative file of all pertinent data relating to each teacher's evaluation report. This file shall be available for the teacher's review and shall include any written comments signed and submitted by the teacher. A copy of any item requested will be available to the teacher.

Article 9–Correction Action, Due Process, and Just Cause

9.1 **Just Cause Requirement.** No teacher will be disciplined without just cause.

- A. Adequate Warning: employees have been informed of or had access to the rules and policies that may result in corrective action, except where the wrongdoing or misconduct would be known or reasonably expected to be known or implicitly understood by a reasonable person under the same or similar circumstances.
- B. Reasonable Rules: rules and policies are not arbitrary, capricious or discriminatory.
- C. Investigation: prior to issuing corrective action, administration has conducted a fair, consistent, and thorough investigation tailored in scope to the nature and impact of the offense in order to determine whether the employee did in fact violate or disobey a rule or policy.
- D. Proof: the greater weight of the evidence supports proof of infraction.
- E. Equal Treatment: all rules, policies and penalties have been applied even-handedly without discrimination.
- F. Penalties: the corrective action administered adheres to progressive process outlined in this article.

9.2 **Restorative Practices Restorative Practices.** Nothing in this article shall limit the District’s ability to utilize restorative practices in lieu of the formal disciplinary contract with the consent of the staff member involved.

9.3 **Right to a Representative.** Every staff member has the right to have a union representative in attendance at any meeting when corrective action is delivered, and/or at any meeting that a reasonable employee believes could potentially result in corrective action or any other disciplinary action. The employer shall, whenever possible, provide the employee adequate notice in order to allow time to secure representation. The employee has the right to reasonably delay a meeting in order to secure representation; provided, however, in no case will the meeting be delayed for more than two work days. The role of the representative is limited to advising the staff member.

9.4 **Progressive Discipline.** Disciplinary action will be separate from the evaluation process except in the case where a directive related to performance is not followed. In the event that a concern arises regarding a teacher, the following process will be utilized to resolve the issue. Unless conduct is sufficiently serious (defined as behavior that is immoral, unethical, illegal, unsafe, or that a reasonable person would implicitly understand to be serious) as to warrant immediate escalation, the District shall follow the progressive discipline procedure included below. Generally speaking, the District will only escalate progressive discipline for behavior that is similar to that for which the staff member has previously been disciplined. However, the District reserves the right to escalate progressive discipline if warranted when a pattern of concerning behavior and or lack of professionalism exists, regardless of whether infractions are similar.

- A. Step 1- Verbal Warning & Letter of Warning (letter will be placed in the employee’s personnel file and will be active for 18 months, unless subsequent, related infractions occur which will reset

that clock). The administrator will clarify expectations. If needed, supports will be identified collaboratively.

- B. Step 2 - Letter of Reprimand. The administrator will clarify expectations. If needed, supports will be identified collaboratively. Letter will be placed in the employee's personnel file.
- C. Step 3 - Suspension without pay. (At the discretion of the Superintendent who will determine the length of the suspension individually in each case based on its specific circumstances.)
- D. Step 4 - Termination

9.5 **Appeal.** Every staff member has the right to appeal disciplinary action as outlined in the Grievance Article.

9.6 **Staff Member Response.** Staff members may respond to any letter of warning or letter of reprimand in writing. These responses must be provided to their administrator within ten (10) working days of receipt of the letter of warning or letter of reprimand. These letters will then be attached to the appropriate letter in their personnel file.

ARTICLE 10 – LEAVES

10.1 Paid Time Off (PTO).

- A. Each teacher shall earn ten (10) days of Paid Time Off (PTO) each contract year. Five (5) PTO days shall be allotted in July, and five (5) PTO days shall be allotted in January. Part time staff will receive PTO at a rate proportional to their FTE percentage.
- B. PTO is provided for the teacher's use under the following conditions:
 - i. SICK LEAVE:
 - a. For an appointment with a doctor, dentist or other health care specialist.
 - b. For the illness of the teacher or the teacher's immediate family.
 - ii. PERSONAL LEAVE:
 - a. For any other purpose.
 - iii. AND other allowable uses as allowed per law.
- C. If a teacher exhausts all Current and Accrued PTO leave, any excess PTO days taken by the teacher that are not covered by the sick leave bank shall be deducted from the teacher's pay as Leave Without Pay at the teacher's daily rate. Any employee taking more than four (4) days as Leave Without Pay will be subject to possible progressive discipline for not working the contracted number of days. Health insurance and FMLA coverage may be in jeopardy if excessive days of Leave Without Pay are taken.
- D. PTO shall be requested at least 3 working days prior to absence. Hot Zone PTO days, as described below, shall be requested as least five (5) working days prior to the absence. The only exception shall be in cases of illness or emergency. Teachers shall follow procedure to notify the substitute coordinator and supervisor so that arrangements can be made for substitutes or other necessary personnel. PTO requests may be granted or denied based on the availability of substitutes.
- E. A Hot Zone PTO day is one in which an employee's presence with students and staff is critical to the essential job functions. Each employee is permitted to take three (3) Hot Zone PTO days annually at the normal rate. Any Hot Zone PTO day taken above three (3) will be deducted at a rate of one and a half (1.5) PTO days from the employee's available leaves. The only exception shall be in cases of illness or emergency.
- F. PTO Hot Zone days are as follows: the first day of the employee's contract, the first four days of student contact, the last student contact day, the day before and the day after any break (Labor Day weekend, Thanksgiving Break, Winter Break, Spring Break, Memorial Day weekend), parent/teacher conferences, and any days taken beyond two consecutive contract days (excepting weekends).

10.2 Accrued PTO.

- A. Unused PTO days shall accrue from year to year during a teacher's employment up to a maximum of 90 days of Accrued PTO. All current sick and personal leave accrued before July 1, 2019 shall roll

over and be included in the teacher's Accrued PTO balance. Accrued PTO is subject to the following regulations:

- i. Unused PTO days after those processed according to 10.3 that would take a teacher's Accrued PTO balance over 90 days shall be "cashed in" at the end of each fiscal year (June 30) and paid to the teacher at the base substitute rate, rather than rolled over into the Accrued PTO balance.
 - ii. No teacher shall receive pay for Accrued PTO at the time of termination of employment, except for retiring teachers (defined as teachers retiring through PERA or having 20 years or more of service in LCSD), who shall be paid half of the base substitute daily rate per unused Accrued PTO day.
- B. Accrued PTO may only be used for the purposes of sick leave, as defined above in 10.1.
- C. Current PTO must be used before Accrued PTO may be used in a given year.

10.3 Annual PTO Buy-Back.

A. If a teacher has six(6) or more days of remaining Current PTO at the end of the fiscal year (June 30), they may receive payout for the remaining days at the employee's per diem rate according to the schedule below:

- i. A teacher who has ten (10) or more remaining Current PTO days may opt to receive payout for up to five (5) PTO days at the employee's per diem rate.
 - ii. A teacher who has nine (9) remaining Current PTO days may opt to receive payout for up to four (4) PTO days at the employee's per diem rate.
 - iii. A teacher who has eight (8) remaining Current PTO days may opt to receive payout for up to three (3) PTO days at the employee's per diem rate.
 - iv. A teacher who has seven (7) remaining Current PTO days may opt to receive payout for up to two (2) PTO days at the employee's per diem rate.
 - v. A teacher who has six (6) remaining Current PTO days may opt to receive payout for up to one (1) PTO day at the employee's per diem rate.
 - vi. A teacher who has five (5) or fewer remaining Current PTO days does not have a payout option.
- B. Days that are eligible for and opted for payout will be paid on the June paycheck of the contract year, and will be paid at the employee's per diem rate. Any additional days missed, other than those allowed herein or in other leave policies, will result in a reduction of pay on a per diem basis.
- C. A teacher who does not opt to have eligible PTO days paid out will have those days roll over into Accrued PTO as defined above.

10.4 Sick Leave Bank.

A. A sick leave bank shall be established, based upon PTO days contributed by teachers to the bank, to provide a source of leave beyond an individual teacher's Current and Accrued PTO for teachers, or teachers immediate family members, whose illness(es) cause them to exhaust their Current and

Accrued PTO leave. A teacher must exhaust all Current and Accrued PTO before accessing the sick leave bank for any purpose.

B. Sick leave bank may only be used for the teacher's, or the teacher's immediate family member's, illness (including mental or physical), disability, or for the teacher's emotional well-being associated with a traumatic event or emergency. Use of the sick leave bank is not intended for elective procedures or procedures that can be delayed without health consequences until a time during which school is not in session. The bank may be used for a teacher's maternity leave. Maternity leave is defined as 6 weeks for a "normal" delivery and 8 weeks for a "complicated" delivery.

C. To become a member of the sick leave bank, a teacher shall donate one PTO day each year for the first three years the teacher is a member. If, at any time, the balance of days in the sick leave bank drops below one hundred days, participating teachers will be required to donate one additional day per year until the balance in the bank equals or exceeds one thousand days. In the event a teacher chooses not to participate in the bank, or wishes to withdraw from the bank, the teacher must provide written notice to the Human Resources Director and to the Association.

D. A Sick Leave Bank Committee shall consist of the President of the Association and up to two members of LCEA leadership. The Committee shall be governed by guidelines which shall be drafted by the Association, reviewed by legal counsel for the District and the Association, and approved by the District and the Association. The Committee shall review applications for the use of sick leave bank days, shall apply the guidelines in good faith, and shall approve or deny the application. The Committee will report documentation and outcome to the HR Director.

E. A member of the sick leave bank seeking to utilize days from the bank must submit a written application to the Sick Leave Bank Committee. Before approving the application, the Sick Leave Bank Committee may require the member to submit verification from the member's physician that the member is unable to work and the estimated period of recovery for the member or the member's immediate family.

G. No member may use more than 60 days from the sick leave bank in any school year.

10.5 Civic Duty Leave.

A. Leave with pay will be granted to any teacher to fulfill the teacher's civic duty including, but not limited to, the following:

- i. Being summoned for jury duty and required to be present at the courthouse for such jury duty.
- ii. Being subpoenaed as a witness to appear at a legal proceeding in connection with the teacher's performance of duties as a teacher of the District.
- iii. Being subpoenaed to appear as a witness at a legal proceeding when the teacher is not a litigant or party.

B. Civic duty leave is limited to the time necessary to discharge the teacher's legal obligations to attend the trial or other judicial proceeding, and reasonable travel time to and from the place of required attendance. The teacher must return to work as soon as possible following the trial or other judicial proceeding.

C. Any jury or witness fees received by a teacher on civil duty leave must be tendered to the District. However, the teacher may deduct travel and other out-of-pocket expenses actually incurred for jury duty before reimbursing the District.

10.6 Bereavement Leave.

A. A leave of absence will be granted to a teacher by the Superintendent for death in the teacher's immediate family. Bereavement leave shall be allowed for a maximum of five working days.

B. Bereavement leave for the death of a person other than immediate family members may be given upon recommendation by the Superintendent. Such leave shall be on the same terms and conditions as bereavement leave for the death of an immediate family member.

C. Any absence taken by a teacher, in excess of the allowed bereavement leave, shall be taken from the teacher's Current or Accrued PTO. If PTO is not available, the teacher may apply to the Superintendent for an extended bereavement.

10.7 Child Care Leave.

A. **Short Term Leave.** A teacher, who desires to spend time with a newborn or newly adopted child, may use up to five days of the teacher's Current or Accrued PTO leave for this purpose.

B. Extended Leave.

- i. Extended leave for a newborn child or adoptive child care leave, generally not to exceed one year in length, may be granted without pay to a teacher.
- ii. A teacher, who desires to take extended leave for this purpose, shall submit a written request to the Superintendent. Such request shall indicate the length of leave desired.
- iii. If the Superintendent recommends approval of the leave request, the matter shall be submitted to the Board of Education. Approval or denial of the leave request shall be at the discretion of the Board of Education.
- iv. A teacher, on leave for one or more semesters under this provision, must provide written notice to the Superintendent no later than December 1st or March 1st before the expiration of the leave indicating whether the teacher will return to work at the end of the leave period.
- v. Re-employment of a teacher on general leave during the year shall be at the discretion of the Superintendent. Re-employment of such a teacher for the beginning of the next year shall be guaranteed, unless the teacher is involved in a reduction in force. Re-employment does not guarantee the same position.
- vi. Neither seniority nor PTO shall accrue while a teacher is on extended leave for child care.

10.8 Educational Leave of Absence.

A. An educational leave of absence shall only be approved for the purpose of improving a teacher's ability to instruct or for further study related to a teacher's duties in the District. Such leave shall not be paid leave, except as provided below, and is granted at the discretion of the Superintendent. All of the conditions established for the general leave of absence shall also apply to the educational leave of absence, except as stated below.

B. All applications for educational leaves of absence must be filed with the building principals by the February 1 and will be acted on by the Superintendent within two weeks of receipt of the request. An educational plan must accompany the request.

C. The maximum period of an educational leave shall be twelve months, beginning the first day of the contract year in which the leave is granted and ending the day preceding the first day of the next ensuing contract year.

D. If a teacher returns to the District following a full year of educational leave of absence and successfully completes the first semester of the following year, the District will pay such teacher a stipend of \$2,000.

10.9 General Leave of Absence.

A. A general leave of absence shall mean time off from the District without pay for a teacher to revitalize, to travel, to regain health or to undertake special projects.

B. Requests for general leaves shall be made, in writing, to the building principal or immediate supervisor. Leave shall be granted upon recommendation of the principal and upon the approval of the Superintendent. Granting of general leaves is at the discretion of the Superintendent.

C. General leaves of absence shall be provided only to those teachers who have been employed by the District for a minimum of four consecutive years.

D. Teachers on general leave shall not lose seniority or status with regard to the applicable salary plan or schedule, but salary advancements shall not apply. Teachers on general leave of absence shall not lose their current positions on the longevity list. If a teacher elects to continue health or other fringe benefits while on general leave, the teacher shall pay the full cost of the benefit.

E. A teacher on general leave of absence shall not accrue PTO days during such leave, but unused PTO held by the teacher at the start of the general leave shall be reinstated upon the teacher's return to work.

F. A teacher on general leave of absence shall provide the Superintendent with written notice indicating whether the teacher will return to work at the District or resign from District employment not later than March 1 of the year the teacher is on such leave. If the teacher does not notify the Superintendent by March 1, the teacher shall be deemed to have resigned effective as of the end of the year in which the leave was taken.

G. Re-employment of a teacher on general leave during the year shall be at the discretion of the Superintendent. Re-employment of such a teacher for the beginning of the next year shall be guaranteed, unless the teacher is involved in a reduction in force. Re-employment does not guarantee the same position.

H. When a general leave of absence is taken for mental or physical health reasons, the District may require a physical by a District designated physician, at District expense, upon the return of the teacher.

10.10 Family and Medical Leave.

A. The federal Family and Medical Leave Act provides for up to twelve work weeks of leave during a twelve month period to eligible employees for the following purposes:

- i. the birth, adoption or foster care placement of a child;
- ii. care of a spouse, child or parent with a serious health condition; or
- iii. the employee's own serious health condition.

B. FMLA leave shall ordinarily be unpaid leave; however, a teacher may use current or accrued PTO in lieu of or in combination with unpaid leave for the period of the FMLA leave.

C. The District shall adopt regulations governing the use of FMLA leave by teachers.

10.11 Federal Military Leave.

A.A military leave of absence must be granted if a full or part-time teacher enters any branch of the armed services, reserves, National Guard, Public Health Corp., or is called to duty or for training, for a period generally not to exceed five years. Employees returning from military leave possess reinstatement, seniority, compensation, benefits, and other rights. Additionally, applicants and employees may not be discriminated against in any area of employment because of past, current, or prospective military service. Teachers on military leaves must be provided the same benefits and rights as are provided to employees on other types of leaves. Additionally, teachers returning from military leave must receive any benefits determined by seniority that they would have accrued if continuously employed. Note also, that time served in the military counts when calculating Family and Medical Leave Act eligibility.

10.12 Religious Leave.

A. A maximum of three (3) days of paid religious leave shall be granted to a Teacher per school year for religious observances for holidays established by the religious body upon request to the Superintendent.

10.13 Crisis Leave.

A. The District will provide swift response to any teacher who is the victim of workplace violence or a District-vetted credible threat and shall use administrative leave to provide immediate support as needed. In addition, such teacher shall be entitled to up to three (3) days of crisis leave. To access this crisis leave, an employee shall be required to consult and receive a recommendation for leave from an appropriate medical provider, the District's Employee Assistance Program (EAP) or equivalent mental health provider. This leave is intended to help with the recovery and recuperation of the teacher and will not impact their leave balances.

ARTICLE 11 - CONCERNS/COMPLAINTS/GRIEVANCE PROCESS

11.1 Purpose. The purpose of this procedure set forth in this Article is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise and which are alleged to constitute a violation, misinterpretation or misapplication of the terms of this Agreement.

11.2 Informal Complaint. A teacher who believes that there has been a violation, misinterpretation or misapplication of this Agreement shall first discuss such complaint with the principal or responsible administrator with the objective of attempting to resolve the matter informally. If the complaint is not successfully resolved within five working days after such discussion, the teacher may file a grievance.

11.3 Level One-Formal Complaint. If the informal complaint has not been resolved informally, a grievance may be filed with the principal or responsible administrator. The grievance shall contain a concise written statement of the provisions of this Agreement which were allegedly violated, misinterpreted or misapplied, and the relief requested. A grievance must be filed within ten working days from the date of the grievant knew or should have known of the occurrence of the event giving rise to the grievance. A grievance may be filed by an individual teacher, a group of teachers or the Association as a class grievance.

The principal or responsible administrator shall within ten (10) days of receiving the formal complaint shall request a meeting with the grievant to discuss the grievance. The grievant and principal or responsible administrator shall meet and discuss the grievance within five working days after the meeting has been requested. The principal or responsible administrator shall then have five working days after the meeting in which to communicate a written decision to the grievant. A copy of such response shall be provided to the grievant and the Association.

11.4 Level Two: Appeal to Superintendent.

In the event the formal complaint has not been satisfactorily resolved at Level One, the grievant or the Association may file an appeal in writing with the Superintendent within ten working days of the receipt of the administrator's written response at Level One. Within (10) days after receiving the written appeal, the Superintendent shall meet with the grievant and within (5) days of the meeting, communicate a written decision to the grievant. A copy of such response shall be provided to the grievant and the Association.

11.5 Level Three: Mediation. If the appeal to the superintendent has not resolved the complaint satisfactorily at Level Two, it may be submitted to mediation at the request of either party. The parties shall then request the Federal Mediation and Conciliation Services, or another mutually acceptable mediator, to provide staff assistance without cost to the parties. Meetings between the parties may be held separately or together at the request of the mediator. If mediation fails in whole or in part, the mediator shall report the grievance issues that remain in dispute to the respective parties.

11.6 Level Four: Arbitration. If the mediation has not resolved the complaint satisfactorily at Level Three, it may be submitted for arbitration at the request of either party. This appeal must be made in writing within fourteen (14) days of the ending of Mediation (Level 3).

A. Procedure.

i. Unless both sides agree otherwise, the parties shall, within seven (7) days after delivery of the notice under Section 10.6.5.2, submit a written request for an arbitrator to the American Arbitration Association. The request to the American Arbitration Association shall ask that a list of five (5) qualified arbitrators be submitted to the parties.

ii. The arbitrator shall be selected by the parties within seven (7) days after receipt of the names of arbitrators. The procedure shall be (unless mutually agreed otherwise) for each party to alternately strike names from the list until only one (1) name remains. This person shall then be asked to arbitrate the dispute. The party striking first shall be determined by coin toss. If the arbitrator declines to accept, the last two names that have been struck from the list shall be sent to the American Arbitration Association with the request to select the arbitrator from between the two.

iii. The proposed budget/costs (supplied by the chosen arbitrator) of the hearing process must be approved in advance of final acceptance of the Agreement.

iv. If the organization selected to represent staff chooses not to support the grievance, the aggrieved party has the option of paying for all costs necessary to implement Level 4, Arbitration.

v. Sixty percent (60%) of the fees and expenses of the arbitrator shall be paid by the non-prevailing party. Forty percent (40%) of the fees and expenses of the arbitrator shall be paid by the prevailing party.

vi. The format of the hearing will be left to the discretion of the Arbitrator. Objective decisions, based upon comprehensive data, will be expected.

B. Outcomes.

i. The Arbitrator must issue a report within a reasonable time (such as 2 weeks) after the date of the close of the hearings. Decisions and recommendations made by the Arbitrator will be advisory to the Board. Within 7 days of receipt of the arbitrator's report, the parties will meet to discuss the report and attempt to come to a mutually agreeable resolution. No public releases of information may be made until after such meeting.

ii. If no mutually agreeable resolution is met, the Board will receive a report from the Arbitrator not later than the next regular Board meeting and will make a final decision not later than one (1) month from the date of receiving the recommendations of the Arbitrator.

11.7 Right to Be Present; Right to Representation. A grievant shall have the right to be present at all meetings related to the grievance and, at the option of the grievant(s), may be represented at such meetings by a representative of the Association.

11.8 No Retaliation. Neither the Board, the Association, nor any member of the administrative staff of the District shall retaliate against a teacher because the teacher has participated in the grievance process.

11.9 Failure To Comply With Time Deadlines. Failure to file a grievance within the required time, or failure to appeal the grievance to the next level within the required time, shall constitute a waiver of the grievance. The failure of the responsible administrator to render a decision on a grievance within the required time shall constitute a denial of the grievance and permit appeal of the grievance to the next level. In such an instance, the appeal deadline shall be calculated from the date the administrator missed the deadline to respond. Timelines may be changed through mutual agreement of the parties.

ARTICLE 12 - GENERAL PROVISIONS

12.1 Board Policy. This Agreement constitutes officially adopted Board policy for the term of this Agreement, and the Board and the Association will carry out the commitments contained herein and give them full force and effect.

12.2 Boards Retained Powers. Except as expressly provided in this Agreement the following matters are vested exclusively in the Board: (i) the determination and administration of school policy, (ii) the determination of school curriculum, (iii) the operation and management of the schools, (iv) and all matters related to the employment of employees of the District. In the adoption of this Agreement, the parties agree that nothing contained herein is intended to be construed to delegate or limit the powers, duties, discretions, and responsibilities of the Board of Education as prescribed by the Constitution and laws of the State of Colorado.

12.3 Preservation of Rights. Nothing in this Agreement shall be construed to deny or restrict any rights a teacher may have under the laws and Constitution of the State of Colorado and the United States.

12.4 Governing Law. This Agreement shall be governed and construed according to the laws of the State of Colorado. In the event any Colorado statute referenced or related to this Agreement is amended or repealed during the term of this Agreement, this Agreement shall be deemed to automatically be amended to incorporate such statutory change.

12.5 Waiver. The failure of either party to exercise any of its rights under this Agreement shall not be deemed to be a waiver of those rights. A party waives only those rights specified in writing and signed by the party waiving such rights.

12.6 Budgetary Crises. In the event the District experiences a fiscal emergency within the meaning of Section 22-44-115.5, C.R.S., the District shall notify the Association of the emergency and shall negotiate in good faith with the Association over any reduction in salary and over alternatives to a reduction in salaries. However, the final decision with respect to any reduction in salaries shall be made by the Board of Education as provided in Section 22-44-115.5, C.R.S.

12.7 Statutory Limitations. Consistent with Section 22-32-110(5), C.R.S., the parties acknowledge that, in this Agreement and in subsequent agreements, the District may not commit revenues for a period of time in excess of one year unless the agreement includes a provision which allows for the reopening of the portion of the agreement relating to salaries and benefits.

12.8 Written Teacher Contracts. Nothing in this Agreement shall eliminate the obligation of the District to enter into written employment contracts with individual teachers as required by Section 22-63-202(A), C.R.S. Only insofar as its contents are addressed in this Agreement will any contract between the Board and any individual teacher be subject to and depend upon the terms and provisions of this Agreement.

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

12.10 Amendment. This Agreement may be modified or amended only by a duly authorized written instrument executed by the parties hereto. No oral amendment to this Agreement shall be permitted.

12.11 No Adverse Construction. Both parties acknowledge having had the opportunity to participate in the drafting of this Agreement. This Agreement shall not be construed against either party based upon authorship.

12.12 Authority. The individuals executing this Agreement on behalf of each of the parties represent and warrant that they have all requisite powers and authority to cause the party for whom they sign to enter into this Agreement and to bind such party to fully perform its obligations as set forth in this Agreement.

12.13 Incorporation of Appendices. Appendices A through D, inclusive, shall be deemed incorporated into this Agreement.

12.14 Severability. In case one or more of the provisions contained in this Agreement, or any application hereof, shall be invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained in this Agreement and the application hereof shall not in any way be affected or impaired thereby.

12.15 Entire Agreement. This Agreement constitutes the entire agreement and understanding between the parties as to the subject matter of this Agreement, and supersedes any prior agreement or understanding relating to the subject matter of this Agreement.

SIGNATURE PAGE

IN WITNESS WHEREOF, the parties have caused their corporate names to be hereunto subscribed by their respective Presidents and attested by their respective representatives, this 23rd day of May, 2022

LAKE COUNTY EDUCATION ASSOCIATION

by:

Cody Jump, CO-President
Lake County Education Association

Date_____

by:

Jeff Spencer, CO-President
Lake County Education Association

Date_____

LAKE COUNTY SCHOOL DISTRICT R-1
LAKE COUNTY, CO

by:

Mirian Lozano , President
Lake County Board of Education

Date_____

by:

Melissa Earley, Secretary
Lake County Board of Education

Date_____

ATTEST:

by:

Kate Bartlett, Superintendent

Date_____

by:

LCEA Representative

Date_____

Appendix "A"
Salary Schedule
2026-2027 Certified Teacher Salary Schedule
Lake County School District

Lake County School District Certified Staff Salary Schedule 2026-27																	
																	New Hire Experience Placement
STEP	BA	BA +8	BA +16	BA +24	BA +32	MA (or 40 hours)	MA +8 (or 48 hours)	MA +16 (or 56 hours)	MA +24 (or 64 hours)	MA +32 (or 72 hours)	MA +40 (or 80 hours)	MA +48 (or 88 hours)	MA +56 (or 96 hours)	MA +64 (or 104 hours)	MA +72 (or 112 hours)		
A	\$ 52,000	\$ 52,900	\$ 53,800	\$ 54,700	\$ 55,600	\$ 56,500	\$ 57,400	\$ 58,300	\$ 59,200	\$ 60,100	\$ 61,000	\$ 61,900	\$ 62,800	\$ 63,700	\$ 64,600	0 or 1 yrs	
B	\$ 53,040	\$ 53,958	\$ 54,876	\$ 55,794	\$ 56,712	\$ 57,630	\$ 58,548	\$ 59,466	\$ 60,384	\$ 61,302	\$ 62,220	\$ 63,138	\$ 64,056	\$ 64,974	\$ 65,892	2 or 3 yrs	
C	\$ 54,101	\$ 55,037	\$ 55,974	\$ 56,910	\$ 57,846	\$ 58,783	\$ 59,719	\$ 60,655	\$ 61,592	\$ 62,528	\$ 63,464	\$ 64,401	\$ 65,337	\$ 66,273	\$ 67,210	4 or 5 yrs	
D	\$ 55,183	\$ 56,138	\$ 57,093	\$ 58,048	\$ 59,003	\$ 59,959	\$ 60,913	\$ 61,868	\$ 62,824	\$ 63,779	\$ 64,733	\$ 65,689	\$ 66,644	\$ 67,598	\$ 68,554	6 or 7 yrs	
E	\$ 56,287	\$ 57,261	\$ 58,235	\$ 59,209	\$ 60,183	\$ 61,158	\$ 62,131	\$ 63,105	\$ 64,080	\$ 65,055	\$ 66,028	\$ 67,003	\$ 67,977	\$ 68,950	\$ 69,925	8 or 9 yrs	
F	\$ 57,413	\$ 58,406	\$ 59,400	\$ 60,393	\$ 61,387	\$ 62,381	\$ 63,374	\$ 64,367	\$ 65,362	\$ 66,356	\$ 67,349	\$ 68,343	\$ 69,337	\$ 70,329	\$ 71,324	10 or 11 yrs	
G	\$ 58,561	\$ 59,574	\$ 60,588	\$ 61,601	\$ 62,615	\$ 63,629	\$ 64,641	\$ 65,654	\$ 66,669	\$ 67,683	\$ 68,696	\$ 69,710	\$ 70,724	\$ 71,736	\$ 72,750	12 or 13 yrs	
H	\$ 59,732	\$ 60,765	\$ 61,800	\$ 62,833	\$ 63,867	\$ 64,902	\$ 65,934	\$ 66,967	\$ 68,002	\$ 69,037	\$ 70,070	\$ 71,104	\$ 72,138	\$ 73,171	\$ 74,205	14 or more yrs	
I	\$ 60,927	\$ 61,980	\$ 63,036	\$ 64,090	\$ 65,144	\$ 66,200	\$ 67,253	\$ 68,306	\$ 69,362	\$ 70,418	\$ 71,471	\$ 72,526	\$ 73,581	\$ 74,634	\$ 75,689		
J	\$ 62,146	\$ 63,220	\$ 64,297	\$ 65,372	\$ 66,447	\$ 67,524	\$ 68,598	\$ 69,672	\$ 70,749	\$ 71,826	\$ 72,900	\$ 73,977	\$ 75,053	\$ 76,127	\$ 77,203		
K	\$ 63,389	\$ 64,484	\$ 65,583	\$ 66,679	\$ 67,776	\$ 68,874	\$ 69,970	\$ 71,065	\$ 72,164	\$ 73,263	\$ 74,358	\$ 75,457	\$ 76,554	\$ 77,650	\$ 78,747		
L	\$ 64,657	\$ 65,774	\$ 66,895	\$ 68,013	\$ 69,132	\$ 70,251	\$ 71,369	\$ 72,486	\$ 73,607	\$ 74,728	\$ 75,845	\$ 76,966	\$ 78,085	\$ 79,203	\$ 80,322		
M	\$ 65,950	\$ 67,089	\$ 68,233	\$ 69,373	\$ 70,515	\$ 71,656	\$ 72,796	\$ 73,936	\$ 75,079	\$ 76,223	\$ 77,362	\$ 78,505	\$ 79,647	\$ 80,787	\$ 81,928		
N	\$ 67,269	\$ 68,431	\$ 69,598	\$ 70,760	\$ 71,925	\$ 73,089	\$ 74,252	\$ 75,415	\$ 76,581	\$ 77,747	\$ 78,909	\$ 80,075	\$ 81,240	\$ 82,403	\$ 83,567		
O	\$ 68,614	\$ 69,800	\$ 70,990	\$ 72,175	\$ 73,364	\$ 74,551	\$ 75,737	\$ 76,923	\$ 78,113	\$ 79,302	\$ 80,487	\$ 81,677	\$ 82,865	\$ 84,051	\$ 85,238		
P		\$ 71,196	\$ 72,410	\$ 73,619	\$ 74,831	\$ 76,042	\$ 77,252	\$ 78,461	\$ 79,675	\$ 80,888	\$ 82,097	\$ 83,311	\$ 84,522	\$ 85,732	\$ 86,943		
Q		\$ 72,620	\$ 73,858	\$ 75,091	\$ 76,328	\$ 77,563	\$ 78,797	\$ 80,030	\$ 81,269	\$ 82,506	\$ 83,739	\$ 84,977	\$ 86,212	\$ 87,447	\$ 88,682		
R		\$ 74,072	\$ 75,335	\$ 76,593	\$ 77,855	\$ 79,114	\$ 80,373	\$ 81,631	\$ 82,894	\$ 84,156	\$ 85,414	\$ 86,677	\$ 87,936	\$ 89,196	\$ 90,456		
S		\$ 75,553	\$ 76,842	\$ 78,125	\$ 79,412	\$ 80,696	\$ 81,980	\$ 83,264	\$ 84,552	\$ 85,839	\$ 87,122	\$ 88,411	\$ 89,695	\$ 90,980	\$ 92,265		
T		\$ 77,064	\$ 78,379	\$ 79,688	\$ 81,000	\$ 82,310	\$ 83,620	\$ 84,929	\$ 86,243	\$ 87,556	\$ 88,864	\$ 90,179	\$ 91,489	\$ 92,800	\$ 94,110		
U			\$ 79,947	\$ 81,282	\$ 82,620	\$ 83,956	\$ 85,292	\$ 86,628	\$ 87,968	\$ 89,307	\$ 90,641	\$ 91,983	\$ 93,319	\$ 94,656	\$ 95,992		
V			\$ 81,546	\$ 82,908	\$ 84,272	\$ 85,635	\$ 86,998	\$ 88,361	\$ 89,727	\$ 91,093	\$ 92,454	\$ 93,823	\$ 95,185	\$ 96,549	\$ 97,912		
W			\$ 83,177	\$ 84,566	\$ 85,957	\$ 87,348	\$ 88,738	\$ 90,128	\$ 91,522	\$ 92,915	\$ 94,303	\$ 95,699	\$ 97,089	\$ 98,480	\$ 99,870		
X			\$ 84,841	\$ 86,257	\$ 87,676	\$ 89,095	\$ 90,513	\$ 91,931	\$ 93,352	\$ 94,773	\$ 96,189	\$ 97,613	\$ 99,031	\$ 100,450	\$ 101,867		
Y			\$ 86,538	\$ 87,982	\$ 89,430	\$ 90,877	\$ 92,323	\$ 93,770	\$ 95,219	\$ 96,668	\$ 98,113	\$ 99,565	\$ 101,012	\$ 102,459	\$ 103,904		
Z						\$ 92,695	\$ 94,169	\$ 95,645	\$ 97,123	\$ 98,601	\$ 100,075	\$ 101,556	\$ 103,032	\$ 104,508	\$ 105,982		
AA						\$ 94,549	\$ 96,052	\$ 97,558	\$ 99,065	\$ 100,573	\$ 102,077	\$ 103,587	\$ 105,093	\$ 106,598	\$ 108,102		
BB						\$ 96,440	\$ 97,973	\$ 99,509	\$ 101,046	\$ 102,584	\$ 104,119	\$ 105,659	\$ 107,195	\$ 108,730	\$ 110,264		
CC						\$ 98,369	\$ 99,932	\$ 101,499	\$ 103,067	\$ 104,636	\$ 106,201	\$ 107,772	\$ 109,339	\$ 110,905	\$ 112,469		
DD						\$ 100,336	\$ 101,931	\$ 103,529	\$ 105,128	\$ 106,729	\$ 108,325	\$ 109,927	\$ 111,526	\$ 113,123	\$ 114,718		

Professional Development Lane Advancement: Note: The LCEA-LCSD bargaining team has agreed to meet before August 1, 2026 to evaluate potential changes to what counts toward horizontal lane advancement on the salary schedule.

I. Professional development that is provided by Lake County School District may be counted toward an employee pay increase if the following conditions are met. *Hours must be earned after June, 2013 in LCSD.

- 1) Attend the entire professional development session
(*Hours must be earned after June, 2013 in LCSD)
 - 2) Fully participate in the professional development session
 - 3) Complete the Salary Advancement Form, including only the time spent in professional development
 - 4) Attach a certificate of district-provided PD hours
- *15 District PD hours = 1 Advancement Credit hour

II. Professional development hours provided by a Third party, may be counted toward an employee pay increase if the following conditions are met. *Hours must be earned after June, 2013 in LCSD.

- 1) Attend the entire professional development session
- 2) Fully participate in the professional development session
(*Hours must be earned after June, 2013 in LCSD)
- 3) Complete the Salary Advancement Form, including only the time spent in professional development
- 4) Attach a certificate of completion from the Third party vendor
- 5) Complete the Third Party Verification form in which supervisor can verify implementation (allow enough time for this!)

It is highly recommended that the employee confirm ahead of time with his/her supervisor that the professional development is relevant to the district's goals.

*15 Third Party PD hours = 1 Advancement Credit hour

III. Credit for college credit hours may be counted toward an employee pay increase if the following conditions are met.:

- 1) Attend the entire course
- 2) Fully participate in the course
- 3) Complete the Salary Advancement Form.
- 4) Attach a college-issued transcript showing course completion and hours earned. (unofficial fine as long as followed by official)

*1 College Credit hour = 1 Advancement Credit hour

Appendix “B”
Educator Rubric

Evaluation using the State Model Evaluation Rubric for Teachers and Special Service Providers.

Appendix "C"

Transfer Request

LAKE COUNTY SCHOOL DISTRICT R-1
Leadville, Colorado 80461
OFFICIAL TRANSFER REQUEST FORM

DIRECTIONS:

Complete one form, including all positions desired, and return to the building administrators involved on or before the deadline date (if applicable) along with an updated resume which includes: professional training and experiences, teaching experiences, additional areas of certification and include co-curricular activity qualifications/desires.

NAME _____ Date _____

Present teaching position _____

at _____ School.

I would like to be considered for the following positions, should they materialize:

1. _____ at _____
2. _____ at _____
3. _____ at _____

List all extracurricular activities you are willing to direct or assist:

Does your present certificate/license qualify you for these changes? ____Yes____No

If not, how and when can you qualify? _____

Reason for request (optional) _____

Additional information _____

If these openings occur during the summer months, where can you be reached?

_____ Address

_____ Phone

Please read the following statement carefully and sign below:

I understand that if at any time I wish to remove my name from consideration for any position(s) to which I have requested transfer, I am obligated to notify the building administrators involved immediately regarding my intentions. I also understand that to be considered for any particular position posted, but not specifically listed above, will require the submission of a new Official Transfer Request Form to the building administrators involved.

Signature

Appendix "D"
Formal Grievance Form

A grievance is defined as a complaint in writing, setting forth the allegation that there has been a violation of district policies or regulations which have adversely affected or aggrieved an employee of the school district.

Status of grievance: Step I_____ Step II_____ Step III_____

I, _____ hereby file a grievance with _____
_____ (name of person).

Specifically, my grievance is: _____

Steps I have already taken to try to resolve the grievance: _____

Relief sought: _____

I hereby petition for a hearing on my grievance within 10 working days of the above date. I have been informed of the grievance procedures to be followed along with my rights and responsibilities pertaining thereto.

Received by: _____ date _____ Grievant's signature _____ date _____
Signature date Grievant's signature date

Please note that all employment decisions remain within the sole and continuing discretion of the administration and/or Board of Education, as appropriate under district policy, subject only to the conditions and limitations prescribed by Colorado law.

ADMINISTRATIVE RECORD

Date received_____ Date of hearing_____

Place of hearing_____ Time of hearing_____

Decision on grievance:_____

I. _____
Principal's signature date

II. _____
Superintendent's signature date

III. _____
Board chairman's signature date

I _____accept or _____ reject the decision.

Grievant's signature date

MASTER AGREEMENT
BETWEEN
LAKE COUNTY SCHOOL DISTRICT R-1
AND
LAKE COUNTY EDUCATION ASSOCIATION

Para-Professionals, and Non-Administrative Pre-School Staff

May ~~2025~~2026

PREAMBLE

The District and the Association recognize and declare that providing a quality education for the children attending school in the Lake County School District R-1 is their mutual aim. The Parties desire to promote collaborative relationships among the Board, administration, and all staff, specifically the para-professionals, and non-administrative pre-school staff of the District who are covered by this Agreement, with the purpose of supporting the best student education and learning environment. Additionally, the Parties desire to provide a structure that will also ensure mutual respect, values, and honor while the Parties carry out this education mission.

NOW, THEREFORE, the Parties, agree to the following.

ARTICLE I - PARTIES

The Parties to the Collective Bargaining Agreement (Agreement) are the **LAKE COUNTY SCHOOL DISTRICT R-1**, in the County of Lake and the State of Colorado, and the **LAKE COUNTY EDUCATION ASSOCIATION**.

ARTICLE II - TERM

The term of this Agreement shall be from the Board's execution date as set forth below through June 30, 2028.. This Agreement shall not be amended in whole or in part except in writing duly executed and ratified by the District and the Association.

ARTICLE III - DEFINITIONS

3.1 The term "District" shall mean the Lake County School District R-1 in the County of Lake and the State of Colorado.

3.2 The term "Board" shall mean the Board of Education of the District.

3.3 The term "Association" shall mean the Lake County Education Association.

3.4 The term "Superintendent" shall mean the Superintendent of the District.

3.5 The term "Administrator" shall mean all supervisory personnel employed by the District, including the Superintendent, Directors, Principals, and Assistant Principals.

3.6 The terms "District" and "Association" shall include authorized officers, representatives, and agents.

3.7 The terms "Parties" as used in this Agreement shall mean the "District" and the "Association".

3.8 The term "Employee" means all covered members of the bargaining unit, which

is all para-professionals, and non-administrative pre-school staff of the District. Notwithstanding that Employees may be less than Full-time, it is specifically understood that only Employees who work thirty (30) hours or more a week during their employment period shall be eligible for health insurance benefits and other benefits shall be prorated according to the Employee's Full-Time Equivalency (FTE).

3.9 The term "Full-Time" refers to any employee whose work schedule is thirty (30) hours or more for a week for the entire school year.

3.10 The term "Compensation" shall mean the annual increases for hourly rates for the District's current Employees; it specifically does not extend to base wages, any other form of compensation, and any other financial matters.

3.11 The term "Day" shall mean a workday when the District administration is open unless otherwise expressly defined in a specific section in the Agreement.

ARTICLE IV – RECOGNITION

4.1 The District recognizes the Association as the sole negotiating agent for the negotiating unit for the term of this Agreement.

4.2 The bargaining unit shall consist of all para-professionals, and non-administrative pre-school staff of the District. It shall not include any other District employees, even if such employees are members of the Lake County Education Association.

ARTICLE V – RESERVATION OF MANAGEMENT RIGHTS

5.1 The District and the Association recognize that the Board has certain powers, discretions, and duties that under the Constitution and the laws under the State of Colorado may not be delegated, limited, or abrogated by Agreement with any party.

5.2 The management of the District in the direction of the Employees for all purposes is vested solely and exclusively in the Board and shall not in any way be abridged except as specially limited by the express terms of this Agreement. This District preserves and retains solely and exclusively all of its constitutional, statutory, and common law rights and responsibilities to manage the District, and to take any and all necessary action to carry out the mission of the District. The District specifically maintains its supervision and control of all operations, including, but not limited to, the right to hire, promote, suspend, or discharge employment, and/or to transfer employees, to relieve employees from duty because of lack of work, or for any other non-discriminatory reason or for no reason at all.

5.3 Only such provisions as specifically set forth in writing in this Agreement, shall be negotiated. Any and all rights, duties, and authority by the District shall remain in the District's sole discretion even if not set forth herein.

ARTICLE VI – NO STRIKES OR WORK STOPPAGES

6.1 It is agreed by the Association that during the term of this Agreement there will be no strike, picketing, picket line observance, work slowdown, or other concerted work-related activity by members of the Association, including, without limitation, any activity which impairs the classroom performance of the members of the Association. The parties acknowledge that the provisions of this Article are essential for the protection of the District, and that any breach of this Article would cause immediate and irreparable damage to the District. All Employees and Employee representative organizations are prohibited from engaging in this conduct. Any violation of the foregoing provisions may be grounds for discipline.

ARTICLE VII – GENERAL

7.1 Governing Law. This Agreement shall be governed and construed according to the Constitution and laws of the State of Colorado.

7.2 Multi-Fiscal Year Requirements. Pursuant to Section 22-32-110(5), C.R.S., the District may reopen negotiations regarding Compensation and health insurance when it deems necessary for budgetary purposes. Additionally, this Agreement is a multi-fiscal year obligation that is subject to appropriation pursuant to Article X, Section 20 of the Colorado Constitution. As such, the District has the Constitutional right under Article X, Section 20 of the Colorado Constitution to non-appropriate funds for any multi-fiscal year financial obligations undertaken in this Agreement. The District will provide the Association with written notice of such non-appropriation; however, even without such notification, the non-appropriation shall be effective. Upon cancellation as provided in this paragraph, the District shall not be responsible for any payment which would fall due after the end of the fiscal year in which notice of cancellation was given, but shall be required to meet promptly with Association Representatives to renegotiate the cancelled obligation.

7.3 Non-Discrimination. Neither the Board, the Association, nor either's members, agents, representatives or employees shall discriminate against any Employee as a result of membership or non-membership in the Association. Additionally, neither Party shall discriminate based upon race, gender, sex, religion, creed, or any other protected class.

ARTICLE VIII – NEGOTIATIONS PROCESS

8.1 Successor Agreement Negotiations.

8.1.1 Association Notice Requirement. In the final school year of the term of this Agreement (2027-2028), the Association may provide written notice to the District by February 1 (February 1, 2028) of its intent to negotiate a successor agreement. If written notice of the intent to negotiate a successor agreement is not made by the Association in writing by that time, the Agreement and all

contained terms will automatically terminate at the expiration date for the term of the Agreement.

8.1.2 Negotiations Topics. If the Association provides such notice, then the parties shall, in good faith, meet to negotiate such successor agreement. For said negotiations, the items to be negotiated shall only include Compensation, the amount of the District's contribution to health insurance premiums, and, if either party desires, a maximum of three (3) proposals for language regarding any current Agreement provision. Upon mutual prior written agreement parties may bring more than three (3) proposals, with a maximum of five (5) proposals. If either party desires to negotiate their respective language items as permitted by this Article, that party shall provide in writing to the other party a list of such language items at least two (2) weeks prior to the initial meeting under Article 8.6 below.

8.2 Negotiating Teams. For negotiations under this Agreement, each party may have a maximum of six (6) team members. The Association's representatives shall be members of the bargaining unit and may also include a UniServ Director and/or other outside contracted negotiations advisor or consultant. Of the six (6) team members for the Association, at least one (1) seat each shall be reserved to be filled by members who hold a contract/notice of assignment as a para-professional, and non-administrative preschool staff member. If no such staff member fills the seat, then such seat shall remain vacant on the Association's team. Prior to the time set for the first negotiations session, the District and Association shall each designate in writing the team member names.

8.3 Potential Coordination of Negotiations with the LCEA Teachers. To the extent feasible, the negotiations in either an Interim Year Negotiations for Compensation pursuant to Article 8.1 or for a Successor Agreement pursuant to Article 8.2 may be in coordination with the LCEA Teacher's Contract negotiations when the parties mutually agree in writing by January 31.

8.3.1 Negotiation Team Membership. If mutually agreeing to this coordination, a maximum of nine (9) members of the combined two separate bargaining units may attend as the negotiations team, including a minimum of one (1) member each who holds a contract/notice of assignment as a para-professional, and non-administrative preschool staff member. If no such member is on the team, then such seat shall remain vacant.

8.3.2 Limitation on Language Negotiation Topics. If mutually agreeing to this coordination for language items, notwithstanding Article 8.2.2, there shall be a maximum of one (1) language proposal from this bargaining unit.

8.3.3 Salary Negotiations. Nothing in this provision shall require the parties to coordinate both language and salary negotiations in the same year. The parties may determine to coordinate only salary negotiations.

8.3.4 Timing. If **mutually** agreeing to this coordination, the timetable for negotiations shall be that of the LCEA teacher contract negotiations.

8.4 Substitute Costs. Negotiations shall be scheduled on non-work days (e.g. Fridays) or after school hours unless otherwise agreed upon by the Parties. In the event that substitutes are required for Employees to attend negotiations for this Agreement, the District and Association shall split the cost of the substitutes.

8.5 Negotiations Process. Both the District and the Association have an interest in a negotiations process that is effective in resolving problems arising in or relating to negotiations. The Parties shall determine on an annual basis the negotiations method to be utilized for bargaining.

8.6 Negotiations Timing and Schedule. Negotiations pursuant to Articles 8.1 and 8.2 above shall begin by the second week of April. The initial meeting shall include time for the teams to set the negotiations schedule, review the language items to be negotiated, and set the agenda for the next negotiations session. All reasonable efforts shall be made to conclude the negotiations by the second week of May. If agreement is not reached by this time, the parties may mutually agree to continue to negotiate. If there is no such agreement, then the parties shall be at impasse.

8.7 Memorandum of Understanding. If during the term of this Agreement the parties mutually agree to amend any provision, a Memorandum of Understanding (MOU) shall be utilized to record such amendment in writing as required by Article II. Nothing requires either Party to negotiate or agree to any amendment through an MOU. The MOU shall be in writing and shall be submitted to the Association's membership for ratification, and upon a successful ratification, to the Board of Education for its approval.

8.8 Impasse Procedures. If, during the course of negotiations, a mutually satisfactory solution to an issue or issues is not reached, either Party may declare in writing that an impasse exists and submit the issue or issues in dispute to mediation or fact finding.

8.8.1 Issues in Dispute. After impasse has been declared, within five (5) business days, a list shall be prepared including all items agreed upon to date as well as those items to be submitted to mediation or fact-finding. Each item shall show the last position taken by each negotiating team which should thereby clarify the difference between the Parties. This list shall be signed by the spokesman or chief negotiator of both negotiating teams and presented to the mediator and/or fact-finder.

8.8.2 Processes Available During Impasse. The following procedures shall be available to the Parties to attempt to resolve any impasse which may be reached in the bargaining process:

8.9.2.1 Mediation.

8.9.2.1.1 During the course of negotiations, either Party or both Parties may jointly request mediation services from the Federal Mediation and Conciliation Services (FMCS), or other mediator mutually agreeable to the Parties, to assist the parties in attempting to reach an accord.

8.9.2.1.2 The mediator shall meet with the parties within ten (10) working days of the request. The Parties and the mediator shall establish the mediation schedule and the ground rules.

8.9.2.1.3 The cost and fees of mediation, if any, shall be shared equally by the Parties.

8.9.2.2 Fact-Finding. The advisory fact-finding procedure may be initiated if the Parties are unable to resolve the dispute through mediation. When advisory fact-finding is initiated, the following procedures shall be utilized.

8.9.2.2.1 Fact-finder Selection. The Parties will attempt to mutually agree upon a fact-finder. If the parties are not successful in selecting a desired neutral in this fashion, either party may submit a request to the American Arbitration Association for selection of a neutral or neutrals according to its then current rules, requesting the American Arbitration Association to submit identical lists of names of five (5) persons skilled in resolution of educational labor disputes to each party within seven (7) calendar days. Five (5) days after receipt of the list or lists, the parties shall convene either personally or by telephone and shall alternately strike names until one (1) name is left. The remaining name shall be the neutral fact-finder. If the parties have initiated fact-finding jointly, the party striking first shall be determined by a coin flip. If one (1) party has initiated the request for fact-finding, that party shall strike first.

8.9.2.2.2 Hearings. The dates, times, and format of meetings and hearings will be arranged by the fact-finder and the Parties. The fact-finder shall convene a hearing upon at least ten (10) days written notice to both parties at which both parties may appear to present the facts and argument with regard to those matters remaining in dispute. Fact-finding shall be held within sixty (60) days of the selection of the fact-finder or by the earliest date the fact finder and Parties are available.

8.9.2.2.3 Advisory Recommendation. The advisory fact-finding report shall be issued to the parties within thirty (30) working days of the conclusion of any hearing, the submission or post-

hearing briefs, or the submission of the transcript of the hearings, whichever occurs last. The report shall contain the findings of fact, reasoning, and recommended terms of a proposed settlement on the issues submitted. The fact-finding report shall be advisory only and shall not be binding on the Board or the Association.

8.9.2.2.4 Consideration of Advisory Recommendation. After the advisory fact-finding report is received, the District and the Association shall give the report due consideration; provided, however, that the final decision with respect to the matter which was the subject of the advisory fact-finding shall remain in the discretion of the Board. To the extent that tentative agreement is reached on the issues in dispute as a result of fact finding, the procedures for ratification shall be followed as set forth in the Agreement. The representatives of the Board and the Association shall take official action on the advisory report at the next regularly scheduled Board meeting or ten (10) days after receipt of the recommendation, whichever is later. The final decision with respect to the matter that was the subject of the fact-finding process shall remain in the discretion of the Board.

8.9.2.2.5 Cost Share. The cost of advisory fact-finding, if any, including the costs and fees of the fact-finder, including per diem expenses, if any, and actual and necessary travel expenses, shall be shared equally by the Parties. However, each Party shall pay its own attorney's fees, expert fees, and/or other consultant fees, in any.

ARTICLE IX – EMPLOYMENT OVERTIME

9.1 Overtime Pay. The District will determine which Employees are subject to minimum wage and overtime requirements pursuant to law. These non-exempt employees will be paid overtime at the rate of one and one half (1 ½) times of their regular rate of pay for actual hours worked in excess of forty (40) hours in any work week. All overtime must be approved ahead of time by the Employee's supervisor.

9.2 No Compensatory Time. Compensatory time (also known as Compensation Time or Comp Time) is not allowed. Employees may work to receive advanced approval from their respective supervisors to adjust their workweek schedule. The Employee's supervisors shall have the sole discretion to make any such requested workweek schedule adjustments. Any additional hours beyond the contracted time shall be compensated with regular pay or by overtime pay, as appropriate, as set forth in Article 9.1 above.

ARTICLE X – RIGHT TO JOIN ASSOCIATION/NO RETALIATION OR DISCRIMINATION

10.1 The District and the Association agree that every Employee shall have the right to freely join and support the Association if desired. Additionally, every Employee shall have the right to not join the Association. Neither party will directly or indirectly discourage, deprive or coerce an Employee in the exercising any rights to join or not join the Association.

ARTICLE XI – ASSOCIATION DUES

11.1 The District agrees to deduct from each Association member's paycheck an amount to cover the Association dues as established by the Association from time to time, as each individual educational staff member may voluntarily authorize, in writing, to be deducted, and to transmit the amount so deducted and so authorized to specified representatives of the Association on a monthly basis.

11.2 The deduction of Association dues shall be made on each paycheck following the pay period in which the written authorization was received.

11.3 An Association member may revoke, in writing, such dues deduction at any time. Dues deduction will continue to be automatic unless revoked in writing by the Association member. The District shall cease the dues deduction for that member on the paycheck following the pay period when such written authorization was received.

11.4 The Association shall indemnify the District and hold it harmless against all claims, demands, suits or any other forms of liability that shall arise out of or by reason of any action taken by the District for this purpose.

ARTICLE XII – USE OF SCHOOL FACILITIES

12.1 Facility Use Request Form. The Association and its members shall have the right to use school facilities and equipment by following Board Policy and Procedures, including the use of District's facilities use request form. The District may, but is not required to, waive associated fees for such use.

ARTICLE XIII – EMPLOYEE RIGHTS

13.1 Personnel Files. Except for pre-employment confidential letters of reference or placement files concerning employment, or letters of reference, an Employee, upon request, shall have the right to view the contents of his/her personnel file maintained at the District's Administration Building and to make copies of any documents contained in such files, at his/her own expense. No materials derogatory to the Employee's conduct, service, character or personality will be placed in said personnel file unless the Employee has had an opportunity to review such materials. An Employee shall have the right to submit a written response to such materials within ten (10) days of the date on which the Employee was given the opportunity to review such material. The response shall be attached to the materials to which it relates.

13.2 Student Conduct and Staff Safety The District shall not tolerate threats, bullying, intimidation, or physical force directed toward any employee by another staff member, supervisor, parent/guardian, student or member of the public on school property, through electronic communication, or at events which the District is sponsoring or in which it is involved or otherwise related to the employee's employment by the District, and will take appropriate measures to help ensure the employee's safety in those circumstances. Instances of physical and/or verbal threats, or assault upon staff, or damage to personal property, should be reported to the staff member's supervisor in accordance with District policy GBGB (Staff Personal Security and Safety). The District will collect input from the Association prior to making amendments to District policy GBGB.

ARTICLE XIV – HEALTH INSURANCE

14.1 Health Insurance The District will provide group health insurance available to all Employees. Employees will be treated equally regarding access to health insurance. The District, in its sole discretion, shall determine the provider for such health insurance.

ARTICLE XV – PAID TIME OFF

15.1 Paid Time Off (PTO). Each employee shall earn ten (10) days of Paid Time Off (PTO) each contract year. Five (5) PTO days shall be allotted in July, and five (5) PTO days shall be allotted in January. Part time staff will receive PTO at a rate proportional to their FTE percentage.

15.1.1 PTO is provided for the employee's use under the following conditions:

- **SICK LEAVE:**
 - For an appointment with a doctor, dentist or other health care specialist.
 - For the illness of the employee or the employee's immediate family.
- **PERSONAL LEAVE:**
 - For any other purpose.
- AND other allowable uses as allowed per law.

15.1.2 If an employee exhausts all Current and Accrued PTO leave, any excess PTO days taken by the employee that are not covered by the sick leave bank shall be deducted from the employee's pay as Leave Without Pay at the employee's daily rate. Any employee taking more than four (4) days as Leave Without Pay will be subject to possible progressive discipline for not working the contracted number of days. Health insurance and FMLA coverage may be in jeopardy if excessive days of Leave Without Pay are taken.

15.1.3 PTO shall be requested at least 3 working days prior to absence. Hot

Zone PTO days, as described below, shall be requested as least five (5) working days prior to the absence. The only exception shall be in cases of illness or emergency. Employees shall follow procedure to notify the substitute coordinator and supervisor so that arrangements can be made for substitutes or other necessary personnel. PTO requests may be granted or denied based on the availability of substitutes.

15.1.4 A Hot Zone PTO day is one in which an employee's presence with students and staff is critical to the essential job functions. Each employee is permitted to take three (3) Hot Zone PTO days annually at the normal rate. Any Hot Zone PTO day taken above three (3) will be deducted at a rate of one and a half (1.5) PTO days from the employee's available leaves. The only exception shall be in cases of illness or emergency.

15.1.5 PTO Hot Zone days are as follows: the first day of the employee's contract, the first four days of student contact, the last student contact day, the day before and the day after any break (Labor Day weekend, Thanksgiving Break, Winter Break, Spring Break, Memorial Day weekend), parent/teacher conferences, and any days taken beyond two consecutive contract days (excepting weekends).

15.1.6 Unused PTO days shall accrue from year to year during an employee's employment up to a maximum of 90 days of Accrued PTO. All current sick and personal leave accrued before July 1, 2019 shall roll over and be included in the employee's Accrued PTO balance. Accrued PTO is subject to the following regulations:

- Unused PTO days after those processed according to 10.3 that would take an employee's Accrued PTO balance over 90 days shall be "cashed in" at the end of each fiscal year (June 30) and paid to the employee at the base substitute rate, rather than rolled over into the Accrued PTO balance.
- No employee shall receive pay for Accrued PTO at the time of termination of employment, except for retiring employee (defined as employees retiring through PERA or having 20 years or more of service in LCSD), who shall be paid half of the base substitute daily rate per unused Accrued PTO day.

15.1.7 Accrued PTO may only be used for the purposes of sick leave, as defined above.

15.1.8 Current PTO must be used before Accrued PTO may be used in a given year.

15.2 Annual PTO Buy-Back. If an employee has six (6) or more days of remaining Current PTO at the end of the fiscal year (June 30), they may receive payout for the remaining days at the employee's per diem rate according to the schedule

below:

- An employee who has ten (10) or more remaining Current PTO days may opt to receive payout for up to five (5) PTO days at the employee's per diem rate.
- An employee who has nine (9) remaining Current PTO days may opt to receive payout for up to four (4) PTO days at the employee's per diem rate.
- An employee who has eight (8) remaining Current PTO days may opt to receive payout for up to three (3) PTO days at the employee's per diem rate.
- An employee who has seven (7) remaining Current PTO days may opt to receive payout for up to two (2) PTO days at the employee's per diem rate.
- An employee who has six (6) remaining Current PTO days may opt to receive payout for up to one (1) PTO day at the employee's per diem rate.
- An employee who has five (5) or fewer remaining Current PTO days does not have a payout option.

15.2.1 Days that are eligible for and opted for payout will be paid on the June paycheck of the contract year, and will be paid at the employee's per diem rate. Any additional days missed, other than those allowed herein or in other leave policies, will result in a reduction of pay on a per diem basis.

15.2.2 An employee who does not opt to have eligible PTO days paid out will have those days roll over into Accrued PTO as defined above.

15.3 Sick Leave Bank. A sick leave bank shall be established, based upon PTO days contributed by employees to the bank, to provide a source of leave beyond an individual employee's Current and Accrued PTO for employees, or employees' immediate family members, whose illness(es) cause them to exhaust their Current and Accrued PTO leave. An employee must exhaust all Current and Accrued PTO before accessing the sick leave bank for any purpose.

15.3.1 Sick leave bank may only be used for the employee's, or the employee's immediate family member's, illness (including mental or physical), disability, or for the employee's emotional well-being associated with a traumatic event or emergency. Use of the sick leave bank is not intended for elective procedures or procedures that can be delayed without health consequences until a time during which school is not in session. The bank may be used for a employee's maternity leave. Maternity leave is defined as 6 weeks for a "normal" delivery and 8 weeks for a "complicated" delivery.

15.3.2 To become a member of the sick leave bank, a teacher shall donate one PTO day each year for the first three years the teacher is a member. If, at any time, the balance of days in the sick leave bank drops below one hundred days, participating teachers will be required to donate one additional day per year until the balance in the bank equals or exceeds one thousand days. In the event a employee chooses not to participate in the bank, or wishes to withdraw from the bank, the employee must provide written notice to the Human Resources Director and to the Association.

15.3.3 A Sick Leave Bank Committee shall consist of the President of the Association and up to two members of LCEA leadership. The Committee shall be governed by guidelines which shall be drafted by the Association, reviewed by legal counsel for the District and the Association, and approved by the District and the Association. The Committee shall review applications for the use of sick leave bank days, shall apply the guidelines in good faith, and shall approve or deny the application. The Committee will report documentation and outcome to the HR Director.

15.3.4 A member of the sick leave bank seeking to utilize days from the bank must submit a written application to the Sick Leave Bank Committee. Before approving the application, the Sick Leave Bank Committee may require the member to submit verification from the member's physician that the member is unable to work and the estimated period of recovery for the member or the member's immediate family.

15.3.5 No member may use more than 60 days from the sick leave bank in any school year.

15.4 Religious Leave. A maximum of three (3) days of paid religious leave shall be granted to an employee per school year for religious observances for holidays established by the religious body upon request to the Superintendent.

15.5 Crisis Leave. The District will provide swift response to any teacher who is the victim of workplace violence or a District-vetted credible threat and shall use administrative leave to provide immediate support as needed. In addition, such teacher shall be entitled to up to three (3) days of crisis leave. To access this crisis leave, an employee shall be required to consult and receive a recommendation for leave from an appropriate medical provider, the District's Employee Assistance Program (EAP) or equivalent mental health provider. This leave is intended to help with the recovery and recuperation of the teacher and will not impact their leave balances.

ARTICLE XVI – EVALUATION

16.1 Evaluation Purpose. The primary function of evaluations is the improvement

of all Employees' performances.

16.2 Evaluation Timing. All Full-Time Employees shall receive one (1) evaluation each school year by their immediate supervisor. Evaluations are maintained in District Human Resources personnel files.

ARTICLE XVII – DISCIPLINE

17.1 Just Cause Requirement for Discipline. No employee will be disciplined or reprimanded in writing, including having a reduction in compensation, without just cause.

17.2 Continuing Employment Rights. No employee may be terminated mid-year without just cause following three (3) consecutive years of employment with effective or satisfactory (or other similar ratings as used by the District in the relevant evaluation system) evaluations. An individual employee who has not been terminated prior to June 1 of the end of the third such year, shall receive an employment contract for the following school year. The employee shall then have ongoing job protections, meaning they may not be dismissed without just cause. In the event that an employee has two consecutive years of ineffective or unsatisfactory (or other similar rating as used by the District in the relevant evaluation system) ratings after gaining continuing employment rights, then such employee shall lose continuing employment rights at the beginning of the next school year. Upon the effective date of this Collective Bargaining Agreement, any bargaining unit members meeting the criteria of three (3) consecutive years of employment with effective evaluations shall have ongoing job protections as described in this section. Bargaining unit members not meeting the criteria of three (3) consecutive years of employment with effective or satisfactory (or other similar ratings as used by the District in the relevant evaluation system) evaluations shall have their then-current continuous years of demonstrated effectiveness or satisfaction count towards these ongoing job protections.

17.3 Restorative Practices. Nothing in this Article shall limit the District's ability to utilize restorative practices in lieu of any formal disciplinary process in the District's discretion and with the consent of the Employee involved.

17.4 Right to a Representative. Every Employee has the right to have an Association representative in attendance at any disciplinary meeting. The District shall, provide the Employee reasonable notice in order to allow time to secure representation. The role of the Association representative is limited to advising the staff member.

17.5 Progressive Discipline. The Parties agree that progressive discipline is the preferred disciplinary process. The District will utilize a progressive discipline approach; however, the District may determine that such an approach is not appropriate for an individual situation if the situation is determined to be sufficiently serious to skip a step of the progressive discipline process. The standard sequence of such disciplinary action would be as follows:

Verbal and/or written reprimand;
Suspension; and,
Termination.

17.6 Employee Response. Employees may respond to any letter of warning or letter of reprimand in writing. These responses must be provided to their administrator within ten (10) working days of receipt of the letter of warning or letter of reprimand. These letters will then be attached to the appropriate letter in their personnel file.

ARTICLE XVIII – GRIEVANCE

18.1 Grievance. A grievance is defined as a complaint of an alleged material violation, misinterpretation, or misapplication of the terms of this Agreement as they apply to Employees. Notwithstanding the foregoing, a Grievance shall not include any matter where the method of review is prescribed by law, or the Board is without authority to act, or concerning any discipline of an Employee.

18.2 Grievant. A grievant is defined as an Employee.

18.3 Purpose. Good morale is maintained, as problems arise, by sincere efforts of all persons concerned, to work toward constructive solutions in an atmosphere of courtesy and cooperation. The purpose of this procedure set forth in this Article is to secure, at the lowest possible administrative level, equitable solutions to the problems which may arise from time to time.

18.4 Informal Complaint. An Employee who believes that there has been a violation, misinterpretation, or misapplication of this Agreement shall first discuss such complaint with the principal or responsible administrator with the objective of attempting to resolve the matter informally. This discussion must occur within seven (7) days of the act upon which the Grievance is based. If the complaint is not successfully resolved within seven (7) working days after such discussion, the Employee may file a grievance.

18.5 Level One - Formal Complaint. If the Informal Complaint has not been resolved informally, a Grievance may be filed with the principal or responsible administrator. The grievance shall contain a concise written statement of the provisions of this Agreement which were allegedly violated, misinterpreted or misapplied, and the relief requested.

A Grievance must be filed within five (5) days from the date of the informal discussion meeting or ten (10) days from the date the Grievant knew or should have known of the occurrence of the event giving rise to the Grievance, whichever is later.

The principal or responsible administrator shall within ten (10) days of receiving the Grievance shall meet with the Grievant to discuss the Grievance. The principal or responsible administrator shall then have five (5) working days after the meeting in which

to communicate a written decision to the Grievant. A copy of such response shall be provided to the Grievant and the Association.

18.6 Level Two: Appeal to Superintendent. In the event the Grievant is not satisfied with the disposition of the Grievance at Level One, or if no decision has been rendered within five (5) days after the formal Level One meeting, then the Grievant may file an appeal in writing with the Superintendent within ten (10) working days of the receipt of the administrator's written response at Level One or within fifteen (15) days after the formal Level One meeting, if no written decision is provided. Within (10) days after receiving the written appeal, the Superintendent shall meet with the Grievant and, at the Superintendent's discretion, the principal, immediate supervisor, or other party or parties involved in the matter on behalf of administration. Within (5) days of the meeting, the Superintendent shall communicate a written decision to the Grievant. A copy of such response shall be provided to the Grievant and the Association.

18.7 Level Three: Mediation. If the Grievant is not satisfied with the disposition of such Grievance at Level Two, or if no decision has been rendered within ten (10) days after the Level Two meeting, the Grievance may proceed to Level Three within fifteen (15) days of the Level Two decision or Level Two meeting date if there is no written decision on that level. To proceed with Level Three, the mediation request must be in writing, signed by the Grievant and the Association, and received by the Superintendent within the time provided.

18.7.1 Within five (5) days of the Association's receipt of such notice to participate in mediation, the parties shall then request a mediator from the FMCS or mutually acceptable mediator.

18.7.2 Within sixty (60) days of agreeing upon the mediator, the Parties shall conduct the mediation. This date may be mutually extended. Meetings between the parties may be held separately or together at the request of the mediator.

18.7.3 If the Parties reach an agreement through mediation, such agreement shall be reduced to writing. The mediation agreement shall be binding upon the Parties.

18.8 Level Four: Arbitration. If the Grievant is not satisfied with the disposition of the Grievance at Level Two, or if no decision has been rendered within ten (10) days after the Level Two meeting, the Association may, within fifteen (15) days after a decision by the Superintendent, or twenty-five (25) days after the Level Two meeting, whichever is sooner, or if no agreement is reached using Level Three mediation, request arbitration if the Grievance involves the interpretation, meaning, or application of any of the provisions of this Agreement. Arbitration requests must be in writing, signed by the Grievant and the Association, and received by the Superintendent within the time provided. If any question arises as to arbitrability, the arbitrator selected to hear the dispute shall first rule upon such question prior to proceeding with scheduling the arbitration hearing.

18.8.1 Within five (5) school days of the Superintendent's receipt of such notice, the Superintendent and/or designee, and the President of the Association and/or designee, will simultaneously exchange lists of at least four (4) arbitrators. Within five (5) school days thereafter, a meeting of these individuals shall be held in an attempt to agree upon an arbitrator.

18.8.2 If the Parties are unable to agree upon an arbitrator at such meeting, the arbitrator shall be selected in the same manner as set forth in Article 8.8.2.2.1.

18.8.3 The arbitrator will have authority to hold hearings and make procedural rules. The arbitrator will issue a report within a reasonable time after the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and evidence are submitted to the arbitrator.

18.8.4 All hearings held by the arbitrator shall be in closed sessions and no news releases shall be made concerning progress of the hearings.

18.8.5 The arbitrator's report shall be submitted in writing to the District and the Association only, and shall set forth the arbitrator's findings of fact, reasoning, conclusions, and recommendations on the issues submitted. The arbitrator's recommendations shall be consistent with law and with the terms of this Agreement. The arbitrator's report shall be advisory only, and binding neither on the District nor on the Association.

18.8.6 Within five (5) school days after receiving the report of the arbitrator, representatives of the parties will meet to discuss the report, and, if necessary, implementation of the report. No public releases may be made until after such meeting.

18.8.7 The Board shall take official action on the report of the arbitrator at the next regularly scheduled meeting of the Board or within twenty (20) subsequent to the meeting between the representatives of the Parties, whichever is later.

18.9 General Provisions Applicable to All Levels of a Grievance.

19.1 Right to Be Present; Right to Representation. A Grievant shall have the right to be present at all meetings related to the Grievance and, at the option of the Grievant(s), may be represented at such meetings by a representative of the Association.

18.9.1 No Retaliation. Neither the Board nor the Association nor any member of the administrative staff of the District shall retaliate against an Employee because the Employee has participated in the grievance process, whether as a

grievant or a witness.

18.9.2 Failure To Comply With Time Deadlines. Failure to file a Grievance within the required time, or failure to appeal the Grievance to the next level within the required time, shall constitute a forfeiture of the Grievance and deemed to be an acceptance of the decision made or rendered. The failure of the responsible administrator to render a decision on a grievance within the required time shall constitute a denial of the Grievance and permit appeal of the Grievance to the next level within the prescribed time limits. Timelines may be changed only through prior mutual written agreement of the parties.

18.9.3 Sole Forum. The Grievance procedures set forth in this Article shall be the exclusive forum for obtaining redress or relief for an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

18.9.4 Grievance Information. At a minimum, a Grievance filing must contain the following information:

- The date on which the matter complained of occurred;
- The sections or provisions of the Agreement allegedly misapplied or misinterpreted;
- The disposition sought by the aggrieved employee;
- The signature of the employee or employees who claim to be aggrieved by the matter being complained of and to whom any remedy shall apply; and,
- The date the Grievance is submitted.

18.9.5 Cost Sharing. The Parties shall share equally the entire cost of the mediator and arbitrator, and any other costs or expenses arising from or relating to the mediation and/or arbitration process(es). This provision is not intended to require either Party to pay the other Party's attorneys' fees, costs, consultant fees, or expenses if not otherwise provided in this Agreement.

18.9.6 Days. The days in this Article 18 shall be calendar days.

ARTICLE XIX – ASSIGNMENTS AND TRANSFERS

19.2 Procedures. The assignment and transfer procedures as set forth in Board Policy GDJ shall be followed for assignments and transfers. If the District will be amending Board Policy GDJ, the District will provide reasonable notice to the Association of such proposed amendments. If the Association has questions or concerns about the potential changes, such questions or concerns shall be brought first to the Superintendent. If after discussions with the Superintendent the Association still has questions and concerns about the potential amendments, the Association may speak to the Board through public comment at a Board meeting

19.3 Transfer Requests. Employees who desire a transfer in assignment shall follow the procedures as set forth in Board Policy GCKA.

ARTICLE XX – WORKING DAYS, TIME, WAGE, AND SCHEDULE

20.1 Individual Employee Contracts. Each individual Employee's contract/notice of assignment shall specify the number of contract days for the school year that such individual Employee shall be contracted to work. All employees will be contracted for ~~179-174~~ days, which will include ~~162-156~~ student contact days.

20.2 Lunch and Breaks. Each Employee shall take a thirty (30) minute duty free lunch and 10-minute rest period that comply with state and federal laws.

20.3 Individual Work Schedules. Each Employee shall be provided a schedule of their designated assigned working days from their respective supervisors.

20.4 Planning time (only applicable to Preschool Lead Teachers and Assistant Teachers) Preschool Lead Teachers and assistant teachers will be given a minimum of 180 minutes within the week of planning time. Planning time is part of the workday. The 180 minutes of individual plan time are to be used for individual planning with exceptions for coaching and Professional Learning Communities (PLCs). If an administrator directs any other portion of this time, i.e. for IEP meetings, parent meetings or MTSS meetings, the employee shall submit an additional pay sheet for the time lost from planning. Teachers should remain in the building during this time; however, if needed, teachers may leave the building as long as they sign out and notify an office staff member.

20.4.1 Collaborative planning time, including PLC team time, is essential to well-planned, responsive instruction and is a district expectation. Educators and administration shall engage in collaborative, building-level conversations to determine a consistent schedule for collaborative planning / PLC time within the teacher work week.

20.4.2 Alternative building schedules, i.e. parent-teacher conferences, field trips, assemblies, exams and testing, shall be developed collaboratively with the building leadership team, building administration and the Association.

20.5 Workdays and Professional Development Days. Full day Employee Workdays shall consist of 7.33 hours including a 1 hour lunch break. Professional development days consist of 8 hours including a one-hour lunch break. The ½-day Professional Development Day and the ½-day workday consists of 3.5 hours of Professional Development and 3.5 hours of work time and a one-hour lunch.

There will be no less than seven (7) work days annually. Employees will have the option of flexing up to three (3) of these workdays annually, meaning that

employees may complete the associated hours at a time and place of their choosing. Employees will document the workdays they are flexing in the district's leave tracking system.

20.6 Base Placement Wages. Staff subject to this agreement with will placed based on appendix A-(Placement schedule)

20.620.7 20.5 Preschool Wage Increase Policy (only applies to Preschool staff). Preschool employees who successfully complete educational advancement will receive wage increases per appendix B effective in the pay period following the submission of a transcript demonstrating completion to the employee's supervisor.

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ARTICLE XXI – ENTIRE AGREEMENT

21.1 Entire Agreement. The District shall not be bound by any requirement which is not specifically stated in this Agreement. Specifically, but not exclusively, in regard to interpretation or construction of this Agreement, the District is not bound by any past practices, or understandings with any labor organization, unless such past practices or understandings are specifically stated in this Agreement.

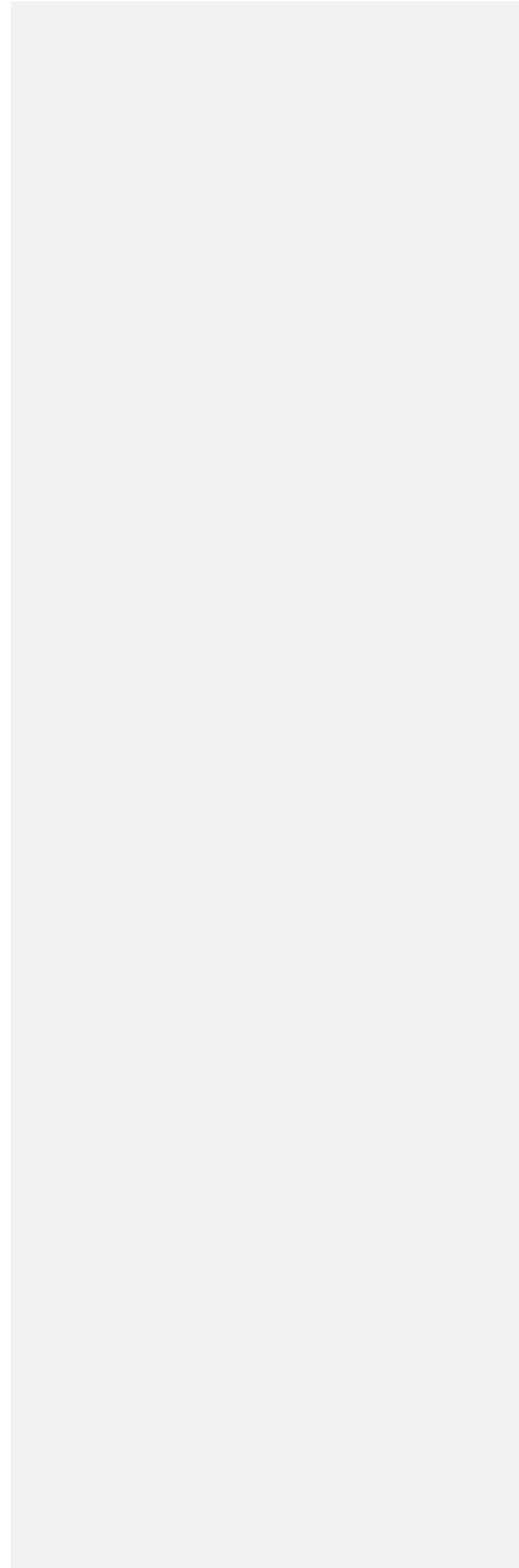
21.2 Waiver of Bargaining. The Association and the District agree that this Agreement is intended to cover all matters within the scope of bargaining, and that during the term of this Agreement, neither the District nor the Association will be required to negotiate on any further matters affecting these or any other subjects not specifically set forth in this Agreement.

21.3 Savings Clause. Should any provisions of this Agreement be found to be inoperative, void, or invalid by any court or tribunal of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

21.4 Modification of Agreement. No change, rescission, alteration or modification of this Agreement in whole or in part shall be valid unless the same is in writing and is ratified by both the Board and the Association.

21.5 Waiver. Failure of either party to enforce, or insist upon, the performance of any term, condition or provision of this Agreement, in any one (1) or more instances, shall not be deemed a waiver of such term, condition or provision. No term, condition or provision of this Agreement shall be deemed waived by either party unless such waiver is reduced to writing and signed by the Association's officers and the Board. If such written waiver is given, it shall apply only to the specific case for which the waiver is given and shall not be construed as a general or absolute waiver of the term, condition or provision, which is the subject matter of the waiver

Signature Page to Follow
(include dates of execution of each party)



COLLECTIVE BARGAINING AGREEMENT
SIGNATURE PAGE

This Agreement made this__day of _____, ~~2025~~2026.

LAKE COUNTY EDUCATION
ASSOCIATION

LAKE COUNTY SCHOOL
DISTRICT

President, LCEA

President, Board of Education

Attest

Attest

Date: _____

Date: _____

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APPENDIX A

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The Center Preschool New Hire Placement Schedule 2026-27

Note : This schedule is strictly for placing an individual at the time of hire on a certain experience level. Thereafter, the employee shall receive a raise as directed by Lake County School Board of Education on an annual basis based upon LCEA-LCSD negotiations.

Lead Teacher or Home Visitor

Years of Experience	A	B	C	D	E	F	G	H
0	na	na	\$ 22.02	\$ 22.72	\$ 23.43	\$ 24.18	\$ 24.94	See schedule
1	na	na	\$ 22.43	\$ 23.14	\$ 23.87	\$ 24.63	\$ 25.41	See schedule
2	na	na	\$ 22.84	\$ 23.57	\$ 24.31	\$ 25.09	\$ 25.88	See schedule
3	na	na	\$ 23.27	\$ 24.01	\$ 24.78	\$ 25.58	\$ 26.38	See schedule
4	na	na	\$ 23.70	\$ 24.48	\$ 25.22	\$ 26.04	\$ 26.88	See schedule
5	na	na	\$ 24.14	\$ 24.91	\$ 25.68	\$ 26.52	\$ 27.38	See schedule
6	na	na	\$ 24.59	\$ 25.38	\$ 26.18	\$ 27.02	\$ 27.88	See schedule
7	na	na	\$ 25.05	\$ 25.85	\$ 26.67	\$ 27.53	\$ 28.40	See schedule
8	na	na	\$ 25.51	\$ 26.33	\$ 27.17	\$ 28.04	\$ 28.93	See schedule

Assistant Teacher

Years of Experience	A	B	C	D	E	F	G	H
0	\$ 19.94	\$ 20.67	\$ 21.20	\$ 21.87	\$ 22.55	\$ 22.55	\$ 22.55	\$ 22.55
1	\$ 20.31	\$ 20.95	\$ 21.59	\$ 22.27	\$ 22.97	\$ 22.97	\$ 22.97	\$ 22.97
2	\$ 20.68	\$ 21.33	\$ 21.99	\$ 22.69	\$ 23.39	\$ 23.39	\$ 23.39	\$ 23.39
3	\$ 21.06	\$ 21.73	\$ 22.40	\$ 23.11	\$ 23.83	\$ 23.83	\$ 23.83	\$ 23.83
4	\$ 21.45	\$ 22.13	\$ 22.81	\$ 23.54	\$ 24.27	\$ 24.27	\$ 24.27	\$ 24.27
5	\$ 21.84	\$ 22.54	\$ 23.23	\$ 23.97	\$ 24.72	\$ 24.72	\$ 24.72	\$ 24.72
6	\$ 22.24	\$ 22.95	\$ 23.68	\$ 24.42	\$ 25.18	\$ 25.18	\$ 25.18	\$ 25.18
7	\$ 22.66	\$ 23.38	\$ 24.10	\$ 24.87	\$ 25.66	\$ 25.66	\$ 25.66	\$ 25.66
8	\$ 23.08	\$ 23.81	\$ 24.55	\$ 25.34	\$ 26.13	\$ 26.13	\$ 26.13	\$ 26.13

Support Staff

Years of	
0	\$ 19.94
1	\$ 20.31
2	\$ 20.68
3	\$ 21.06
4	\$ 21.45
5	\$ 21.84
6	\$ 22.24
7	\$ 22.66
8	\$ 23.08

Substitute

A	B	C	D	E	F	G	H
\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day

A	High school diploma or equivalent
B	EC Teacher per licensing regs
C	AA - unrelated field
D	Current CDA or Colorado Credential Level Equivalent
E	BA - unrelated field
F	AA - ECE or related field
G	BA - ECE or related field
H	Certified teacher ECE

LCEA Classified Employee Placement Schedule 2025-26

Note: This schedule is strictly for placing an individual at the time of hire on a certain experience level. Thereafter, the employee shall receive a raise as directed by Lake County School Board of Education on an annual basis based upon LCEA-LCSD negotiations.

Paraprofessional

Years of Experience	A	B	C
0	\$ 19.94	\$ 20.57	\$ 21.20
1	\$ 20.31	\$ 20.95	\$ 21.59
2	\$ 20.68	\$ 21.33	\$ 21.99
3	\$ 21.06	\$ 21.73	\$ 22.40
4	\$ 21.45	\$ 22.13	\$ 22.81
5	\$ 21.84	\$ 22.54	\$ 23.23
6	\$ 22.24	\$ 22.95	\$ 23.66
7	\$ 22.66	\$ 23.38	\$ 24.10
8	\$ 23.08	\$ 23.81	\$ 24.55

Instructional Paraprofessional**

Year of Experience	A	B	C
0	\$ 22.02	\$ 22.72	\$ 23.43
1	\$ 22.43	\$ 23.14	\$ 23.87
2	\$ 22.84	\$ 23.57	\$ 24.31
3	\$ 23.27	\$ 24.01	\$ 24.76
4	\$ 23.70	\$ 24.46	\$ 25.22
5	\$ 24.14	\$ 24.91	\$ 25.69
6	\$ 24.59	\$ 25.38	\$ 26.18
7	\$ 25.05	\$ 25.85	\$ 26.67
8	\$ 25.51	\$ 26.33	\$ 27.17

A	High school diploma or equivalent
B	AA or 60 college credit hours in education related field
C	BA or 120 college credit hours in education related field

**Instructional Paraprofessionals who are asked to provide long-term coverage in a core classroom receive an additional \$3 per hour and may submit an extra 4 hours per

APPENDIX B

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The Center Preschool Wage Increase Policy 2026-2027		
Employees who successfully complete educational advancement will receive a wage increase as per the following schedule, effective in the pay period following the presentation of a transcript demonstrating completion to the employee's supervisor.		
Education-Related Wage Increases		
Eligible Employees	Advancement Obtained	Wage Increase
Support Staff, Assistant and Lead Teachers	Completion of CDA or equivalent	Increase to Scale D or \$.50 per hour
Support Staff, Assistant and Lead Teachers	Completion of AA in ECE or related	Increase to Scale F or \$1.50 per hour
Support Staff, Assistant and Lead Teachers	Completion of BA in ECE or related	Increase to Scale G or \$1.50 per hour
Lead Teachers only	Completion of BA + 15 in ECE or related	Increase to Scale G or \$1.50 per hour
Lead Teachers only	Completion of ECE Teaching Certification	Placement on Certified Teaching
Substitute director pay will be \$2.50 per hour or \$15.00 per day.		
5.2026		

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MASTER AGREEMENT

BETWEEN

LAKE COUNTY SCHOOL DISTRICT R-1

AND

LAKE COUNTY EDUCATION ASSOCIATION

Para-Professionals, and Non-Administrative Pre-School Staff

May 2026

PREAMBLE

The District and the Association recognize and declare that providing a quality education for the children attending school in the Lake County School District R-1 is their mutual aim. The Parties desire to promote collaborative relationships among the Board, administration, and all staff, specifically the para-professionals, and non-administrative pre-school staff of the District who are covered by this Agreement, with the purpose of supporting the best student education and learning environment. Additionally, the Parties desire to provide a structure that will also ensure mutual respect, values, and honor while the Parties carry out this education mission.

NOW, THEREFORE, the Parties, agree to the following.

ARTICLE I - PARTIES

The Parties to the Collective Bargaining Agreement (Agreement) are the **LAKE COUNTY SCHOOL DISTRICT R-1**, in the County of Lake and the State of Colorado, and the **LAKE COUNTY EDUCATION ASSOCIATION**.

ARTICLE II - TERM

The term of this Agreement shall be from the Board's execution date as set forth below through June 30, 2028.. This Agreement shall not be amended in whole or in part except in writing duly executed and ratified by the District and the Association.

ARTICLE III - DEFINITIONS

3.1 The term "District" shall mean the Lake County School District R-1 in the County of Lake and the State of Colorado.

3.2 The term "Board" shall mean the Board of Education of the District.

3.3 The term "Association" shall mean the Lake County Education Association.

3.4 The term "Superintendent" shall mean the Superintendent of the District.

3.5 The term "Administrator" shall mean all supervisory personnel employed by the District, including the Superintendent, Directors, Principals, and Assistant Principals.

3.6 The terms "District" and "Association" shall include authorized officers, representatives, and agents.

3.7 The terms "Parties" as used in this Agreement shall mean the "District" and the "Association".

3.8 The term “Employee” means all covered members of the bargaining unit, which is all para-professionals, and non-administrative pre-school staff of the District. Notwithstanding that Employees may be less than Full-time, it is specifically understood that only Employees who work thirty (30) hours or more a week during their employment period shall be eligible for health insurance benefits and other benefits shall be prorated according to the Employee’s Full-Time Equivalency (FTE).

3.9 The term “Full-Time” refers to any employee whose work schedule is thirty (30) hours or more for a week for the entire school year.

3.10 The term “Compensation” shall mean the annual increases for hourly rates for the District’s current Employees; it specifically does not extend to base wages, any other form of compensation, and any other financial matters.

3.11 The term “Day” shall mean a workday when the District administration is open unless otherwise expressly defined in a specific section in the Agreement.

ARTICLE IV – RECOGNITION

4.1 The District recognizes the Association as the sole negotiating agent for the negotiating unit for the term of this Agreement.

4.2 The bargaining unit shall consist of all para-professionals, and non-administrative pre-school staff of the District. It shall not include any other District employees, even if such employees are members of the Lake County Education Association.

ARTICLE V – RESERVATION OF MANAGEMENT RIGHTS

5.1 The District and the Association recognize that the Board has certain powers, discretions, and duties that under the Constitution and the laws under the State of Colorado may not be delegated, limited, or abrogated by Agreement with any party.

5.2 The management of the District in the direction of the Employees for all purposes is vested solely and exclusively in the Board and shall not in any way be abridged except as specially limited by the express terms of this Agreement. This District preserves and retains solely and exclusively all of its constitutional, statutory, and common law rights and responsibilities to manage the District, and to take any and all necessary action to carry out the mission of the District. The District specifically maintains its supervision and control of all operations, including, but not limited to, the right to hire, promote, suspend, or discharge employment, and/or to transfer employees, to relieve employees from duty because of lack of work, or for any other non-discriminatory reason or for no reason at all.

5.3 Only such provisions as specifically set forth in writing in this Agreement, shall be negotiated. Any and all rights, duties, and authority by the District shall remain in the District’s sole discretion even if not set forth herein.

ARTICLE VI – NO STRIKES OR WORK STOPPAGES

6.1 It is agreed by the Association that during the term of this Agreement there will be no strike, picketing, picket line observance, work slowdown, or other concerted work-related activity by members of the Association, including, without limitation, any activity which impairs the classroom performance of the members of the Association. The parties acknowledge that the provisions of this Article are essential for the protection of the District, and that any breach of this Article would cause immediate and irreparable damage to the District. All Employees and Employee representative organizations are prohibited from engaging in this conduct. Any violation of the foregoing provisions may be grounds for discipline.

ARTICLE VII – GENERAL

7.1 Governing Law. This Agreement shall be governed and construed according to the Constitution and laws of the State of Colorado.

7.2 Multi-Fiscal Year Requirements. Pursuant to Section 22-32-110(5), C.R.S., the District may reopen negotiations regarding Compensation and health insurance when it deems necessary for budgetary purposes. Additionally, this Agreement is a multi-fiscal year obligation that is subject to appropriation pursuant to Article X, Section 20 of the Colorado Constitution. As such, the District has the Constitutional right under Article X, Section 20 of the Colorado Constitution to non-appropriate funds for any multi-fiscal year financial obligations undertaken in this Agreement. The District will provide the Association with written notice of such non-appropriation; however, even without such notification, the non-appropriation shall be effective. Upon cancellation as provided in this paragraph, the District shall not be responsible for any payment which would fall due after the end of the fiscal year in which notice of cancellation was given, but shall be required to meet promptly with Association Representatives to renegotiate the cancelled obligation.

7.3 Non-Discrimination. Neither the Board, the Association, nor either's members, agents, representatives or employees shall discriminate against any Employee as a result of membership or non-membership in the Association. Additionally, neither Party shall discriminate based upon race, gender, sex, religion, creed, or any other protected class.

ARTICLE VIII – NEGOTIATIONS PROCESS

8.1 Successor Agreement Negotiations.

8.1.1 Association Notice Requirement. In the final school year of the term of this Agreement (2027-2028), the Association may provide written notice to the District by February 1 (February 1, 2028) of its intent to negotiate a successor agreement. If written notice of the intent to negotiate a successor agreement is

not made by the Association in writing by that time, the Agreement and all contained terms will automatically terminate at the expiration date for the term of the Agreement.

8.1.2 Negotiations Topics. If the Association provides such notice, then the parties shall, in good faith, meet to negotiate such successor agreement. For said negotiations, the items to be negotiated shall only include Compensation, the amount of the District's contribution to health insurance premiums, and, if either party desires, a maximum of three (3) proposals for language regarding any current Agreement provision. Upon mutual prior written agreement parties may bring more than three (3) proposals, with a maximum of five (5) proposals. If either party desires to negotiate their respective language items as permitted by this Article, that party shall provide in writing to the other party a list of such language items at least two (2) weeks prior to the initial meeting under Article 8.6 below.

8.2 Negotiating Teams. For negotiations under this Agreement, each party may have a maximum of six (6) team members. The Association's representatives shall be members of the bargaining unit and may also include a UniServ Director and/or other outside contracted negotiations advisor or consultant. Of the six (6) team members for the Association, at least one (1) seat each shall be reserved to be filled by members who hold a contract/notice of assignment as a para-professional, and non-administrative preschool staff member. If no such staff member fills the seat, then such seat shall remain vacant on the Association's team. Prior to the time set for the first negotiations session, the District and Association shall each designate in writing the team member names.

8.3 Potential Coordination of Negotiations with the LCEA Teachers. To the extent feasible, the negotiations in either an Interim Year Negotiations for Compensation pursuant to Article 8.1 or for a Successor Agreement pursuant to Article 8.2 may be in coordination with the LCEA Teacher's Contract negotiations when the parties mutually agree in writing by January 31.

8.3.1 Negotiation Team Membership. If mutually agreeing to this coordination, a maximum of nine (9) members of the combined two separate bargaining units may attend as the negotiations team, including a minimum of one (1) member each who holds a contract/notice of assignment as a para-professional, and non-administrative preschool staff member. If no such member is on the team, then such seat shall remain vacant.

8.3.2 Limitation on Language Negotiation Topics. If mutually agreeing to this coordination for language items, notwithstanding Article 8.2.2, there shall be a maximum of one (1) language proposal from this bargaining unit.

8.3.3 Salary Negotiations. Nothing in this provision shall require the parties to coordinate both language and salary negotiations in the same year. The parties may determine to coordinate only salary negotiations.

8.3.4 Timing. If **mutually** agreeing to this coordination, the timetable for negotiations shall be that of the LCEA teacher contract negotiations.

8.4 Substitute Costs. Negotiations shall be scheduled on non-work days (e.g. Fridays) or after school hours unless otherwise agreed upon by the Parties. In the event that substitutes are required for Employees to attend negotiations for this Agreement, the District and Association shall split the cost of the substitutes.

8.5 Negotiations Process. Both the District and the Association have an interest in a negotiations process that is effective in resolving problems arising in or relating to negotiations. The Parties shall determine on an annual basis the negotiations method to be utilized for bargaining.

8.6 Negotiations Timing and Schedule. Negotiations pursuant to Articles 8.1 and 8.2 above shall begin by the second week of April. The initial meeting shall include time for the teams to set the negotiations schedule, review the language items to be negotiated, and set the agenda for the next negotiations session. All reasonable efforts shall be made to conclude the negotiations by the second week of May. If agreement is not reached by this time, the parties may mutually agree to continue to negotiate. If there is no such agreement, then the parties shall be at impasse.

8.7 Memorandum of Understanding. If during the term of this Agreement the parties mutually agree to amend any provision, a Memorandum of Understanding (MOU) shall be utilized to record such amendment in writing as required by Article II. Nothing requires either Party to negotiate or agree to any amendment through an MOU. The MOU shall be in writing and shall be submitted to the Association's membership for ratification, and upon a successful ratification, to the Board of Education for its approval.

8.8 Impasse Procedures. If, during the course of negotiations, a mutually satisfactory solution to an issue or issues is not reached, either Party may declare in writing that an impasse exists and submit the issue or issues in dispute to mediation or fact finding.

8.8.1 Issues in Dispute. After impasse has been declared, within five (5) business days, a list shall be prepared including all items agreed upon to date as well as those items to be submitted to mediation or fact-finding. Each item shall show the last position taken by each negotiating team which should thereby clarify the difference between the Parties. This list shall be signed by the spokesman or chief negotiator of both negotiating teams and presented to the mediator and/or fact-finder.

8.8.2 Processes Available During Impasse. The following procedures shall be available to the Parties to attempt to resolve any impasse which may be reached in the bargaining process:

8.9.2.1 Mediation.

8.9.2.1.1 During the course of negotiations, either Party or both Parties may jointly request mediation services from the Federal Mediation and Conciliation Services (FMCS), or other mediator mutually agreeable to the Parties, to assist the parties in attempting to reach an accord.

8.9.2.1.2 The mediator shall meet with the parties within ten (10) working days of the request. The Parties and the mediator shall establish the mediation schedule and the ground rules.

8.9.2.1.3 The cost and fees of mediation, if any, shall be shared equally by the Parties.

8.9.2.2 Fact-Finding. The advisory fact-finding procedure may be initiated if the Parties are unable to resolve the dispute through mediation. When advisory fact-finding is initiated, the following procedures shall be utilized.

8.9.2.2.1 Fact-finder Selection. The Parties will attempt to mutually agree upon a fact-finder. If the parties are not successful in selecting a desired neutral in this fashion, either party may submit a request to the American Arbitration Association for selection of a neutral or neutrals according to its then current rules, requesting the American Arbitration Association to submit identical lists of names of five (5) persons skilled in resolution of educational labor disputes to each party within seven (7) calendar days. Five (5) days after receipt of the list or lists, the parties shall convene either personally or by telephone and shall alternately strike names until one (1) name is left. The remaining name shall be the neutral fact-finder. If the parties have initiated fact-finding jointly, the party striking first shall be determined by a coin flip. If one (1) party has initiated the request for fact-finding, that party shall strike first.

8.9.2.2.2 Hearings. The dates, times, and format of meetings and hearings will be arranged by the fact-finder and the Parties. The fact-finder shall convene a hearing upon at least ten (10) days written notice to both parties at which both parties may appear to present the facts and argument with regard to those matters remaining in dispute. Fact-finding shall be held within sixty (60) days of the selection of the fact-finder or by the earliest date the fact finder and Parties are available.

8.9.2.2.3 Advisory Recommendation. The advisory fact-finding report shall be issued to the parties within thirty (30) working

days of the conclusion of any hearing, the submission or post-hearing briefs, or the submission of the transcript of the hearings, whichever occurs last. The report shall contain the findings of fact, reasoning, and recommended terms of a proposed settlement on the issues submitted. The fact-finding report shall be advisory only and shall not be binding on the Board or the Association.

8.9.2.2.4 Consideration of Advisory Recommendation. After the advisory fact-finding report is received, the District and the Association shall give the report due consideration; provided, however, that the final decision with respect to the matter which was the subject of the advisory fact-finding shall remain in the discretion of the Board. To the extent that tentative agreement is reached on the issues in dispute as a result of fact finding, the procedures for ratification shall be followed as set forth in the Agreement. The representatives of the Board and the Association shall take official action on the advisory report at the next regularly scheduled Board meeting or ten (10) days after receipt of the recommendation, whichever is later. The final decision with respect to the matter that was the subject of the fact-finding process shall remain in the discretion of the Board.

8.9.2.2.5 Cost Share. The cost of advisory fact-finding, if any, including the costs and fees of the fact-finder, including per diem expenses, if any, and actual and necessary travel expenses, shall be shared equally by the Parties. However, each Party shall pay its own attorney's fees, expert fees, and/or other consultant fees, in any.

ARTICLE IX – EMPLOYMENT OVERTIME

9.1 Overtime Pay. The District will determine which Employees are subject to minimum wage and overtime requirements pursuant to law. These non-exempt employees will be paid overtime at the rate of one and one half (1 ½) times of their regular rate of pay for actual hours worked in excess of forty (40) hours in any work week. All overtime must be approved ahead of time by the Employee's supervisor.

9.2 No Compensatory Time. Compensatory time (also known as Compensation Time or Comp Time) is not allowed. Employees may work to receive advanced approval from their respective supervisors to adjust their workweek schedule. The Employee's supervisors shall have the sole discretion to make any such requested workweek schedule adjustments. Any additional hours beyond the contracted time shall be compensated with regular pay or by overtime pay, as appropriate, as set forth in Article 9.1 above.

ARTICLE X – RIGHT TO JOIN ASSOCIATION/NO RETALIATION OR DISCRIMINATION

10.1 The District and the Association agree that every Employee shall have the right to freely join and support the Association if desired. Additionally, every Employee shall have the right to not join the Association. Neither party will directly or indirectly discourage, deprive or coerce an Employee in the exercising any rights to join or not join the Association.

ARTICLE XI – ASSOCIATION DUES

11.1 The District agrees to deduct from each Association member's paycheck an amount to cover the Association dues as established by the Association from time to time, as each individual educational staff member may voluntarily authorize, in writing, to be deducted, and to transmit the amount so deducted and so authorized to specified representatives of the Association on a monthly basis.

11.2 The deduction of Association dues shall be made on each paycheck following the pay period in which the written authorization was received.

11.3 An Association member may revoke, in writing, such dues deduction at any time. Dues deduction will continue to be automatic unless revoked in writing by the Association member. The District shall cease the dues deduction for that member on the paycheck following the pay period when such written authorization was received.

11.4 The Association shall indemnify the District and hold it harmless against all claims, demands, suits or any other forms of liability that shall arise out of or by reason of any action taken by the District for this purpose.

ARTICLE XII – USE OF SCHOOL FACILITIES

12.1 Facility Use Request Form. The Association and its members shall have the right to use school facilities and equipment by following Board Policy and Procedures, including the use of District's facilities use request form. The District may, but is not required to, waive associated fees for such use.

ARTICLE XIII – EMPLOYEE RIGHTS

13.1 Personnel Files. Except for pre-employment confidential letters of reference or placement files concerning employment, or letters of reference, an Employee, upon request, shall have the right to view the contents of his/her personnel file maintained at the District's Administration Building and to make copies of any documents contained in such files, at his/her own expense. No materials derogatory to the Employee's conduct, service, character or personality will be placed in said personnel file unless the Employee has had an opportunity to review such materials. An Employee shall have the right to submit a written response to such materials within ten (10) days of the date on which the Employee was given the opportunity to review such material. The response shall be attached to the materials to which it relates.

13.2 Student Conduct and Staff Safety The District shall not tolerate threats, bullying, intimidation, or physical force directed toward any employee by another staff member, supervisor, parent/guardian, student or member of the public on school property, through electronic communication, or at events which the District is sponsoring or in which it is involved or otherwise related to the employee's employment by the District, and will take appropriate measures to help ensure the employee's safety in those circumstances. Instances of physical and/or verbal threats, or assault upon staff, or damage to personal property, should be reported to the staff member's supervisor in accordance with District policy GBGB (Staff Personal Security and Safety). The District will collect input from the Association prior to making amendments to District policy GBGB.

ARTICLE XIV – HEALTH INSURANCE

14.1 Health Insurance The District will provide group health insurance available to all Employees. Employees will be treated equally regarding access to health insurance. The District, in its sole discretion, shall determine the provider for such health insurance.

ARTICLE XV – PAID TIME OFF

15.1 Paid Time Off (PTO). Each employee shall earn ten (10) days of Paid Time Off (PTO) each contract year. Five (5) PTO days shall be allotted in July, and five (5) PTO days shall be allotted in January. Part time staff will receive PTO at a rate proportional to their FTE percentage.

15.1.1 PTO is provided for the employee's use under the following conditions:

- SICK LEAVE:
 - For an appointment with a doctor, dentist or other health care specialist.
 - For the illness of the employee or the employee's immediate family.
- PERSONAL LEAVE:
 - For any other purpose.
- AND other allowable uses as allowed per law.

15.1.2 If an employee exhausts all Current and Accrued PTO leave, any excess PTO days taken by the employee that are not covered by the sick leave bank shall be deducted from the employee's pay as Leave Without Pay at the employee's daily rate. Any employee taking more than four (4) days as Leave Without Pay will be subject to possible progressive discipline for not working the contracted number of days. Health insurance and FMLA coverage may be in jeopardy if excessive days of Leave Without Pay are taken.

15.1.3 PTO shall be requested at least 3 working days prior to absence. Hot Zone PTO days, as described below, shall be requested as least five (5) working days prior to the absence. The only exception shall be in cases of illness or emergency. Employees shall follow procedure to notify the substitute coordinator and supervisor so that arrangements can be made for substitutes or other necessary personnel. PTO requests may be granted or denied based on the availability of substitutes.

15.1.4 A Hot Zone PTO day is one in which an employee's presence with students and staff is critical to the essential job functions. Each employee is permitted to take three (3) Hot Zone PTO days annually at the normal rate. Any Hot Zone PTO day taken above three (3) will be deducted at a rate of one and a half (1.5) PTO days from the employee's available leaves. The only exception shall be in cases of illness or emergency.

15.1.5 PTO Hot Zone days are as follows: the first day of the employee's contract, the first four days of student contact, the last student contact day, the day before and the day after any break (Labor Day weekend, Thanksgiving Break, Winter Break, Spring Break, Memorial Day weekend), parent/teacher conferences, and any days taken beyond two consecutive contract days (excepting weekends).

15.1.6 Unused PTO days shall accrue from year to year during an employee's employment up to a maximum of 90 days of Accrued PTO. All current sick and personal leave accrued before July 1, 2019 shall roll over and be included in the employee's Accrued PTO balance. Accrued PTO is subject to the following regulations:

- Unused PTO days after those processed according to 10.3 that would take an employee's Accrued PTO balance over 90 days shall be "cashed in" at the end of each fiscal year (June 30) and paid to the employee at the base substitute rate, rather than rolled over into the Accrued PTO balance.
- No employee shall receive pay for Accrued PTO at the time of termination of employment, except for retiring employee (defined as employees retiring through PERA or having 20 years or more of service in LCSD), who shall be paid half of the base substitute daily rate per unused Accrued PTO day.

15.1.7 Accrued PTO may only be used for the purposes of sick leave, as defined above.

15.1.8 Current PTO must be used before Accrued PTO may be used in a given year.

15.2 Annual PTO Buy-Back. If an employee has six (6) or more days of remaining Current PTO at the end of the fiscal year (June 30), they may receive payout for

the remaining days at the employee's per diem rate according to the schedule below:

- An employee who has ten (10) or more remaining Current PTO days may opt to receive payout for up to five (5) PTO days at the employee's per diem rate.
- An employee who has nine (9) remaining Current PTO days may opt to receive payout for up to four (4) PTO days at the employee's per diem rate.
- An employee who has eight (8) remaining Current PTO days may opt to receive payout for up to three (3) PTO days at the employee's per diem rate.
- An employee who has seven (7) remaining Current PTO days may opt to receive payout for up to two (2) PTO days at the employee's per diem rate.
- An employee who has six (6) remaining Current PTO days may opt to receive payout for up to one (1) PTO day at the employee's per diem rate.
- An employee who has five (5) or fewer remaining Current PTO days does not have a payout option.

15.2.1 Days that are eligible for and opted for payout will be paid on the June paycheck of the contract year, and will be paid at the employee's per diem rate. Any additional days missed, other than those allowed herein or in other leave policies, will result in a reduction of pay on a per diem basis.

15.2.2 An employee who does not opt to have eligible PTO days paid out will have those days roll over into Accrued PTO as defined above.

15.3 Sick Leave Bank. A sick leave bank shall be established, based upon PTO days contributed by employees to the bank, to provide a source of leave beyond an individual employee's Current and Accrued PTO for employees, or employees' immediate family members, whose illness(es) cause them to exhaust their Current and Accrued PTO leave. An employee must exhaust all Current and Accrued PTO before accessing the sick leave bank for any purpose.

15.3.1 Sick leave bank may only be used for the employee's, or the employee's immediate family member's, illness (including mental or physical), disability, or for the employee's emotional well-being associated with a traumatic event or emergency. Use of the sick leave bank is not intended for elective procedures or procedures that can be delayed without health consequences until a time during which school is not in session. The bank may be used for a employee's maternity leave. Maternity leave is defined as 6 weeks for a "normal" delivery and 8 weeks for a "complicated" delivery.

- 15.3.2** To become a member of the sick leave bank, a teacher shall donate one PTO day each year for the first three years the teacher is a member. If, at any time, the balance of days in the sick leave bank drops below one hundred days, participating teachers will be required to donate one additional day per year until the balance in the bank equals or exceeds one thousand days. In the event a employee chooses not to participate in the bank, or wishes to withdraw from the bank, the employee must provide written notice to the Human Resources Director and to the Association.
- 15.3.3** A Sick Leave Bank Committee shall consist of the President of the Association and up to two members of LCEA leadership. The Committee shall be governed by guidelines which shall be drafted by the Association, reviewed by legal counsel for the District and the Association, and approved by the District and the Association. The Committee shall review applications for the use of sick leave bank days, shall apply the guidelines in good faith, and shall approve or deny the application. The Committee will report documentation and outcome to the HR Director.
- 15.3.4** A member of the sick leave bank seeking to utilize days from the bank must submit a written application to the Sick Leave Bank Committee. Before approving the application, the Sick Leave Bank Committee may require the member to submit verification from the member's physician that the member is unable to work and the estimated period of recovery for the member or the member's immediate family.
- 15.3.5** No member may use more than 60 days from the sick leave bank in any school year.
- 15.4 Religious Leave.** A maximum of three (3) days of paid religious leave shall be granted to an employee per school year for religious observances for holidays established by the religious body upon request to the Superintendent.
- 15.5 Crisis Leave.** The District will provide swift response to any teacher who is the victim of workplace violence or a District-vetted credible threat and shall use administrative leave to provide immediate support as needed. In addition, such teacher shall be entitled to up to three (3) days of crisis leave. To access this crisis leave, an employee shall be required to consult and receive a recommendation for leave from an appropriate medical provider, the District's Employee Assistance Program (EAP) or equivalent mental health provider. This leave is intended to help with the recovery and recuperation of the teacher and will not impact their leave balances.

ARTICLE XVI – EVALUATION

16.1 Evaluation Purpose. The primary function of evaluations is the improvement of all Employees' performances.

16.2 Evaluation Timing. All Full-Time Employees shall receive one (1) evaluation each school year by their immediate supervisor. Evaluations are maintained in District Human Resources personnel files.

ARTICLE XVII – DISCIPLINE

17.1 Just Cause Requirement for Discipline. No employee will be disciplined or reprimanded in writing, including having a reduction in compensation, without just cause.

17.2 Continuing Employment Rights. No employee may be terminated mid-year without just cause following three (3) consecutive years of employment with effective or satisfactory (or other similar ratings as used by the District in the relevant evaluation system) evaluations. An individual employee who has not been terminated prior to June 1 of the end of the third such year, shall receive an employment contract for the following school year. The employee shall then have ongoing job protections, meaning they may not be dismissed without just cause. In the event that an employee has two consecutive years of ineffective or unsatisfactory (or other similar rating as used by the District in the relevant evaluation system) ratings after gaining continuing employment rights, then such employee shall lose continuing employment rights at the beginning of the next school year. Upon the effective date of this Collective Bargaining Agreement, any bargaining unit members meeting the criteria of three (3) consecutive years of employment with effective evaluations shall have ongoing job protections as described in this section. Bargaining unit members not meeting the criteria of three (3) consecutive years of employment with effective or satisfactory (or other similar ratings as used by the District in the relevant evaluation system) evaluations shall have their then-current continuous years of demonstrated effectiveness or satisfaction count towards these ongoing job protections.

17.3 Restorative Practices. Nothing in this Article shall limit the District's ability to utilize restorative practices in lieu of any formal disciplinary process in the District's discretion and with the consent of the Employee involved.

17.4 Right to a Representative. Every Employee has the right to have an Association representative in attendance at any disciplinary meeting. The District shall, provide the Employee reasonable notice in order to allow time to secure representation. The role of the Association representative is limited to advising the staff member.

17.5 Progressive Discipline. The Parties agree that progressive discipline is the preferred disciplinary process. The District will utilize a progressive discipline approach; however, the District may determine that such an approach is not appropriate for an individual situation if the situation is determined to be sufficiently serious to skip a step of the progressive discipline process. The standard sequence of such disciplinary action would be as follows:

Verbal and/or written reprimand;
Suspension; and,
Termination.

17.6 Employee Response. Employees may respond to any letter of warning or letter of reprimand in writing. These responses must be provided to their administrator within ten (10) working days of receipt of the letter of warning or letter of reprimand. These letters will then be attached to the appropriate letter in their personnel file.

ARTICLE XVIII – GRIEVANCE

18.1 Grievance. A grievance is defined as a complaint of an alleged material violation, misinterpretation, or misapplication of the terms of this Agreement as they apply to Employees. Notwithstanding the foregoing, a Grievance shall not include any matter where the method of review is prescribed by law, or the Board is without authority to act, or concerning any discipline of an Employee.

18.2 Grievant. A grievant is defined as an Employee.

18.3 Purpose. Good morale is maintained, as problems arise, by sincere efforts of all persons concerned, to work toward constructive solutions in an atmosphere of courtesy and cooperation. The purpose of this procedure set forth in this Article is to secure, at the lowest possible administrative level, equitable solutions to the problems which may arise from time to time.

18.4 Informal Complaint. An Employee who believes that there has been a violation, misinterpretation, or misapplication of this Agreement shall first discuss such complaint with the principal or responsible administrator with the objective of attempting to resolve the matter informally. This discussion must occur within seven (7) days of the act upon which the Grievance is based. If the complaint is not successfully resolved within seven (7) working days after such discussion, the Employee may file a grievance.

18.5 Level One - Formal Complaint. If the Informal Complaint has not been resolved informally, a Grievance may be filed with the principal or responsible administrator. The grievance shall contain a concise written statement of the provisions of this Agreement which were allegedly violated, misinterpreted or misapplied, and the relief requested.

A Grievance must be filed within five (5) days from the date of the informal discussion meeting or ten (10) days from the date the Grievant knew or should have known of the occurrence of the event giving rise to the Grievance, whichever is later.

The principal or responsible administrator shall within ten (10) days of receiving the Grievance shall meet with the Grievant to discuss the Grievance. The principal or

responsible administrator shall then have five (5) working days after the meeting in which to communicate a written decision to the Grievant. A copy of such response shall be provided to the Grievant and the Association.

18.6 Level Two: Appeal to Superintendent. In the event the Grievant is not satisfied with the disposition of the Grievance at Level One, or if no decision has been rendered within five (5) days after the formal Level One meeting, then the Grievant may file an appeal in writing with the Superintendent within ten (10) working days of the receipt of the administrator's written response at Level One or within fifteen (15) days after the formal Level One meeting, if no written decision is provided. Within (10) days after receiving the written appeal, the Superintendent shall meet with the Grievant and, at the Superintendent's discretion, the principal, immediate supervisor, or other party or parties involved in the matter on behalf of administration. Within (5) days of the meeting, the Superintendent shall communicate a written decision to the Grievant. A copy of such response shall be provided to the Grievant and the Association.

18.7 Level Three: Mediation. If the Grievant is not satisfied with the disposition of such Grievance at Level Two, or if no decision has been rendered within ten (10) days after the Level Two meeting, the Grievance may proceed to Level Three within fifteen (15) days of the Level Two decision or Level Two meeting date if there is no written decision on that level. To proceed with Level Three, the mediation request must be in writing, signed by the Grievant and the Association, and received by the Superintendent within the time provided.

18.7.1 Within five (5) days of the Association's receipt of such notice to participate in mediation, the parties shall then request a mediator from the FMCS or mutually acceptable mediator.

18.7.2 Within sixty (60) days of agreeing upon the mediator, the Parties shall conduct the mediation. This date may be mutually extended. Meetings between the parties may be held separately or together at the request of the mediator.

18.7.3 If the Parties reach an agreement through mediation, such agreement shall be reduced to writing. The mediation agreement shall be binding upon the Parties.

18.8 Level Four: Arbitration. If the Grievant is not satisfied with the disposition of the Grievance at Level Two, or if no decision has been rendered within ten (10) days after the Level Two meeting, the Association may, within fifteen (15) days after a decision by the Superintendent, or twenty-five (25) days after the Level Two meeting, whichever is sooner, or if no agreement is reached using Level Three mediation, request arbitration if the Grievance involves the interpretation, meaning, or application of any of the provisions of this Agreement. Arbitration requests must be in writing, signed by the Grievant and the Association, and received by the Superintendent within the time provided. If any question arises as to arbitrability, the arbitrator selected to hear the dispute shall first rule upon such question prior to proceeding with scheduling

the arbitration hearing.

18.8.1 Within five (5) school days of the Superintendent's receipt of such notice, the Superintendent and/or designee, and the President of the Association and/or designee, will simultaneously exchange lists of at least four (4) arbitrators. Within five (5) school days thereafter, a meeting of these individuals shall be held in an attempt to agree upon an arbitrator.

18.8.2 If the Parties are unable to agree upon an arbitrator at such meeting, the arbitrator shall be selected in the same manner as set forth in Article 8.8.2.2.1.

18.8.3 The arbitrator will have authority to hold hearings and make procedural rules. The arbitrator will issue a report within a reasonable time after the date of the close of the hearing, or, if oral hearings have been waived, then from the date the final statements and evidence are submitted to the arbitrator.

18.8.4 All hearings held by the arbitrator shall be in closed sessions and no news releases shall be made concerning progress of the hearings.

18.8.5 The arbitrator's report shall be submitted in writing to the District and the Association only, and shall set forth the arbitrator's findings of fact, reasoning, conclusions, and recommendations on the issues submitted. The arbitrator's recommendations shall be consistent with law and with the terms of this Agreement. The arbitrator's report shall be advisory only, and binding neither on the District nor on the Association.

18.8.6 Within five (5) school days after receiving the report of the arbitrator, representatives of the parties will meet to discuss the report, and, if necessary, implementation of the report. No public releases may be made until after such meeting.

18.8.7 The Board shall take official action on the report of the arbitrator at the next regularly scheduled meeting of the Board or within twenty (20) subsequent to the meeting between the representatives of the Parties, whichever is later.

18.9 General Provisions Applicable to All Levels of a Grievance.

19.1 Right to Be Present; Right to Representation. A Grievant shall have the right to be present at all meetings related to the Grievance and, at the option of the Grievant(s), may be represented at such meetings by a representative of the Association.

18.9.1 No Retaliation. Neither the Board nor the Association nor any member of the administrative staff of the District shall retaliate against an Employee

because the Employee has participated in the grievance process, whether as a grievant or a witness.

18.9.2 Failure To Comply With Time Deadlines. Failure to file a Grievance within the required time, or failure to appeal the Grievance to the next level within the required time, shall constitute a forfeiture of the Grievance and deemed to be an acceptance of the decision made or rendered. The failure of the responsible administrator to render a decision on a grievance within the required time shall constitute a denial of the Grievance and permit appeal of the Grievance to the next level within the prescribed time limits. Timelines may be changed only through prior mutual written agreement of the parties.

18.9.3 Sole Forum. The Grievance procedures set forth in this Article shall be the exclusive forum for obtaining redress or relief for an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.

18.9.4 Grievance Information. At a minimum, a Grievance filing must contain the following information:

- The date on which the matter complained of occurred;
- The sections or provisions of the Agreement allegedly misapplied or misinterpreted;
- The disposition sought by the aggrieved employee;
- The signature of the employee or employees who claim to be aggrieved by the matter being complained of and to whom any remedy shall apply; and,
- The date the Grievance is submitted.

18.9.5 Cost Sharing. The Parties shall share equally the entire cost of the mediator and arbitrator, and any other costs or expenses arising from or relating to the mediation and/or arbitration process(es). This provision is not intended to require either Party to pay the other Party's attorneys' fees, costs, consultant fees, or expenses if not otherwise provided in this Agreement.

18.9.6 Days. The days in this Article 18 shall be calendar days.

ARTICLE XIX – ASSIGNMENTS AND TRANSFERS

19.2 Procedures. The assignment and transfer procedures as set forth in Board Policy GDJ shall be followed for assignments and transfers. If the District will be amending Board Policy GDJ, the District will provide reasonable notice to the Association of such proposed amendments. If the Association has questions or concerns about the potential changes, such questions or concerns shall be brought first to the Superintendent. If after discussions with the Superintendent the Association still has questions and concerns about the potential amendments, the Association may speak to the Board through public comment at a Board meeting

19.3 Transfer Requests. Employees who desire a transfer in assignment shall follow the procedures as set forth in Board Policy GCKA.

ARTICLE XX – WORKING DAYS, TIME, WAGE, AND SCHEDULE

20.1 Individual Employee Contracts. Each individual Employee's contract/notice of assignment shall specify the number of contract days for the school year that such individual Employee shall be contracted to work. All employees will be contracted for 174 days, which will include 156 student contact days.

20.2 Lunch and Breaks. Each Employee shall take a thirty (30) minute duty free lunch and 10-minute rest period that comply with state and federal laws.

20.3 Individual Work Schedules. Each Employee shall be provided a schedule of their designated assigned working days from their respective supervisors.

20.4 Planning time (only applicable to Preschool Lead Teachers and Assistant Teachers) Preschool Lead Teachers and assistant teachers will be given a minimum of 180 minutes within the week of planning time. Planning time is part of the workday. The 180 minutes of individual plan time are to be used for individual planning with exceptions for coaching and Professional Learning Communities (PLCs). If an administrator directs any other portion of this time, i.e. for IEP meetings, parent meetings or MTSS meetings, the employee shall submit an additional pay sheet for the time lost from planning. Teachers should remain in the building during this time; however, if needed, teachers may leave the building as long as they sign out and notify an office staff member.

20.4.1 Collaborative planning time, including PLC team time, is essential to well-planned, responsive instruction and is a district expectation. Educators and administration shall engage in collaborative, building-level conversations to determine a consistent schedule for collaborative planning / PLC time within the teacher work week.

20.4.2 Alternative building schedules, i.e. parent-teacher conferences, field trips, assemblies, exams and testing, shall be developed collaboratively with the building leadership team, building administration and the Association.

20.5 Workdays and Professional Development Days. Full day Employee Workdays shall consist of 7.33 hours including a 1 hour lunch break. Professional development days consist of 8 hours including a one-hour lunch break. The ½-day Professional Development Day and the ½-day workday consists of 3.5 hours of Professional Development and 3.5 hours of work time and a one-hour lunch.

There will be no less than seven (7) work days annually. Employees will have the

option of flexing up to three (3) of these workdays annually, meaning that employees may complete the associated hours at a time and place of their choosing. Employees will document the workdays they are flexing in the district's leave tracking system.

20.6 Base Placement Wages. Staff subject to this agreement will be placed based on appendix A-(Placement schedule)

20.7 Preschool Wage Increase Policy (only applies to Preschool staff). Preschool employees who successfully complete educational advancement will receive wage increases per appendix B effective in the pay period following the submission of a transcript demonstrating completion to the employee's supervisor.

ARTICLE XXI – ENTIRE AGREEMENT

21.1 Entire Agreement. The District shall not be bound by any requirement which is not specifically stated in this Agreement. Specifically, but not exclusively, in regard to interpretation or construction of this Agreement, the District is not bound by any past practices, or understandings with any labor organization, unless such past practices or understandings are specifically stated in this Agreement.

21.2 Waiver of Bargaining. The Association and the District agree that this Agreement is intended to cover all matters within the scope of bargaining, and that during the term of this Agreement, neither the District nor the Association will be required to negotiate on any further matters affecting these or any other subjects not specifically set forth in this Agreement.

21.3 Savings Clause. Should any provisions of this Agreement be found to be inoperative, void, or invalid by any court or tribunal of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

21.4 Modification of Agreement. No change, rescission, alteration or modification of this Agreement in whole or in part shall be valid unless the same is in writing and is ratified by both the Board and the Association.

21.5 Waiver. Failure of either party to enforce, or insist upon, the performance of any term, condition or provision of this Agreement, in any one (1) or more instances, shall not be deemed a waiver of such term, condition or provision. No term, condition or provision of this Agreement shall be deemed waived by either party unless such waiver is reduced to writing and signed by the Association's officers and the Board. If such written waiver is given, it shall apply only to the specific case for which the waiver is given and shall not be construed as a general or absolute waiver of the term, condition or provision, which is the subject matter of the waiver

Signature Page to Follow
(include dates of execution of each party)

**COLLECTIVE BARGAINING AGREEMENT
SIGNATURE PAGE**

This Agreement made this ____ day of _____, 2026.

**LAKE COUNTY EDUCATION
ASSOCIATION**

**LAKE COUNTY SCHOOL
DISTRICT**

President, LCEA

President, Board of Education

Attest

Attest

Date: _____

Date: _____

APPENDIX A

The Center Preschool New Hire Placement Schedule 2026-27

Note : This schedule is strictly for placing an individual at the time of hire on a certain experience level. Thereafter, the employee shall receive a raise as directed by Lake County School Board of Education on an annual basis based upon LCEA-LCSD negotiations.

Lead Teacher or Home Visitor

Years of Experience	A	B	C	D	E	F	G	H
0	na	na	\$ 22.02	\$ 22.72	\$ 23.43	\$ 24.18	\$ 24.94	See schedule
1	na	na	\$ 22.43	\$ 23.14	\$ 23.87	\$ 24.63	\$ 25.41	See schedule
2	na	na	\$ 22.84	\$ 23.57	\$ 24.31	\$ 25.09	\$ 25.88	See schedule
3	na	na	\$ 23.27	\$ 24.01	\$ 24.76	\$ 25.56	\$ 26.36	See schedule
4	na	na	\$ 23.70	\$ 24.46	\$ 25.22	\$ 26.04	\$ 26.86	See schedule
5	na	na	\$ 24.14	\$ 24.91	\$ 25.69	\$ 26.52	\$ 27.36	See schedule
6	na	na	\$ 24.59	\$ 25.38	\$ 26.18	\$ 27.02	\$ 27.88	See schedule
7	na	na	\$ 25.05	\$ 25.85	\$ 26.67	\$ 27.53	\$ 28.40	See schedule
8	na	na	\$ 25.51	\$ 26.33	\$ 27.17	\$ 28.04	\$ 28.93	See schedule

Assistant Teacher

Years of Experience	A	B	C	D	E	F	G	H
0	\$ 19.94	\$ 20.57	\$ 21.20	\$ 21.87	\$ 22.55	\$ 22.55	\$ 22.55	\$ 22.55
1	\$ 20.31	\$ 20.95	\$ 21.59	\$ 22.27	\$ 22.97	\$ 22.97	\$ 22.97	\$ 22.97
2	\$ 20.68	\$ 21.33	\$ 21.99	\$ 22.69	\$ 23.39	\$ 23.39	\$ 23.39	\$ 23.39
3	\$ 21.06	\$ 21.73	\$ 22.40	\$ 23.11	\$ 23.83	\$ 23.83	\$ 23.83	\$ 23.83
4	\$ 21.45	\$ 22.13	\$ 22.81	\$ 23.54	\$ 24.27	\$ 24.27	\$ 24.27	\$ 24.27
5	\$ 21.84	\$ 22.54	\$ 23.23	\$ 23.97	\$ 24.72	\$ 24.72	\$ 24.72	\$ 24.72
6	\$ 22.24	\$ 22.95	\$ 23.66	\$ 24.42	\$ 25.18	\$ 25.18	\$ 25.18	\$ 25.18
7	\$ 22.66	\$ 23.38	\$ 24.10	\$ 24.87	\$ 25.65	\$ 25.65	\$ 25.65	\$ 25.65
8	\$ 23.08	\$ 23.81	\$ 24.55	\$ 25.34	\$ 26.13	\$ 26.13	\$ 26.13	\$ 26.13

Support Staff

Years of	
0	\$ 19.94
1	\$ 20.31
2	\$ 20.68
3	\$ 21.06
4	\$ 21.45
5	\$ 21.84
6	\$ 22.24
7	\$ 22.66
8	\$ 23.08

Substitute

A	B	C	D	E	F	G	H
\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day	\$121 per day

A	High school diploma or equivalent
B	EC Teacher per licensing regs
C	AA - unrelated field
D	Current CDA or Colorado Credential Level Equivalent
E	BA - unrelated field
F	AA - ECE or related field
G	BA - ECE or related field
H	Certified teacher ECE

LCEA Classified Employee Placement Schedule 2025-26

Note : This schedule is strictly for placing an individual at the time of hire on a certain experience level. Thereafter, the employee shall receive a raise as directed by Lake County School Board of Education on an annual basis based upon LCEA-LCSD negotiations.

Paraprofessional

Years of Experience	A	B	C
0	\$ 19.94	\$ 20.57	\$ 21.20
1	\$ 20.31	\$ 20.95	\$ 21.59
2	\$ 20.68	\$ 21.33	\$ 21.99
3	\$ 21.06	\$ 21.73	\$ 22.40
4	\$ 21.45	\$ 22.13	\$ 22.81
5	\$ 21.84	\$ 22.54	\$ 23.23
6	\$ 22.24	\$ 22.95	\$ 23.66
7	\$ 22.66	\$ 23.38	\$ 24.10
8	\$ 23.08	\$ 23.81	\$ 24.55

Instructional Paraprofessional**

Year of Experience	A	B	C
0	\$ 22.02	\$ 22.72	\$ 23.43
1	\$ 22.43	\$ 23.14	\$ 23.87
2	\$ 22.84	\$ 23.57	\$ 24.31
3	\$ 23.27	\$ 24.01	\$ 24.76
4	\$ 23.70	\$ 24.46	\$ 25.22
5	\$ 24.14	\$ 24.91	\$ 25.69
6	\$ 24.59	\$ 25.38	\$ 26.18
7	\$ 25.05	\$ 25.85	\$ 26.67
8	\$ 25.51	\$ 26.33	\$ 27.17

A	High school diploma or equivalent
B	AA or 60 college credit hours in education related field
C	BA or 120 college credit hours in education related field

**Instructional Paraprofessionals who are asked to provide long-term coverage in a core classroom receive an additional \$3 per hour and may submit an extra 4 hours per

APPENDIX B

The Center Preschool Wage Increase Policy 2026-2027

Employees who successfully complete educational advancement will receive a wage increase as per the following schedule, effective in the pay period following the presentation of a transcript demonstrating completion to the employee's supervisor.

Education-Related Wage Increases		
Eligible Employees	Advancement Obtained	Wage Increase
Support Staff, Assistant and Lead Teachers	Completion of CDA or equivalent	Increase to Scale D or \$.50 per hour
Support Staff, Assistant and Lead Teachers	Completion of AA in ECE or related	Increase to Scale F or \$1.50 per hour
Support Staff, Assistant and Lead Teachers	Completion of BA in ECE or related	Increase to Scale G or \$1.50 per hour
Lead Teachers only	Completion of BA + 15 in ECE or related	Increase to Scale G or \$1.50 per hour
Lead Teachers only	Completion of ECE Teaching Certification	Placement on Certified Teaching
Substitute director pay will be \$2.50 per hour or \$15.00 per day.		

5.2026

AN UNDERSTANDING

BETWEEN THE

LAKE COUNTY DISTRICT R-1 SCHOOL BOARD

AND

**LOCAL 547, COUNCIL NO. 76, AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO**

**CONCERNING POLICIES AND PRACTICES APPLICABLE
TO NON-CERTIFIED EMPLOYEES, SHOWN IN THE RECOGNITION
CLAUSE**

PREAMBLE

This Understanding entered into by the School Board of Lake County School District R-1, hereinafter referred to as the Administration and Local 547, Council No.76, America Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion and maintenance of harmonious relations between the Administration and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

RECOGNITION

The Administration recognizes the Union as the bargaining agent for the following employees: custodians, bus drivers, food service personnel. This recognition is as a result of the election conducted among eligible employees at the Leadville Area Labor Center on May 2, 1969.

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ARTICLE I
UNION SECURITY

SECTION 1. OPEN UNION SHOP

The Union shall admit all Custodians, Bus Drivers, and Food Service employees to membership in the Union upon receiving a signed membership card by the employee. The Union and School District recognize membership is voluntary and not a requirement of employment in the District. The Union will follow the Duty To Represent all employees covered by this contract.

SECTION 2. NEW EMPLOYEE INFORMATION

During new employee orientation annually in August the Union shall have the opportunity to give a presentation and/or provide Administration written information outlining the provisions of this agreement for dissemination to all newly hired employees.

SECTION 3. PROTECTION OF ADMINISTRATION

The union agrees that the Administration and the School Board and the School District shall be held harmless against any claims, suits, judgments or liability of any sort arising out of any action taken by the Administration against an employee because of such employee's failure to maintain his Union membership under this Article.

SECTION 4. EMPLOYEE'S RIGHTS

The Administration will not in any way interfere with the rights of an employee to join or to remain a member of the Union, and the Union will not physically intimidate or coerce any employee in joining the Union or continuing his membership therein.

SECTION 5. SEMI-ANNUAL COLLABORATIVE MEETINGS

The Union/Management will meet twice a year to discuss issues of concern. These meetings shall be held at set times to be agreed upon by the parties. Present for the Union and Management shall be a representative for; food service, custodial and bus driver. The Business Agent and the Superintendent or his/her designee may be present at any of the meetings. The parties shall exchange agendas at least five days before the scheduled meeting. This will be considered work time for the Union members in attendance. These meetings are to discuss all issues not individual concerns.

SECTION 6. CONTRACTING OUT WORK

The Administration shall have the right to bring in temporary and interns for emergencies or to make sure the schools are ready. This will not replace current regular employees. This provision shall not limit the rights of the Administration to contract out as provided by law.

The Administration shall have at least 12 but no less than 8 district Bus Drivers on staff during the school year. Only in an emergency situation where there are not enough applicants to fill the positions can the Administration temporarily fill their needs with contract drivers.

SECTION 7. CHECKOFF

The Administration agrees to deduct the Union membership initiation fee, assessment and, once each month, dues from the pay of those employees who individually request, in writing, that such deductions be made. The amount to be deducted shall be certified to the Administration by the Treasurer of the Union and the aggregate deductions of all employees shall be remitted together with an itemized statement to the treasurer once each month after such deductions are made. This authorization shall be revocable upon written notice to the Administration and the Union by the employee.

SECTION 8. UNION ACCESS

1. **Access to worksite and employees:** authorized union representatives who are not district employees shall have access to and be admitted to non-public areas of employer worksites during working hours subject to reasonable security requirements, including an attestation that such representatives have complied with the districts background check requirements (to be provided to the HR manager). Such access shall be for the purpose of participating in labor management meetings, conducting internal union business related to the administration of this collective bargaining agreement including interviewing grievants and attending grievance hearings/conferences. Official union business shall not interfere with the completion of normal work duties or other related district business.
2. **Distribution of union information:** The union shall be permitted to place materials at mutually agreed upon locations frequented by employees, and to distribute such materials before work, after work, and during breaks and meal periods.

3. **Use of Employer Facilities:** The Union shall be authorized the reasonable use of employer facilities and equipment at no charge for meeting in accordance with employer policies and procedures. Further, the union may use employer mailboxes, facsimile, and electronic mail for the distribution of information.

ARTICLE II

EVALUATION, DISCIPLINE, DISMISSAL AND GRIEVANCE PROCEDURE

SECTION 1. EMPLOYEE EVALUATION

It is the belief of the district that it is the right of all employees to have due process in the evaluation procedure. It is also the belief that the primary function in employee evaluation is for the improvement of that employee.

All classified employees covered under this contract will be evaluated once yearly by their immediate supervisor. This evaluation will be done using a district data collection instrument. In addition, they will also be evaluated informally on a continuous basis using defined criteria.

SECTION 2. DISCIPLINE AND DISMISSAL

The District will base all discipline and dismissal actions on just cause, except for layoffs. All discipline and dismissal actions may be appealed through the grievance procedure.

1. The district shall utilize progressive discipline in dealing with its employees. Prior to issuance of reprimands for minor kinds of deficiencies or offenses, supervisors will informally counsel and instruct employees about necessary improvements in their work performance and/or behavior. The supervisor will keep a record of these informal meetings in the personal personnel file.
2. The supervisor will maintain personal personnel files on each of his/her employees. These files shall be used solely to document concerns, which may lead to discipline measures. Employees shall be made aware of the documented concerns. Such documentation of minor deficiencies or offenses which are over one (1) year old will not be admissible in any grievance procedure.
3. The normal sequence of disciplinary actions shall be as follows:

- a. Written Reprimand I
 - b. Written Reprimand II
 - c. Suspension
 - d. Pre-termination Suspension
 - e. Termination
4. Exceptions: Specific infraction(s) may arise which require the omission of one or more of the intermediate step(s) in this article and which require a written reprimand, immediate suspension of an employee without pay, and/or a recommendation that they be terminated. The recommendation for suspension or termination requires the approval of the superintendent.
5. Employee Reprimand: If the immediate supervisor has reason to reprimand an employee, it shall be held in private away from the presence of pupils, parents, other employees or the public.
6. Written Reprimand I: If an employee's job performance is unsatisfactory, specific infractions(s) will be brought to their attention by their immediate supervisor, and an opportunity will be given them to address these issues. This reprimand will be followed by a written summary outlining the points covered and requirements necessary for the employee to improve. A copy will be placed in the employee's personnel file, and one copy retained by the supervisor.
7. Written Reprimand II: If related infraction(s) occur(s), the employee will be notified in writing that failure to correct or improve will result in a recommendation to the superintendent or his/her designee that they may be suspended without pay. A copy will be retained by the supervisor.
8. Suspension/Termination: A pre-disciplinary meeting shall be held prior to suspension, disciplinary demotion or termination of any employee covered under this contract. The employee will be notified in writing of the date and time of the pre-disciplinary hearing. The notice will be given at least five working days before the meeting to allow the employee time to notify the Union and have a steward present. If the recommendation for suspension, disciplinary demotion or termination is upheld by the superintendent, he/she will communicate the decision to the employee via certified delivery.
9. Union Representation: On request, employees have the right to union representation when receiving any disciplinary action. The employee shall be responsible for arranging representation prior to the scheduled meeting.

SECTION 3. EMPLOYEE COMPLAINTS

An employee who has a complaint shall first make an effort to discuss the matter with his/her supervisor within two (2) days after the occurrence of the incident. If the person complaining is not satisfied with the disposition of his/her complaint, or no decision has been rendered within five (5) working days after the presentation of the complaint to his/her supervisor, he/she may file a complaint within fifteen (15) working days after the complaint was presented to the supervisor. Such complaint shall be filed by the Union with the superintendent's office within two (2) work days after receiving such written complaint.

SECTION 4. EMPLOYEE GRIEVANCES

STEP 1

Should the complaint concern the application, meaning or interpretation of this Understanding and continue to remain unadjusted, a grievance may be filed and attempts made to settle it in the following manner:

The employee shall take up the grievance or dispute with the employee's immediate supervisor at the end of his/her working shift or within two working days after the incident occurred. The supervisor shall then attempt to adjust the matter and shall respond to the employee within three (3) working days. Those cases which have been processed under Section 1 and determined to be a grievance shall be processed as having occurred at the time of the superintendent's answer and processed as a grievance at the Step 2 level.

This procedure shall not in any way relieve the employee of the responsibility of performing work assigned to him/her, unless it violates a substandard safety or health hazard. The employee will perform the work assignment in question and then may file a grievance on the matter in question.

STEP 2

If a grievance has not been settled, it shall be presented in writing to the superintendent or his/her designated representative. The superintendent shall respond to the employee in writing within three (3) working days.

STEP 3

If a grievance still remains unadjusted, it shall be presented to the school board in writing within five (5) days of receipt of the superintendent's decision. The board shall issue a written decision within ten (10) days following the regular school board meeting.

STEP 4

If the grievance remains unsettled as a result of completing steps provided in Section 1, Section 2, and Section 3 of this Article, such grievance may be processed to mediation if agreeable to both parties. The parties shall then request the Federal Mediation and Conciliation Services to provide staff assistance without cost to the parties. Meetings between the parties may be separately or together at the request of the mediator. If mediation fails in whole or in part, the mediator shall report the grievance issues that remain in dispute to the respective parties.

SECTION 5: STEWARDS

Employees selected by the union to act as union representatives shall be known as "stewards." The names of employees selected as stewards and the names of other Union representatives who may represent employees shall be certified in writing to the Administration by the Union.

Individual grievance investigations and representation will be handled by one steward. The Union will notify the Administration if more than one steward is needed for a particular grievance.

The Union shall receive 8 (or 64 hours) paid leave days per year to be used for union business including but not limited to:

- Post Union notices; (i.e. Union Board)
- Distribute Union literature;
- Solicit Union membership during other employees' non-working time;
- Transmit communications authorized by the Local Union or its officers to the employer's representatives;
- Consult with the employer, its representative, Local Union officers or other Union representatives, concerning the enforcement of any provisions of this agreement;
- Investigate and process grievances;
- Represent employees during disciplinary/grievance hearings; and any meeting which said member asks for representation; or
- Attend union meetings.

During working hours on the employer's premises and without charge to leave or pay, all Union Stewards who are employees shall be allowed sufficient time to attend semi-annual collaborative labor management meetings

Stewards and officers of the union wishing to access union leave shall use the district's leave system to schedule Union leave a minimum of three (3) working days in advance, except for emergency or unforeseen circumstances, in which case leave may be scheduled with less notice. Union leave may be used in increments of 2 hours, 4 hours, 6 hours, or 8 hours at a time.

ARTICLE III

ADMINISTRATION RIGHTS

SECTION 1.

- a) Nothing in this writing shall be construed in any way as abridging or reducing the authority conferred by law upon the Administration.
- b) The supervision and control of all operations and the direction of all working forces, including the right to hire, promote, suspend or discharge for proper cause, or to transfer employees or to relieve employees from duty because of lack of work or for other reasons, are vested exclusively in the School Board through its Administration, subject to the terms of this understanding.

SECTION 2.

- 1. In case of disciplinary action, the cause for same shall be in writing and filed with the employee, Union and Administration and signed by the complainant. The employee may appeal such action in accordance with the Grievance Procedure.
- 2. Employees may be disciplined, demoted, suspended or discharged for just cause by the Administration, but no profane or abusive language shall be used to employees by supervisory personnel of the district. Just cause shall include improper conduct, insubordination, dishonesty or other actions of a serious nature.
- c) Employees may be disciplined by the Administration for violation of this Understanding, subject to the employee's rights under the Grievance Procedure.

SECTION 3.

a) Nothing in this Understanding shall be construed to limit or impair the right of the Administration to exercise its own discretion in determining who to employ as a temporary employee or who to employ as a permanent employee, subject to the terms of this Understanding.

ARTICLE IV

DEFINITIONS

SECTION 1. FULL-TIME EMPLOYEES

A full-time Custodian or Food Service worker is a person who would work thirty (30) or more hours a week through the entire school year. A full time Bus Driver is a person who would work four (4) or more hours a day through the entire school year.

SECTION 2. IMMEDIATE FAMILY MEMBER

An immediate family member shall include an employee's spouse, parent, children, brother, sister, grandparent, father-in law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren and domestic partner in a civil union.

ARTICLE V

SENIORITY

SECTION 1. DEFINITION

Seniority means an employee's length of continuous service with the Administration since his/her last date of hire.

SECTION 2. SENIORITY LISTS

Every six (6) months the Administration shall post on all bulletin boards a seniority list showing the continuous service of each employee. A copy of the seniority list shall be furnished to the Local Union when it is posted.

SECTION 3. PERMANENT HIRE DATE

Definition - Permanent hire date means first day of service when seniority begins. If there is a break in continuous service as defined in Section 4, a new hire date will be established.

SECTION 4. BREAKS IN CONTINUOUS SERVICE

An employee's continuous service record shall be broken by voluntary resignation, discharge for just cause and retirement.

SECTION 5. PROMOTIONS

The term "promotion", as used in the provision, means the permanent advancement of an employee to a higher pay position.

During the period, employees who wish to apply for the open position or job, including employees on layoff, may do so. The application shall be in writing and it shall be submitted to HR as per district policy.

SECTION 6. REDUCTION IN FORCE

When a justifiable reduction in the number of employee positions within a particular assignment area occurs, normal attrition, retirement and resignations shall be considered prior to any employee reductions.

Recommendations for specific reduction in force shall be made by the Superintendent. Factors listed in order of priority shall be:

- i. Longevity/seniority within the district
- ii. Seniority within the Department

Recommendations shall also account for specialized certifications

SECTION 6 7. RECALL

An employee shall remain on the recall list for the period of one (1) year after his/her date of separation. Employees shall be recalled in classification from layoff according to their seniority. No new employee shall be hired until all employees on layoff status desiring to return to work have been recalled.

A bus driver or cook who has indicated a desire to return to work shall follow the work year guidelines outlined in Article VIII Section 3. The only exception shall be an emergency illness or disability.

SECTION 7-8. SUMMER CUSTODIAL WORK

When it becomes necessary to employ additional employees for summer custodial work, food service personnel and bus drivers shall be given first opportunity to fill those positions. It is specifically agreed that the employee must be qualified to perform the work available.

When food service personnel or other nine (9) month employees are used for summer custodial work, such employment will receive custodian rates and receive 10 vacation days

ARTICLE VI

MEDICAL INSURANCE AND PENSION

SECTION 1.

The Administration will provide health, dental, vision and life insurance to all employees working 30 or more hours per week. Bus Drivers working 20 or more hours are eligible for this benefit. Union employees will be required to follow district health and dental guidelines. All participating employees will be treated equally and will be required to pay a portion of the premium, which will be determined yearly. Any change or proposed change, with regard to the district's insurance provider and/or policy, will be brought before the union prior to the change.

ARTICLE VII

WAGES AND ALLOWANCES

SECTION 1. WAGE SCHEDULE

~~For 2025-2026, all employees who worked during the 2023-2024 school year, and who were still employed on June 30, 2024, and who were also employed during the 2024-2025 school year will receive a total increase of 7.64%.~~

~~Employees who started during the 2024-2025 school year will receive a total increase of 4%.~~

~~For 2025-2026 returning staff will receive an \$850.00 (\$425.00 for part time) raise (based on the number of hours worked during the school year).~~

For 2026-2027, all returning permanent employees will receive a 2.85% salary increase plus an additional \$1.67 per hour for cooks and custodians and \$1.50 per hour for bus drivers.

All new employees (full time and substitute) shall be compensated in accordance with the following salary schedule:

<u>POSITION</u>	<u>RANGE</u>
Custodian	BASE ~~\$18.00~~ <u>19.67</u> /hr.
Bus Drivers	BASE ~~\$25.50~~ <u>27.00</u> /hr.
Food Service	BASE ~~\$18.00~~ <u>19.67</u> /hr

All negotiated salary increases to be effective the eleventh of July of each year to coincide with the school district's budget year instead of the employee's anniversary date.

When any position not listed on the wage schedule is established, the Administration may designate a job classification and rate structure for the position. In the event the Union does not agree with the classification and rate of a Union position, the Union shall have the right to submit the issue through negotiated procedure within twenty (20) days.

SPECIAL TRIP ALLOWANCES

Bus drivers shall be compensated at their hourly rate for special trips. When drivers go over 40 hours per week total, they will be compensated at the rate of one and one half times (1 and ½) their regular hourly wage for any additional hours.

In addition to the above, the drivers will be compensated two (2) hours at their regular hourly rate of pay for any trip in which he/she arrives to work and the scheduled trip has been cancelled without prior notice to the employee.

LONGEVITY

All union employees will receive pay increases per the following schedule:

\$1.00/hr	5 years
\$1.25/hr	10 years
\$1.50/hr	15 years
\$1.75/hr	20 years
\$2.00/hr	25 years (and every 5 years after)

All employees currently receiving longevity pay, shall be moved to the new rates based on years of service. At the time of a longevity increase the employee's hourly wage will be increased per the schedule above. Any adjustments for past longevity increases for current employees, to reflect these new rates (at 75%) are found in appendix A.

SECTION 2. CALL BACK PAY

Any employee called back to work prior to the beginning of his/her next regular shift, shall be selected pursuant to Section 2 of Article V and shall be compensated at the rate of time and one-half. An employee called back to work shall be compensated at the rate of time and one half. This provision shall not apply to those employees assigned to and compensated for stand-by purposes. Also, this provision does not apply to callbacks two (2) hours before and in conjunction with the commencement of the regular shift. In this case, the employee will be paid a minimum of (2) hours at the overtime rate. Any employee working temporarily in a lower classification shall be paid no less than his regular rate of pay. Employees will be required to work a minimum of 40 hours per week prior to overtime pay. Call back pay only applies to work performed without prior notice.

SECTION 3. TEMPORARY JOB RECLASSIFICATION

In the event an employee temporarily changes job classifications to a role with supervisory responsibility, the employee will receive \$1.00 per hour regular pay increase for the duration of the temporary assignment.

SECTION 4. SELECTION PROCESS FOR BUS DRIVERS

For the purposes of overtime, additional bus runs, call out time, and temporary job reclassification: The job shall be offered to the employees based on seniority with the most senior employee who are capable and qualified given the first opportunity to accept or deny the assignment. Should nobody volunteer, the job

will be assigned in reverse order of seniority on a rotating basis. Managers as per individual employee requests may waive the process.

SECTION 5. PARTICIPATION IN SPECIAL MEETINGS FOR BUS DRIVERS

In the event a bus driver is required to participate in disciplinary meetings or view videos related to a student's unruly behavior while being transported to or from school or special trips, the affected driver will be compensated at his/her normal rate of pay. If participation in the meeting would create an overtime situation, the bus driver will be compensated at the overtime rate of pay.

SECTION 6. CATERING

When the nutrition services department of the district is in need of employing an additional caterer, cooks within the site shall be asked first. If the most senior cook at the site declines, the district shall fill the position in accordance to Article V, Section 2 (Seniority lists). Catering will be paid at ~~\$20/hour~~ no less than \$23.00 an hour.

If no cook at the site is willing to step up, the district shall ask any bargaining unit employee who meets the qualifications to fill the temporary position. At no time shall a non-bargaining unit employee be allowed the position before a member of the bargaining unit.

SECTION 7. ADDITIONAL ASSIGNMENT PAY

Additional compensation will be provided in the following situations at \$1.50/hour.

- When a cook or custodian is absent and no substitute is available, each staff member on the short staffed crew will receive additional assignment compensation.
- When a bus driver works additional trips

ARTICLE VIII

WORKDAY, WORKWEEK, OVERTIME, VACATIONS AND SICK LEAVE

SECTION 1. WORK DAY

a) BUS DRIVERS - All bus drivers shall be scheduled to work on a regular work shift and each shift shall have a regular starting and quitting time on days when children are scheduled for school.

b) FOOD SERVICE EMPLOYEES - All employees shall be scheduled to work on a regular work shift and have a regular starting and quitting time, as scheduled by the administration. Employees will have a ten (10) minute coffee break two (2) hours after the beginning of their shift. By mutual consent between the employee and supervisor the break and lunch time may be modified.

c) CUSTODIAL EMPLOYEES - Excluding lunch period of thirty (30) minutes, eight (8) consecutive hours work shall constitute a basic work shift for custodians. The lowest employee or employees on the custodian roster may be required to function in another job classification to avert being placed on layoff. Under these circumstances, sentence one of this subsection will not apply. Employees shall have a fifteen (15) minute coffee break two hours after the beginning of their shift and two (2) hours after their meal break. By mutual consent between the employee and supervisor the break and lunchtime may be modified.

SECTION 2. WORK WEEK

a) BUS DRIVERS - The work week shall normally consist of four (4) consecutive, two- (2) or more hour days, depending on the regular run for that driver and the school calendar.

b) FOOD SERVICE EMPLOYEES - The work week shall consist of a minimum of twenty-seven and one-half (27 1/2) hours. In unusual circumstances where less time may be required, the administration may cut the number of hours to those necessary to perform the job. If additional hours are required, they shall be worked by the regular employees available before any temporary employees are called in. If additional help is needed during rush hours, the administration is free to call in a temporary employee. The beginning of an employee's work week may be changed by the administration, but will not be changed after the start of the work week solely to avoid overtime.

c) CUSTODIAL EMPLOYEES - The work week will consist of forty flexible hours. Each shift will consist of eight consecutive hours. These hours will not be exceeded without prior approval from the immediate supervisor. Weekend work will be shared equally with the lead custodian.

SECTION 3. WORK YEAR

a) BUS DRIVERS AND FOOD SERVICE EMPLOYEES - The work year for bus drivers and food service employees shall consist of the number of days as established by the Administration.

SECTION 4. OVERTIME

a) **BUS DRIVERS** - When a driver is required to drive additional routes, the driver shall receive pay for all additional driving time. All work performed in excess of forty (40) hours in any one week shall be compensated for at time and one-half (1 1/2) the employee's regular hourly rate. Overtime, under this section will only be worked if written permission has been granted by the employee's supervisor except in cases of emergency.

b) **FOOD SERVICE & CUSTODIAL EMPLOYEES** - All work performed in excess of eight (8) hours in any one day for a scheduled eight (8) hour shift or in excess of ten (10) hours in any one day for a scheduled ten (10) hour shift and forty (40) hours in any one week shall be compensated for at time and one-half (1 1/2) the employee's regular hourly rate. Overtime under this section will only be worked if written permission has been granted by the employee's supervisor except in cases of emergency. This language shall remain on bulletin boards at all times.

SECTION 5. TRAINING

a) **BUS DRIVERS** - All bus drivers will be trained by a qualified, responsible instructor within a reasonable amount of time. Those who fail to take this training will not be considered for driving time. There is to be a list of drivers set up at the first of each school year and each driver who wants out-of-town trips shall sign up then or not drive these trips. Minimum wage shall be paid to the driver during the training period. Fingerprints will be required and paid for by the district. Also, drivers are required to have a CDL license. This will be paid for by the driver, the driver will be reimbursed by the district 1/2 of the cost and full reimbursement after one year of employment.

b) Employees covered by this contract will receive two days of training pertinent to their duties per school year. Training will be given during in-service days.

c) Nighttime employees who are training new employees will receive \$1.00 per hour additional compensation for up to two days of training.

SECTION 6. HOLIDAYS

a) BUS DRIVERS - The following days shall be recognized and observed as paid holidays for full-time bus drivers as defined by Article IV Section 1:

- New Year's Day
- Friday before Easter
- Monday first day of spring break
- Memorial Day
- Labor Day
- Wednesday before Thanksgiving
- Thanksgiving Day
- Friday after Thanksgiving

December 23rd
Christmas Eve
Christmas Day

b) FOOD SERVICE EMPLOYEES - The following days shall be recognized and observed as paid holidays for full-time food service employees as defined by Article IV Section 1:

New Year's Day
Friday before Easter
Monday first day of spring break
Memorial Day
Labor Day
Wednesday before Thanksgiving
Thanksgiving Day
Friday after Thanksgiving
December 23rd
Christmas Eve
Christmas Day

c) CUSTODIANS - The following days shall be recognized and observed as paid holidays for full-time custodial employees as defined by Article IV Section 1:

New Year's Day
Friday before Easter
Monday first day of spring break
Memorial Day
Independence Day
Labor Day
Wednesday before Thanksgiving
Thanksgiving Day
Friday after Thanksgiving
Christmas Eve
Christmas Day
Day after Christmas

Bus drivers, food service and custodial employees shall receive one (1) day's pay for each of the holidays listed above on which they perform no work, provided the employee works the last scheduled shift prior to the holiday and the next scheduled shift following the holiday or is on authorized leave.

Employees who are required to work on any of the above holidays shall receive time and one-half (1 1/2) their regular pay in addition to their holiday pay.

SECTION 7. VACATIONS

a) 12 MONTH EMPLOYEES – Only 12 Month employees shall be eligible for an annual vacation with pay as follows:

Service Requirements	Vacation Period
1 to 5 years	10 working days
6 to 10 years	15 working days
11 to 15 years	17 working days
16 to 20 years	20 working days

The rate of vacation pay shall be at the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding the employee's vacation period.

In the event an economic situation requires the administration to close all the school complexes down for any administration to close all the school complexes down for any extra period, all custodians will take their vacation during this period.

Vacations will not be granted two weeks before school starts and two weeks before the school year ends. All vacation requests outside this time frame will be considered independently. Requests need to be in writing, ten working days before the vacation begins.

SECTION 8. LEAVES

a) JURY DUTY - BUS DRIVERS, FOOD SERVICE, AND CUSTODIAL EMPLOYEES - Employees shall be granted a leave of absence with pay any time they are required to report for jury duty or jury service. Regular wages shall be paid to employees for each day service. Regular wages shall be paid to employees for each day of jury service, less compensation received from the court.

c) BEREAVEMENT LEAVE –

- 1) A leave of absence will be granted to an employee by the Superintendent for death in the employee's immediate family. Bereavement leave shall be allowed for a maximum of five working days.
- 2) Bereavement leave for the death of a person other than immediate family members may be given upon recommendation by the Superintendent.

Such leave shall be on the same terms and conditions as bereavement leave for the death of an immediate family member.

- 3) Any absence taken by an employee in excess of the allowed bereavement leave shall be taken from the employee's PTO. If PTO is not available, the employee may apply to the superintendent for an extended bereavement.

c) PAID TIME OFF (PTO) – BUS DRIVERS, FOOD SERVICE AND CUSTODIAL EMPLOYEES –

- 1) Each employee shall earn twelve days of Paid Time Off (PTO) each contract year. Such leave shall be accrued by the employee on the first day of the year. Part time staff will receive PTO at a rate proportional to their FTE percentage
- 2) PTO is provided for the employees use under the following conditions:
 - i. SICK LEAVE:
 - a. For an appointment with a doctor, dentist or other health care specialist.
 - b. For the illness of the teacher or the teacher's immediate family.

ii. PERSONAL LEAVE:

- a. For any other purpose.

~~a-iii.~~ AND other allowable uses as allowed per law.

- 3) If an employee exhausts all Current and Accrued PTO leave, any excess PTO days taken by the employee shall be taken as Leave Without Pay.
- 4) PTO shall be requested at least 3 working days in advance. The only exception shall be in cases of illness or emergency. Employees shall follow procedure to notify the supervisor so that arrangements can be made for substitutes or other necessary personnel. PTO requests may be granted or denied based on the availability of substitutes.
- 5) PTO may not be taken to extend Thanksgiving, winter or spring break, or during the first three weeks, or the last two weeks, of the school year unless being used for sick leave or emergency. Under special or hardship situations, exceptions must be approved by the superintendent or his/her designee.

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- 6) The maximum number of days of PTO that. May be used for personal leave consecutively when school is in session is two days. Under special or hardship situations, exceptions must be approved by the superintendent or his/her designee.

d) ACCRUED PTO – BUS DRIVERS, FOOD SERVICE AND CUSTODIAL EMPLOYEES

- 1) Unused PTO days shall accrue from year to year during employment up to a maximum of 90 days of Accrued PTO. All current sick and personal leave accrued before July 1, 2019 shall roll over and be included in the Accrued PTO balance. Accrued PTO is subject to the following regulations:
- i. Unused PTO days that would take an employees Accrued PTO balance over 90 days shall be “cashed in” at the end of each fiscal year (June 30) and paid at the base substitute rate for the employee's employment group, rather than rolled over into the Accrued PTO balance.
 - ii. No employee shall receive pay for Accrued PTO at the time of termination of employment, except for retiring employees (defined as retiring through PERA or having 20 years or more of service in LCSD), who shall be paid half of the base substitute daily rate for the employee's employment group per unused Accrued PTO day.
- 2) Accrued PTO may only be used for the purposes of sick leave, as defined above.
- 3) Current PTO must be used before Accrued PTO may be used in a given year.

e) ANNUAL PTO BUY BACK

- 1) Employees who have unused Current PTO days at the end of the⁴ fiscal year (June 30) may receive payout for the remaining days at the base ~~substitute rate for the employees employment group~~

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- 2) Days that are eligible for and opted for payout will be paid on the June paycheck of the contract year, and will be paid at the daily ~~substitute~~ base rate. Any additional days missed, other than those allowed herein or in other leave policies, will result in a reduction of pay on a per diem basis.
- 3) An employee who does not opt to have eligible Current PTO days paid out will have those days roll over into Accrued PTO as defined above.

ARTICLE IX

GENERAL

SECTION 1. PHYSICALS –

Physicals shall be taken at the Leadville Medical Center as directed by the administration.

SECTION 2. WORKSHOPS –

Employees, covered by this contract, will receive two days training pertinent to their duties per school year. Training will be given during in-service days. Employees required to attend workshops or training sessions shall receive their regular rate of pay for each day while in attendance, in addition to necessary expense.

SECTION 3. UNIFORMS –

Uniforms will be provided and worn only while the employee is working. An annual footwear reimbursement of up to \$100 (one hundred dollars) for up to two pairs of work shoes for the employee will be included in the employee's pay check upon submission of a receipt. Footwear must meet district guidelines. Uniforms should be returned on the last day of employment. In the event they are not returned, the replacement value will be payroll deducted.

SECTION 4. HEALTH AND SAFETY

In addition to this proposal, Lake County school district commits to quarterly collaborative meetings for the 2025-2026 school year to discuss labor-management issues and concerns.

1. **Adjusted workloads:** When absences, weather issues, or other foreseen or unforeseen circumstances will increase the workload for employee(s), in non-emergency situations, supervisors will involve impacted employees in determining how workloads may be adjusted.
2. **PPE:** All PPE will be provided by the administration for all work duties and to comply with the manufacturer guidelines for any products in use. Any issues will be addressed in Labor Management and/or Safety Committee.
3. **Equipment:** Employees will be provided with all equipment to complete their job duties. Should the district not approve requested equipment, they will provide the reasons to the union in writing. Equipment will be in good working order and will meet specifications necessary to complete the assigned work. Broken equipment, equipment not appropriate for the task or environment, and poor working equipment will be replaced when necessary. Employees shall not be required to purchase equipment or supplies for their job assignments with their own funds.
4. **Safety concerns:** Whenever an employee has a safety concern in the workplace, they should immediately report the issue to their direct supervisor. Should the issue remain unresolved, the employee or their designee shall make a request to the district administration to convene a safety meeting with the employee and/or their designee, supervisor and district representative to discuss and resolve the issue. No employee will be retaliated against for reporting safety concerns.

ARTICLE X

DURATION OF UNDERSTANDING

SECTION 1.

The terms of this contract shall be in full force and effect from July 1, 2025 through and including June 30, 2028. It is also understood that only compensation and insurance shall re-open for years 2026 and 2027. The Master Contract, other than compensation and insurance, shall not open for negotiations again until the 2028 negotiations.

SECTION 2.

This agreement shall automatically be renewed for successive terms of three years each unless and until the Board or the Union provides written notice of intent to negotiate a successor Agreement or to terminate this Agreement to the other party by April 1 of the year in which the contract is set to expire. Upon service of the notice of intent on the other party, the parties shall meet within

ten working days and shall negotiate in good faith for the purpose of attempting to reach agreement regarding the continuation of this Agreement or a successor Agreement. If the parties fail to reach agreement on a successor Agreement, and absent an agreement to extend the terms of this Agreement, this Agreement shall expire on the next succeeding June 30th following the notice of intent to terminate.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE SET THEIR NAMES

This ~~9th~~ 26th day of ~~June~~ May ~~2025~~2026

FOR THE UNION:

FOR THE ADMINISTRATION:

President of the School Board

APPENDIX A

2025 Historical True Up of New Longevity Amounts at 75 of Historical Total							
Years of Service	5yr	10yr	15yr	Cumulative	New		Hourly Increase to start 7/1/25
18.01	\$ 0.25	\$ 0.35	\$ 0.45	\$ 1.05	\$3.75		\$2.03
15.76	\$ 0.25	\$ 0.35	\$ 0.45	\$ 1.05	\$3.75		\$2.03
12.51	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25		\$1.24
12.22	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25		\$1.24
11.15	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25		\$1.24
10.69	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25		\$1.24
9.78	\$ 0.25			\$ 0.25	\$1.00		\$0.56
7.58	\$ 0.25			\$ 0.25	\$1.00		\$0.56
7.38	\$ 0.25			\$ 0.25	\$1.00		\$0.56
5.50	\$ 0.25			\$ 0.25	\$1.00		\$0.56
5.48	\$ 0.25			\$ 0.25	\$1.00		\$0.56
5.26	\$ 0.25			\$ 0.25	\$1.00		\$0.56

AN UNDERSTANDING
BETWEEN THE
LAKE COUNTY DISTRICT R-1 SCHOOL BOARD
AND
LOCAL 547, COUNCIL NO. 76, AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO
CONCERNING POLICIES AND PRACTICES APPLICABLE
TO NON-CERTIFIED EMPLOYEES, SHOWN IN THE RECOGNITION
CLAUSE
PREAMBLE

This Understanding entered into by the School Board of Lake County School District R-1, hereinafter referred to as the Administration and Local 547, Council No.76, America Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union, has as its purpose the promotion and maintenance of harmonious relations between the Administration and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

RECOGNITION

The Administration recognizes the Union as the bargaining agent for the following employees: custodians, bus drivers, food service personnel. This recognition is as a result of the election conducted among eligible employees at the Leadville Area Labor Center on May 2, 1969.

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ARTICLE I
UNION SECURITY

SECTION 1. OPEN UNION SHOP

The Union shall admit all Custodians, Bus Drivers, and Food Service employees to membership in the Union upon receiving a signed membership card by the employee. The Union and School District recognize membership is voluntary and not a requirement of employment in the District. The Union will follow the Duty To Represent all employees covered by this contract.

SECTION 2. NEW EMPLOYEE INFORMATION

During new employee orientation annually in August the Union shall have the opportunity to give a presentation and/or provide Administration written information outlining the provisions of this agreement for dissemination to all newly hired employees.

SECTION 3. PROTECTION OF ADMINISTRATION

The union agrees that the Administration and the School Board and the School District shall be held harmless against any claims, suits, judgments or liability of any sort arising out of any action taken by the Administration against an employee because of such employee's failure to maintain his Union membership under this Article.

SECTION 4. EMPLOYEE'S RIGHTS

The Administration will not in any way interfere with the rights of an employee to join or to remain a member of the Union, and the Union will not physically intimidate or coerce any employee in joining the Union or continuing his membership therein.

SECTION 5. SEMI-ANNUAL COLLABORATIVE MEETINGS

The Union/Management will meet twice a year to discuss issues of concern. These meetings shall be held at set times to be agreed upon by the parties. Present for the Union and Management shall be a representative for; food service, custodial and bus driver. The Business Agent and the Superintendent or his/her designee may be present at any of the meetings. The parties shall exchange agendas at least five days before the scheduled meeting. This will be considered work time for the Union members in attendance. These meetings are to discuss all issues not individual concerns.

SECTION 6. CONTRACTING OUT WORK

The Administration shall have the right to bring in temporary and interns for emergencies or to make sure the schools are ready. This will not replace current regular employees. This provision shall not limit the rights of the Administration to contract out as provided by law.

The Administration shall have at least 12 but no less than 8 district Bus Drivers on staff during the school year. Only in an emergency situation where there are not enough applicants to fill the positions can the Administration temporarily fill their needs with contract drivers.

SECTION 7. CHECKOFF

The Administration agrees to deduct the Union membership initiation fee, assessment and, once each month, dues from the pay of those employees who individually request, in writing, that such deductions be made. The amount to be deducted shall be certified to the Administration by the Treasurer of the Union and the aggregate deductions of all employees shall be remitted together with an itemized statement to the treasurer once each month after such deductions are made. This authorization shall be revocable upon written notice to the Administration and the Union by the employee.

SECTION 8. UNION ACCESS

1. **Access to worksite and employees:** authorized union representatives who are not district employees shall have access to and be admitted to non-public areas of employer worksites during working hours subject to reasonable security requirements, including an attestation that such representatives have complied with the districts background check requirements (to be provided to the HR manager). Such access shall be for the purpose of participating in labor management meetings, conducting internal union business related to the administration of this collective bargaining agreement including interviewing grievants and attending grievance hearings/conferences. Official union business shall not interfere with the completion of normal work duties or other related district business.
2. **Distribution of union information:** The union shall be permitted to place materials at mutually agreed upon locations frequented by employees, and to distribute such materials before work, after work, and during breaks and meal periods.

3. **Use of Employer Facilities:** The Union shall be authorized the reasonable use of employer facilities and equipment at no charge for meeting in accordance with employer policies and procedures. Further, the union may use employer mailboxes, facsimile, and electronic mail for the distribution of information.

ARTICLE II

EVALUATION, DISCIPLINE, DISMISSAL AND GRIEVANCE PROCEDURE

SECTION 1. EMPLOYEE EVALUATION

It is the belief of the district that it is the right of all employees to have due process in the evaluation procedure. It is also the belief that the primary function in employee evaluation is for the improvement of that employee.

All classified employees covered under this contract will be evaluated once yearly by their immediate supervisor. This evaluation will be done using a district data collection instrument. In addition, they will also be evaluated informally on a continuous basis using defined criteria.

SECTION 2. DISCIPLINE AND DISMISSAL

The District will base all discipline and dismissal actions on just cause, except for layoffs. All discipline and dismissal actions may be appealed through the grievance procedure.

1. The district shall utilize progressive discipline in dealing with its employees. Prior to issuance of reprimands for minor kinds of deficiencies or offenses, supervisors will informally counsel and instruct employees about necessary improvements in their work performance and/or behavior. The supervisor will keep a record of these informal meetings in the personal personnel file.
2. The supervisor will maintain personal personnel files on each of his/her employees. These files shall be used solely to document concerns, which may lead to discipline measures. Employees shall be made aware of the documented concerns. Such documentation of minor deficiencies or offenses which are over one (1) year old will not be admissible in any grievance procedure.
3. The normal sequence of disciplinary actions shall be as follows:

- a. Written Reprimand I
 - b. Written Reprimand II
 - c. Suspension
 - d. Pre-termination Suspension
 - e. Termination
4. Exceptions: Specific infraction(s) may arise which require the omission of one or more of the intermediate step(s) in this article and which require a written reprimand, immediate suspension of an employee without pay, and/or a recommendation that they be terminated. The recommendation for suspension or termination requires the approval of the superintendent.
5. Employee Reprimand: If the immediate supervisor has reason to reprimand an employee, it shall be held in private away from the presence of pupils, parents, other employees or the public.
6. Written Reprimand I: If an employee's job performance is unsatisfactory, specific infractions(s) will be brought to their attention by their immediate supervisor, and an opportunity will be given them to address these issues. This reprimand will be followed by a written summary outlining the points covered and requirements necessary for the employee to improve. A copy will be placed in the employee's personnel file, and one copy retained by the supervisor.
7. Written Reprimand II: If related infraction(s) occur(s), the employee will be notified in writing that failure to correct or improve will result in a recommendation to the superintendent or his/her designee that they may be suspended without pay. A copy will be retained by the supervisor.
8. Suspension/Termination: A pre-disciplinary meeting shall be held prior to suspension, disciplinary demotion or termination of any employee covered under this contract. The employee will be notified in writing of the date and time of the pre-disciplinary hearing. The notice will be given at least five working days before the meeting to allow the employee time to notify the Union and have a steward present. If the recommendation for suspension, disciplinary demotion or termination is upheld by the superintendent, he/she will communicate the decision to the employee via certified delivery.
9. Union Representation: On request, employees have the right to union representation when receiving any disciplinary action. The employee shall be responsible for arranging representation prior to the scheduled meeting.

SECTION 3. EMPLOYEE COMPLAINTS

An employee who has a complaint shall first make an effort to discuss the matter with his/her supervisor within two (2) days after the occurrence of the incident. If the person complaining is not satisfied with the disposition of his/her complaint, or no decision has been rendered within five (5) working days after the presentation of the complaint to his/her supervisor, he/she may file a complaint within fifteen (15) working days after the complaint was presented to the supervisor. Such complaint shall be filed by the Union with the superintendent's office within two (2) work days after receiving such written complaint.

SECTION 4. EMPLOYEE GRIEVANCES

STEP 1

Should the complaint concern the application, meaning or interpretation of this Understanding and continue to remain unadjusted, a grievance may be filed and attempts made to settle it in the following manner:

The employee shall take up the grievance or dispute with the employee's immediate supervisor at the end of his/her working shift or within two working days after the incident occurred. The supervisor shall then attempt to adjust the matter and shall respond to the employee within three (3) working days. Those cases which have been processed under Section 1 and determined to be a grievance shall be processed as having occurred at the time of the superintendent's answer and processed as a grievance at the Step 2 level.

This procedure shall not in any way relieve the employee of the responsibility of performing work assigned to him/her, unless it violates a substandard safety or health hazard. The employee will perform the work assignment in question and then may file a grievance on the matter in question.

STEP 2

If a grievance has not been settled, it shall be presented in writing to the superintendent or his/her designated representative. The superintendent shall respond to the employee in writing within three (3) working days.

STEP 3

If a grievance still remains unadjusted, it shall be presented to the school board in writing within five (5) days of receipt of the superintendent's decision. The board shall issue a written decision within ten (10) days following the regular school board meeting.

STEP 4

If the grievance remains unsettled as a result of completing steps provided in Section 1, Section 2, and Section 3 of this Article, such grievance may be processed to mediation if agreeable to both parties. The parties shall then request the Federal Mediation and Conciliation Services to provide staff assistance without cost to the parties. Meetings between the parties may be separately or together at the request of the mediator. If mediation fails in whole or in part, the mediator shall report the grievance issues that remain in dispute to the respective parties.

SECTION 5: STEWARDS

Employees selected by the union to act as union representatives shall be known as "stewards." The names of employees selected as stewards and the names of other Union representatives who may represent employees shall be certified in writing to the Administration by the Union.

Individual grievance investigations and representation will be handled by one steward. The Union will notify the Administration if more than one steward is needed for a particular grievance.

The Union shall receive 8 (or 64 hours) paid leave days per year to be used for union business including but not limited to:

- Post Union notices; (i.e. Union Board)
- Distribute Union literature;
- Solicit Union membership during other employees' non-working time;
- Transmit communications authorized by the Local Union or its officers to the employer's representatives;
- Consult with the employer, its representative, Local Union officers or other Union representatives, concerning the enforcement of any provisions of this agreement;
- Investigate and process grievances;
- Represent employees during disciplinary/grievance hearings; and any meeting which said member asks for representation; or
- Attend union meetings.

During working hours on the employer's premises and without charge to leave or pay, all Union Stewards who are employees shall be allowed sufficient time to attend semi-annual collaborative labor management meetings

Stewards and officers of the union wishing to access union leave shall use the district's leave system to schedule Union leave a minimum of three (3) working days in advance, except for emergency or unforeseen circumstances, in which case leave may be scheduled with less notice. Union leave may be used in increments of 2 hours, 4 hours, 6 hours, or 8 hours at a time.

ARTICLE III

ADMINISTRATION RIGHTS

SECTION 1.

- a) Nothing in this writing shall be construed in any way as abridging or reducing the authority conferred by law upon the Administration.
- b) The supervision and control of all operations and the direction of all working forces, including the right to hire, promote, suspend or discharge for proper cause, or to transfer employees or to relieve employees from duty because of lack of work or for other reasons, are vested exclusively in the School Board through its Administration, subject to the terms of this understanding.

SECTION 2.

- 1. In case of disciplinary action, the cause for same shall be in writing and filed with the employee, Union and Administration and signed by the complainant. The employee may appeal such action in accordance with the Grievance Procedure.
- 2. Employees may be disciplined, demoted, suspended or discharged for just cause by the Administration, but no profane or abusive language shall be used to employees by supervisory personnel of the district. Just cause shall include improper conduct, insubordination, dishonesty or other actions of a serious nature.
- c) Employees may be disciplined by the Administration for violation of this Understanding, subject to the employee's rights under the Grievance Procedure.

SECTION 3.

a) Nothing in this Understanding shall be construed to limit or impair the right of the Administration to exercise its own discretion in determining who to employ as a temporary employee or who to employ as a permanent employee, subject to the terms of this Understanding.

ARTICLE IV

DEFINITIONS

SECTION 1. FULL-TIME EMPLOYEES

A full-time Custodian or Food Service worker is a person who would work thirty (30) or more or more hours a week through the entire school year. A full time Bus Driver is a person who would work four (4) or more hours a day through the entire school year.

SECTION 2. IMMEDIATE FAMILY MEMBER

An immediate family member shall include an employee's spouse, parent, children, brother, sister, grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchildren and domestic partner in a civil union.

ARTICLE V

SENIORITY

SECTION 1. DEFINITION

Seniority means an employee's length of continuous service with the Administration since his/her last date of hire.

SECTION 2. SENIORITY LISTS

Every six (6) months the Administration shall post on all bulletin boards a seniority list showing the continuous service of each employee. A copy of the seniority list shall be furnished to the Local Union when it is posted.

SECTION 3. PERMANENT HIRE DATE

Definition - Permanent hire date means first day of service when seniority begins. If there is a break in continuous service as defined in Section 4, a new hire date will be established.

SECTION 4. BREAKS IN CONTINUOUS SERVICE

An employee's continuous service record shall be broken by voluntary resignation, discharge for just cause and retirement.

SECTION 5. PROMOTIONS

The term "promotion", as used in the provision, means the permanent advancement of an employee to a higher pay position.

During the period, employees who wish to apply for the open position or job, including employees on layoff, may do so. The application shall be in writing and it shall be submitted to HR as per district policy.

SECTION 6. REDUCTION IN FORCE

When a justifiable reduction in the number of employee positions within a particular assignment area occurs, normal attrition, retirement and resignations shall be considered prior to any employee reductions.

Recommendations for specific reduction in force shall be made by the Superintendent. Factors listed in order of priority shall be:

- i. Longevity/seniority within the district
- ii. Seniority within the Department

Recommendations shall also account for specialized certifications

SECTION 6 7. RECALL

An employee shall remain on the recall list for the period of one (1) year after his/her date of separation. Employees shall be recalled in classification from layoff according to their seniority. No new employee shall be hired until all employees on layoff status desiring to return to work have been recalled.

A bus driver or cook who has indicated a desire to return to work shall follow the work year guidelines outlined in Article VIII Section 3. The only exception shall be an emergency illness or disability.

SECTION 7-8. SUMMER CUSTODIAL WORK

When it becomes necessary to employ additional employees for summer custodial work, food service personnel and bus drivers shall be given first opportunity to fill those positions. It is specifically agreed that the employee must be qualified to perform the work available.

When food service personnel or other nine (9) month employees are used for summer custodial work, such employment will receive custodian rates and receive 10 vacation days

ARTICLE VI

MEDICAL INSURANCE AND PENSION

SECTION 1.

The Administration will provide health, dental, vision and life insurance to all employees working 30 or more hours per week. Bus Drivers working 20 or more hours are eligible for this benefit. Union employees will be required to follow district health and dental guidelines. All participating employees will be treated equally and will be required to pay a portion of the premium, which will be determined yearly. Any change or proposed change, with regard to the district's insurance provider and/or policy, will be brought before the union prior to the change.

ARTICLE VII

WAGES AND ALLOWANCES

SECTION 1. WAGE SCHEDULE

For 2026-2027, all returning permanent employees will receive a 2.85% salary increase plus an additional \$1.67 per hour for cooks and custodians and \$1.50 per hour for bus drivers.

All new employees (full time and substitute) shall be compensated in accordance with the following salary schedule:

<u>POSITION</u>	<u>RANGE</u>
Custodian	BASE \$19.67/hr.
Bus Drivers	BASE \$27.00/hr.
Food Service	BASE \$19.67/hr

All negotiated salary increases to be effective the eleventh of July of each year to coincide with the school district's budget year instead of the employee's anniversary date.

When any position not listed on the wage schedule is established, the Administration may designate a job classification and rate structure for the position. In the event the Union does not agree with the classification and rate of a Union position, the Union shall have the right to submit the issue through negotiated procedure within twenty (20) days.

SPECIAL TRIP ALLOWANCES

Bus drivers shall be compensated at their hourly rate for special trips. When drivers go over 40 hours per week total, they will be compensated at the rate of one and one half times (1 and ½) their regular hourly wage for any additional hours.

In addition to the above, the drivers will be compensated two (2) hours at their regular hourly rate of pay for any trip in which he/she arrives to work and the scheduled trip has been cancelled without prior notice to the employee.

LONGEVITY

All union employees will receive pay increases per the following schedule:

\$1.00/hr	5 years
\$1.25/hr	10 years
\$1.50/hr	15 years
\$1.75/hr	20 years
\$2.00/hr	25 years (and every 5 years after)

All employees currently receiving longevity pay, shall be moved to the new rates based on years of service. At the time of a longevity increase the employee's hourly wage will be increased per the schedule above. Any adjustments for past longevity increases for current employees, to reflect these new rates (at 75%) are found in appendix A.

SECTION 2. CALL BACK PAY

Any employee called back to work prior to the beginning of his/her next regular shift, shall be selected pursuant to Section 2 of Article V and shall be compensated at the rate of time and one-half. An employee called back to work shall be compensated at the rate of time and one half. This provision shall not apply to those employees assigned to and compensated for stand-by purposes. Also, this provision does not apply to callbacks two (2) hours before and in conjunction with the commencement of the regular shift. In this case, the employee will be paid a minimum of (2) hours at the overtime rate. Any employee working temporarily in a lower classification shall be paid no less than his regular rate of pay. Employees will be required to work a minimum of 40 hours per week prior to overtime pay. Call back pay only applies to work performed without prior notice.

SECTION 3. TEMPORARY JOB RECLASSIFICATION

In the event an employee temporarily changes job classifications to a role with supervisory responsibility, the employee will receive \$1.00 per hour regular pay increase for the duration of the temporary assignment.

SECTION 4. SELECTION PROCESS FOR BUS DRIVERS

For the purposes of overtime, additional bus runs, call out time, and temporary job reclassification: The job shall be offered to the employees based on seniority with the most senior employee who are capable and qualified given the first opportunity to accept or deny the assignment. Should nobody volunteer, the job will be assigned in reverse order of seniority on a rotating basis. Managers as per individual employee requests may waive the process.

SECTION 5. PARTICIPATION IN SPECIAL MEETINGS FOR BUS DRIVERS

In the event a bus driver is required to participate in disciplinary meetings or view videos related to a student's unruly behavior while being transported to or from school or special trips, the affected driver will be compensated at his/her

normal rate of pay. If participation in the meeting would create an overtime situation, the bus driver will be compensated at the overtime rate of pay.

SECTION 6. CATERING

When the nutrition services department of the district is in need of employing an additional caterer, cooks within the site shall be asked first. If the most senior cook at the site declines, the district shall fill the position in accordance to Article V, Section 2 (Seniority lists). Catering will be paid at ~~\$20/hour~~ no less than \$23.00 an hour.

If no cook at the site is willing to step up, the district shall ask any bargaining unit employee who meets the qualifications to fill the temporary position. At no time shall a non-bargaining unit employee be allowed the position before a member of the bargaining unit.

SECTION 7. ADDITIONAL ASSIGNMENT PAY

Additional compensation will be provided in the following situations at \$1.50/hour.

- When a cook or custodian is absent and no substitute is available, each staff member on the short staffed crew will receive additional assignment compensation.
- When a bus driver works additional trips

ARTICLE VIII

WORKDAY, WORKWEEK, OVERTIME, VACATIONS AND SICK LEAVE

SECTION 1. WORK DAY

a) BUS DRIVERS - All bus drivers shall be scheduled to work on a regular work shift and each shift shall have a regular starting and quitting time on days when children are scheduled for school.

b) FOOD SERVICE EMPLOYEES - All employees shall be scheduled to work on a regular work shift and have a regular starting and quitting time, as scheduled by the administration. Employees will have a ten (10) minute coffee break two (2) hours after the beginning of their shift. By mutual consent between the employee and supervisor the break and lunch time may be modified.

c) CUSTODIAL EMPLOYEES - Excluding lunch period of thirty (30) minutes, eight (8) consecutive hours work shall constitute a basic work shift for custodians. The lowest employee or employees on the custodian roster may be

required to function in another job classification to avert being placed on layoff. Under these circumstances, sentence one of this subsection will not apply. Employees shall have a fifteen (15) minute coffee break two hours after the beginning of their shift and two (2) hours after their meal break. By mutual consent between the employee and supervisor the break and lunchtime may be modified.

SECTION 2. WORK WEEK

a) BUS DRIVERS - The work week shall normally consist of four (4) consecutive, two- (2) or more hour days, depending on the regular run for that driver and the school calendar.

b) FOOD SERVICE EMPLOYEES - The work week shall consist of a minimum of twenty-seven and one-half (27 1/2) hours. In unusual circumstances where less time may be required, the administration may cut the number of hours to those necessary to perform the job. If additional hours are required, they shall be worked by the regular employees available before any temporary employees are called in. If additional help is needed during rush hours, the administration is free to call in a temporary employee. The beginning of an employee's work week may be changed by the administration, but will not be changed after the start of the work week solely to avoid overtime.

c) CUSTODIAL EMPLOYEES - The work week will consist of forty flexible hours. Each shift will consist of eight consecutive hours. These hours will not be exceeded without prior approval from the immediate supervisor. Weekend work will be shared equally with the lead custodian.

SECTION 3. WORK YEAR

a) BUS DRIVERS AND FOOD SERVICE EMPLOYEES - The work year for bus drivers and food service employees shall consist of the number of days as established by the Administration.

SECTION 4. OVERTIME

a) BUS DRIVERS - When a driver is required to drive additional routes, the driver shall receive pay for all additional driving time. All work performed in excess of forty (40) hours in any one week shall be compensated for at time and one-half (1 1/2) the employee's regular hourly rate. Overtime, under this section will only be worked if written permission has been granted by the employee's supervisor except in cases of emergency.

b) FOOD SERVICE & CUSTODIAL EMPLOYEES - All work performed in excess of eight (8) hours in any one day for a scheduled eight (8) hour shift or in excess of ten (10) hours in any one day for a scheduled ten (10) hour shift and forty (40) hours in any one week shall be compensated for at time and one-half

(1 1/2) the employee's regular hourly rate. Overtime under this section will only be worked if written permission has been granted by the employee's supervisor except in cases of emergency. This language shall remain on bulletin boards at all times.

SECTION 5. TRAINING

a) **BUS DRIVERS** - All bus drivers will be trained by a qualified, responsible instructor within a reasonable amount of time. Those who fail to take this training will not be considered for driving time. There is to be a list of drivers set up at the first of each school year and each driver who wants out-of-town trips shall sign up then or not drive these trips. Minimum wage shall be paid to the driver during the training period. Fingerprints will be required and paid for by the district. Also, drivers are required to have a CDL license. This will be paid for by the driver, the driver will be reimbursed by the district 1/2 of the cost and full reimbursement after one year of employment.

b) Employees covered by this contract will receive two days of training pertinent to their duties per school year. Training will be given during in-service days.

c) Nighttime employees who are training new employees will receive \$1.00 per hour additional compensation for up to two days of training.

SECTION 6. HOLIDAYS

a) **BUS DRIVERS** - The following days shall be recognized and observed as paid holidays for full-time bus drivers as defined by Article IV Section 1:

- New Year's Day
- Friday before Easter
- Monday first day of spring break
- Memorial Day
- Labor Day
- Wednesday before Thanksgiving
- Thanksgiving Day
- Friday after Thanksgiving
- December 23rd
- Christmas Eve
- Christmas Day

b) **FOOD SERVICE EMPLOYEES** - The following days shall be recognized and observed as paid holidays for full-time food service employees as defined by Article IV Section 1:

- New Year's Day
- Friday before Easter

Monday first day of spring break
 Memorial Day
 Labor Day
 Wednesday before Thanksgiving
 Thanksgiving Day
 Friday after Thanksgiving
 December 23rd
 Christmas Eve
 Christmas Day

c) CUSTODIANS - The following days shall be recognized and observed as paid holidays for full-time custodial employees as defined by Article IV Section 1:

New Year's Day
 Friday before Easter
 Monday first day of spring break
 Memorial Day
 Independence Day
 Labor Day
 Wednesday before Thanksgiving
 Thanksgiving Day
 Friday after Thanksgiving
 Christmas Eve
 Christmas Day
 Day after Christmas

Bus drivers, food service and custodial employees shall receive one (1) day's pay for each of the holidays listed above on which they perform no work, provided the employee works the last scheduled shift prior to the holiday and the next scheduled shift following the holiday or is on authorized leave.

Employees who are required to work on any of the above holidays shall receive time and one-half (1 1/2) their regular pay in addition to their holiday pay.

SECTION 7. VACATIONS

a) 12 MONTH EMPLOYEES – Only 12 Month employees shall be eligible for an annual vacation with pay as follows:

Service Requirements	Vacation Period
1 to 5 years	10 working days
6 to 10 years	15 working days
11 to 15 years	17 working days
16 to 20 years	20 working days

The rate of vacation pay shall be at the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding the employee's vacation period.

In the event an economic situation requires the administration to close all the school complexes down for any administration to close all the school complexes down for any extra period, all custodians will take their vacation during this period.

Vacations will not be granted two weeks before school starts and two weeks before the school year ends. All vacation requests outside this time frame will be considered independently. Requests need to be in writing, ten working days before the vacation begins.

SECTION 8. LEAVES

a) JURY DUTY - BUS DRIVERS, FOOD SERVICE, AND CUSTODIAL EMPLOYEES - Employees shall be granted a leave of absence with pay any time they are required to report for jury duty or jury service. Regular wages shall be paid to employees for each day service. Regular wages shall be paid to employees for each day of jury service, less compensation received from the court.

c) BEREAVEMENT LEAVE –

- 1) A leave of absence will be granted to an employee by the Superintendent for death in the employee's immediate family. Bereavement leave shall be allowed for a maximum of five working days.
- 2) Bereavement leave for the death of a person other than immediate family members may be given upon recommendation by the Superintendent. Such leave shall be on the same terms and conditions as bereavement leave for the death of an immediate family member.
- 3) Any absence taken by an employee in excess of the allowed bereavement leave shall be taken from the employee's PTO. If PTO is not available, the employee may apply to the superintendent for an extended bereavement.

c) PAID TIME OFF (PTO) – BUS DRIVERS, FOOD SERVICE AND CUSTODIAL EMPLOYEES –

- 1) Each employee shall earn twelve days of Paid Time Off (PTO) each contract year. Such leave shall be accrued by the employee on the first day of the year. Part time staff will receive PTO at a rate proportional to their FTE percentage
 - 2) PTO is provided for the employees use under the following conditions:
 - i. SICK LEAVE:
 - a. For an appointment with a doctor, dentist or other health care specialist.
 - b. For the illness of the teacher or the teacher's immediate family.
 - ii. PERSONAL LEAVE:
 - a. For any other purpose.
 - iii. AND other allowable uses as allowed per law.
 - 3) If an employee exhausts all Current and Accrued PTO leave, any excess PTO days taken by the employee shall be taken as Leave Without Pay.
 - 4) PTO shall be requested at least 3 working days in advance. The only exception shall be in cases of illness or emergency. Employees shall follow procedure to notify the supervisor so that arrangements can be made for substitutes or other necessary personnel. PTO requests may be granted or denied based on the availability of substitutes.
 - 5) PTO may not be taken to extend Thanksgiving, winter or spring break, or during the first three weeks, or the last two weeks, of the school year unless being used for sick leave or emergency. Under special or hardship situations, exceptions must be approved by the superintendent or his/her designee.
 - 6) The maximum number of days of PTO that. May be used for personal leave consecutively when school is in session is two days. Under special or hardship situations, exceptions must be approved by the superintendent or his/her designee.
- d) ACCRUED PTO – BUS DRIVERS, FOOD SERVICE AND CUSTODIAL EMPLOYEES**

1) Unused PTO days shall accrue from year to year during employment up to a maximum of 90 days of Accrued PTO. All current sick and personal leave accrued before July 1, 2019 shall roll over and be included in the Accrued PTO balance. Accrued PTO is subject to the following regulations:

- i. Unused PTO days that would take an employees Accrued PTO balance over 90 days shall be “cashed in” at the end of each fiscal year (June 30) and paid at the base substitute rate for the employee’s employment group, rather than rolled over into the Accrued PTO balance.
- ii. No employee shall receive pay for Accrued PTO at the time of termination of employment, except for retiring employees (defined as retiring through PERA or having 20 years or more of service in LCSD), who shall be paid half of the base substitute daily rate for the employee’s employment group per unused Accrued PTO day.

2) Accrued PTO may only be used for the purposes of sick leave, as defined above.

3) Current PTO must be used before Accrued PTO may be used in a given year.

e) ANNUAL PTO BUY BACK

1) Employees who have unused Current PTO days at the end of the fiscal year (June 30) may receive payout for the remaining days at the base ~~substitute~~ rate for the employees employment group

2) Days that are eligible for and opted for payout will be paid on the June paycheck of the contract year, and will be paid at the daily base rate. Any additional days missed, other than those allowed herein or in other leave policies, will result in a reduction of pay on a per diem basis.

3) An employee who does not opt to have eligible Current PTO days paid out will have those days roll over into Accrued PTO as defined above.

ARTICLE IX

GENERAL

SECTION 1. PHYSICALS –

Physicals shall be taken at the Leadville Medical Center as directed by the administration.

SECTION 2. WORKSHOPS –

Employees, covered by this contract, will receive two days training pertinent to their duties per school year. Training will be given during in-service days. Employees required to attend workshops or training sessions shall receive their regular rate of pay for each day while in attendance, in addition to necessary expense.

SECTION 3. UNIFORMS –

Uniforms will be provided and worn only while the employee is working. An annual footwear reimbursement of up to \$100 (one hundred dollars) for up to two pairs of work shoes for the employee will be included in the employee's pay check upon submission of a receipt. Footwear must meet district guidelines. Uniforms should be returned on the last day of employment. In the event they are not returned, the replacement value will be payroll deducted.

SECTION 4. HEALTH AND SAFETY

In addition to this proposal, Lake County school district commits to quarterly collaborative meetings for the 2025-2026 school year to discuss labor-management issues and concerns.

1. **Adjusted workloads:** When absences, weather issues, or other foreseen or unforeseen circumstances will increase the workload for employee(s), in non-emergency situations, supervisors will involve impacted employees in determining how workloads may be adjusted.
2. **PPE:** All PPE will be provided by the administration for all work duties and to comply with the manufacturer guidelines for any products in use. Any issues will be addressed in Labor Management and/or Safety Committee.
3. **Equipment:** Employees will be provided with all equipment to complete their job duties. Should the district not approve requested equipment, they will provide the reasons to the union in writing. Equipment will be in good working order and will meet specifications necessary to complete the assigned work. Broken equipment, equipment not appropriate for the

task or environment, and poor working equipment will be replaced when necessary. Employees shall not be required to purchase equipment or supplies for their job assignments with their own funds.

4. **Safety concerns:** Whenever an employee has a safety concern in the workplace, they should immediately report the issue to their direct supervisor. Should the issue remain unresolved, the employee or their designee shall make a request to the district administration to convene a safety meeting with the employee and/or their designee, supervisor and district representative to discuss and resolve the issue. No employee will be retaliated against for reporting safety concerns.

ARTICLE X

DURATION OF UNDERSTANDING

SECTION 1.

The terms of this contract shall be in full force and effect from July 1, 2025 through and including June 30, 2028. It is also understood that only compensation and insurance shall re-open for years 2026 and 2027. The Master Contract, other than compensation and insurance, shall not open for negotiations again until the 2028 negotiations.

SECTION 2.

This agreement shall automatically be renewed for successive terms of three years each unless and until the Board or the Union provides written notice of intent to negotiate a successor Agreement or to terminate this Agreement to the other party by April 1 of the year in which the contract is set to expire. Upon service of the notice of intent on the other party, the parties shall meet within ten working days and shall negotiate in good faith for the purpose of attempting to reach agreement regarding the continuation of this Agreement or a successor Agreement. If the parties fail to reach agreement on a successor Agreement, and absent an agreement to extend the terms of this Agreement, this Agreement shall expire on the next succeeding June 30th following the notice of intent to terminate.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE SET THEIR NAMES

This 26th day of May 2026

FOR THE UNION:

FOR THE ADMINISTRATION:

President of the School Board

APPENDIX A

2025 Historical True Up of New Longevity Amounts at 75 of Historical Total							
Years of Service	5yr	10yr	15yr	Cumulative	New	Hourly Increase to start 7/1/25	
18.01	\$ 0.25	\$ 0.35	\$ 0.45	\$ 1.05	\$3.75	\$2.03	
15.76	\$ 0.25	\$ 0.35	\$ 0.45	\$ 1.05	\$3.75	\$2.03	
12.51	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25	\$1.24	
12.22	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25	\$1.24	
11.15	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25	\$1.24	
10.69	\$ 0.25	\$ 0.35		\$ 0.60	\$2.25	\$1.24	
9.78	\$ 0.25			\$ 0.25	\$1.00	\$0.56	
7.58	\$ 0.25			\$ 0.25	\$1.00	\$0.56	
7.38	\$ 0.25			\$ 0.25	\$1.00	\$0.56	
5.50	\$ 0.25			\$ 0.25	\$1.00	\$0.56	
5.48	\$ 0.25			\$ 0.25	\$1.00	\$0.56	
5.26	\$ 0.25			\$ 0.25	\$1.00	\$0.56	

To:

From: Kathleen Fitzsimmons, HR Director

Date: May 1, 2026



MEMO of LCEA Certified Salary & Compensation Updates for 2026–2027-informational only

We are grateful for the thoughtful collaboration between the Lake County School District and Lake County Education Association throughout this negotiation season. This work reflects a shared commitment to supporting our staff and strengthening our schools.

Thanks to the mill levy override, along with additional funds made available through school consolidation, we were able to invest in employee compensation this year despite receiving almost no new funding from the state. Through this partnership, we have reached a Tentative Agreement that results in increased salaries for employees for the coming year.

Below are the details specific to your salary—please review them carefully.

Key New Certified Salary Schedule Updates (attached)

- New Teacher Base Salary: \$52,000 (previously \$45,570)
- SSP Base Salary: \$61,158 (previously \$55,688)
- Lane (horizontal movement) Advancement: minimum \$900 per lane movement
- Step (vertical movement) Increase: 2.0%
- A copy of the new schedule is attached

How Placement Was Determined

Placement on the new salary schedule was calculated by:

1. Applying a 6% increase *OR* \$4,000 increase to your current salary (whichever was greater);
2. Finding the closest salary cell on the new schedule in your current lane that meets or exceeds that amount;
3. Applying one additional step down on the schedule for another 2%;
4. Adjusting for additional contract days (if different from 174 days) or FTE (if not full-time).

As a result, your **step (row)** on the schedule has most likely changed, but everyone remains in the same **lane (column)** which represents your education and PD credit level) as the current schedule.

Additional Notes on the Salary Schedule

- No changes were made to new hire placement rules
- The new salary schedule ends at lane MA + 72 (or BA + 112)
- A small number of employees are currently in lanes MA + 80 (or BA + 120) or higher.
- The employees currently beyond lane MA + 72 (or BA + 112) maintain their placement in their current lane, which is now known as a “Ghost Lane,” however:

- These lanes will not be published on the standard schedule
- Employees in these positions will continue to receive step increases, and are not eligible for any additional lane (horizontal) advancements
- These lanes will be phased out over time through attrition
- If this applies to you, there is a note at the bottom of this page

Other Compensation Elements

- Contract Days: 174 contract days (contract days are different for a few employees) + 2 optional workdays + 1 optional PD day (paid at per diem)
- Retention Bonus: Minimum \$1,200, paid in September based on early contract signing timeline
- National Board Certification Stipend continues at the current level of \$3,000
- Professional Development / College Credit: the LCEA-LCSD bargaining team has agreed to meet before the beginning of next school year to evaluate potential changes to what counts toward horizontal lane advancement on the salary schedule.

Benefits Update

- Health Insurance: No change
- Dental Insurance (employee-paid):
 - Increasing by 4.3%
 - New rates:
 - Single: \$36.19 → \$37.75/month
 - Family: \$104.90 → \$109.41/month
 - Two-year rate lock
- Vision Insurance (employee-paid): No change

Please review your individual salary information below. If you have questions, we are happy to meet you to walk through your placement. *The Tentative Agreement needs to be ratified by LCEA membership and approved by the Board of Education *before final work addenda will be issued for signature. Addenda will be issued later.*

Your 2026-2027 Salary information, per the Tentative Agreement, will be:

Salary **\$64,080** Contract days: **174** Lane: **MA + 24** Row: **E**

Please compare this information with your initial agreement sent in early March if you would like to review the changes and increases.

Lake County School District Certified Staff Salary Schedule 2026-27

(*DRAFT PENDING APPROVAL)

STEP	BA	BA +8	BA +16	BA +24	BA +32	MA (or 40 hours)	MA +8 (or 48 hours)	MA +16 (or 56 hours)	MA +24 (or 64 hours)	MA +32 (or 72 hours)	MA +40 (or 80 hours)	MA +48 (or 88 hours)	MA +56 (or 96 hours)	MA +64 (or 104 hours)	MA +72 (or 112 hours)	New Hire Experience Placement
A	\$ 52,000	\$ 52,900	\$ 53,800	\$ 54,700	\$ 55,600	\$ 56,500	\$ 57,400	\$ 58,300	\$ 59,200	\$ 60,100	\$ 61,000	\$ 61,900	\$ 62,800	\$ 63,700	\$ 64,600	0 or 1 yrs
B	\$ 53,040	\$ 53,958	\$ 54,876	\$ 55,794	\$ 56,712	\$ 57,630	\$ 58,548	\$ 59,466	\$ 60,384	\$ 61,302	\$ 62,220	\$ 63,138	\$ 64,056	\$ 64,974	\$ 65,892	2 or 3 yrs
C	\$ 54,101	\$ 55,037	\$ 55,974	\$ 56,910	\$ 57,846	\$ 58,783	\$ 59,719	\$ 60,655	\$ 61,592	\$ 62,528	\$ 63,464	\$ 64,401	\$ 65,337	\$ 66,273	\$ 67,210	4 or 5 yrs
D	\$ 55,183	\$ 56,138	\$ 57,093	\$ 58,048	\$ 59,003	\$ 59,959	\$ 60,913	\$ 61,868	\$ 62,824	\$ 63,779	\$ 64,733	\$ 65,689	\$ 66,644	\$ 67,598	\$ 68,554	6 or 7 yrs
E	\$ 56,287	\$ 57,261	\$ 58,235	\$ 59,209	\$ 60,183	\$ 61,158	\$ 62,131	\$ 63,105	\$ 64,080	\$ 65,055	\$ 66,028	\$ 67,003	\$ 67,977	\$ 68,950	\$ 69,925	8 or 9 yrs
F	\$ 57,413	\$ 58,406	\$ 59,400	\$ 60,393	\$ 61,387	\$ 62,381	\$ 63,374	\$ 64,367	\$ 65,362	\$ 66,356	\$ 67,349	\$ 68,343	\$ 69,337	\$ 70,329	\$ 71,324	10 or 11 yrs
G	\$ 58,561	\$ 59,574	\$ 60,588	\$ 61,601	\$ 62,615	\$ 63,629	\$ 64,641	\$ 65,654	\$ 66,669	\$ 67,683	\$ 68,696	\$ 69,710	\$ 70,724	\$ 71,736	\$ 72,750	12 or 13 yrs
H	\$ 59,732	\$ 60,765	\$ 61,800	\$ 62,833	\$ 63,867	\$ 64,902	\$ 65,934	\$ 66,967	\$ 68,002	\$ 69,037	\$ 70,070	\$ 71,104	\$ 72,138	\$ 73,171	\$ 74,205	14 or more yrs
I	\$ 60,927	\$ 61,980	\$ 63,036	\$ 64,090	\$ 65,144	\$ 66,200	\$ 67,253	\$ 68,306	\$ 69,362	\$ 70,418	\$ 71,471	\$ 72,526	\$ 73,581	\$ 74,634	\$ 75,689	
J	\$ 62,146	\$ 63,220	\$ 64,297	\$ 65,372	\$ 66,447	\$ 67,524	\$ 68,598	\$ 69,672	\$ 70,749	\$ 71,826	\$ 72,900	\$ 73,977	\$ 75,053	\$ 76,127	\$ 77,203	
K	\$ 63,389	\$ 64,484	\$ 65,583	\$ 66,679	\$ 67,776	\$ 68,874	\$ 69,970	\$ 71,065	\$ 72,164	\$ 73,263	\$ 74,358	\$ 75,457	\$ 76,554	\$ 77,650	\$ 78,747	
L	\$ 64,657	\$ 65,774	\$ 66,895	\$ 68,013	\$ 69,132	\$ 70,251	\$ 71,369	\$ 72,486	\$ 73,607	\$ 74,728	\$ 75,845	\$ 76,966	\$ 78,085	\$ 79,203	\$ 80,322	
M	\$ 65,950	\$ 67,089	\$ 68,233	\$ 69,373	\$ 70,515	\$ 71,656	\$ 72,796	\$ 73,936	\$ 75,079	\$ 76,223	\$ 77,362	\$ 78,505	\$ 79,647	\$ 80,787	\$ 81,928	
N	\$ 67,269	\$ 68,431	\$ 69,598	\$ 70,760	\$ 71,925	\$ 73,089	\$ 74,252	\$ 75,415	\$ 76,581	\$ 77,747	\$ 78,909	\$ 80,075	\$ 81,240	\$ 82,403	\$ 83,567	
O	\$ 68,614	\$ 69,800	\$ 70,990	\$ 72,175	\$ 73,364	\$ 74,551	\$ 75,737	\$ 76,923	\$ 78,113	\$ 79,302	\$ 80,487	\$ 81,677	\$ 82,865	\$ 84,051	\$ 85,238	
P		\$ 71,196	\$ 72,410	\$ 73,619	\$ 74,831	\$ 76,042	\$ 77,252	\$ 78,461	\$ 79,675	\$ 80,888	\$ 82,097	\$ 83,311	\$ 84,522	\$ 85,732	\$ 86,943	
Q		\$ 72,620	\$ 73,858	\$ 75,091	\$ 76,328	\$ 77,563	\$ 78,797	\$ 80,030	\$ 81,269	\$ 82,506	\$ 83,739	\$ 84,977	\$ 86,212	\$ 87,447	\$ 88,682	
R		\$ 74,072	\$ 75,335	\$ 76,593	\$ 77,855	\$ 79,114	\$ 80,373	\$ 81,631	\$ 82,894	\$ 84,156	\$ 85,414	\$ 86,677	\$ 87,936	\$ 89,196	\$ 90,456	
S		\$ 75,553	\$ 76,842	\$ 78,125	\$ 79,412	\$ 80,696	\$ 81,980	\$ 83,264	\$ 84,552	\$ 85,839	\$ 87,122	\$ 88,411	\$ 89,695	\$ 90,980	\$ 92,265	
T		\$ 77,064	\$ 78,379	\$ 79,688	\$ 81,000	\$ 82,310	\$ 83,620	\$ 84,929	\$ 86,243	\$ 87,556	\$ 88,864	\$ 90,179	\$ 91,489	\$ 92,800	\$ 94,110	
U			\$ 79,947	\$ 81,282	\$ 82,620	\$ 83,956	\$ 85,292	\$ 86,628	\$ 87,968	\$ 89,307	\$ 90,641	\$ 91,983	\$ 93,319	\$ 94,656	\$ 95,992	
V			\$ 81,546	\$ 82,908	\$ 84,272	\$ 85,635	\$ 86,998	\$ 88,361	\$ 89,727	\$ 91,093	\$ 92,454	\$ 93,823	\$ 95,185	\$ 96,549	\$ 97,912	
W			\$ 83,177	\$ 84,566	\$ 85,957	\$ 87,348	\$ 88,738	\$ 90,128	\$ 91,522	\$ 92,915	\$ 94,303	\$ 95,699	\$ 97,089	\$ 98,480	\$ 99,870	
X			\$ 84,841	\$ 86,257	\$ 87,676	\$ 89,095	\$ 90,513	\$ 91,931	\$ 93,352	\$ 94,773	\$ 96,189	\$ 97,613	\$ 99,031	\$ 100,450	\$ 101,867	
Y			\$ 86,538	\$ 87,982	\$ 89,430	\$ 90,877	\$ 92,323	\$ 93,770	\$ 95,219	\$ 96,668	\$ 98,113	\$ 99,565	\$ 101,012	\$ 102,459	\$ 103,904	
Z						\$ 92,695	\$ 94,169	\$ 95,645	\$ 97,123	\$ 98,601	\$ 100,075	\$ 101,556	\$ 103,032	\$ 104,508	\$ 105,982	
AA						\$ 94,549	\$ 96,052	\$ 97,558	\$ 99,065	\$ 100,573	\$ 102,077	\$ 103,587	\$ 105,093	\$ 106,598	\$ 108,102	
BB						\$ 96,440	\$ 97,973	\$ 99,509	\$ 101,046	\$ 102,584	\$ 104,119	\$ 105,659	\$ 107,195	\$ 108,730	\$ 110,264	
CC						\$ 98,369	\$ 99,932	\$ 101,499	\$ 103,067	\$ 104,636	\$ 106,201	\$ 107,772	\$ 109,339	\$ 110,905	\$ 112,469	
DD						\$ 100,336	\$ 101,931	\$ 103,529	\$ 105,128	\$ 106,729	\$ 108,325	\$ 109,927	\$ 111,526	\$ 113,123	\$ 114,718	

- In-district professional development credit or approved PD credit starts accumulating June 1, 2013.
- Professional Development hours (not college credits) must be approved by building administrator or supervisor.
- One PD credit hour = 15 contact hours; One college credit hour = 15 contact hours.
- Salary schedule applies to certified staff members.
- The maximum step that may be earned in any column is Step DD.
- Based on 175 contract days.
- Related years of education experience for new hires will be honored based on the chart above.
- Teachers who provide documentation of a current national board certification from the National Board for Professional Teaching Standards will receive a \$3,000 annual stipend in addition the annual salary above.
- Special Service Providers (SSPs) will use MA, step E as a base salary placement to calculate a per diem rate.

To:

From: Kathleen Fitzsimmons, HR Director

Date : May 1, 2026



MEMO of LCEA Classified Salary & Compensation Updates for 2026–2027
-informational only

We are grateful for the thoughtful collaboration between the Lake County School District and Lake County Education Association throughout this negotiation season. This work reflects a shared commitment to supporting our staff and strengthening our schools.

Thanks to the mill levy override, along with additional funds made available through school consolidation, we were able to invest in employee compensation this year despite receiving almost no new funding from the state. Through this partnership, we have reached a Tentative Agreement that results in increased salaries for employees for the coming year.

Below are the details specific to your salary—please review them carefully.

Key Compensation Updates

- Base Increase to Placement Schedules for Preschool Teachers and Paraprofessionals: All cells on the placement schedule have increased by \$1.67 per hour for new hires
- Current employee increase: All current employees will receive:
 - A 2.85% increase and
 - A \$1.67 per hour increase

Other Compensation Elements

- Contract Days: 174 contract days + 2 optional workdays + 1 optional PD day (paid at per diem)
- Retention Bonus: Minimum \$1,200, paid in September based on early contract signing timeline

Important Information for Reduced Days

The number of contract days has been reduced, however:

- Employees will *not lose* compensation
- Hourly rates have been adjusted to maintain overall annual earnings

Benefits Update

- Health Insurance: No change
- Dental Insurance (employee-paid):
 - Increasing by 4.3%
 - New rates:
- Single: \$36.19 → \$37.75/month
- Family: \$104.90 → \$109.41/month
 - Two-year rate lock
- Vision Insurance (employee-paid): No change

Please review your individual salary information below. If you have questions, we are happy to meet with you to walk through your new salary.

**Tentative agreement needs to be ratified by LCEA membership and Board of Education before final work addenda will be issued for signature.*

Your 2026-2027 Salary information, per the Tentative Agreement, will be:

Salary: **\$39,298** Contract Days: **174** Hourly Rate: **\$28.23**

*Please compare this information with your initial agreement sent in early March if you would like to review the changes and increases.

To:

From: Kathleen Fitzsimmons, HR Director

Date: May 1, 2026



MEMO of LCEA Certified Salary & Compensation Updates for 2026–2027-informational only

We are grateful for the thoughtful collaboration between the Lake County School District and Lake County Education Association throughout this negotiation season. This work reflects a shared commitment to supporting our staff and strengthening our schools.

Thanks to the mill levy override, along with additional funds made available through school consolidation, we were able to invest in employee compensation this year despite receiving almost no new funding from the state. Through this partnership, we have reached a Tentative Agreement that results in increased salaries for employees for the coming year.

Below are the details specific to your salary—please review them carefully.

Key New Certified Salary Schedule Updates (attached)

- New Teacher Base Salary: \$52,000 (previously \$45,570)
- SSP Base Salary: \$61,158 (previously \$55,688)
- Lane (horizontal movement) Advancement: minimum \$900 per lane movement
- Step (vertical movement) Increase: 2.0%
- A copy of the new schedule is attached

How Placement Was Determined

Placement on the new salary schedule was calculated by:

1. Applying a 6% increase *OR* \$4,000 increase to your current salary (whichever was greater);
2. Finding the closest salary cell on the new schedule in your current lane that meets or exceeds that amount;
3. Applying one additional step down on the schedule for another 2%;
4. Adjusting for additional contract days (if different from 174 days) or FTE (if not full-time).

As a result, your **step (row)** on the schedule has most likely changed, but everyone remains in the same **lane (column)** which represents your education and PD credit level) as the current schedule.

Additional Notes on the Salary Schedule

- No changes were made to new hire placement rules
- The new salary schedule ends at lane MA + 72 (or BA + 112)
- A small number of employees are currently in lanes MA + 80 (or BA +120) or higher.
- The employees currently beyond lane MA + 72 (or BA + 112) maintain their placement in their current lane, which is now known as a “Ghost Lane,” however:
 - These lanes will not be published on the standard schedule (blue cells on the schedule below)

- Employees in these positions will continue to receive step increases, and are not eligible for any additional lane (horizontal) advancements
- These lanes will be phased out over time through attrition
- If this applies to you, there is a note at the bottom of this page

Other Compensation Elements

- Contract Days: 174 contract days (contract days are different for a few employees) + 2 optional workdays + 1 optional PD day (paid at per diem)
- Retention Bonus: Minimum \$1,200, paid in September based on early contract signing timeline
- National Board Certification Stipend continues at the current level of \$3,000
- Professional Development / College Credit: the LCEA-LCSD bargaining team has agreed to meet before the beginning of next school year to evaluate potential changes to what counts toward horizontal lane advancement on the salary schedule.

Benefits Update

- Health Insurance: No change
- Dental Insurance (employee-paid):
 - Increasing by 4.3%
 - New rates:
 - Single: \$36.19 → \$37.75/month
 - Family: \$104.90 → \$109.41/month
 - Two-year rate lock
- Vision Insurance (employee-paid): No change

Please review your individual salary information below. If you have questions, we are happy to meet you to walk through your placement. *The Tentative Agreement needs to be ratified by LCEA membership and approved by the Board of Education *before final work addenda will be issued for signature. Addenda will be issued later.*

Your 2026-2027 Salary information, per the Tentative Agreement, will be:

Salary **\$99,353** Contract days: **174** Lane: **MA + 104** Row: **T**

Note about your lane: Your position is currently placed in a “ghost lane” (beginning at MA + 80 (BA + 120).

Ghost lanes are used for a limited number of employees and are not reflected on the standard salary schedule. While in this placement, you will continue to receive regular step increases consistent with the schedule and you are no longer eligible for lane advancement.

Please compare this information with your initial agreement sent in early March if you would like to review the changes and increases.

Lake County School District Certified Staff Salary Schedule 2026-27 (DRAFT PENDING APPROVAL)

STEP	BA	BA +8	BA +16	BA +24	BA +32	MA (or 40 hours)	MA +8 (or 48 hours)	MA +16 (or 56 hours)	MA +24 (or 64 hours)	MA +32 (or 72 hours)	MA +40 (or 80 hours)	MA +48 (or 88 hours)	MA +56 (or 96 hours)	MA +64 (or 104 hours)	MA +72 (or 112 hours)	MA +80 (or 120 hours)	MA +88 (or 128 hours)	MA +96 (or 136 hours)	MA +104 (or 144 hours)	MA +112 (or 152 hours)	MA +120 (or 160 hours)	New Hire Experience Placement	
A	\$ 52,000	\$ 52,900	\$ 53,800	\$ 54,700	\$ 55,600	\$ 56,500	\$ 57,400	\$ 58,300	\$ 59,200	\$ 60,100	\$ 61,000	\$ 61,900	\$ 62,800	\$ 63,700	\$ 64,600	\$ 65,500	\$ 66,400	\$ 67,300	\$ 68,200	\$ 69,100	\$ 70,000	0 or 1 yrs	
B	\$ 53,040	\$ 53,958	\$ 54,876	\$ 55,794	\$ 56,712	\$ 57,630	\$ 58,548	\$ 59,466	\$ 60,384	\$ 61,302	\$ 62,220	\$ 63,138	\$ 64,056	\$ 64,974	\$ 65,892	\$ 66,810	\$ 67,728	\$ 68,646	\$ 69,564	\$ 70,482	\$ 71,400	2 or 3 yrs	
C	\$ 54,101	\$ 55,037	\$ 55,974	\$ 56,910	\$ 57,846	\$ 58,783	\$ 59,719	\$ 60,655	\$ 61,592	\$ 62,528	\$ 63,464	\$ 64,401	\$ 65,337	\$ 66,273	\$ 67,210	\$ 68,146	\$ 69,083	\$ 70,019	\$ 70,955	\$ 71,892	\$ 72,828	4 or 5 yrs	
D	\$ 55,183	\$ 56,138	\$ 57,093	\$ 58,048	\$ 59,003	\$ 59,959	\$ 60,913	\$ 61,868	\$ 62,824	\$ 63,779	\$ 64,733	\$ 65,689	\$ 66,644	\$ 67,598	\$ 68,554	\$ 69,509	\$ 70,465	\$ 71,419	\$ 72,374	\$ 73,330	\$ 74,285	6 or 7 yrs	
E	\$ 56,287	\$ 57,261	\$ 58,235	\$ 59,209	\$ 60,183	\$ 61,158	\$ 62,131	\$ 63,105	\$ 64,080	\$ 65,055	\$ 66,028	\$ 67,003	\$ 67,977	\$ 68,950	\$ 69,925	\$ 70,899	\$ 71,874	\$ 72,847	\$ 73,821	\$ 74,797	\$ 75,771	8 or 9 yrs	
F	\$ 57,413	\$ 58,406	\$ 59,400	\$ 60,393	\$ 61,387	\$ 62,381	\$ 63,374	\$ 64,367	\$ 65,362	\$ 66,356	\$ 67,349	\$ 68,343	\$ 69,337	\$ 70,329	\$ 71,324	\$ 72,317	\$ 73,311	\$ 74,304	\$ 75,297	\$ 76,293	\$ 77,286	10 or 11 yrs	
G	\$ 58,561	\$ 59,574	\$ 60,588	\$ 61,601	\$ 62,615	\$ 63,629	\$ 64,641	\$ 65,654	\$ 66,668	\$ 67,683	\$ 68,696	\$ 69,710	\$ 70,724	\$ 71,736	\$ 72,750	\$ 73,763	\$ 74,777	\$ 75,790	\$ 76,803	\$ 77,819	\$ 78,832	12 or 13 yrs	
H	\$ 59,732	\$ 60,765	\$ 61,800	\$ 62,833	\$ 63,867	\$ 64,902	\$ 65,934	\$ 66,967	\$ 68,002	\$ 69,037	\$ 70,070	\$ 71,104	\$ 72,138	\$ 73,171	\$ 74,205	\$ 75,238	\$ 76,273	\$ 77,306	\$ 78,339	\$ 79,373	\$ 80,409	14 or more yrs	
I	\$ 60,927	\$ 61,960	\$ 63,006	\$ 64,050	\$ 65,144	\$ 66,200	\$ 67,253	\$ 68,306	\$ 69,362	\$ 70,416	\$ 71,471	\$ 72,526	\$ 73,581	\$ 74,634	\$ 75,689	\$ 76,743	\$ 77,798	\$ 78,852	\$ 79,906	\$ 80,963	\$ 82,017		
J	\$ 62,146	\$ 63,210	\$ 64,287	\$ 65,372	\$ 66,447	\$ 67,524	\$ 68,598	\$ 69,673	\$ 70,749	\$ 71,826	\$ 72,900	\$ 73,977	\$ 75,053	\$ 76,127	\$ 77,203	\$ 78,279	\$ 79,354	\$ 80,429	\$ 81,504	\$ 82,582	\$ 83,657		
K	\$ 63,389	\$ 64,484	\$ 65,583	\$ 66,679	\$ 67,776	\$ 68,874	\$ 69,970	\$ 71,065	\$ 72,164	\$ 73,263	\$ 74,358	\$ 75,457	\$ 76,554	\$ 77,650	\$ 78,747	\$ 79,844	\$ 80,941	\$ 82,038	\$ 83,134	\$ 84,234	\$ 85,330		
L	\$ 64,657	\$ 65,774	\$ 66,895	\$ 68,013	\$ 69,132	\$ 70,251	\$ 71,369	\$ 72,486	\$ 73,607	\$ 74,728	\$ 75,845	\$ 76,966	\$ 78,085	\$ 79,203	\$ 80,322	\$ 81,441	\$ 82,560	\$ 83,679	\$ 84,797	\$ 85,919	\$ 87,037		
M	\$ 65,950	\$ 67,089	\$ 68,233	\$ 69,373	\$ 70,515	\$ 71,656	\$ 72,796	\$ 73,936	\$ 75,079	\$ 76,223	\$ 77,362	\$ 78,505	\$ 79,647	\$ 80,787	\$ 81,928	\$ 83,070	\$ 84,211	\$ 85,353	\$ 86,493	\$ 87,637	\$ 88,778		
N	\$ 67,269	\$ 68,431	\$ 69,588	\$ 70,760	\$ 71,925	\$ 73,089	\$ 74,252	\$ 75,415	\$ 76,581	\$ 77,747	\$ 78,909	\$ 80,075	\$ 81,240	\$ 82,403	\$ 83,567	\$ 84,731	\$ 85,895	\$ 87,060	\$ 88,223	\$ 89,390	\$ 90,554		
O	\$ 68,614	\$ 69,800	\$ 70,990	\$ 72,175	\$ 73,364	\$ 74,551	\$ 75,737	\$ 76,923	\$ 78,113	\$ 79,302	\$ 80,487	\$ 81,677	\$ 82,865	\$ 84,051	\$ 85,238	\$ 86,426	\$ 87,613	\$ 88,801	\$ 89,987	\$ 91,178	\$ 92,365		
P		\$ 71,196	\$ 72,410	\$ 73,619	\$ 74,831	\$ 76,042	\$ 77,252	\$ 78,461	\$ 79,675	\$ 80,888	\$ 82,097	\$ 83,311	\$ 84,522	\$ 85,732	\$ 86,943	\$ 88,155	\$ 89,365	\$ 90,577	\$ 91,787	\$ 93,003	\$ 94,212		
Q		\$ 72,630	\$ 73,856	\$ 75,091	\$ 76,326	\$ 77,563	\$ 78,797	\$ 80,030	\$ 81,269	\$ 82,506	\$ 83,739	\$ 84,977	\$ 86,212	\$ 87,447	\$ 88,682	\$ 89,918	\$ 91,152	\$ 92,389	\$ 93,623	\$ 94,862	\$ 96,098		
R		\$ 74,072	\$ 75,335	\$ 76,599	\$ 77,855	\$ 79,114	\$ 80,373	\$ 81,631	\$ 82,894	\$ 84,156	\$ 85,414	\$ 86,677	\$ 87,936	\$ 89,196	\$ 90,456	\$ 91,716	\$ 92,975	\$ 94,237	\$ 95,495	\$ 96,759	\$ 98,018		
S		\$ 75,555	\$ 76,842	\$ 78,125	\$ 79,412	\$ 80,696	\$ 81,980	\$ 83,264	\$ 84,552	\$ 85,839	\$ 87,122	\$ 88,411	\$ 89,695	\$ 90,980	\$ 92,265	\$ 93,550	\$ 94,835	\$ 96,122	\$ 97,405	\$ 98,694	\$ 99,978		
T		\$ 77,064	\$ 78,379	\$ 79,688	\$ 81,000	\$ 82,310	\$ 83,620	\$ 84,929	\$ 86,243	\$ 87,556	\$ 88,864	\$ 90,179	\$ 91,489	\$ 92,800	\$ 94,110	\$ 95,421	\$ 96,732	\$ 98,044	\$ 99,353	\$ 100,668	\$ 101,978		
U		\$ 79,947	\$ 81,262	\$ 82,620	\$ 83,956	\$ 85,292	\$ 86,628	\$ 87,960	\$ 89,307	\$ 90,641	\$ 91,983	\$ 93,319	\$ 94,656	\$ 95,992	\$ 97,329	\$ 98,667	\$ 100,005	\$ 101,340	\$ 102,681	\$ 104,018			
V		\$ 81,546	\$ 82,908	\$ 84,272	\$ 85,635	\$ 86,996	\$ 88,361	\$ 89,727	\$ 91,093	\$ 92,454	\$ 93,823	\$ 95,185	\$ 96,549	\$ 97,912	\$ 99,276	\$ 100,640	\$ 102,005	\$ 103,367	\$ 104,735	\$ 106,098			
W		\$ 83,177	\$ 84,566	\$ 85,957	\$ 87,348	\$ 88,736	\$ 90,128	\$ 91,522	\$ 92,915	\$ 94,303	\$ 95,699	\$ 97,089	\$ 98,480	\$ 99,870	\$ 101,262	\$ 102,653	\$ 104,045	\$ 105,434	\$ 106,830	\$ 108,220			
X		\$ 84,841	\$ 86,257	\$ 87,676	\$ 89,095	\$ 90,513	\$ 91,931	\$ 93,352	\$ 94,773	\$ 96,189	\$ 97,613	\$ 99,031	\$ 100,450	\$ 101,867	\$ 103,287	\$ 104,706	\$ 106,126	\$ 107,543	\$ 108,967	\$ 110,384			
Y		\$ 86,536	\$ 87,982	\$ 89,430	\$ 90,877	\$ 92,323	\$ 93,770	\$ 95,219	\$ 96,668	\$ 98,113	\$ 99,565	\$ 101,012	\$ 102,459	\$ 103,904	\$ 105,353	\$ 106,800	\$ 108,249	\$ 109,694	\$ 111,148	\$ 112,592			
Z					\$ 92,695	\$ 94,169	\$ 95,645	\$ 97,123	\$ 98,601	\$ 100,075	\$ 101,556	\$ 103,032	\$ 104,508	\$ 105,982	\$ 107,460	\$ 108,936	\$ 110,414	\$ 111,890	\$ 113,368	\$ 114,844			
AA					\$ 94,549	\$ 96,052	\$ 97,556	\$ 99,065	\$ 100,573	\$ 102,077	\$ 103,587	\$ 105,093	\$ 106,598	\$ 108,102	\$ 109,609	\$ 111,115	\$ 112,622	\$ 114,126	\$ 115,636	\$ 117,141			
BB					\$ 96,440	\$ 97,973	\$ 99,509	\$ 101,046	\$ 102,584	\$ 104,119	\$ 105,659	\$ 107,195	\$ 108,730	\$ 110,264	\$ 111,801	\$ 113,337	\$ 114,874	\$ 116,409	\$ 117,949	\$ 119,484			
CC					\$ 98,369	\$ 99,932	\$ 101,499	\$ 103,067	\$ 104,636	\$ 106,201	\$ 107,772	\$ 109,339	\$ 110,905	\$ 112,469	\$ 114,037	\$ 115,604	\$ 117,171	\$ 118,737	\$ 120,308	\$ 121,874			
DD					\$ 100,336	\$ 101,931	\$ 103,529	\$ 105,128	\$ 106,729	\$ 108,325	\$ 109,927	\$ 111,526	\$ 113,123	\$ 114,718	\$ 116,318	\$ 117,916	\$ 119,514	\$ 121,112	\$ 122,714	\$ 124,311			

- * In-district professional development credit or approved PD credit starts accumulating June 1, 2013.
- * Professional Development hours (not college credits) must be approved by building administrator or supervisor.
- * One PD credit hour = 15 contact hours; One college credit hour = 15 contact hours.
- * Salary schedule applies to certified staff members.
- * The maximum step that may be earned in any column is Step DD.
- * Based on 175 contract days.
- * Related years of education experience for new hires will be honored based on the chart above.
- * Teachers who provide documentation of a current national board certification from the National Board for Professional Teaching Standards will receive a \$2,000 annual stipend in addition the annual salary above.
- * Special Service Providers (SSPs) will use MA, step E as a base salary placement to calculate a per diem rate.

To:

From: Kathleen Fitzsimmons, HR Director

Date : May 15, 2026



**MEMO of AFSCME Classified Salary & Compensation Updates for 2026–2027
-informational only**

We are grateful for the thoughtful collaboration between the Lake County School District and AFSCME throughout this negotiation season. This work reflects a shared commitment to supporting our staff and strengthening our schools.

Thanks to the mill levy override, along with additional funds made available through school consolidation, we were able to invest in employee compensation this year despite receiving almost no new funding from the state. Through this partnership, we have reached a Tentative Agreement that results in increased salaries for employees for the coming year.

At the bottom of this memo are the details specific to your salary—please review them carefully.

Key Compensation Updates

- The base hourly rate for new hires has increased:
 - Cooks and Custodians: increase of \$1.67 per hour
 - Bus Drivers: increase of \$1.50 per hour
- Current employees will receive:
 - Cooks and Custodians: a \$1.67 per hour increase
 - Bus Drivers: a \$1.50 per hour increase
 - In addition, all current employees will receive a 2.85% increase.

Other Compensation Elements

- Contract Days: Custodians will have 255 contract days and Cooks and Bus Drivers will have 175 contract days
- Retention Bonus: Minimum \$1,200, paid in September based on early contract signing timeline
- Cooks and Custodians will now be paid in 12 equal monthly salary payments, starting in July 2026. Bus drivers already have this payment schedule.

- Any additional time worked beyond the regular contract day, or time needed to cover a “cook out” or “custodian out” assignment, must be documented on a timesheet for additional pay.

Important Information for Reduced Days

The number of contract days has been reduced, however:

- Employees will *not* lose compensation
- Hourly rates have been adjusted to maintain overall annual earnings

Benefits Update

- Health Insurance: No change
- Dental Insurance (employee-paid):
 - Increasing by 4.3%
 - New rates:
 - Single: \$36.19 → \$37.75/month
 - Family: \$104.90 → \$109.41/month
 - Two-year rate lock
- Vision Insurance (employee-paid): No change

Please review your individual salary information below. If you have questions, we are happy to meet with you to walk through your new salary.

**Tentative agreement needs to be ratified by AFSCME membership and Board of Education before final work addenda will be issued for signature.*

Your 2026–2027 salary information, based on the Tentative Agreement, is as follows:

Salary: \$ [REDACTED] Contract Days: **175**

Hours Per Day: **8** Hourly Rate: \$ [REDACTED]

*Please compare this information with your initial agreement sent in early March if you would like to review the changes and increases.

To:

De: Kathleen Fitzsimmons, Directora de Recursos Humanos (HR Director)

Fecha: 15 de mayo de 2026



LAKE COUNTY
PANTHERS

MEMORÁNDUM sobre Actualizaciones Salariales y de Compensación de AFSCME
Classified para 2026–2027 -solo para fines informativos (informational only)-

Estamos agradecidos por la colaboración reflexiva entre el Distrito Escolar del Condado de Lake (Lake County School District) y AFSCME durante esta temporada de negociaciones. Este trabajo refleja un compromiso compartido de apoyar a nuestro personal y fortalecer nuestras escuelas.

Gracias al mill levy override, junto con fondos adicionales disponibles a través de la consolidación escolar, pudimos invertir en la compensación de los empleados este año a pesar de recibir casi ningún financiamiento nuevo del estado. A través de esta colaboración, hemos alcanzado un Tentative Agreement (Acuerdo Tentativo) que resulta en aumentos salariales para los empleados para el próximo año.

Al final de este memorándum se encuentran los detalles específicos de su salario; por favor revíselos cuidadosamente.

Actualizaciones Clave de Compensación (Key Compensation Updates)

- La tarifa base por hora para nuevos empleados ha aumentado:
 - Cocineros (Cooks) y Conserjes (Custodians): aumento de \$1.67 por hora
 - Conductores de Autobús (Bus Drivers): aumento de \$1.50 por hora
- Los empleados actuales recibirán:
 - Cocineros (Cooks) y Conserjes (Custodians): aumento de \$1.67 por hora
 - Conductores de Autobús (Bus Drivers): aumento de \$1.50 por hora
 - Además, todos los empleados actuales recibirán un aumento adicional del 2.85%.

Otros Elementos de Compensación (Other Compensation Elements)

- Días de Contrato (Contract Days): Los Conserjes (Custodians) tendrán 255 días de contrato y los Cocineros (Cooks) y Conductores de Autobús (Bus Drivers) tendrán 175 días de contrato.
- Bono de Retención (Retention Bonus): mínimo de \$1,200, pagado en septiembre según el cronograma de firma temprana del contrato.
- Los Cocineros (Cooks) y Conserjes (Custodians) ahora recibirán pago en 12 pagos salariales mensuales iguales, comenzando en julio de 2026. Los Conductores de Autobús (Bus Drivers) ya tienen este calendario de pagos.
- Cualquier tiempo adicional trabajado más allá del día laboral regular del contrato, o tiempo necesario para cubrir una asignación de “cook out” o “custodian out”, debe documentarse en una hoja de tiempo (timesheet) para recibir pago adicional.

Información Importante para Reducción de Días (Important Information for Reduced Days)

El número de días de contrato se ha reducido; sin embargo:

- Los empleados no perderán compensación
- Las tarifas por hora han sido ajustadas para mantener las ganancias anuales totales

Actualización de Beneficios (Benefits Update)

- Seguro Médico (Health Insurance): Sin cambios
- Seguro Dental (Dental Insurance) — pagado por el empleado (employee-paid):
 - Aumento de 4.3%
 - Nuevas tarifas:
 - Individual (Single): \$36.19 → \$37.75/mes
 - Familiar (Family): \$104.90 → \$109.41/mes
 - Tarifas aseguradas por dos años (Two-year rate lock)
- Seguro de Visión (Vision Insurance) — pagado por el empleado (employee-paid): Sin cambios

Por favor revise su información salarial individual a continuación. Si tiene preguntas, con gusto podemos reunirnos con usted para revisar su nuevo salario.

El Tentative Agreement (Acuerdo Tentativo) debe ser ratificado por los miembros de AFSCME y por la Junta de Educación (Board of Education) antes de que se emitan los addenda finales de trabajo para firma.

Su información salarial para 2026–2027, basada en el Tentative Agreement (Acuerdo Tentativo), es la siguiente:

Salario /Salary: \$ [REDACTED] Días de Contrato /Contract Days: **175**

Días de Contrato /Hours Per Day: **8** Días de Contrato / Hourly Rate: \$ [REDACTED]

Por favor compare esta información con su acuerdo inicial enviado a principios de marzo si desea revisar los cambios y aumentos.

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: 0
TIME ALLOTTED ON AGENDA:
DATE OF MEETING: 5/26/26
ATTACHMENTS: 2

FY27 Draft Original Budget Book.pdf
FY2026-27 Draft Original Budget.pdf

RE: Draft FY2026-2027 Budget

TOPIC SUMMARY

Background: The Board of Education must adopt an original budget by June 30th each year. This is the draft of the 2026-2027 budget. The final original budget will be presented at the second BoE meeting in June.

Topic for Presentation: See Attachments

Lake County School District

Preliminary Budget

FY 2026-2027



**LAKE COUNTY
PANTHERS**

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

**Kate Bartlett
Superintendent**

**Jim Mulcey
Chief Financial Officer**

**6/22/2026
Date**

Lake County School District

Preliminary Budget

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FY 2026-2027

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Introduction



**LAKE COUNTY
PANTHERS**

Lake County School District
Preliminary Budget
Budget Development Assumptions
FY 2026-2027

	FY 2025-2026	FY 2026-2027
Revenue-Based Assumptions		
October FTE Pupil Count	810.5	765.0
3-Yr Averaging Funded Pupil Count	859.8	810.3
Per-Pupil Funding	\$13,406	\$14,435
Total Program Funding	\$11,527,091	\$11,623,541
Budget Stabilization Factor	\$0	\$0
Net Assessed Valuation	\$372,820,057	\$432,820,057
Property Tax Mill Levy Components:		
General Fund	26.514	26.514
Abatement Levy	0.224	0.224
Bond Fund	5.100	5.100
Mill Levy Override Fund	5.082	5.082
Total Mill Levy	36.920	36.920
Expenditure-Based Assumptions		
District Contribution Family Insurance Premium		
Employer PERA Contribution	21.40%	21.40%
Medicare Employer Contribution	1.45%	1.45%
Colorado Minimum Wage (1/1/26 & 1/1/27)	\$15.16	\$15.52
Debt-Based Assumptions		
Net Assessed Valuation	\$372,820,057	\$432,820,057
Gross Debt Capacity @ 20%	\$74,564,011	\$86,564,011
General Obligation Principal Outstanding as of Year-End	(\$15,288,170)	(\$14,048,002)
Remaining Debt Capacity	\$59,275,841.53	\$72,516,009.15
Additional Lease Certification of Participation Debt		

Lake County School District

Preliminary Budget

Appropriation Resolution

FY 2026-2027

Appropriation Resolution

RESOLUTION 27-1

Be it resolved, by the Board of Education of the Lake County School District in Lake County, that the amounts shown in the following schedule be appropriated to each fund as specified in the Adopted Budget for the ensuing fiscal year beginning July 1, 2026 and ending June 30, 2027.

FUND	APPROPRIATION AMOUNT
General Fund	
General Fund (10)	17,325,433.00
PreSchool Fund (19)	335,432.81
Special Revenue Funds	
Food Service Fund (21)	989,864.09
Designated Purpose Grants Fund (22)	1,432,737.00
Pupil Activity Fund (23)	684,391.64
The Center (26)	489,644.01
Headstart (27)	957,667.00
Bond Redemption Fund	
Bond Redemption Fund (31)	5,539,944.00
Capital Projects Funds	
Capital Reserve Fund (43)	1,273,426.20
Trust/Custodian Funds	
Health Insurance (64)	2,793,958.31
Total Appropriation	31,822,498.06
Appropriation per Student Count	41,598
Appropriation per Funded Student Count	39,272

PRESIDENT OF THE BOARD

DATE

SECRETARY OF THE BOARD

DATE

Lake County School District
Preliminary Budget
Interfund Borrowing Resolution
FY 2026-2027

Interfund Borrowing Resolution

RESOLUTION 27-2

Whereas Colorado Revised Statutes (C.R.S. 22-44-113) authorizes the Board of Education to borrow unencumbered monies from one fund for use by another fund. Monies borrowed from a fund pursuant to applicable laws must be repaid to said fund when needed to meet obligations of said fund and any such loan shall be repaid no later than three (3) months after the beginning of the following budget year. In the event monies are not forthcoming from designated sources, an amount equal to the outstanding liability shall be expended from the General Fund and used to repay the loan, now, therefore, be it

Resolved, that:

effective June 22, 2026, the Lake County School District hereby authorizes the following borrowing in accordance with applicable laws and regulations.

Fund Name	Borrowing Amount
10 General Fund	\$ (8,957,121.06)
19 Preschool Fund	\$ 335,432.81
21 Food Service Fund	\$ 989,864.09
22 Designated Purpose Grants Fund	\$ 1,432,737.00
23 Pupil Activity Fund	\$ 684,391.64
26 The Center Fund	\$ 489,644.01
27 Headstart Fund	\$ 957,667.00
43 Capital Projects Fund	\$ 1,273,426.20
64 Health Insurance Fund	\$ 2,793,958.31

PRESIDENT OF THE BOARD

DATE

SECRETARY OF THE BOARD

DATE

Lake County School District
Preliminary Budget
Use of Beginning Fund Balance Resolution
FY 2026-2027

Use of Beginning Fund Balance Resolution

RESOLUTION 27-3

A Resolution of the Board of Education of the Lake County School District
authorizing the Use of a Portion of
Beginning Fund Balance as Authorized by Colorado Statutes

WHEREAS, C.R.S. 22-44-105 1.5 (a) & (c) states that a budget, duly adopted pursuant to this article, shall not provide for expenditures, inter-fund transfers, or reserves, in excess of available revenues and beginning fund balance.

WHEREAS, the Board of Education may authorize the use of a portion of the beginning fund balance in the budget, stating the amount to be used, the purpose for which the expenditure is needed, and the district's plan to ensure that the use of the beginning fund balance will not lead to an ongoing deficit.

NOW, THEREFORE, BE IT RESOLVED:

In accordance with C.R.S. 22-44-105 1.5 (a) & (c), the Board of Education authorizes the use of a portion of the fiscal year 2025-2026 Beginning Fund Balance for the following funds:

Fund 10 in the amount of \$200,000

The District set aside funds in FY26 for a retention bonus. The revenues for this bonus were received in a prior year, but will be spent in FY27. As this is a one-time expense, it will not lead to on going deficits.

Fund 26 in the amount of \$133,788

Preschool expenditures are in excess of revenues. Once reserves are depleted, we will use fund transfers from the General Fund to prevent recurring deficits.

Fund 43 in the amount of \$92,752

Multiple capital projects we started near the end of FY26 and will be expensed in FY27. These projects are discrete, non-recurring projects and will not lead to ongoing deficits.

BE IT FURTHER RESOLVED, the use of this portion of the beginning fund balance for the purposes set forth.

PRESIDENT OF THE BOARD

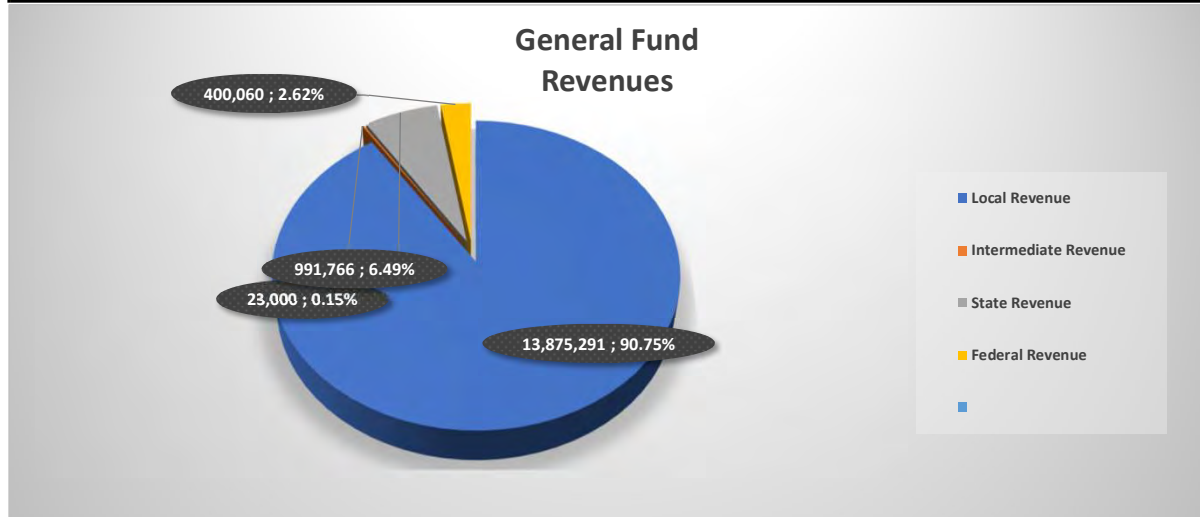
DATE

SECRETARY OF THE BOARD

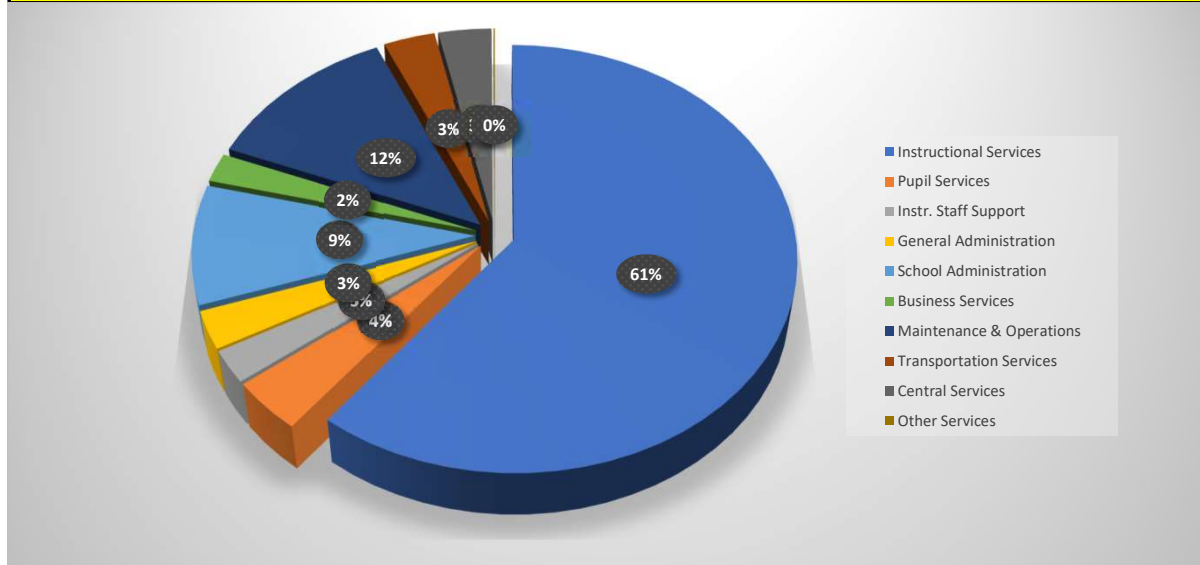
DATE

Lake County School District
Preliminary Budget
General Fund
FY 2026-2027

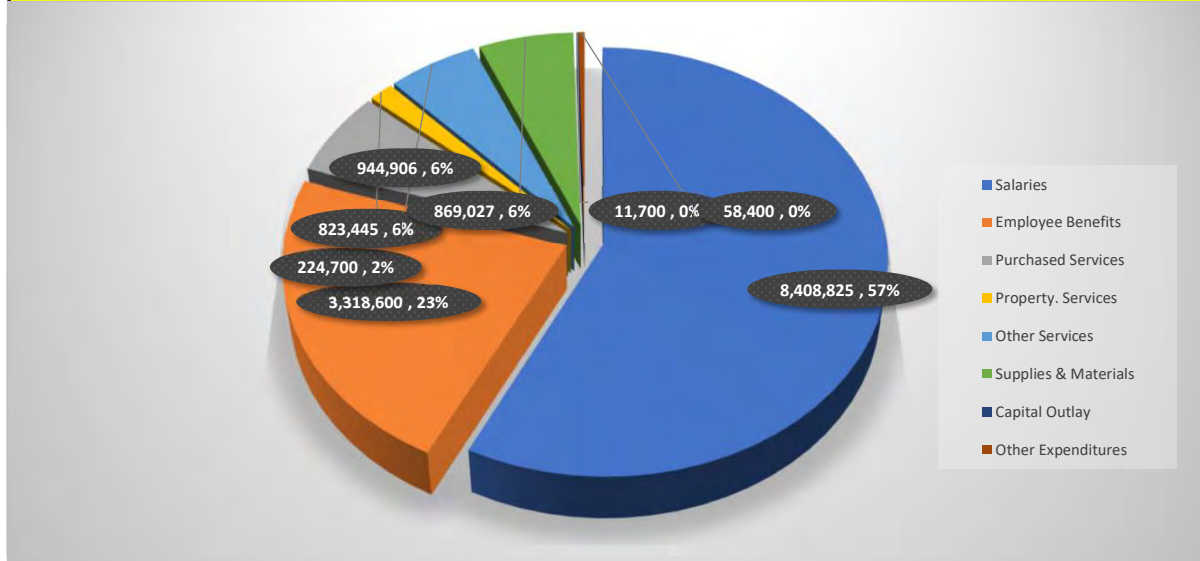
General Fund Revenues



General Fund Expenditures (By Program)



General Fund Expenditures (By Object)



Lake County School District

Preliminary Budget

Pupil Count History

FY 2026-2027

Fiscal Year	K-12 Annual Pupil Count (FTE)	Year over Year Pupil Count Change	Total District Funded Pupil Count
FY26/27	765.00	(45.5)	810.30
FY25/26	810.50	(52.0)	859.80
FY24/25	862.50	(11.5)	895.40
FY23/24	874.00	(18.0)	923.30
FY 22/23	892.00	(27.0)	947.40
FY 21/22	919.00	(6.0)	959.30
FY 20/21	925.00	(76.5)	970.50
FY 19/20	1,001.50	71.5	1,007.50
FY 18/19	930.00	23.5	940.50
FY 17/18	906.50	14.5	935.50
FY 16/17	892.00	(31.5)	952.70
FY 15/16	923.50	N/A	985.90

* From CDE Funding Worksheets

Executive Summary



**LAKE COUNTY
PANTHERS**

EXECUTIVE FINANCIAL OVERVIEW

Introduction

The Lake County School District R-1 presents its Original Fiscal Year 2026–2027 budget, reflecting a continued commitment to student success and responsible stewardship of public resources. Aligned with the district’s strategic priorities, the budget supports high-quality instruction, safe and welcoming learning environments, and long-term operational sustainability.

The FY2026–2027 budget balances educational goals with enrollment trends, cost pressures, and revenue constraints, allocating resources efficiently while maintaining flexibility for future needs. It complies with state and federal requirements and supports long-term planning through sustained investment in staff, facilities, and student support systems, with an emphasis on transparency, fiscal responsibility, and maximizing student outcomes.

District Mission Statement

The Lake County School District challenges students to reach their fullest potential through personal, engaged and rigorous learning in the classroom and beyond.

District Goals

1. Ensuring 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 and career-ready)*
2. Providing all students with engaging learning opportunities *(Rigor and engagement are everywhere)*
3. Creating a space that is safe, inclusive, and welcoming for all *(Diversity and culture make us better)*
4. Planning and executing the capital and human capital investments that will make our district better *(We plan for the future)*

Budget Overview

The FY2026-2027 budget proposes a total appropriation of \$31.82 million, including planned expenditures and reserves. The district projects \$23.50 million in total revenues and \$23.18 million in total expenditures.

The FY2026-2027 budget differs from the previous year. The District is closing the Lake County Intermediate School. Students from grades 3-5 will be in the Lake County Elementary School, while Sixth grade will be in the Lake County High School. This significant change has allowed a significant reduction in staffing, while still delivering the equivalent level of programming for students. The cost savings from reduced staffing is reinvested in staff though increased compensation in this budget.

The district plans for \$19.10 million in local revenue, including \$13.19 million in property taxes. The district also expects \$1.89 million in state funds, and \$2.48 million in federal funds.

The district budget plans for \$23.18 million in expenditures across all funds. The largest categories of expenditures are for Salaries (\$9.71 million) and Benefits (\$4.10 million).

These figures include the Health Fund, which operates as an Internal Service Fund.

Compensation

Increases to staff compensation were funded by three sources of recurring funds. First, the last portion of 2024 MLO funds were invested to get to the Board of Education resolution of 75% of MLO funds dedicated to staff compensation. Second, the consolidation reduced recurring costs, primarily from staffing reductions. Third, the District projects a modest increase in Formula Funding. All together, the District is investing over \$850 thousand in compensation increases.

The District negotiated a revision to the teacher pay schedule and replaced all certified staff on the new schedule. The new schedule raises base teacher pay to \$52,000 (an increase of \$6,430, or 14.1%). This new base increases by \$900 for every lane of advancement. Steps increase at a rate of 2% per step. Existing staff were first given the greater of a 6% or \$4,000 increase over their FY26 salary, and were then placed on the new schedule in the same lane and in a cell that was at least as much as the salary increase. The average increase is 10.63% and the average dollar increase is \$6,446. In addition, the number of contract days was decreased from 179 to 174 with no decrease in salary.

Classified staff represented by the Lake County Education Association received a 2.85% increase on their FY26 salary and then an additional \$1.67 per hour. In addition, the number of contract days was decreased from 179 to 174 with no decrease in salary.

Classified staff represented by the American Federation of State, County & Municipal Employees also first received a 2.85% increase on their total FY26 salary. Cooks and custodians then received a \$1.67 per hour increase, while bus drivers received a \$1.50 per hour increase. For cooks and bus drivers, the number of contract days was decreased from 180 to 175 with no decrease in salary. For custodians, the number of contract days was decreased from 260 to 255 with no decrease in salary.

Other District staff received the same 2.85% increase on their FY26 salaries, and then an additional 5.85% increase for a total of 8%.

The District is keeping healthcare insurance rates the same as FY26. Vision insurance also remains unchanged, though dental insurance premiums increased by 4.3%.

Fund-Specific Summaries

General Fund Summary (10)

The General Fund is the primary source of the district's operating funds. It is projected to reduce fund balance in this budget.

The District allocated \$200 thousand to a retention bonus to be paid in FY27. Since the revenues for this bonus are from a previous year, but the expenditures are in FY27, it will show as a deficit. As the retention bonus is a one time expense, it will not lead to ongoing deficits.

The structural (recurring) parts of the budget are in balance.

Preschool Fund (19)

This fund is one of three (with Funds 26 and 27) that provide operating funds for the Preschool. Fund 19 is sourced through the Colorado Universal Pre-Kindergarten (UPK) program with the vast majority of funds allocated to staff salaries and benefits.

Food Service Fund (21)

This fund provides for the district's food service operations. In FY24, the Colorado Healthy School Meals for All program went into effect. Under this program students don't pay for breakfast or lunch. The federal government provides partial reimbursement for meals, and the state of Colorado provides additional reimbursable funds, however, while the referendum was

approved by the voters with a tax structure to collect the funds for it, the tax collection is not sufficient to cover all costs. In addition, the district operates three separate kitchens for a relatively small number of students. These factors together have led to increasing deficits that we must cover with General Fund transfers. While we started FY23 with a \$208 thousand beginning fund balance, it was completely depleted by the end of that fiscal year despite a \$48 thousand general fund transfer. In FY24 the transfer grew to \$230 thousand, \$250 thousand in FY25, and \$322 thousand in FY26. Due to consolidation, the FY27 transfer is \$262 thousand.

While the consolidation reduced the FTE employed for food service, the reinvestment of the consolidation cost reductions into compensation meant the FTE reductions didn't result in as significant cost reductions in Fund 21.

Payroll (salaries and benefits) makes up about 54% of the expenses in Fund 21. The other 46% are for supplies, mostly food. Given that, this fund is vulnerable to cost increases in a higher inflation environment, especially to food and transportation costs. The General Fund would likely need to increase the transfer amount to cover higher food costs.

Designated Purpose Grants Fund (22)

This fund tracks grants with specified purposes. Each grant is accounted for like a mini fund, since funds must be spent for specific purposes and cannot be used for any purpose beyond those approved by the grantor. This fund cannot have a beginning fund balance and revenues always equal expenditures. Excess funds in any year are either pushed forward into the next fiscal year (if allowed) or returned to the grantor. From a high of \$3.91 million in FY23, grant funding has declined steadily. This year we are projecting \$1.43 million in designated purpose grants. Our largest grants include Title I/II/III/IV Funds that support our language acquisition programs for disadvantaged students and 21st Century grants that support Project Dream out-of-school programming.

Student Activity Fund (23)

The Student Activity Fund is provided for informational purposes only. The district does not budget expenditures for these funds. Revenues are collected through student fees, fundraisers, ticket sales, donations and other non-taxpayer sources. expenditures are controlled at the school level, and while the district reports all expenses through proper accounting methods, they are reported in a single line item. These funds are reported here for informational purposes only.

The Center Fund (26)

This fund is one of three (with Funds 19 and 27) that provide operating funds for the Preschool. This fund is sourced through tuition payments from families who send their children to the

preschool. It is the only preschool fund that can carry a fund balance from year to year. This fund is projecting a \$134 thousand deficit, however, in the previous fiscal year saw lower than planned expenditures due to shifting costs to the other two funds (19 and 27).

Headstart Fund (27)

This fund is one of three (with Funds 19 and 26) that provide operating funds for the Preschool. This fund is sourced through the Federal Headstart program. The majority of funds are allocated to salaries and benefits.

Bond Redemption Fund (31)

This fund collects tax revenue separate from the general fund. It is for the purpose of paying voter-approved debt. The district has two outstanding bonds. The 2012 bond was used to finance renovations at the Lake County High School and will be retired in 2032. The 2019 bond was used to finance the construction of the Lake County Elementary School and will be retired in 2039.

Capital Projects Fund (43)

This fund provides for capital projects, such as the purchase of vehicles, information technology, equipment, and building improvements/repairs.

We continue to set aside funds for capital renewal in our buildings. These funds are reserved for end-of-life systems.

Fund 43 also holds funds from Fee in Lieu contributions from property subdivisions. When a parcel is subdivided into separate lots, each lot is charged a fee by Lake County to offset the impact that housing might have on the school district. These funds are used to increase the capacity of our schools.

Different than most funds, the Capital Projects fund often has activities that cross fiscal years. For instance, we allocated funds to buy a bus in FY24, but the bus didn't arrive until FY25. WE also tend to hold projects back until the second half of the year as a hedge against revenue and expense volatility, which leads to higher ending fund balances.

At the end of the fiscal year, any funds remaining in Fund 43 are nontransferable and must remain in the fund.

Health Insurance Fund (64)

The Health Insurance Fund is a self-funded internal service fund that provides healthcare coverage for participating district employees and their families. Instead of paying a traditional insurance company a fixed premium to take on all the risk, the district pays employee medical

claims directly through Fund 64. To reduce risk the District purchases stop-loss insurance to help protect against unusually large claims or a large number of claims, though some costs still fall outside that coverage. Thus, the District mitigates some level of risk through insurance, but it does not eliminate risks entirely.

In practice, the fund operates like a small standalone business within the District. It has its own revenues and expenses that are separate from the District's general operations. Revenue comes from District and employee contributions, along with reimbursements from reinsurance carriers when claims exceed certain thresholds. Expenses include medical claims, administrative costs, and premiums for stop-loss coverage.

The fund experienced deficits from FY22 through FY25 as healthcare costs and claims activity increased faster than contributions. In some years, several large or complex medical claims created significant financial pressure, requiring transfers from the district's general fund to stabilize operations. Because healthcare costs can fluctuate dramatically from year to year, predicting expenses remains difficult even with insurance protections in place.

Last year, the district restructured the program by increasing contribution rates, improving forecasting practices, and more closely aligning revenues with actual costs. Those changes have helped stabilize the fund, and it is currently projected to end the fiscal year with a positive fund balance. Even so, the district continues to budget conservatively and monitor the program closely because healthcare claims remain unpredictable.

In particular, the revenue line includes re-insurance income, but this is driven by claims, so in one year the District might have \$800 thousand in additional revenue & expenses, and another year it might have \$200 thousand. Those amounts only become clear when medical claims are incurred.

Enrollment and Long-term Demographics

Enrollment in the District continues to decline. The 2025 October count was 810.5 full time equivalents (FTE) and we are projecting 765 for the 2026 October count, a reduction of 45 students (-5.5%). District funding is intrinsically tied to enrollment, however, the consolidation made significant funds available to re-invest in compensation. Increases to the formula funding was a small portion of the amount available this year.

Staffing costs account for the vast majority of the district's discretionary spending, thus as fiscal resources become more constrained, staffing will likely have to decline in order to maintain cost of living increases for the remaining staff.

Financial Outlook

Enrollment Risks

District funding remains closely tied to student enrollment, so the primary financial risk is that enrollment declines faster than currently projected. Even relatively small reductions in funded pupil count can affect revenue. If enrollment falls faster than anticipated, the district may need to make mid-year spending adjustments or rely on reserves to maintain operations.

The longer-term issue is that sustained enrollment decline places pressure on staffing levels. Staffing costs account for the majority of discretionary spending, so over time the district must align staffing with enrollment to maintain financial stability and keep compensation competitive. The consolidation should improve operational efficiency and better align facility usage with enrollment levels. However, consolidation also reduces excess building capacity. The practical effect is that while declining enrollment presents the more likely financial risk, a rapid increase in enrollment could create operational challenges related to classroom space that would be very challenging to solve.

Economic Risks and Opportunities

Current state forecasts continue to flag an elevated recession risk over the next year, driven by inflationary pressures, interest rates, slowing consumer activity, and volatility in national trade policy. A recession would place additional pressure on the state budget, which could affect future school finance funding. In Lake County, economic slowdowns may affect property development activity and household stability, which can indirectly influence enrollment trends. While the district cannot predict the timing or severity of broader economic conditions, continued economic uncertainty reinforces the need for conservative budgeting and maintaining adequate reserves.

This November, Colorado voters will decide a statewide ballot measure that would allow the state to retain additional revenue above current TABOR refund limits for education funding. If approved, the measure could improve the long-term funding outlook.

Inflationary Risks

Inflation remains a financial risk for the district, particularly in areas tied to food service and utilities. Recent reports have shown sharp month-to-month increases in food prices, driven by supply chain disruptions, commodity volatility, transportation costs, and broader economic uncertainty. The practical effect for the district is increased pressure on the Food Service Fund, which is already operating at a structural deficit. Continued inflation may also place upward pressure on future salary expectations, contracted services, and capital project costs.

Understanding Lake County School District Finances

How Colorado School Finance Works

Colorado primarily funds schools through the School Finance Formula, which adjusts funding based on enrollment and student needs, including At-Risk, ELL, and Special Education populations. In practical terms, enrollment and demographics are the largest drivers of district revenue, which means long-term financial planning is heavily affected by population trends, housing availability, and local economic conditions.

Under the formula, local property taxes and Specific Ownership Taxes are applied first, with the state providing equalization funding for the remaining amount. Because of the assessed valuation tied to the Climax Mine and rising property values, Lake County School District generates most of its formula funding locally rather than through state equalization. What this means is that increases in local property tax revenue generally reduce state funding rather than creating new spending capacity. It also creates cash flow considerations, since state funding arrives relatively evenly throughout the year beginning in July, while most local property tax revenue is not received until May.

Lake County School District Context

Lake County School District generates most of its school finance funding locally due primarily to the assessed valuation associated with the Climax Mine and rising property values throughout the county. Because Colorado applies local property taxes first in the funding formula, the district receives significantly less state equalization funding than most similarly sized districts. This provides a comparatively strong local tax base, but it also ties district finances more directly to local economic conditions, mining activity, commodity markets, and property valuations.

As assessed valuation rises, the district can also move closer to or into “fully locally funded” status under Colorado’s school finance system. What this means is that higher local revenues may reduce state support and increase the district’s responsibility for certain costs that are partially subsidized by the state in equalized districts, including some categorical programs such as Special Education and transportation. In practical terms, increases in assessed valuation do not necessarily create proportional increases in unrestricted operating funds.

The practical effect is that the district's financial position depends not just on total revenues, but also on how those revenues are structured within Colorado's finance system. Changes in property values, local industry, enrollment, or state funding policy can still affect district finances, which is why the district continues to prioritize reserves, cash flow management, and long-term operational sustainability.

Cash Flow, Reserves, and Borrowing

One of the district's largest financial management issues is cash flow timing. Operating costs such as payroll, utilities, transportation, and food service occur continuously throughout the year, but most local property tax revenue is not received until later in the fiscal cycle, primarily in May. Because Lake County School District receives relatively limited state equalization funding, the district depends heavily on those delayed local tax collections to fund operations.

Colorado provides an interest-free cash flow borrowing program that allows districts to borrow against anticipated property tax revenue. While this helps manage timing issues, it does not eliminate cash flow risk. The district must still maintain adequate reserves and carefully monitor liquidity throughout the year to ensure uninterrupted operations prior to major tax collections.

What this means is that fund balances and reserves are not excess cash. Those balances are necessary to sustain operations during the first portion of the following fiscal year before local tax revenues are received. For that reason, reserve levels should be viewed as both a financial stability measure and a practical operational necessity.

The Local Economy and the Climax Mine

A significant portion of the district's assessed valuation is tied directly or indirectly to the Climax Mine and the broader economic activity it supports within Lake County. In addition to its contribution to the property tax base, the mine influences local employment, housing demand, contractor activity, retail spending, and overall population stability. As one of the largest primary molybdenum mines in the world, Climax remains a major economic driver for the county and an important factor in the district's financial condition.

Molybdenum markets are cyclical and influenced by global industrial activity, manufacturing demand, infrastructure investment, and broader economic conditions. At the same time, the long-term outlook for molybdenum remains relatively stable due to its importance in steel production, energy infrastructure, transportation, and domestic manufacturing. The Climax Mine also benefits from substantial existing infrastructure and significant remaining reserves.

What this means is that district finances remain connected not only to enrollment and state education policy, but also to broader commodity and economic conditions. Changes in mining activity, global demand, or assessed valuation could materially affect local revenues and the overall financial outlook for the district.

Financial Statements



**LAKE COUNTY
PANTHERS**

Lake County School District

Preliminary Budget

General Fund

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
Restricted - TABOR	450,000	450,000	373,000	491,024	491,024	0	491,024
All Other Fund Balance	3,386,247	2,440,978	2,055,359	3,123,182	3,123,182	(748,377)	2,374,805
Total Beginning Fund Balance	3,836,247	2,890,978	2,428,359	3,614,206	3,614,206	(748,377)	2,865,829
Revenues							
Local Revenue	9,261,545	10,971,641	12,853,497	12,488,675	12,488,675	1,386,616	13,875,291
Intermediate Revenue	19,849	33,098	18,208	167,000	167,000	(144,000)	23,000
State Revenue	3,397,096	1,623,764	2,191,189	2,255,689	2,255,689	(1,263,923)	991,766
Federal Revenue	322,201	496,499	451,568	518,510	534,312	(118,450)	400,060
Transfers In (Out)	(811,319)	(655,000)	(1,125,570)	(1,582,115)	(1,582,115)	751,601	(830,514)
Total Revenues	12,189,372	12,470,001	14,388,890	13,847,759	13,863,561	611,844	14,459,603
<i>Revenue Per Pupil</i>				17,085	17,105		18,901
Total Resources Available	16,025,619	15,360,980	16,817,249	17,461,965	17,477,767	(136,533)	17,325,432
<i>Resources Per Pupil</i>				21,545	21,564		22,648
Expenditures							
Instructional Services	7,837,716	7,868,476	7,839,453	8,947,500	8,930,520	(69,368)	8,878,132
Pupil Services	363,359	326,924	442,763	378,391	339,558	196,525	574,916
Instr. Staff Support	328,834	362,590	323,564	350,790	350,790	10,227	361,017
General Administration	451,674	354,553	387,721	404,929	404,929	15,842	420,771
School Administration	1,194,076	1,121,844	1,113,278	1,252,279	1,274,537	75,901	1,328,180
Business Services	299,882	282,409	303,100	344,095	344,095	(22,613)	321,482
Maintenance & Operations	1,724,894	1,752,039	1,765,524	1,892,083	1,892,083	(89,072)	1,803,011
Transportation Services	447,310	432,162	550,386	481,801	481,801	(9,285)	472,516
Central Services	453,383	428,905	466,939	474,208	474,208	13,678	487,886
Other Services	33,513	2,719	0	56,903	56,903	(45,211)	11,692
Total Expenditures	13,134,641	12,932,620	13,192,727	14,582,979	14,549,424	76,624	14,659,603
<i>Expenditure Per Pupil</i>				17,993	17,951		19,163
Surplus/(Deficit)	(945,269)	(462,619)	1,196,163	(735,220)	(685,863)	535,220	(200,000)
Fund Balances							
Restricted - TABOR	450,000	373,000	491,024	491,024	491,024	0	491,024
All Other Fund Balance	2,440,978	2,055,359	3,133,498	2,387,962	2,437,319	(213,156)	2,174,806
Total Fund Balance	2,890,978	2,428,359	3,624,522	2,878,986	2,928,343	(213,156)	2,665,830
Total Expenditures & Fund Balance				17,461,965	17,477,767	(136,532)	17,325,433
Total Appropriation (Ending Fund Balance + Expenses)				\$17,461,965			\$17,325,433
Appropriation Per Pupil				\$ 21,545			\$ 22,648

Lake County School District
Preliminary Budget
General Fund Revenue
FY 2026-2027

			Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Local Revenues									
1110	Property Taxes		\$ 7,760,813	\$ 9,383,002	\$ 11,246,397.78	\$ 9,912,328	\$ 9,912,328	\$ 1,378,705	\$ 11,291,033
1110	Property Taxes - MLO		\$ 667,783	\$ 667,783	\$ 667,783.00	\$ 1,867,783	\$ 1,867,783	\$ 27,377	\$ 1,895,160
1120	Specific Ownership Taxes		\$ 392,192	\$ 522,872	\$ 483,296.46	\$ 358,579	\$ 358,579	\$ 10,757	\$ 369,336
114X	Delinquent Taxes & Interest		\$ 5,280	\$ 20,292	\$ 17,845.75	\$ 20,001	\$ 20,001	\$ (1,001)	\$ 19,000
1190	Other Taxes		\$ 85,984	\$ 84,243	\$ 107,368.96	\$ -	\$ -	\$ -	\$ -
1300	Tuition		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1400	Transportation Fees		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
1500	Earnings on Investments		\$ 80,689	\$ 94,130	\$ 73,479.37	\$ 70,000	\$ 70,000	\$ -	\$ 70,000
1700	Pupil Activity Fees		\$ 10,752	\$ 12,124	\$ 13,417.50	\$ 8,000	\$ 8,000	\$ -	\$ 8,000
1800	Community Services Fees		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19XX	Other Local Revenues		\$ 258,052	\$ 187,196	\$ 243,907.68	\$ 251,984	\$ 251,984	\$ (29,222)	\$ 222,762
Total Local Revenues			\$ 9,261,545	\$ 10,971,641	\$ 12,853,497	\$ 12,488,675	\$ 12,488,675	\$ 1,386,616	\$ 13,875,291
Intermediate Revenue									
2010	Mineral Lease		\$ 19,849	\$ 33,098	\$ 18,207	\$ 167,000	\$ 167,000	\$ (144,000)	\$ 23,000
	Other Intermediate Revenue		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Intermediate Revenue			\$ 19,849	\$ 33,098	\$ 18,207	\$ 167,000	\$ 167,000	\$ (144,000)	\$ 23,000
State Revenue									
3110	State Equalization		\$ 1,757,118	\$ 492,393	\$ 1,334,597	\$ 1,283,561	\$ 1,283,561	\$ (1,283,561)	\$ -
3119	SB21-053 COVID-19 State Share Mitigation		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3120	Career & Technical Education		\$ 39,640	\$ 46,786	\$ 50,244	\$ 60,406	\$ 60,406	\$ -	\$ 60,406
3130	Special Education		\$ 392,413	\$ 407,102	\$ 445,803	\$ 471,079	\$ 471,079	\$ (20,733)	\$ 450,346
3139	State ELPA: Professional Development and		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3140	English Language Proficiency		\$ 64,048	\$ 80,289	\$ 82,186	\$ 72,292	\$ 72,292	\$ -	\$ 72,292
3150	Gifted & Talented		\$ 16,715	\$ 15,563	\$ 17,543	\$ 14,322	\$ 14,322	\$ -	\$ 14,322
3160	Transportation		\$ 72,979	\$ 77,781	\$ 71,070	\$ 75,479	\$ 75,479	\$ -	\$ 75,479
3183	Expelled and At Risk Students		\$ 1,897	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3285	BOCES Grant Writer		\$ -	\$ -	\$ 2,634	\$ 2,610	\$ 2,610	\$ (2,610)	\$ -
3210	Stipends for National Board Certified Ed		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3218	School Health Professional Grant		\$ -	\$ 2,256	\$ -	\$ -	\$ -	\$ 1,881	\$ 1,881
3228	Gifted Education Universal Screening and		\$ 3,329	\$ 4,858	\$ 3,434	\$ 8,297	\$ 8,297	\$ -	\$ 8,297
3230	Small & Large Rural		\$ 445,963	\$ 381,214	\$ -	\$ -	\$ -	\$ -	\$ -
3235	At-Risk Funding		\$ 6,804	\$ 5,958	\$ 6,775	\$ 5,500	\$ 5,500	\$ (5,500)	\$ -
3237	Career Success Pilot Program Incentives		\$ 4,030	\$ 2,650	\$ 5,096	\$ 76,066	\$ 76,066	\$ (118)	\$ 75,948
3259	Read Act		\$ 70,459	\$ 33,315	\$ 45,979	\$ 39,103	\$ 39,103	\$ -	\$ 39,103
3281	One-Time Mitigation At-Risk Funding		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3291			\$ -	\$ 75,000	\$ -	\$ -	\$ -	\$ -	\$ -
3898	On-Behalf Payment		\$ 521,700	\$ 45,319	\$ 171,922	\$ 193,692	\$ 193,692	\$ -	\$ 193,692
3899	School to Work Alliance Program		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3200	State Share Audit Finding		\$ -	\$ (2,668)	\$ (2,668)	\$ (2,668)	\$ (2,668)	\$ 2,668	\$ -
3210	Transportation Audit Finding		\$ -	\$ (44,050)	\$ (44,050)	\$ (44,050)	\$ (44,050)	\$ 44,050	\$ -
	Other State		\$ -	\$ -	\$ 625	\$ -	\$ -	\$ -	\$ -
Total State Revenues			\$ 3,397,096	\$ 1,623,764	\$ 2,191,189	\$ 2,255,689	\$ 2,255,689	\$ (1,263,923)	\$ 991,766
Federal Revenue									
4649	SNAP: P-EBT mini Grants		\$ 628	\$ 653	\$ -	\$ -	\$ -	\$ -	\$ -
9003	Medicaid Reimbursement		\$ 165,343	\$ 182,475	\$ 219,179	\$ 145,000	\$ 145,000	\$ (25,000)	\$ 120,000
6027	ARP: Special Education		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4646	Summer EBT		\$ -	\$ 800	\$ -	\$ -	\$ -	\$ -	\$ -
7665	National Forest Land Payments		\$ -	\$ 100,550	\$ 28,543	\$ 175,000	\$ 190,802	\$ (75,000)	\$ 100,000
4027	Title Vlb (Special Education)		\$ 156,231	\$ 212,021	\$ 203,846	\$ 198,510	\$ 198,510	\$ (18,450)	\$ 180,060
	Other Federal		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Federal Revenues			\$ 322,201	\$ 496,499	\$ 451,568	\$ 518,510	\$ 534,312	\$ (118,450)	\$ 400,060
Transfers/Allocations									
5819	Preschool		\$ (319,814)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5221	Food Service		\$ (48,484)	\$ (230,000)	\$ (230,000)	\$ (322,179)	\$ (322,179)	\$ 59,929	\$ (262,250)
5222	Designated Purpose Grant		\$ (66,987)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5223	Pupil Activity Fund		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5226	The Center		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5227	Headstart		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5243	Capital Reserve		\$ (376,034)	\$ (59,000)	\$ (362,412)	\$ (1,259,936)	\$ (1,259,936)	\$ 691,672	\$ (568,264)
5264	Insurance Reserve		\$ -	\$ (366,000)	\$ (533,158)	\$ -	\$ -	\$ -	\$ -
Total Transfers/Allocations			\$ (811,319)	\$ (655,000)	\$ (1,125,570)	\$ (1,582,115)	\$ (1,582,115)	\$ 751,601	\$ (830,514)
Total Revenues			\$ 12,189,372	\$ 12,470,001	\$ 14,388,890	\$ 13,847,759	\$ 13,863,561	\$ 611,844	\$ 14,459,603

Lake County School District

Preliminary Budget

General Fund Expenditures

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Instruction (0000 - 1600)							
01XX Salaries	3,474,112	3,646,814	3,767,438	4,226,021	4,141,021	(101,904)	4,124,117
02XX Employee Benefits	1,522,191	1,283,302	1,385,053	1,639,534	1,638,303	(60,105)	1,579,429
03XX Professional Services	449,012	358,079	294,756	385,908	385,908	(88,728)	297,180
04XX Property Services	2,741	836	5,123	3,800	3,800	(100)	3,700
05XX Other Services	422,370	512,793	456,459	432,512	452,326	(65,900)	366,612
06XX Supplies & Materials	296,694	195,440	152,925	225,667	230,667	(19,318)	206,349
07XX Equipment	7,846	1,471	405	3,700	3,700	(2,000)	1,700
08XX Other Objects	3,448	1,977	2,386	3,700	3,700	3,600	7,300
09XX Other Uses	0	0	0	0	0	0	0
Total Instruction	6,178,414	6,000,713	6,064,545	6,920,842	6,859,425	(334,455)	6,586,387
Special Education (17)							
01XX Salaries	922,527	855,860	928,446	1,031,834	1,063,521	136,105	1,167,939
02XX Employee Benefits	342,568	309,863	342,458	412,037	419,187	46,896	458,933
03XX Professional Services	17,851	307,784	95,498	149,654	149,654	62,422	212,076
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	498	624	0	500	500	0	500
06XX Supplies & Materials	5,283	3,468	2,724	4,350	4,350	(200)	4,150
07XX Equipment	0	0	0	0	0	0	0
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0
Total Special Education	1,288,727	1,477,599	1,369,126	1,598,375	1,637,212	245,223	1,843,598
Cocurricular Education (18, 19, 20)							
01XX Salaries	187,959	205,297	201,647	223,942	223,942	9,301	233,243
02XX Employee Benefits	42,332	45,785	56,089	61,668	61,668	2,087	63,755
03XX Professional Services	23,589	25,614	25,341	30,390	30,390	848	31,238
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	79,987	75,504	80,500	70,646	76,246	6,987	77,633
06XX Supplies & Materials	28,058	29,796	32,215	30,637	30,637	641	31,278
07XX Equipment	0	0	0	0	0	0	0
08XX Other Objects	8,651	8,168	9,989	11,000	11,000	0	11,000
09XX Other Uses	0	0	0	0	0	0	0
Total Career & Technical Education	370,575	390,164	405,782	428,283	433,883	19,864	448,147
Student Support Svcs (21)							
01XX Salaries	205,111	202,029	299,682	243,803	212,117	55,636	299,439
02XX Employee Benefits	145,032	112,627	134,965	111,338	104,191	23,827	135,165
03XX Professional Services	5,731	3,184	2,964	3,500	3,500	127,312	130,812
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	5,648	2,387	959	12,000	12,000	(9,000)	3,000
06XX Supplies & Materials	1,838	6,697	4,193	7,750	7,750	(1,250)	6,500
07XX Equipment	0	0	0	0	0	0	0
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0
Total Student Support Svcs	363,359	326,924	442,763	378,391	339,558	196,525	574,916
Instr Staff Support Svcs (22)							
01XX Salaries	166,186	165,857	143,124	138,587	138,587	12,552	151,139
02XX Employee Benefits	55,031	46,849	40,748	56,883	56,883	2,395	59,278
03XX Professional Services	40,408	49,287	34,134	53,720	53,720	(7,220)	46,500
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	0	0	0	0	0	500	500
06XX Supplies & Materials	69,927	98,937	102,349	100,600	100,600	(2,000)	98,600
07XX Equipment	(2,718)	1,660	3,209	1,000	1,000	4,000	5,000
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0
Total Staff Support Svcs	328,834	362,590	323,564	350,790	350,790	10,227	361,017

Lake County School District

Preliminary Budget

General Fund Expenditures

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
General Administration (23)							
01XX Salaries	228,451	184,252	230,099	205,780	205,780	10,161	215,941
02XX Employee Benefits	140,223	61,162	82,734	97,899	97,899	2,281	100,180
03XX Professional Services	3,307	13,724	8,636	9,600	9,600	15,000	24,600
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	32,846	50,782	31,333	38,300	38,300	(12,600)	25,700
06XX Supplies & Materials	11,391	28,308	12,110	14,950	14,950	0	14,950
07XX Equipment	0	0	577	100	100	0	100
08XX Other Objects	35,456	16,325	22,232	38,300	38,300	1,000	39,300
09XX Other Uses	0	0	0	0	0	0	0
Total General Administration	451,674	354,553	387,721	404,929	404,929	15,842	420,771
School Administration (24)							
01XX Salaries	892,925	824,253	811,870	898,263	912,013	64,138	962,401
02XX Employee Benefits	291,459	287,715	291,500	340,316	348,824	11,763	352,079
03XX Professional Services	0	0	0	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	0	0	390	0	0	0	0
06XX Supplies & Materials	9,692	9,876	9,439	13,500	13,500	0	13,500
07XX Equipment	0	0	78	200	200	0	200
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0
Total School Administration	1,194,076	1,121,844	1,113,278	1,252,279	1,274,537	75,901	1,328,180
Business Services (25)							
01XX Salaries	184,796	181,125	188,276	198,926	198,926	15,915	214,841
02XX Employee Benefits	86,381	68,885	64,776	78,069	78,069	3,572	81,641
03XX Professional Services	18,808	25,141	43,825	61,500	61,500	(41,500)	20,000
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	9,033	6,039	4,192	4,500	4,500	(1,000)	3,500
06XX Supplies & Materials	622	0	0	200	200	300	500
07XX Equipment	0	0	1,053	100	100	100	200
08XX Other Objects	242	1,218	978	800	800	0	800
09XX Other Uses	0	0	0	0	0	0	0
Total Business Services	299,882	282,409	303,100	344,095	344,095	(22,613)	321,482
Maintenance & Operations (26)							
01XX Salaries	660,728	793,535	734,505	746,456	746,456	(40,339)	706,117
02XX Employee Benefits	315,031	277,133	288,757	306,327	306,327	(28,933)	277,394
03XX Professional Services	112,518	122,439	128,152	175,000	175,000	0	175,000
04XX Property Services	114,295	126,343	144,846	163,500	163,500	11,500	175,000
05XX Other Services	0	0	0	800	800	(300)	500
06XX Supplies & Materials	506,794	431,490	464,158	492,000	492,000	(27,000)	465,000
07XX Equipment	15,528	1,099	5,105	5,000	5,000	(1,000)	4,000
08XX Other Objects	0	0	0	3,000	3,000	(3,000)	0
09XX Other Uses	0	0	0	0	0	0	0
Total Maintenance & Operations	1,724,894	1,752,039	1,765,524	1,892,083	1,892,083	(89,072)	1,803,011
Student Transportation (27)							
01XX Salaries	234,644	230,171	224,936	277,092	277,092	(39,115)	237,977
02XX Employee Benefits	147,947	122,169	121,445	121,009	121,009	30,830	151,839
03XX Professional Services	2,157	10,614	16,161	10,000	10,000	(2,500)	7,500
04XX Property Services	30,754	48,559	165,867	46,000	46,000	0	46,000
05XX Other Services	1,811	300	156	1,000	1,000	(500)	500
06XX Supplies & Materials	29,998	20,349	21,821	26,500	26,500	1,700	28,200
07XX Equipment	0	0	0	200	200	300	500
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0
Total Student Transportation	447,310	432,162	550,386	481,801	481,801	(9,285)	472,516

Lake County School District

Preliminary Budget

General Fund Expenditures

FY 2026-2027

Central Services (28)

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
01XX Salaries	80,308	81,506	82,346	88,584	88,584	7,087	95,671
02XX Employee Benefits	29,892	32,240	33,312	45,624	45,624	1,591	47,215
03XX Professional Services	0	0	0	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	343,184	315,159	351,281	340,000	340,000	5,000	345,000
06XX Supplies & Materials	0	0	0	0	0	0	0
07XX Equipment	0	0	0	0	0	0	0
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0

Total Central Services

453,383 428,905 466,939 474,208 474,208 13,678 487,886

Non-instructional Services (31)

01XX Salaries	0	0	0	0	0	0	0
02XX Employee Benefits	33,513	2,719	0	0	0	11,692	11,692
03XX Professional Services	0	0	0	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	0	0	0	0	0	0	0
06XX Supplies & Materials	0	0	0	0	0	0	0
07XX Equipment	0	0	0	0	0	0	0
08XX Other Objects	0	0	0	0	0	0	0
09XX Other Uses	0	0	0	0	0	0	0

Total Community Services

33,513 2,719 0 0 0 11,692 11,692

Property Services (4x)

01XX Salaries	0	0	0	0	0	0	0
02XX Employee Benefits	0	0	0	0	0	0	0
03XX Professional Services	0	0	0	0	0	0	0
04XX Property Services	0	0	0	0	0	0	0
05XX Other Services	0	0	0	0	0	0	0
06XX Supplies & Materials	0	0	0	0	0	0	0
07XX Equipment	0	0	0	0	0	0	0
08XX Other Objects	0	0	0	21,880	21,880	(21,880)	0
09XX Other Uses	0	0	0	35,023	35,023	(35,023)	0

Total Property Services

0 0 0 56,903 56,903 (56,903) 0

Total Expenditures

\$13,134,641 \$12,932,620 \$13,192,727 \$14,582,979 \$14,549,424 \$76,624 \$14,659,603

Lake County School District
Preliminary Budget
General Fund Detail Budgets
FY 2026-2027

Program: 0010-1699 Instruction - General Education

Program Budget Manager:

Program Description:

Included in this program are the expenditures incurred in planned learning activities and experiences that provide students in schools of all levels (K-12). Non-salary and benefit accounts represent funds allocated to schools (principals) based on the student count for each school. The Superintendent determines the number of FTE for each category of position based on the unique needs of each school.

	Actuals			Budget			
	FY23	FY24	FY25	FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Instruction							
011X Salaries	\$ 3,059,929	\$ 3,220,657	\$ 3,021,143	\$3,396,600	\$ 3,396,600	\$ 9,052	\$ 3,405,652
01XX Supplemental Pay & Stipends	\$ 414,183	\$ 426,158	\$ 746,295	\$ 829,421	\$ 744,421	\$ (110,956)	\$ 718,465
02XX Employee Benefits	\$ 1,522,191	\$ 1,283,302	\$ 1,385,053	\$1,639,534	\$ 1,638,303	\$ (60,105)	\$ 1,579,429
03XX Professional Services	\$ 449,012	\$ 358,079	\$ 294,756	\$ 385,908	\$ 385,908	\$ (88,728)	\$ 297,180
04XX Property Services	\$ 2,741	\$ 836	\$ 5,123	\$ 3,800	\$ 3,800	\$ (100)	\$ 3,700
05XX Other Services	\$ 422,370	\$ 512,793	\$ 456,459	\$ 432,512	\$ 452,326	\$ (65,900)	\$ 366,612
06XX Supplies & Materials	\$ 296,694	\$ 195,440	\$ 152,925	\$ 225,667	\$ 230,667	\$ (19,318)	\$ 206,349
07XX Equipment	\$ 7,846	\$ 1,471	\$ 405	\$ 3,700	\$ 3,700	\$ (2,000)	\$ 1,700
08XX Other Objects	\$ 3,448	\$ 1,977	\$ 2,386	\$ 3,700	\$ 3,700	\$ 3,600	\$ 7,300
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Instruction	\$ 6,178,414	\$ 6,000,713	\$ 6,064,545	\$6,920,842	\$ 6,859,425	\$ (334,455)	\$ 6,586,387

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			52.72	51.95	-2.54	49.41
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
4XX Classified - Instructional			7.67	9.27	-2.89	6.38
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE	N/A	N/A	60.39	61.22	-5.43	55.79

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 1700 Instruction - Special Education

Program Budget Manager:

Program Description:

This budget pays for educational services for students with disabilities and special needs. The primary expenditures for this program are the salaries and benefits costs for special education staff. Special Education expenditures in the General Fund are eligible for a partial reimbursement from the State of Colorado Special Education categorical funding as dictated by the Colorado public school finance act of 1994.

		Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Special Education								
011X	Salaries	\$ 922,527	\$ 855,860	\$ 928,446	\$1,031,834	\$ 1,063,521	\$ 136,105	\$ 1,167,939
01XX	Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX	Employee Benefits	\$ 342,568	\$ 309,863	\$ 342,458	\$ 412,037	\$ 419,187	\$ 46,896	\$ 458,933
03XX	Professional Services	\$ 17,851	\$ 307,784	\$ 95,498	\$ 149,654	\$ 149,654	\$ 62,422	\$ 212,076
04XX	Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX	Other Services	\$ 498	\$ 624	\$ -	\$ 500	\$ 500	\$ -	\$ 500
06XX	Supplies & Materials	\$ 5,283	\$ 3,468	\$ 2,724	\$ 4,350	\$ 4,350	\$ (200)	\$ 4,150
07XX	Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX	Other Objects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
09XX	Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Special Education		\$1,288,727	\$ 1,477,599	\$ 1,369,126	\$1,598,375	\$ 1,637,212	\$ 245,223	\$ 1,843,598

Staff FTE:

1XX	Administrators			0.00	0.00	+0.00	0.00
2XX	Teachers (Licensed)			11.58	9.42	+1.08	10.50
3XX	Non-Teaching Professionals	Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
4XX	Classified - Instructional			9.58	11.76	-0.76	11.00
5XX	Classified - School Admin			0.00	0.50	+0.00	0.50
6XX	Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE		N/A	N/A	21.17	21.68	+0.32	22.00

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 1800 , 1900, 2000 Co-Curricular Activities

Program Budget Manager:

Program Description:

This program supports athletic programs and competition. These programs promote student self-esteem, school spirit and physical and mental fitness. Expenditures of this program include salaries and benefits of staff, sports dues and fees, game officials, sports transportation and sports equipment.

Cocurricular Education (18, 19, 20)

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
011X Salaries	\$ 187,959	\$ 205,297	\$ 201,647	\$ 223,942	\$ 223,942	\$ 9,301	\$ 233,243
01XX Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ 42,332	\$ 45,785	\$ 56,089	\$ 61,668	\$ 61,668	\$ 2,087	\$ 63,755
03XX Professional Services	\$ 23,589	\$ 25,614	\$ 25,341	\$ 30,390	\$ 30,390	\$ 848	\$ 31,238
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ 79,987	\$ 75,504	\$ 80,500	\$ 70,646	\$ 76,246	\$ 6,987	\$ 77,633
06XX Supplies & Materials	\$ 28,058	\$ 29,796	\$ 32,215	\$ 30,637	\$ 30,637	\$ 641	\$ 31,278
07XX Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ 8,651	\$ 8,168	\$ 9,989	\$ 11,000	\$ 11,000	\$ -	\$ 11,000
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Cocurricular Education	\$ 370,575	\$ 390,164	\$ 405,782	\$ 428,283	\$ 433,883	\$ 19,864	\$ 448,147

Staff FTE:

1XX Administrators			0.00	0.00		+0.00	0.00
2XX Teachers (Licensed)			1.00	1.00		+0.00	1.00
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	0.00	0.00		+0.00	0.00
4XX Classified - Instructional			0.00	0.00		+0.00	0.00
5XX Classified - School Admin			0.00	0.00		+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.00	0.00		+0.00	0.00
Total FTE	N/A	N/A	1.00	1.00	N/A	+0.00	1.00

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2100 Student Support Services

Program Budget Manager:

Program Description:

Student support services include all programs and activities in schools that support students but are not directly related to instruction. Examples include school nurses, counselors, social workers and school psychologists. The majority of expenditures are salaries and benefits of staff.

		Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Student Support Services (21)								
011X	Salaries	\$ 205,111	\$ 202,029	\$ 299,682	\$ 243,803	\$ 212,117	\$ 55,636	\$ 299,439
01XX	Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX	Employee Benefits	\$ 145,032	\$ 112,627	\$ 134,965	\$ 111,338	\$ 104,191	\$ 23,827	\$ 135,165
03XX	Professional Services	\$ 5,731	\$ 3,184	\$ 2,964	\$ 3,500	\$ 3,500	\$ 127,312	\$ 130,812
04XX	Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX	Other Services	\$ 5,648	\$ 2,387	\$ 959	\$ 12,000	\$ 12,000	\$ (9,000)	\$ 3,000
06XX	Supplies & Materials	\$ 1,838	\$ 6,697	\$ 4,193	\$ 7,750	\$ 7,750	\$ (1,250)	\$ 6,500
07XX	Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX	Other Objects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
09XX	Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Student Support Services		\$ 363,359	\$ 326,924	\$ 442,763	\$ 378,391	\$ 339,558	\$ 196,525	\$ 574,916

Staff FTE:

1XX	Administrators			0.00	0.00	+0.00	0.00
2XX	Teachers (Licensed)			2.85	2.54	+0.49	3.03
3XX	Non-Teaching Professionals	Data Not Available	Data Not Available	1.98	1.05	+0.03	1.08
4XX	Classified - Instructional			2.67	0.15	-0.15	0.00
5XX	Classified - School Admin			0.00	0.00	+0.00	0.00
6XX	Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE		N/A	N/A	7.50	3.74	+0.37	4.11

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2200 Instructional Staff Services

Program Budget Manager:

Program Description:

Activities associated with assisting the instructional staff with the content and process of providing learning experiences for students. These services pertain to the interaction between students and teachers, focusing on designing the curriculum training staff on training methods, assessing the student's learning and retention of the subject matter and delivering and coordinating such activities.

Instruct Support Services (22)

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
011X Salaries	\$ 166,186	\$ 159,307	\$ 136,324	\$ 131,087	\$ 131,087	\$ 12,552	\$ 143,639
01XX Supplemental Pay & Stipends	\$ -	\$ 6,550	\$ 6,800	\$ 7,500	\$ 7,500	\$ -	\$ 7,500
02XX Employee Benefits	\$ 55,031	\$ 46,849	\$ 40,748	\$ 56,883	\$ 56,883	\$ 2,395	\$ 59,278
03XX Professional Services	\$ 40,408	\$ 49,287	\$ 34,134	\$ 53,720	\$ 53,720	\$ (7,220)	\$ 46,500
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 500
06XX Supplies & Materials	\$ 69,927	\$ 98,937	\$ 102,349	\$ 100,600	\$ 100,600	\$ (2,000)	\$ 98,600
07XX Equipment	\$ (2,718)	\$ 1,660	\$ 3,209	\$ 1,000	\$ 1,000	\$ 4,000	\$ 5,000
08XX Other Objects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Student Support Services	\$ 328,834	\$ 362,590	\$ 323,564	\$ 350,790	\$ 350,790	\$ 10,227	\$ 361,017

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	1.50	1.00	+0.00	1.00
4XX Classified - Instructional			1.00	1.00	+0.00	1.00
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE	N/A	N/A	2.50	2.00	+0.00	2.00

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2300 General Administration
Program Budget Manager:

Program Description:

General administration is the primary central administration program of the district. This program includes the superintendent's office, Board of Education, legal fees, audit fees, and property tax collection fees. While other administrative costs show up in the 2500-2800 programs, this program is the "general" administration program that is required by the Colorado uniform chart of accounts.

		Actuals	Actuals	Actuals	Budget	Estimated	FY26 Budget v	Preliminary Budget
		FY23	FY24	FY25	FY26	FY26	FY27 Budget	FY27
General Administration (23)								
011X	Salaries	\$ 228,451	\$ 184,252	\$ 230,099	\$ 205,780	\$ 205,780	\$ 10,161	\$ 215,941
01XX	Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX	Employee Benefits	\$ 140,223	\$ 61,162	\$ 82,734	\$ 97,899	\$ 97,899	\$ 2,281	\$ 100,180
03XX	Professional Services	\$ 3,307	\$ 13,724	\$ 8,636	\$ 9,600	\$ 9,600	\$ 15,000	\$ 24,600
04XX	Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX	Other Services	\$ 32,846	\$ 50,782	\$ 31,333	\$ 38,300	\$ 38,300	\$ (12,600)	\$ 25,700
06XX	Supplies & Materials	\$ 11,391	\$ 28,308	\$ 12,110	\$ 14,950	\$ 14,950	\$ -	\$ 14,950
07XX	Equipment	\$ -	\$ -	\$ 577	\$ 100	\$ 100	\$ -	\$ 100
08XX	Other Objects	\$ 35,456	\$ 16,325	\$ 22,232	\$ 38,300	\$ 38,300	\$ 1,000	\$ 39,300
09XX	Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total General Administration		\$ 451,674	\$ 354,553	\$ 387,721	\$ 404,929	\$ 404,929	\$ 15,842	\$ 420,771

Staff FTE:

1XX	Administrators			1.08	1.00	+0.00	1.00
2XX	Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX	Non-Teaching Professionals	Data Not Available	Data Not Available	0.88	0.88	+0.00	0.88
4XX	Classified - Instructional			0.00	0.00	+0.00	0.00
5XX	Classified - School Admin			0.00	0.00	+0.00	0.00
6XX	Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE		N/A	N/A	1.96	1.88	+0.00	1.88

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2400 School Administration
Program Budget Manager:

Program Description:

This program is used to account for expenditures related to school administration. The program includes Principals, Asst. Principals and School Secretaries for staffing. This program also accounts for all non-instructional expenditures or expenses not included in the classroom. Non-salary and benefit accounts, with the exception of utilities and communications, are based a formula per student.

School Administration (24)

011X Salaries
 01XX Supplemental Pay & Stipends
 02XX Employee Benefits
 03XX Professional Services
 04XX Property Services
 05XX Other Services
 06XX Supplies & Materials
 07XX Equipment
 08XX Other Objects
 09XX Other Uses

Total Instruction

Actuals FY23	Actuals FY24	Actuals FY25
\$ 892,925	\$ 824,253	\$ 811,870
\$ -	\$ -	\$ -
\$ 291,459	\$ 287,715	\$ 291,500
\$ -	\$ -	\$ -
\$ -	\$ -	\$ -
\$ -	\$ -	\$ 390
\$ 9,692	\$ 9,876	\$ 9,439
\$ -	\$ -	\$ 78
\$ -	\$ -	\$ -
\$ -	\$ -	\$ -
\$ 1,194,076	\$ 1,121,844	\$ 1,113,278

Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
\$ 898,263	\$ 912,013	\$ 64,138	\$ 962,401
\$ -	\$ -	\$ -	\$ -
\$ 340,316	\$ 348,824	\$ 11,763	\$ 352,079
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ 13,500	\$ 13,500	\$ -	\$ 13,500
\$ 200	\$ 200	\$ -	\$ 200
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ 1,252,279	\$ 1,274,537	\$ 75,901	\$ 1,328,180

Staff FTE:

1XX Administrators
 2XX Teachers (Licensed)
 3XX Non-Teaching Professionals
 4XX Classified - Instructional
 5XX Classified - School Admin
 6XX Classified - Maint, Oper & Trans
 Total FTE

		6.51	7.00	+0.00	7.00
		0.00	0.00	+0.00	0.00
Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
		0.00	0.00	+0.00	0.00
		7.50	7.00	-1.25	5.75
		0.00	0.00	+0.00	0.00
N/A	N/A	14.01	14.00	-1.25	12.75

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2500

Business Services

Program Budget Manager:

Program Description:

The Business Services program records and accounts for the financial operations of the district. The primary functions include financial and General Ledger reporting, accounts payable, accounts receivable and payroll. Other functions of the Business Services program include grants accounting and most CDE compliance reporting.

Business Services (25)

011X	Salaries
01XX	Supplemental Pay & Stipends
02XX	Employee Benefits
03XX	Professional Services
04XX	Property Services
05XX	Other Services
06XX	Supplies & Materials
07XX	Equipment
08XX	Other Objects
09XX	Other Uses
Total Business Services	

Actuals FY23	Actuals FY24	Actuals FY25
\$ 184,796	\$ 181,125	\$ 188,276
\$ -	\$ -	\$ -
\$ 86,381	\$ 68,885	\$ 64,776
\$ 18,808	\$ 25,141	\$ 43,825
\$ -	\$ -	\$ -
\$ 9,033	\$ 6,039	\$ 4,192
\$ 622	\$ -	\$ -
\$ -	\$ -	\$ 1,053
\$ 242	\$ 1,218	\$ 978
\$ -	\$ -	\$ -
\$ 299,882	\$ 282,409	\$ 303,100

Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
\$ 198,926	\$ 198,926	\$ 15,915	\$ 214,841
\$ -	\$ -	\$ -	\$ -
\$ 78,069	\$ 78,069	\$ 3,572	\$ 81,641
\$ 61,500	\$ 61,500	\$ (41,500)	\$ 20,000
\$ -	\$ -	\$ -	\$ -
\$ 4,500	\$ 4,500	\$ (1,000)	\$ 3,500
\$ 200	\$ 200	\$ 300	\$ 500
\$ 100	\$ 100	\$ 100	\$ 200
\$ 800	\$ 800	\$ -	\$ 800
\$ -	\$ -	\$ -	\$ -
\$ 344,095	\$ 344,095	\$ (22,613)	\$ 321,482

Staff FTE:

1XX	Administrators
2XX	Teachers (Licensed)
3XX	Non-Teaching Professionals
4XX	Classified - Instructional
5XX	Classified - School Admin
6XX	Classified - Maint, Oper & Trans
Total FTE	

		1.00
		0.00
Data Not Available	Data Not Available	1.00
		0.00
		0.50
		0.00
N/A	N/A	2.50

1.00
0.00
1.00
0.00
0.50
0.00
2.50

+0.00	1.00
+0.00	0.00
+0.00	1.00
+0.00	0.00
+0.00	0.50
+0.00	0.00
+0.00	2.50

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2600 Maintenance & Operations
Program Budget Manager:

Program Description:

The Maintenance & Operations program includes all of the costs of maintaining the district's facilities and grounds. The expenditures include construction, electrical, mechanical/HVAC, plumbing and grounds.

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Maintenance & Operations (26)							
011X Salaries	\$ 660,728	\$ 793,535	\$ 734,505	\$ 746,456	\$ 746,456	\$ (40,339)	\$ 706,117
01XX Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ 315,031	\$ 277,133	\$ 288,757	\$ 306,327	\$ 306,327	\$ (28,933)	\$ 277,394
03XX Professional Services	\$ 112,518	\$ 122,439	\$ 128,152	\$ 175,000	\$ 175,000	\$ -	\$ 175,000
04XX Property Services	\$ 114,295	\$ 126,343	\$ 144,846	\$ 163,500	\$ 163,500	\$ 11,500	\$ 175,000
05XX Other Services	\$ -	\$ -	\$ -	\$ 800	\$ 800	\$ (300)	\$ 500
06XX Supplies & Materials	\$ 506,794	\$ 431,490	\$ 464,158	\$ 492,000	\$ 492,000	\$ (27,000)	\$ 465,000
07XX Equipment	\$ 15,528	\$ 1,099	\$ 5,105	\$ 5,000	\$ 5,000	\$ (1,000)	\$ 4,000
08XX Other Objects	\$ -	\$ -	\$ -	\$ 3,000	\$ 3,000	\$ (3,000)	\$ -
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Maintenance & Operations	\$1,724,894	\$ 1,752,039	\$ 1,765,524	\$ 1,892,083	\$ 1,892,083	\$ (89,072)	\$ 1,803,011

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	2.12	1.62	+0.00	1.62
4XX Classified - Instructional			0.00	0.00	+0.00	0.00
5XX Classified - School Admin			0.00	0.23	+0.02	0.25
6XX Classified - Maint, Oper & Trans			12.92	12.84	-2.34	10.50
Total FTE	N/A	N/A	15.04	14.69	-2.32	12.37

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2700 Transportation
Program Budget Manager:

Program Description:

The Transportation program accounts for all of the expenditures to operate the district's transportation fleet. This includes bus drivers and monitors, fuel and parts for repairs. Also paid for by this program are a variety of requirements to include mobile radio support, administration of required testing, printing for safety rules and regulations and other miscellaneous expenses of operating a vehicle fleet.

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Transportation (27)							
011X Salaries	\$ 234,644	\$ 230,171	\$ 224,936	\$ 277,092	\$ 277,092	\$ (39,115)	\$ 237,977
01XX Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ 147,947	\$ 122,169	\$ 121,445	\$ 121,009	\$ 121,009	\$ 30,830	\$ 151,839
03XX Professional Services	\$ 2,157	\$ 10,614	\$ 16,161	\$ 10,000	\$ 10,000	\$ (2,500)	\$ 7,500
04XX Property Services	\$ 30,754	\$ 48,559	\$ 165,867	\$ 46,000	\$ 46,000	\$ -	\$ 46,000
05XX Other Services	\$ 1,811	\$ 300	\$ 156	\$ 1,000	\$ 1,000	\$ (500)	\$ 500
06XX Supplies & Materials	\$ 29,998	\$ 20,349	\$ 21,821	\$ 26,500	\$ 26,500	\$ 1,700	\$ 28,200
07XX Equipment	\$ -	\$ -	\$ -	\$ 200	\$ 200	\$ 300	\$ 500
08XX Other Objects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Transportation	\$ 447,310	\$ 432,162	\$ 550,386	\$ 481,801	\$ 481,801	\$ (9,285)	\$ 472,516

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	1.00	1.00	+0.00	1.00
4XX Classified - Instructional			0.00	0.00	+0.00	0.00
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			7.93	7.51	-0.63	6.88
Total FTE	N/A	N/A	8.93	8.51	-0.63	7.88

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 2800

Central Services/Human Resources

Program Budget Manager:

Program Description:

The Central Services program series typically account for the expenditures related to Human Resources and Information Technology. This includes the staffing, software costs and any other costs related to employee hiring, evaluation and dismissal. The Information Technology (IT) expenses are currently not accounted for in this program but foreseeably will in the future.

Central Services (28)

011X Salaries
01XX Supplemental Pay & Stipends
02XX Employee Benefits
03XX Professional Services
04XX Property Services
05XX Other Services
06XX Supplies & Materials
07XX Equipment
08XX Other Objects
09XX Other Uses
Total Central Services

Actuals	Actuals	Actuals
FY23	FY24	FY25
\$ 80,308	\$ 81,506	\$ 82,346
\$ -	\$ -	\$ -
\$ 29,892	\$ 32,240	\$ 33,312
\$ -	\$ -	\$ -
\$ -	\$ -	\$ -
\$ 343,184	\$ 315,159	\$ 351,281
\$ -	\$ -	\$ -
\$ -	\$ -	\$ -
\$ -	\$ -	\$ -
\$ -	\$ -	\$ -
\$ 453,383	\$ 428,905	\$ 466,939

Budget	Estimated	FY26 Budget v	Preliminary Budget
FY26	FY26	FY27 Budget	FY27
\$ 88,584	\$ 88,584	\$ 7,087	\$ 95,671
\$ -	\$ -	\$ -	\$ -
\$ 45,624	\$ 45,624	\$ 1,591	\$ 47,215
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ 340,000	\$ 340,000	\$ 5,000	\$ 345,000
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ 474,208	\$ 474,208	\$ 13,678	\$ 487,886

Staff FTE:

1XX Administrators
2XX Teachers (Licensed)
3XX Non-Teaching Professionals
4XX Classified - Instructional
5XX Classified - School Admin
6XX Classified - Maint, Oper & Trans
Total FTE

Data Not Available
N/A

Data Not Available
N/A

0.00
0.00
1.00
0.00
0.00
0.00
1.00

0.00
0.00
1.00
0.00
0.00
0.00
1.00

+0.00
+0.00
+0.00
+0.00
+0.00
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0.00
0.00
1.00
0.00
0.00
0.00
1.00

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 3000

Non-instructional Services

Program Budget Manager:

Program Description:

Activities concerned with providing non-instrucional services to students, staff, or the community.

Community Services (3000)

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimate FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
011X Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
01XX Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ 33,513	\$ 2,719	\$ -	\$ -	\$ -	\$ 11,692	\$ 11,692
03XX Professional Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
06XX Supplies & Materials	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
07XX Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Community Services	\$ 33,513	\$ 2,719	\$ -	\$ -	\$ -	\$ 11,692	\$ 11,692

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
4XX Classified - Instructional			0.00	0.00	+0.00	0.00
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE	N/A	N/A	0.00	0.00	+0.00	0.00

Lake County School District

Preliminary Budget

General Fund Detail Budgets

FY 2026-2027

Program: 4000 & 5000 Property Services & Other Uses

Program Budget Manager:

Program Description:

The Property Services (4000) program accounts for all capital construction in the General Fund. Other Uses (5000) includes Debt

Property Services (40)

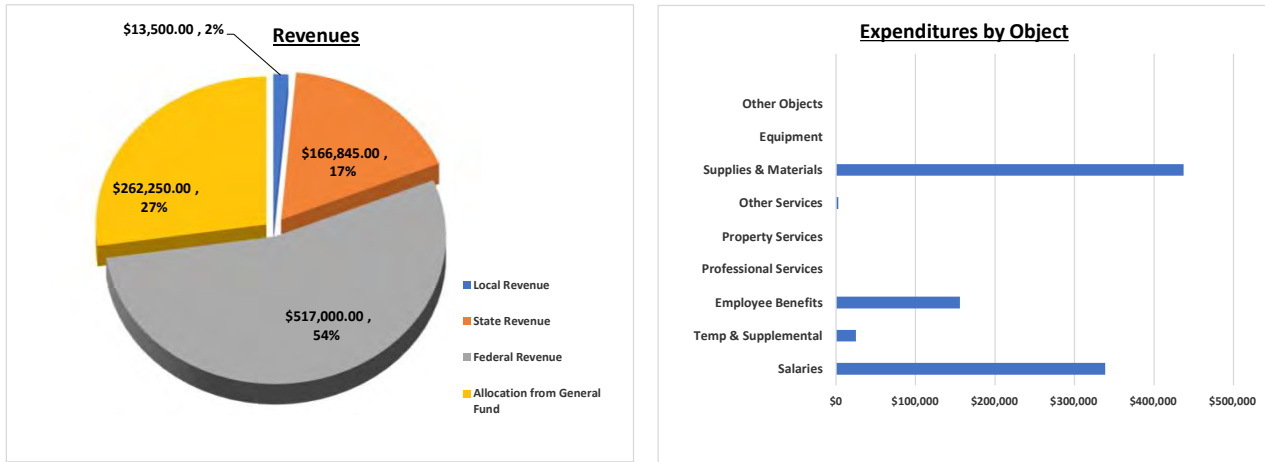
	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
011X Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
01XX Supplemental Pay & Stipends	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
03XX Professional Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
06XX Supplies & Materials	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
07XX Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ -	\$ -	\$ -	\$ 21,880	\$ 21,880	\$ (21,880)	\$ -
09XX Other Uses	\$ -	\$ -	\$ -	\$ 35,023	\$ 35,023	\$ (35,023)	\$ -
Total Property Services	\$ -	\$ -	\$ -	\$ 56,903	\$ 56,903	\$ (56,903)	\$ -

Staff FTE:

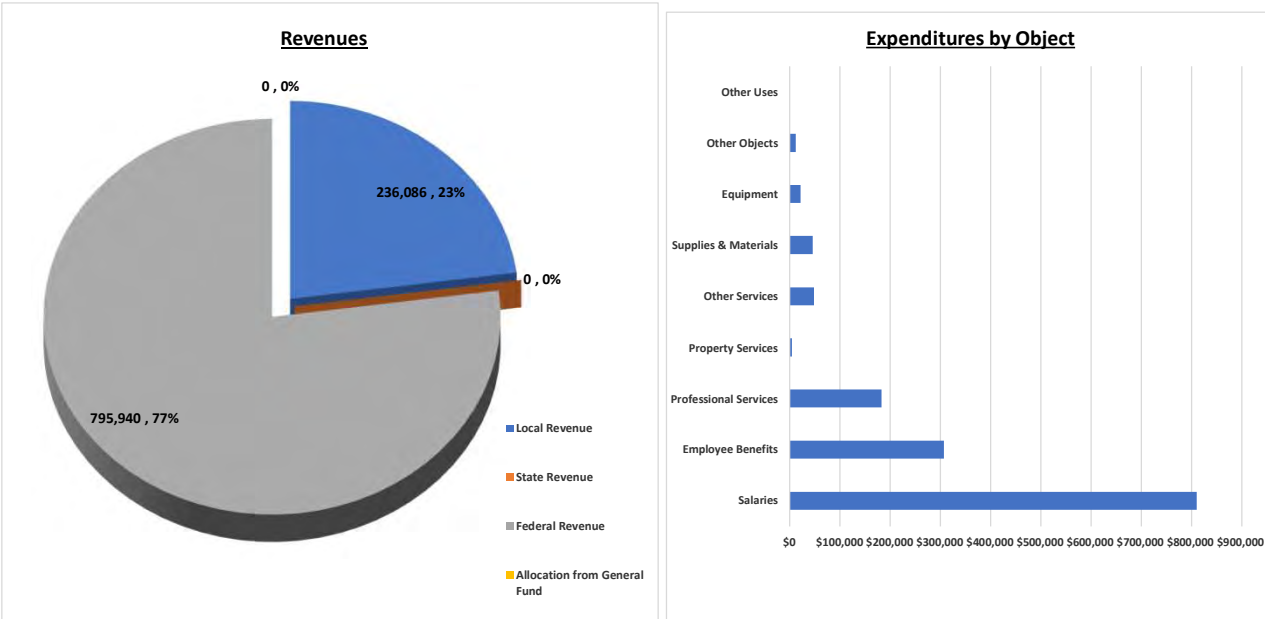
1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
4XX Classified - Instructional			0.00	0.00	+0.00	0.00
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE	N/A	N/A	0.00	0.00	+0.00	0.00

Lake County School District
Preliminary Budget
Other Fund Graphs
FY 2026-2027

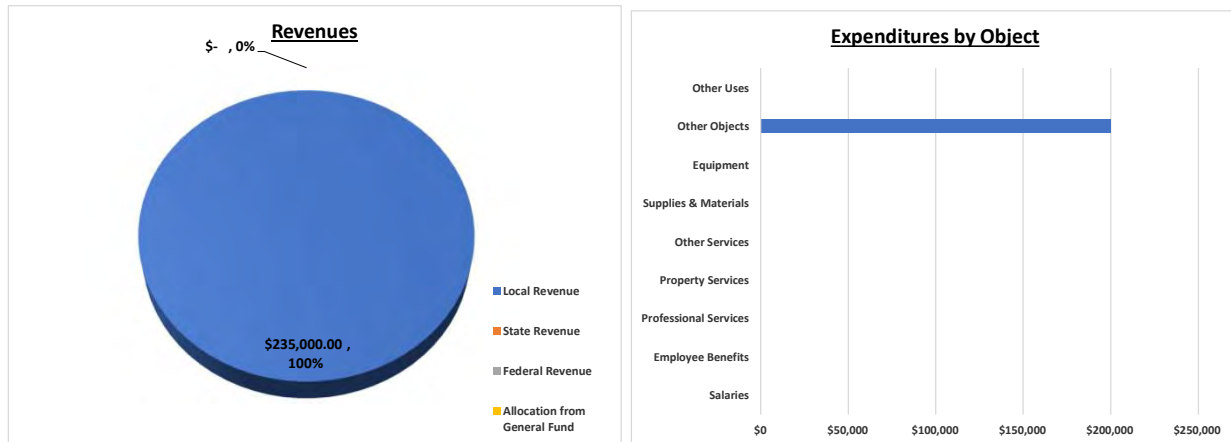
Food Services Fund



DPGF Grants Fund

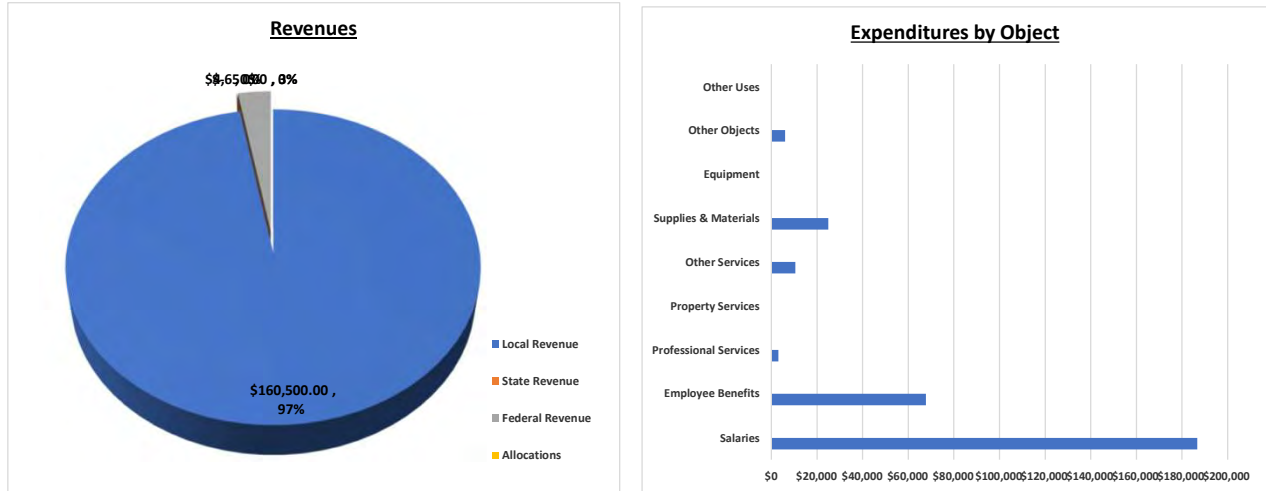


Student Activity Fund

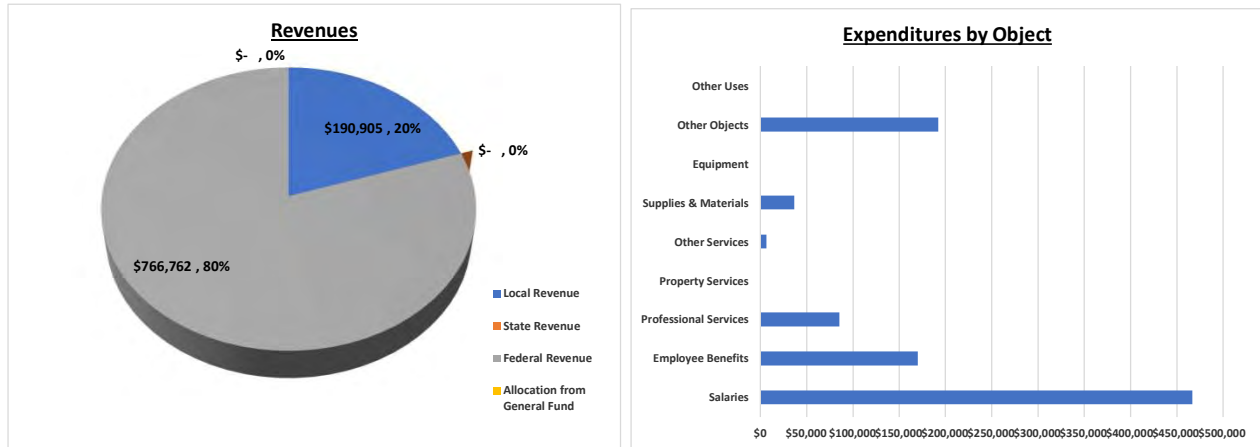


Lake County School District
Preliminary Budget
Other Fund Graphs
FY 2026-2027

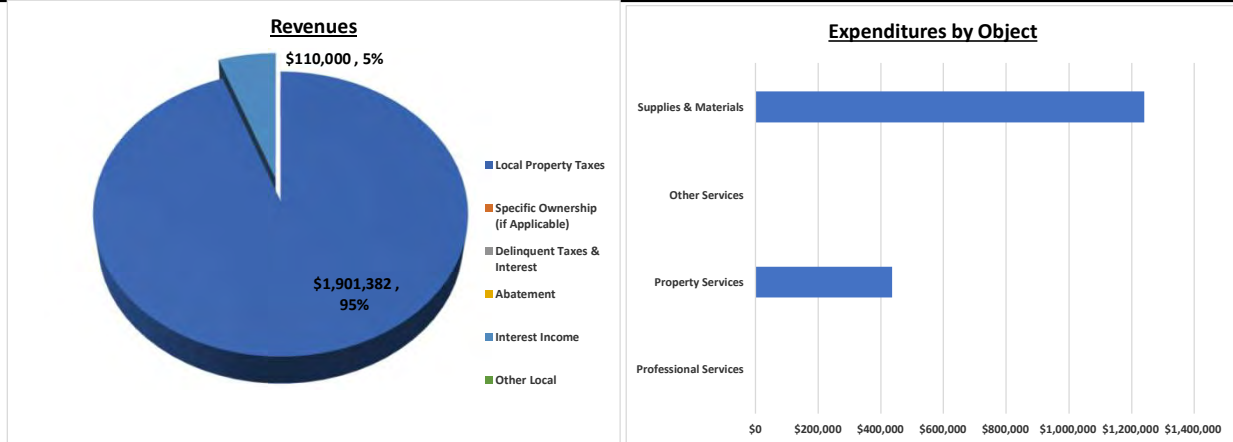
The Center Fund



Headstart Fund

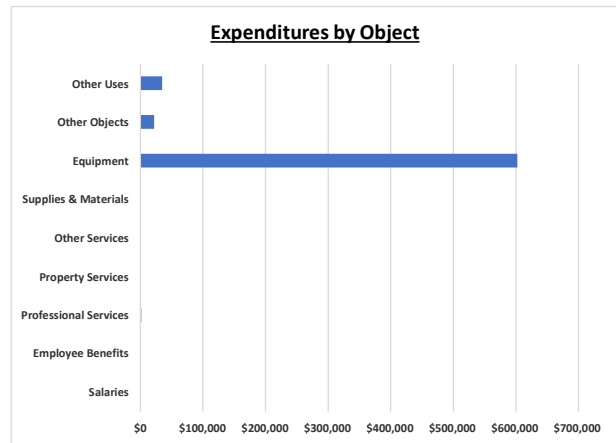
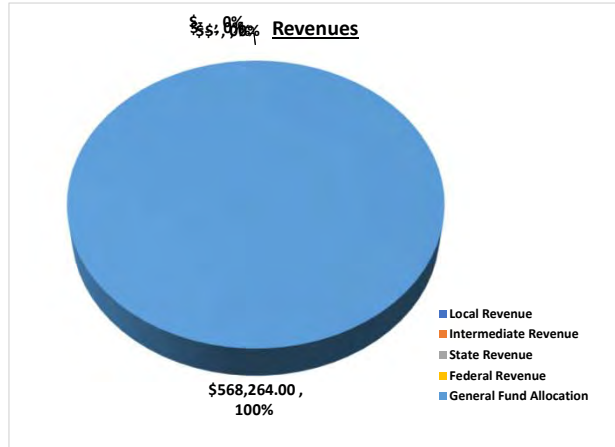


Bond Redemption Fund



Lake County School District
Preliminary Budget
Other Fund Graphs
FY 2026-2027

Capital Reserve Fund



Lake County School District

Preliminary Budget

Preschool Fund (19)

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
6724 CPP Reserve	\$ 46,720	\$ 100,401	\$ 81,222	\$ (0.19)	\$ (0.19)	\$ (0.00)	\$ (0.19)
6725 UPK Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6760 Assigned Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6770 Unassigned Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Beginning Fund Balance	\$ 46,720	\$ 100,401	\$ 81,222	\$ (0.19)	\$ (0.19)	\$ (0.00)	\$ (0.19)
Revenues							
3010-3896 UPK 3Yr old IEP Revenue	\$ -	\$ 30,043	\$ 75,206	\$ 92,000.00	\$ 92,000.00	\$ -	\$ 92,000.00
3010-3897 UPK Revenue	\$ -	\$ 370,993	\$ 354,168	\$ 240,000.00	\$ 240,000.00	\$ 3,433.00	\$ 243,433.00
5810 Transfers From General Fund	\$ 319,814	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Other Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$ 319,814	\$ 401,036	\$ 429,374	\$ 332,000.00	\$ 332,000.00	\$ 3,433.00	\$ 335,433.00
Total Resources Available	\$ 366,534	\$ 501,437	\$ 510,596	\$ 331,999.81	\$ 331,999.81	\$ 3,433.00	\$ 335,432.81
Preschool Expenditures							
011X Salaries	\$ 163,077	\$ 265,433	\$ 321,497	\$ 219,806.00	\$ 219,806.00	\$ 2,803.00	\$ 222,609.00
01XX Temp Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ 62,605	\$ 108,475	\$ 104,938	\$ 80,345.00	\$ 80,345.00	\$ 630.00	\$ 80,975.00
03XX Purchased Services	\$ -	\$ 5,204	\$ 5,318	\$ 3,000.00	\$ 3,000.00	\$ -	\$ 3,000.00
04XX Purch Property Services	\$ 18,639	\$ 12,851	\$ 17,787	\$ 7,500.00	\$ 7,500.00	\$ -	\$ 7,500.00
05XX Other Purch Svcs	\$ 2,754	\$ 404	\$ 57	\$ 200.00	\$ 200.00	\$ -	\$ 200.00
06XX Supplies & Materials	\$ 19,058	\$ 27,848	\$ 60,998	\$ 21,149.00	\$ 21,149.00	\$ -	\$ 21,149.00
07XX Equipment & Technology	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other & Indirect Expenses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
09XX Other Uses/Contingency	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$ 266,133	\$ 420,215	\$ 510,596	\$ 332,000.00	\$ 332,000.00	\$ 3,433.00	\$ 335,433.00
Surplus/(Deficit)	\$ 53,681	\$ (19,179)	\$ (81,222)	\$ -	\$ -	\$ -	\$ -
Fund Balances							
6724 CPP Reserve	\$ 100,401	\$ 81,222	\$ (0)	\$ (0.19)	\$ (0.19)	\$ 0.19	\$ -
6725 UPK Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6760 Assigned Fund Balance	\$ -	\$ -	\$ -	\$ (0.00)	\$ (0.00)	\$ (0.19)	\$ (0.19)
Total Ending Fund Balance	\$ 100,401	\$ 81,222	\$ (0)	\$ (0.19)	\$ (0.19)	\$ -	\$ (0.19)

Total Appropriation(Ending Fund Balance + Expense)

\$ 332,000

\$ 335,433

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.80	+0.00	0.80
3XX Non-Teaching Professionals			0.00	0.00	+0.00	0.00
4XX Classified - Instructional	Data Not Available	Data Not Available	5.17	4.95	-0.19	4.76
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.25	0.25	-0.15	0.10
Total FTE	N/A	N/A	5.42	6.00	-0.34	5.66

Lake County School District

Preliminary Budget

Food Service Fund (21)

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
6710 Unspendable (Inventory)	\$ 6,380.01	\$ 5,105.02	\$ 5,200.76	\$ 5,269.94	\$ 5,270	\$ -	\$ 5,269.94
6760 Restricted Fund Balance	\$ 202,122.22	\$ (5,105.40)	\$ -	\$ 49,296.15	\$ 49,296	\$ (24,297.00)	\$ 24,999.15
Total Beginning Fund Balance	\$ 208,502.23	\$ (0.38)	\$ 5,200.76	\$ 54,566.09	\$ 54,566	\$ (24,297.00)	\$ 30,269.09
Revenues							
1XXX Local Revenue	\$ 136,909.29	\$ 41,859.68	\$ 25,835.01	\$ 15,000.00	\$ 15,000	\$ (1,500.00)	\$ 13,500.00
3XXX State Revenue	\$ 14,593.77	\$ 191,540.72	\$ 165,632.12	\$ 170,845.00	\$ 170,845	\$ (4,000.00)	\$ 166,845.00
4XXX Federal Revenue	\$ 500,322.91	\$ 532,472.70	\$ 550,645.00	\$ 510,000.00	\$ 510,000	\$ 7,000.00	\$ 517,000.00
5210 Allocation from General Fund	\$ 48,484.06	\$ 230,000.00	\$ 229,999.92	\$ 322,179.00	\$ 322,179	\$ (59,929.00)	\$ 262,250.00
Total Revenues	\$ 700,310.03	\$ 995,873.10	\$ 972,112.05	\$ 1,018,024.00	\$ 1,018,024	\$ (58,429.00)	\$ 959,595.00
Total Resources Available	\$ 908,812.26	\$ 995,872.72	\$ 977,312.81	\$ 1,072,590.09	\$ 1,072,590	\$ (82,726.00)	\$ 989,864.09
Expenditures							
011X Salaries	\$ 328,746.84	\$ 378,600.32	\$ 368,496.25	\$ 419,641.00	\$ 419,641.00	\$ (80,971.00)	\$ 338,670.00
01XX Temp & Supplemental	\$ 59,594.16	\$ 26,840.88	\$ 18,871.14	\$ 23,000.00	\$ 23,000.00	\$ 2,000.00	\$ 25,000.00
02XX Employee Benefits	\$ 161,786.00	\$ 174,843.73	\$ 156,055.84	\$ 173,532.00	\$ 173,532.00	\$ (17,855.00)	\$ 155,677.00
03XX Professional Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ 1,782.76	\$ 1,646.16	\$ 839.29	\$ 3,000.00	\$ 3,000.00	\$ 100.00	\$ 3,100.00
06XX Supplies & Materials	\$ 356,832.88	\$ 418,537.68	\$ 368,687.39	\$ 423,148.00	\$ 423,148.00	\$ 14,000.00	\$ 437,148.00
07XX Equipment	\$ 70.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$ 908,812.64	\$ 1,000,468.77	\$ 912,949.91	\$ 1,042,321.00	\$ 1,042,321	\$ (82,726.00)	\$ 959,595.00
Surplus/(Deficit)	\$ (208,502.61)	\$ (4,595.67)	\$ 59,162.14	\$ (24,297.00)	\$ (24,297)	\$ 24,297.00	\$ -
Fund Balances							
6710 Unspendable (Inventory)	\$ 5,105.02	\$ 5,200.76	\$ 5,269.94	\$ 5,269.94	\$ 5,269.94	\$ -	\$ 5,269.94
6760 Restricted Fund Balance	\$ (5,105.40)	\$ -	\$ 49,296.15	\$ 24,999.15	\$ 24,999.15	\$ -	\$ 24,999.15
Total Fund Balance	\$ (0.38)	\$ (4,596.05)	\$ 54,566.09	\$ 30,269.09	\$ 30,269.09	\$ -	\$ 30,269.09

Total Appropriation(Ending Fund Balance + Expense)

\$ 1,072,590

\$ 989,864.09

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX Non-Teaching Professionals			1.00	0.50	+0.00	0.50
4XX Classified - Instructional	Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
5XX Classified - School Admin			0.00	0.23	+0.02	0.25
6XX Classified - Maint, Oper & Trans			9.19	12.00	-4.00	8.00
Total FTE	N/A	N/A	10.19	12.73	-3.98	8.75

Lake County School District
Preliminary Budget
Designated Purpose Grants Fund (22)
FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
Other Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Beginning Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Revenues							
1XXX Local Revenue	\$ 124,406	\$ 15,911	\$ 89,853	\$ 167,751.00	\$ 167,751.00	\$ 68,335.00	\$ 236,086.00
2XXX Intermediate Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3XXX State Revenue	\$ 452,449	\$ 329,290	\$ 728,265	\$ 612,026.00	\$ 612,026.00	\$ (211,315.00)	\$ 400,711.00
Federal Revenue							
4010 Title I	\$ 232,047	\$ 219,519	\$ 211,619	\$ 249,140.00	\$ 249,140.00	\$ 4,237.00	\$ 253,377.00
4367 Title IIA	\$ 37,150	\$ 36,714	\$ 39,733	\$ 39,814.00	\$ 39,814.00	\$ 3,063.00	\$ 42,877.00
4365 Title IIIA	\$ 26,696	\$ 27,152	\$ 24,455	\$ 21,394.00	\$ 21,394.00	\$ 282.00	\$ 21,676.00
4424 Title IVA	\$ 17,910	\$ 17,514	\$ 16,823	\$ 16,922.00	\$ 16,922.00	\$ (360.00)	\$ 16,562.00
4048 Perkins	\$ 29,426	\$ 58,615	\$ 48,392	\$ 44,187.00	\$ 44,187.00	\$ -	\$ 44,187.00
4414 ESSER III	\$ 581,564	\$ 499,484	\$ 60,998	\$ -	\$ -	\$ -	\$ -
4420 ESSER II CRSSA	\$ 326,087	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4429 ESSER III Rural Coaction	\$ 493,797	\$ 654,394	\$ 281,498	\$ -	\$ -	\$ -	\$ -
4449 ESSER III ARP ELO	\$ 68,937	\$ 116,644	\$ 275	\$ -	\$ -	\$ -	\$ -
4451 Stronger Connections	\$ -	\$ -	\$ 84,181	\$ 106,994.00	\$ 106,994.00	\$ (101,725.00)	\$ 5,269.00
4462 ESSER III Rapid Request	\$ -	\$ 90,000	\$ -	\$ -	\$ -	\$ -	\$ -
4463 ESSER II Late Liquidation	\$ -	\$ 36,015	\$ -	\$ -	\$ -	\$ -	\$ -
5010 ESSA Title I Part A	\$ -	\$ -	\$ 22,963	\$ 27,297.00	\$ 27,297.00	\$ 14,703.00	\$ 42,000.00
5196 ESSA McKinney-Vento	\$ 54,594	\$ 57,264	\$ 58,620	\$ -	\$ -	\$ -	\$ -
5371 CO Comp Literacy	\$ 642,249	\$ 543,088	\$ 351,841	\$ 29,973.00	\$ 29,973.00	\$ (29,973.00)	\$ -
5525 ESSER I CARES	\$ 132,761	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5579 Nat Sch Lunch Eq Assistance	\$ -	\$ -	\$ 8,000	\$ -	\$ -	\$ -	\$ -
5625 ESSER I 12st Century	\$ 7,993	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6287 ESSA 21st Century	\$ 139,202	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6425 GEER	\$ 239,812	\$ 60,008	\$ -	\$ -	\$ -	\$ -	\$ -
7287 ESSA 21st Century	\$ 208,859	\$ 231,217	\$ 227,217	\$ 227,217.00	\$ 227,217.00	\$ (77,217.00)	\$ 150,000.00
7981 Nutrition Grant	\$ 17,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8287 ESSA 21st Century	\$ -	\$ 168,672	\$ 166,672	\$ 166,672.00	\$ 166,672.00	\$ 13,328.00	\$ 180,000.00
8425 ARP Homeless 1	\$ 5,119	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -
8426 ARP Homeless 2	\$ 6,421	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7354 School Nurse Retention	\$ -	\$ -	\$ 2,000	\$ -	\$ -	\$ -	\$ -
8710 School Violence Prevention	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7839 Preventing School Violence	\$ -	\$ -	\$ 6,310	\$ 53,690.00	\$ 53,690.00	\$ (41,275.00)	\$ 12,415.00
Other Federal Grants	\$ -	\$ -	\$ -	\$ 7,020.00	\$ 7,020.00	\$ 20,557.00	\$ 27,577.00
Total Federal Funds	\$3,267,623	\$2,819,301	\$ 1,611,597	\$ 990,320.00	\$ 990,320.00	\$ (194,380.00)	\$ 795,940.00
5210 Allocation from General Fund	\$ 66,987	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$3,911,465	\$3,164,502	\$ 2,429,715	\$ 1,770,097.00	\$1,770,097.00	\$ (337,360.00)	\$ 1,432,737.00
Expenditures							
011X Salaries	\$1,652,084	\$1,522,938	\$ 989,909	\$ 899,418.00	\$ 882,643.00	\$ (89,037.00)	\$ 810,381.00
02XX Employee Benefits	\$ 537,574	\$ 483,849	\$ 339,040	\$ 314,756.00	\$ 310,924.00	\$ (7,492.00)	\$ 307,264.00
03XX Professional Services	\$1,012,096	\$ 710,911	\$ 719,005	\$ 356,300.00	\$ 356,300.00	\$ (173,167.00)	\$ 183,133.00
04XX Property Services	\$ -	\$ 591	\$ 380	\$ 4,000.00	\$ 4,000.00	\$ -	\$ 4,000.00
05XX Other Services	\$ 125,463	\$ 89,249	\$ 127,443	\$ 42,671.00	\$ 42,671.00	\$ 5,840.00	\$ 48,511.00
06XX Supplies & Materials	\$ 409,054	\$ 313,225	\$ 241,439	\$ 113,656.00	\$ 113,656.00	\$ (67,845.00)	\$ 45,811.00
07XX Equipment	\$ 175,194	\$ 43,738	\$ 8,000	\$ 21,520.00	\$ 21,520.00	\$ -	\$ 21,520.00
08XX Other Objects	\$ -	\$ -	\$ 4,500	\$ 17,776.00	\$ 17,776.00	\$ (5,659.00)	\$ 12,117.00
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$3,911,465	\$3,164,502	\$ 2,429,715	\$ 1,770,097.00	\$1,749,490.00	\$ (337,360.00)	\$ 1,432,737.00
Surplus/(Deficit)	\$ -	\$ -	\$ -	\$ -	\$ 20,607.00	\$ -	\$ -
Fund Balances							
Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ 20,607.00	\$ -	\$ -
Total Ending Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ 20,607.00	\$ -	\$ -

Total Appropriation(Ending Fund Balance + Expense) \$ 1,770,097.00 \$ 1,432,737.00

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			6.33	5.37	-0.96	4.41
3XX Non-Teaching Professionals			2.62	1.95	+1.97	3.92
4XX Classified - Instructional			5.64	3.85	-3.23	0.62
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Total FTE	N/A	N/A	14.58	11.17	-2.22	8.95

Lake County School District

Preliminary Budget

Pupil Activity Fund (23)

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
6760 Fund Balance	\$ 308,088	\$ 332,054	\$ 380,590	\$ 414,391.64	\$ 414,391.64	\$ 35,000.00	\$ 449,391.64
Total Beginning Fund Balance	\$ 308,088	\$ 332,054	\$ 380,590	\$ 414,391.64	\$ 414,391.64	\$ 35,000.00	\$ 449,391.64
Revenues							
1XXX Local Revenue	\$ 207,052	\$ 235,195	\$ 207,221	\$ 235,000.00	\$ 235,000.00	\$ -	\$ 235,000.00
3XXX State Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4XXX Federal Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5210 Allocation from General Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$ 207,052	\$ 235,195	\$ 207,221	\$ 235,000.00	\$ 235,000.00	\$ -	\$ 235,000.00
Total Resources Available	\$ 515,140	\$ 567,249	\$ 587,812	\$ 649,391.64	\$ 649,391.64	\$ 35,000.00	\$ 684,391.64
Expenditures							
011X Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
03XX Professional Services	\$ 654	\$ 419	\$ -	\$ -	\$ -	\$ -	\$ -
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ 14,074	\$ 16,191	\$ 15,609	\$ -	\$ -	\$ -	\$ -
06XX Supplies & Materials	\$ 165,739	\$ 168,474	\$ 157,811	\$ -	\$ -	\$ -	\$ -
07XX Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ 2,619	\$ 1,575	\$ -	\$ 200,000.00	\$ 200,000.00	\$ -	\$ 200,000.00
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$ 183,086	\$ 186,659	\$ 173,420	\$ 200,000.00	\$ 200,000.00	\$ -	\$ 200,000.00
Surplus/(Deficit)	\$ 23,966	\$ 48,537	\$ 33,801	\$ 35,000.00	\$ 35,000.00	\$ -	\$ 35,000.00
Fund Balances							
6760 Fund Balance	\$ 332,054	\$ 380,590	\$ 414,392	\$ 449,391.64	\$ 449,391.64	\$ 35,000.00	\$ 484,391.64
Ending Fund Balances	\$ 332,054	\$ 380,590	\$ 414,392	\$ 449,391.64	\$ 449,391.64	\$ 35,000.00	\$ 484,391.64
Total Appropriation(Ending Fund Balance + Expense)				\$ 649,391.64			\$ 684,391.64

Lake County School District

Preliminary Budget

The Center

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
6760 Fund Balance	\$ 94,444.94	\$ 105,721.51	\$ 291,950.38	\$ 461,000.01	\$ 461,000.01	\$ (136,506.00)	\$ 324,494.01
Total Beginning Fund Balance	\$ 94,444.94	\$ 105,721.51	\$ 291,950.38	\$ 461,000.01	\$ 461,000.01	\$ (136,506.00)	\$ 324,494.01
Revenues							
1XXX Local Revenue	\$347,085.53	\$ 320,276.09	\$ 208,230.31	\$ 160,500.00	\$ 160,500.00	\$ -	\$ 160,500.00
3XXX State Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4XXX Federal Revenue	\$106,054.23	\$ 39,503.47	\$ 15,918.58	\$ 5,127.00	\$ 5,127.00	\$ (477.00)	\$ 4,650.00
5210 Allocation from General Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$453,139.76	\$ 359,779.56	\$ 224,148.89	\$ 165,627.00	\$ 165,627.00	\$ (477.00)	\$ 165,150.00
Total Resources Available	\$547,584.70	\$ 465,501.07	\$ 516,099.27	\$ 626,627.01	\$ 626,627.01	\$ (136,983.00)	\$ 489,644.01
Expenditures							
011X Salaries	\$244,622.74	\$ 91,897.77	\$ 16,600.95	\$ 188,868.00	\$ 188,868.00	\$ (2,232.00)	\$ 186,636.00
02XX Employee Benefits	\$ 86,414.90	\$ 22,332.20	\$ 22,338.63	\$ 68,765.00	\$ 68,765.00	\$ (963.00)	\$ 67,802.00
03XX Professional Services	\$ 3,800.65	\$ 756.83	\$ 207.97	\$ 3,000.00	\$ 3,000.00	\$ -	\$ 3,000.00
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ 41,181.87	\$ 11,130.90	\$ -	\$ 10,500.00	\$ 10,500.00	\$ -	\$ 10,500.00
06XX Supplies & Materials	\$ 63,148.87	\$ 43,657.68	\$ 12,246.23	\$ 25,000.00	\$ 25,000.00	\$ -	\$ 25,000.00
07XX Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ 2,694.16	\$ 3,775.31	\$ 3,705.48	\$ 6,000.00	\$ 6,000.00	\$ -	\$ 6,000.00
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$441,863.19	\$ 173,550.69	\$ 55,099.26	\$ 302,133.00	\$ 302,133.00	\$ (3,195.00)	\$ 298,938.00
Surplus/(Deficit)	\$ 11,276.57	\$ 186,228.87	\$ 169,049.63	\$ (136,506.00)	\$ (136,506.00)	\$ 2,718.00	\$ (133,788.00)
Fund Balances							
Fund Balance	\$105,721.51	\$ 291,950.38	\$ 461,000.01	\$ 324,494.01	\$ 324,494.01	\$ (133,788.00)	\$ 190,706.01
Total Ending Fund Balance	\$105,721.51	\$ 291,950.38	\$ 461,000.01	\$ 324,494.01	\$ 324,494.01	\$ (133,788.00)	\$ 190,706.01

Total Appropriation(Ending Fund Balance + Expense)	\$ 626,627.01	\$ 489,644.01

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.00	0.00	+0.00	0.00
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
4XX Classified - Instructional			3.78	4.39	-0.15	4.24
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.20	0.20	-0.05	0.15
Total FTE	N/A	N/A	3.98	4.59	-0.20	4.39

Lake County School District

Preliminary Budget

Headstart

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Beginning Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Revenues							
1XXX Local Revenue	\$ -	\$ -	\$ -	\$ 190,905	\$ 190,905	\$ -	\$ 190,905
3XXX State Revenue	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4XXX Federal Revenue	\$ 633,386	\$ 801,266	\$ 783,284	\$ 771,120	\$ 771,120	\$ (4,358)	\$ 766,762
5210 Allocation from General Fund	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$ 633,386	\$ 801,266	\$ 783,284	\$ 962,025	\$ 962,025	\$ (4,358)	\$ 957,667
Total Resources Available	\$ 633,386	\$ 801,266	\$ 783,284	\$ 962,025	\$ 962,025	\$ (4,358)	\$ 957,667
Expenditures							
011X Salaries	\$ 391,278	\$ 466,391	\$ 480,467	\$ 468,438	\$ 468,438	\$ (1,611)	\$ 466,827
02XX Employee Benefits	\$ 144,177	\$ 172,939	\$ 185,063	\$ 172,907	\$ 172,907	\$ (2,747)	\$ 170,160
03XX Professional Services	\$ 14,641	\$ 64,771	\$ 59,758	\$ 85,385	\$ 85,385	\$ -	\$ 85,385
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ 11,930	\$ 11,712	\$ 5,576	\$ 6,550	\$ 6,550	\$ -	\$ 6,550
06XX Supplies & Materials	\$ 70,645	\$ 84,110	\$ 51,074	\$ 36,640	\$ 36,640	\$ -	\$ 36,640
07XX Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ 715	\$ 1,343	\$ 1,346	\$ 192,105	\$ 192,105	\$ -	\$ 192,105
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Expenditures	\$ 633,386	\$ 801,266	\$ 783,284	\$ 962,025	\$ 962,025	\$ (4,358)	\$ 957,667
Surplus/(Deficit)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Fund Balances							
Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total Ending Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Total Appropriation(Ending Fund Balance + Expense)

\$ 962,025

\$ 957,667

Staff FTE:

1XX Administrators			0.00	0.00	+0.00	0.00
2XX Teachers (Licensed)			0.15	0.35	+0.00	0.35
3XX Non-Teaching Professionals	Data Not Available	Data Not Available	0.00	0.00	+0.00	0.00
4XX Classified - Instructional			10.14	9.14	+0.11	9.25
5XX Classified - School Admin			0.00	0.00	+0.00	0.00
6XX Classified - Maint, Oper & Trans			0.95	0.95	-0.08	0.87
Total FTE	N/A	N/A	11.24	10.44	+0.03	10.47

Lake County School District

Preliminary Budget

Bond Redemption Fund (31)

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
6720 Fund Balance	\$ 2,482,889.11	\$ 2,778,030	\$ 3,089,997	\$ 3,183,288	\$ 3,183,288	\$ 345,274	\$ 3,528,562
Total Beginning Fund Balance	\$ 2,482,889.11	\$ 2,778,030	\$ 3,089,997	\$ 3,183,288	\$ 3,183,288	\$ 345,274	\$ 3,528,562
Revenues							
1110 Local Property Taxes	\$ 1,905,384.23	\$ 1,859,314	\$ 1,636,131	\$ 1,901,382	\$ 1,901,382	\$ -	\$ 1,901,382
1120 Specific Ownership (if Applicable)							
1140 Delinquent Taxes & Interest							
1141 Abatement							
1510 Interest Income	\$ 67,347.79	\$ 129,784	\$ 133,788	\$ 120,000	\$ 120,000	\$ (10,000)	\$ 110,000
1900 Other Local					\$ -	\$ -	
Total Revenues	\$ 1,972,732.02	\$ 1,989,098	\$ 1,769,919	\$ 2,021,382	\$ 2,021,382	\$ (10,000)	\$ 2,011,382
Total Resources Available	\$ 4,455,621.13	\$ 4,767,128	\$ 4,859,916	\$ 5,204,670	\$ 5,204,670	\$ 335,274	\$ 5,539,944
Expenditures							
03XX Professional Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
06XX Supplies & Materials	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
07XX Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
08XX Other Objects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5100-0830 Debt Service/Interest	\$ 574,850.66	\$ 541,509	\$ 507,175	\$ 471,817	\$ 471,817	\$ (36,411)	\$ 435,406
09XX Other Uses	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5100-0910 Debt Service/Principal	\$ 1,102,740.04	\$ 1,135,622	\$ 1,169,453	\$ 1,204,291	\$ 1,204,291	\$ 35,877	\$ 1,240,168
Total Expenditures	\$ 1,677,590.70	\$ 1,677,131	\$ 1,676,628	\$ 1,676,108	\$ 1,676,108	\$ (534)	\$ 1,675,574
Surplus/(Deficit)	\$ 295,141.32	\$ 311,967	\$ 93,291	\$ 345,274	\$ 345,274	\$ (9,466)	\$ 335,808
Fund Balances							
Fund Balance	\$ 2,778,030.43	\$ 3,089,997	\$ 3,183,288	\$ 3,528,562	\$ 3,528,562	\$ 335,808	\$ 3,864,370
Total Ending Fund Balance	\$ 2,778,030.43	\$ 3,089,997	\$ 3,183,288	\$ 3,528,562	\$ 3,528,562	\$ 335,808	\$ 3,864,370

Total Appropriation(Ending Fund Balance + Expense)

\$ 5,204,670

\$ 5,539,944

Lake County School District

Preliminary Budget

Debt Amortization Schedule

FY 2026-2027

Payment Date	GO Bond Series 2012			GO Bond Series 2019		
	Principal	Interest	Balance	Principal	Interest	Balance
12/15/2026	\$ 622,711.00	\$ 71,726.02	\$4,149,641.00	\$ 617,456.62	\$ 155,213.47	\$ 9,898,361.25
6/15/2027	\$ -	\$ 62,366.99	\$4,149,641.00	\$ -	\$ 146,099.81	\$ 9,898,361.25
12/15/2027	\$ 641,429.00	\$ 62,366.99	\$3,508,212.00	\$ 635,683.94	\$ 146,099.81	\$ 9,262,677.31
6/15/2028	\$ -	\$ 52,726.64	\$3,508,212.00	\$ -	\$ 136,717.12	\$ 9,262,677.31
12/15/2028	\$ 660,710.00	\$ 52,726.64	\$2,847,502.00	\$ 654,449.33	\$ 136,717.12	\$ 8,608,227.98
6/15/2029	\$ -	\$ 42,796.50	\$2,847,502.00	\$ -	\$ 127,057.44	\$ 8,608,227.98
12/15/2029	\$ 680,570.00	\$ 42,796.50	\$2,166,932.00	\$ 673,768.67	\$ 127,057.44	\$ 7,934,459.31
6/15/2030	\$ -	\$ 32,567.88	\$2,166,932.00	\$ -	\$ 117,112.62	\$ 7,934,459.31
12/15/2030	\$ 701,027.00	\$ 32,567.88	\$1,465,905.00	\$ 693,658.33	\$ 117,112.62	\$ 7,240,800.98
6/15/2031	\$ -	\$ 22,031.80	\$1,465,905.00	\$ -	\$ 106,874.22	\$ 7,240,800.98
12/15/2031	\$ 722,100.00	\$ 22,031.80	\$ 743,805.00	\$ 714,135.12	\$ 106,874.22	\$ 6,526,665.86
6/15/2032	\$ -	\$ 11,179.01	\$ 743,805.00	\$ -	\$ 96,333.59	\$ 6,526,665.86
12/15/2032	\$ 743,805.00	\$ 11,179.01	\$ -	\$ 735,216.39	\$ 96,333.59	\$ 5,791,449.47
6/15/2033				\$ -	\$ 85,481.79	\$ 5,791,449.47
12/15/2033				\$ 756,919.98	\$ 85,481.79	\$ 5,034,529.49
6/15/2034				\$ -	\$ 74,309.66	\$ 5,034,529.49
12/15/2034				\$ 779,264.25	\$ 74,309.66	\$ 4,255,265.24
6/15/2035				\$ -	\$ 62,807.71	\$ 4,255,265.24
12/15/2035				\$ 802,268.14	\$ 62,807.71	\$ 3,452,997.10
6/15/2036				\$ -	\$ 50,966.24	\$ 3,452,997.10
12/15/2036				\$ 825,951.09	\$ 50,966.24	\$ 2,627,046.01
6/15/2037				\$ -	\$ 38,775.20	\$ 2,627,046.01
12/15/2037				\$ 850,333.17	\$ 38,775.20	\$ 1,776,712.84
6/15/2038				\$ -	\$ 26,224.28	\$ 1,776,712.84
12/15/2038				\$ 875,435.00	\$ 26,224.28	\$ 901,277.84
6/15/2039				\$ -	\$ 13,302.86	\$ 901,277.84
12/15/2039				\$ 901,277.84	\$ 13,302.86	\$ -

Lake County School District

Preliminary Budget

Capital Projects Fund (43)

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
Assigned Fund Balance	\$ 410,104.38	\$ 589,732.09	\$ 547,087.74	\$ 573,978.20	\$ 573,978.20	\$ 131,184.00	\$ 705,162.20
Total Beginning Fund Balance	\$ 410,104.38	\$ 589,732.09	\$ 547,087.74	\$ 573,978.20	\$ 573,978.20	\$ 131,184.00	\$ 705,162.20
Revenues							
1XXX Local Revenue	\$ -	\$ -	\$ -	\$ 745,000.00	\$ 745,000.00	\$ (745,000.00)	\$ -
2XXX Intermediate Revenue	\$ 13,420.68	\$ 26,779.78	\$ 4,963.18	\$ 95,505.00	\$ 96,732.00	\$ (95,505.00)	\$ -
3XXX State Revenue	\$ 11,928.50	\$ 11,928.50	\$ -	\$ -	\$ -	\$ -	\$ -
4XXX Federal Revenue	\$ 117,808.78	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5210 General Fund Allocation	\$ 376,034.00	\$ 59,000.00	\$ 362,412.46	\$ 1,259,936.00	\$ 1,259,936.00	\$ (691,672.00)	\$ 568,264.00
Total Revenues	\$ 519,191.96	\$ 97,708.28	\$ 367,375.64	\$ 2,100,441.00	\$ 2,101,668.00	\$ (1,532,177.00)	\$ 568,264.00
Total Resources Available	\$ 929,296.34	\$ 687,440.37	\$ 914,463.38	\$ 2,674,419.20	\$ 2,675,646.20	\$ (1,400,993.00)	\$ 1,273,426.20
Expenditures							
011X Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
02XX Employee Benefits	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
03XX Professional Services	\$ 3,707.50	\$ 3,707.50	\$ -	\$ 48,000.00	\$ 48,000.00	\$ (46,250.00)	\$ 1,750.00
04XX Property Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
05XX Other Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
06XX Supplies & Materials	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
07XX Equipment	\$ 314,349.31	\$ 115,186.24	\$ 340,484.51	\$ 1,984,578.00	\$ 1,922,484.00	\$ (1,382,217.00)	\$ 602,361.00
08XX Other Objects	\$ 1,225.72	\$ 573.30	\$ -	\$ -	\$ -	\$ 21,881.00	\$ 21,881.00
09XX Other Uses	\$ 20,281.72	\$ 20,885.59	\$ -	\$ -	\$ -	\$ 35,024.00	\$ 35,024.00
Total Expenditures	\$ 339,564.25	\$ 140,352.63	\$ 340,484.51	\$ 2,032,578.00	\$ 1,970,484.00	\$ (1,371,562.00)	\$ 661,016.00
Surplus/(Deficit)	\$ 179,627.71	\$ (42,644.35)	\$ 26,891.13	\$ 67,863.00	\$ 131,184.00	\$ (160,615.00)	\$ (92,752.00)
Fund Balances							
Fund Balance	\$ 589,732.09	\$ 547,087.74	\$ 573,978.20	\$ 641,841.20	\$ 705,162.20	\$ (29,431.00)	\$ 612,410.20
Total Ending Fund Balance	\$ 589,732.09	\$ 547,087.74	\$ 573,978.20	\$ 641,841.20	\$ 705,162.20	\$ (29,431.00)	\$ 612,410.20

Total Appropriation(Ending Fund Balance + Expense) \$ 2,674,419.20

\$ 1,273,426.20

Lake County School District

Preliminary Budget

Health Insurance Fund (64)

FY 2026-2027

	Actuals FY23	Actuals FY24	Actuals FY25	Budget FY26	Estimated FY26	FY26 Budget v FY27 Budget	Preliminary Budget FY27
Beginning Fund Balance							
Fund Balance	\$ 132,581	\$ 98,958	\$ (87,534)	\$ 50,000.31	\$ 50,000.31	\$ 371,244.00	\$ 421,244.31
Total Beginning Fund Balance	\$ 132,581	\$ 98,958	\$ (87,534)	\$ 50,000.31	\$ 50,000.31	\$ 371,244.00	\$ 421,244.31
Revenues							
1973 Employee Premiums	\$ 1,775,689	\$ 1,742,775	\$ 1,738,312	\$ 2,196,143.00	\$ 2,191,144.00	\$ (73,429.00)	\$ 2,122,714.00
1990 Other Local Revenue	\$ 818,149	\$ 257,715	\$ 199,457	\$ 200,000.00	\$ 430,000.00	\$ 50,000.00	\$ 250,000.00
5210 Allocations From General Fund	\$ -	\$ 366,000	\$ 533,158	\$ -	\$ -	\$ -	\$ -
Total Revenues	\$ 2,593,839	\$ 2,366,489	\$ 2,470,926	\$ 2,396,143.00	\$ 2,621,144.00	\$ (23,429.00)	\$ 2,372,714.00
Total Resources Available	\$ 2,726,420	\$ 2,465,448	\$ 2,383,392	\$ 2,446,143.31	\$ 2,671,144.31	\$ 347,815.00	\$ 2,793,958.31
Expenditures							
011X Salaries							
02XX Employee Benefits							
03XX Professional Services							
04XX Property Services							
05XX Other Services	\$ 2,627,462	\$ 2,552,981	\$ 2,333,392	\$ 2,074,779.00	\$ 2,249,900.00	\$ (74,879.00)	\$ 1,999,900.00
06XX Supplies & Materials							
07XX Equipment							
08XX Other Objects							
09XX Other Uses							
Total Expenditures	\$ 2,627,462	\$ 2,552,981	\$ 2,333,392	\$ 2,074,779.00	\$ 2,249,900.00	\$ (74,879.00)	\$ 1,999,900.00
Surplus/(Deficit)	\$ (33,623)	\$ (186,492)	\$ 137,534	\$ 321,364.00	\$ 371,244.00	\$ 51,450.00	\$ 372,814.00
Fund Balances							
Fund Balance	\$ 98,958	\$ (87,534)	\$ 50,000	\$ 371,364.31	\$ 421,244.31	\$ 422,694.00	\$ 794,058.31
Total Ending Fund Balance	\$ 98,958	\$ (87,534)	\$ 50,000	\$ 371,364.31	\$ 421,244.31	\$ 422,694.00	\$ 794,058.31

Total Appropriation(Ending Fund Balance + Expense)

\$ 2,446,143.31

\$ 2,793,958.31

Lake County School District

Preliminary Budget

Staffing Summary

FY 2026-2027

		FY23	FY24	FY25	FY26	FY26 Budget v FY27 Budget	FY27
1XX	Administrators			8.59	9.00	+0.00	9.00
2XX	Teachers (Licensed)	Data	Data	68.15	64.91	-0.97	63.94
3XX	Non-Teaching Professionals	not	not	9.48	7.55	+0.03	7.58
4XX	Classified - Instructional	Available	Available	20.92	22.18	-3.80	18.38
5XX	Classified - School Admin			8.00	8.23	-1.23	7.00
6XX	Classified - Maint, Oper & Trans			20.85	20.35	-2.97	17.38
General Fund (10)				136.00	132.22	-8.94	123.28

1XX	Administrators			0.00	0.00	+0.00	0.00
2XX	Teachers (Licensed)	Data	Data	0.15	1.15	+0.00	1.15
3XX	Non-Teaching Professionals	not	not	0.00	0.00	+0.00	0.00
4XX	Classified - Instructional	Available	Available	19.10	18.48	-0.23	18.25
5XX	Classified - School Admin			0.00	0.00	+0.00	0.00
6XX	Classified - Maint, Oper & Trans			1.40	1.40	-0.28	1.12
Preschool (19, 26, 27) including The Center and Headstart				20.65	21.03	-0.51	20.52

1XX	Administrators			0.00	0.00	+0.00	0.00
2XX	Teachers (Licensed)	Data	Data	0.00	0.00	+0.00	0.00
3XX	Non-Teaching Professionals	not	not	1.00	0.50	+0.00	0.50
4XX	Classified - Instructional	Available	Available	0.00	0.00	+0.00	0.00
5XX	Classified - School Admin			0.00	0.23	+0.02	0.25
6XX	Classified - Maint, Oper & Trans			9.19	12.00	-4.00	8.00
Food Service (21)				10.19	12.73	-3.98	8.75

1XX	Administrators			0.00	0.00	+0.00	0.00
2XX	Teachers (Licensed)	Data	Data	6.33	5.37	-0.96	4.41
3XX	Non-Teaching Professionals	not	not	2.62	1.95	+1.97	3.92
4XX	Classified - Instructional	Available	Available	5.64	3.85	-3.23	0.62
5XX	Classified - School Admin			0.00	0.00	+0.00	0.00
6XX	Classified - Maint, Oper & Trans			0.00	0.00	+0.00	0.00
Designated Purpose Grant Fund (22)				14.58	11.17	-2.22	8.95

Code	Job Category	FY22	FY23	FY25	FY25	Change	FY26
1XX	Administrators			8.59	9.00	+0.00	9.00
2XX	Teachers (Licensed)	Data	Data	74.63	71.43	-1.93	69.50
3XX	Non-Teaching Professionals	not	not	13.10	10.00	+2.00	12.00
4XX	Classified - Instructional	Available	Available	45.66	44.51	-7.26	37.25
5XX	Classified - School Admin			8.00	8.46	-1.21	7.25
6XX	Classified - Maint, Oper & Trans			31.44	33.75	-7.25	26.50
All Funds				181.41	177.15	-15.65	161.50

Uniform Budget Summary



**LAKE COUNTY
PANTHERS**

FY2024-2025 UNIFORM BUDGET SUMMARY																			
District Name: Lake County School District District Code: 1510 Revised Budget Adopted: Jan 27, 2025 (Revised Feb 10, 2025)																			
Budgeted Pupil Count: 895.6						Object Source	General Fund	Preschool and Kindergarten	Food Service	Governmental Designated Grants Fund	Pupil Activity	The Center	Headstart	Bond Redemption	Building Fund	Capital Reserve Capital Projects	Insurance Reserve / Risk-Management	TOTAL	
General Administration - Program 2300, including Program 2303 and 2304		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	2300	2399	1	199	0100	\$ 215,941	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 215,941	
Employee Benefits, including object 0280	2300	2399	200	299	0200	\$ 100,180	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,180	
Purchased Services	2300	2399	300	599	0300,0400,0500	\$ 50,300	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50,300	
Supplies and Materials	2300	2399	600	699	0600	\$ 14,950	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 14,950	
Property	2300	2399	700	799	0700	\$ 100	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100	
Other	2300	2399	800	999	0800,0900	\$ 39,300	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 39,300	
Total School Administration						\$ 420,771	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 420,771	
School Administration - Program 2400		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	2400	2499	1	199	0100	\$ 962,401	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 962,401	
Employee Benefits, including object 0280	2400	2499	200	299	0200	\$ 352,079	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 352,079	
Purchased Services	2400	2499	300	599	0300,0400,0500	\$ -	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Supplies and Materials	2400	2499	600	699	0600	\$ 13,500	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 13,500	
Property	2400	2499	700	799	0700	\$ 200	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200	
Other	2400	2499	800	999	0800,0900	\$ -	\$ -	- \$ -	12,117	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,117	
Total School Administration						\$ 1,328,180	\$ -	- \$ -	12,117	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,340,297	
Business Services - Program 2500, including Program 2501		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	2500	2599	1	199	0100	\$ 214,841	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 214,841	
Employee Benefits, including object 0280	2500	2599	200	299	0200	\$ 81,641	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 81,641	
Purchased Services	2500	2599	300	599	0300,0400,0500	\$ 23,500	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 23,500	
Supplies and Materials	2500	2599	600	699	0600	\$ 500	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	
Property	2500	2599	700	799	0700	\$ 200	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 200	
Other	2500	2599	800	999	0800,0900	\$ 800	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 800	
Total Business Services						\$ 321,482	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 321,482	
Operations and Maintenance - Program 2600		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	2600	2699	1	199	0100	\$ 706,117	\$ 10,000	- \$ -	\$ -	\$ -	\$ 8,158	\$ 13,598	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 737,873	
Employee Benefits, including object 0280	2600	2699	200	299	0200	\$ 277,394	\$ 4,300	- \$ -	\$ -	\$ -	\$ 3,538	\$ 5,895	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 291,127	
Purchased Services	2600	2699	300	599	0300,0400,0500	\$ 350,500	\$ 7,500	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 358,000	
Supplies and Materials	2600	2699	600	699	0600	\$ 465,000	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 465,000	
Property	2600	2699	700	799	0700	\$ 4,000	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000	
Other	2600	2699	800	999	0800,0900	\$ -	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Operations and Maintenance						\$ 1,803,011	\$ 21,800	- \$ -	\$ -	\$ -	\$ 11,696	\$ 19,493	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,856,000	
Student Transportation - Program 2700		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	2700	2799	1	199	0100	\$ 237,977	\$ 1,257	- \$ -	19,000	\$ -	\$ -	\$ 24,586	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 282,820	
Employee Benefits, including object 0280	2700	2799	200	299	0200	\$ 151,839	\$ 419	- \$ -	4,340	\$ -	\$ -	\$ 8,830	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 165,428	
Purchased Services	2700	2799	300	599	0300,0400,0500	\$ 54,000	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 54,000	
Supplies and Materials	2700	2799	600	699	0600	\$ 28,200	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 28,200	
Property	2700	2799	700	799	0700	\$ 500	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	
Other	2700	2799	800	999	0800,0900	\$ -	\$ -	- \$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Student Transportation						\$ 472,516	\$ 1,676	- \$ -	23,340	\$ -	\$ -	\$ 33,416	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 530,948	

FY2024-2025 UNIFORM BUDGET SUMMARY																				
District Name: Lake County School District																				
District Code: 1510																				
Revised Budget																				
Adopted: Jan 27, 2025 (Revised Feb 10, 2025)																				
Budgeted Pupil Count: 895.6																				
Central Support - Program 2800, including Program 2801																				
Salaries	2800	2899	1	199	0100	\$	95,671	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	95,671
Employee Benefits, including object 0280	2800	2899	200	299	0200	\$	47,215	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	47,215
Purchased Services	2800	2899	300	599	0300,0400,0500	\$	345,000	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	2,344,900
Supplies and Materials	2800	2899	600	699	0600	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Property	2800	2899	700	799	0700	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Other	2800	2899	800	999	0800,0900	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Total Central Support						\$	487,886	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	2,487,786
Other Support - Program 2900																				
Salaries	2900	2999	1	199	0100	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Employee Benefits, including object 0280	2900	2999	200	299	0200	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Purchased Services	2900	2999	300	599	0300,0400,0500	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Supplies and Materials	2900	2999	600	699	0600	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Property	2900	2999	700	799	0700	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Other	2900	2999	800	999	0800,0900	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Total Other Support						\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Food Service Operations - Program 3100																				
Salaries	3100	3199	1	199	0100	\$	-	\$	-	363,670	\$	-	\$	-	\$	-	\$	-	\$	363,670
Employee Benefits, including object 0280	3100	3199	200	299	0200	\$	11,692	\$	-	155,677	\$	-	\$	-	\$	-	\$	-	\$	167,369
Purchased Services	3100	3199	300	599	0300,0400,0500	\$	-	\$	-	3,100	\$	-	\$	-	\$	-	\$	-	\$	3,100
Supplies and Materials	3100	3199	600	699	0600	\$	-	\$	-	437,148	\$	-	\$	-	\$	-	\$	-	\$	437,148
Property	3100	3199	700	799	0700	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Other	3100	3199	800	999	0800,0900	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Total Food Service Operations						\$	11,692	\$	-	959,595	\$	-	\$	-	\$	-	\$	-	\$	971,287
Enterprise Operations - Program 3200																				
Salaries	3200	3299	1	199	0100	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Employee Benefits, including object 0280	3200	3299	200	299	0200	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Purchased Services	3200	3299	300	599	0300,0400,0500	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Supplies and Materials	3200	3299	600	699	0600	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Property	3200	3299	700	799	0700	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Other	3200	3299	800	999	0800,0900	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Total Enterprise Operations						\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Community Services - Program 3300																				
Salaries	3300	3399	1	199	0100	\$	-	\$	-	-	\$	173,828	\$	400,831	\$	-	\$	-	\$	574,659
Employee Benefits, including object 0280	3300	3399	200	299	0200	\$	-	\$	-	-	\$	64,264	\$	144,846	\$	-	\$	-	\$	209,110
Purchased Services	3300	3399	300	599	0300,0400,0500	\$	-	\$	-	-	\$	13,500	\$	91,935	\$	-	\$	-	\$	105,435
Supplies and Materials	3300	3399	600	699	0600	\$	-	\$	-	-	\$	25,000	\$	36,640	\$	-	\$	-	\$	61,640
Property	3300	3399	700	799	0700	\$	-	\$	-	-	\$	-	\$	-	\$	-	\$	-	\$	-
Other	3300	3399	800	999	0800,0900	\$	-	\$	-	-	\$	6,000	\$	192,105	\$	-	\$	-	\$	198,105
Total Community Services						\$	-	\$	-	-	\$	282,592	\$	866,357	\$	-	\$	-	\$	1,148,949

FY2024-2025 UNIFORM BUDGET SUMMARY																			
District Name: Lake County School District District Code: 1510 Revised Budget Adopted: Jan 27, 2025 (Revised Feb 10, 2025)																			
Budgeted Pupil Count: 895.6						Object Source	General Fund	Preschool and Kindergarten	Food Service	Governmental Designated Grants Fund	Pupil Activity	The Center	Headstart	Bond Redemption	Building Fund	Capital Reserve Capital Projects	Insurance Reserve / Risk-Management	TOTAL	
Education for Adults - Program 3400		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	3400	3499	1	199	0100	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Employee Benefits, including object 0280	3400	3499	200	299	0200	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Purchased Services	3400	3499	300	599	0300,0400,0500	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Supplies and Materials	3400	3499	600	699	0600	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Property	3400	3499	700	799	0700	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Other	3400	3499	800	999	0800, 0900	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total Education for Adults Services						\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total Supporting Services						\$ 5,781,471	\$ 23,476	959,595	\$ 769,247	\$ -	\$ 294,288	\$ 933,950	\$ -	\$ -	\$ -	\$ -	\$ 1,999,900		
Property - Program 4000		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	4000	4999	1	199	0100	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Employee Benefits, including object 0280	4000	4999	200	299	0200	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Purchased Services	4000	4999	300	599	0300,0400,0500	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	1,750	\$ -		
Supplies and Materials	4000	4999	600	699	0600	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Property	4000	4999	700	799	0700	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	602,361	\$ -		
Other	4000	4999	800	999	0800, 0900	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Total Property						\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	604,111	\$ -		
Other Uses - Program 5000s - including Transfers Out and/or Allocations Out as an expenditure		Prog>=	Prog<=	Obj>=	Obj<=														
Salaries	5000	5999	1	199	0100	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Employee Benefits, including object 0280	5000	5999	200	299	0200	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Purchased Services	5000	5999	300	599	0300,0400,0500	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Supplies and Materials	5000	5999	600	699	0600	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Property	5000	5999	700	799	0700	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Other	5000	5999	800	999	0800, 0900	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,675,574	\$ -	\$ -	56,905	\$ -		
Total Other Uses						\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ 1,675,574	\$ -	\$ -	56,905	\$ -		
Total Expenditures						\$ 14,659,603	\$ 335,433	959,595	\$ 1,432,737	\$ 200,000	\$ 298,938	\$ 957,667	\$ 1,675,574	\$ -	\$ -	661,016	\$ 1,999,900		
APPROPRIATED RESERVES (ANTICIPATED ENDING FUNDING BALANCE)		Prog>=	Prog<=	Obj>=	Obj<=														
General Reserves (9000)	9000	9099	840	849	0840	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 75,000	\$ 794,058	\$ 869,058		
Operating Reserves (9100)	9100	9199	840	849	0840	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Non-Appropriated Reserve (9200)	9200	9299	840	849	0840	\$ -	\$ -	-	\$ -	\$ 449,392	\$ -	\$ -	\$ 4,028,347	\$ -	\$ -	\$ -	\$ 4,477,739		
Reserve for TABOR 3% (9321)	9321	9321	840	849	0840	\$ 491,024	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 491,024		
Other Restricted Reserves (9300 less 9321)	9300	9399	840	849	0840	\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 537,410	\$ -	\$ 537,410		
Other Reserved Fund Balance (9900)	9900	9999	840	849	0840	\$ 2,174,805	\$ -	30,270	\$ -	\$ -	\$ 190,706	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,395,781		
Total Reserves (Anticipated Ending Fund Balance)						\$ 2,665,829	\$ -	30,270	\$ -	\$ 449,392	\$ 190,706	\$ -	\$ 4,028,347	\$ -	\$ -	612,410	\$ 794,058		
Total Expenditures and Reserves						\$ 17,325,432	\$ 335,433	989,865	\$ 1,432,737	\$ 649,392	\$ 489,644	\$ 957,667	\$ 5,703,921	\$ -	\$ -	1,273,426	\$ 2,793,958		
Total Available Beginning Fund Balance & Revenues Less Total Expenditures & Reserves Less Ending Fund Balance (Shall Equal Zero (0))						\$ -	\$ -	-	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		
Use of a portion of beginning fund balance resolution required?						Yes	No	No	No	No	Yes	No	No	No	Yes	No			



Draft Original Budget

May 2026



Budget Book Structure

- Background Information & Resolutions
- Executive Summary
- Financial Statements
 - General Fund is divided into program areas
 - Each Fund is listed with its Fund Balances, Revenues, and Expenses
 - Includes actuals from the past 4 years
- Uniform Budget Summary (UBS)
 - Standard snapshot all financial activity across all funds and budget categories



Three Resolutions

- Appropriation Resolution
 - Legally Authorizes the District to spend funds
 - We appropriate both Spending and Reserves
- Interfund Borrowing Resolution
 - Authorizes Temporary borrowing between district funds
- Beginning Fund Balance Resolution
 - Required when any fund's expenses exceed its revenues
 - Authorizes the use of fund balance

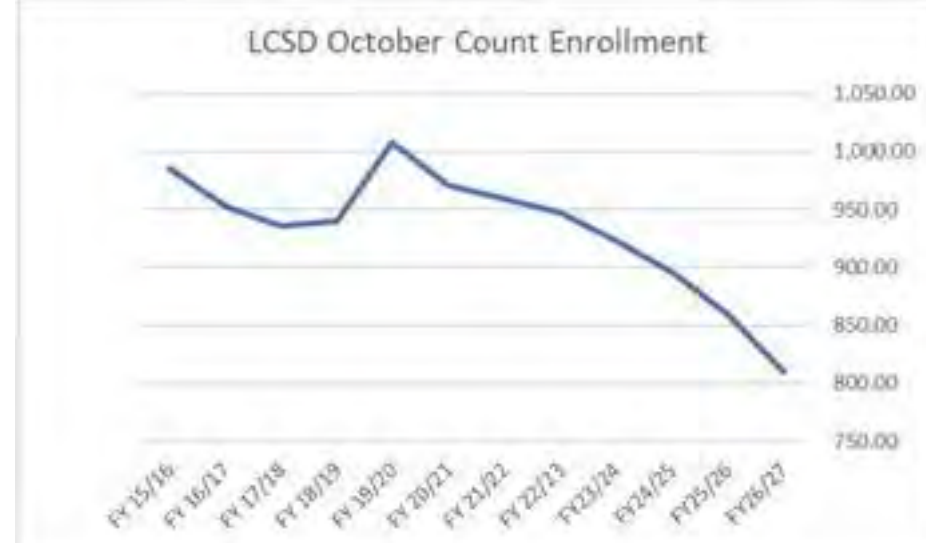


Enrollment

- Projecting a decrease of 45 students
- Anticipate smaller declines going forward



Fiscal Year	K-12 Annual Pupil Count (FTE)	Year over Year Pupil Count Change	Total District Funded Pupil Count
FY26/27	765.00	(45.5)	810.30
FY25/26	810.50	(52.0)	859.80
FY24/25	862.50	(11.5)	895.40
FY23/24	874.00	(18.0)	923.30
FY 22/23	892.00	(27.0)	947.40
FY 21/22	919.00	(6.0)	959.30
FY 20/21	925.00	(76.5)	970.50
FY 19/20	1,001.50	71.5	1,007.50
FY 18/19	930.00	23.5	940.50
FY 17/18	906.50	14.5	935.50
FY 16/17	892.00	(31.5)	952.70
FY 15/16	923.50	N/A	985.90





Compensation

- \$850K+ invested in compensation increases
 - Funded through final 2024 MLO allocation, consolidation savings, and modest formula funding growth
- Certified staff pay restructure
 - New base teacher salary: \$52,000 (+14.1%)
 - Average increase: 10.63% / \$6,446
 - Contract days reduced from 179 to 174 with no salary reduction
- Classified staff increases
 - LCEA: 2.85% + \$1.67/hr
 - AFSCME: 2.85% + hourly increases (\$1.50–\$1.67/hr)
 - Contract days reduced with no salary reduction
- Other district staff
 - Total compensation increase of 8%
- Benefits
 - Health and vision insurance rates unchanged
 - Dental premiums increased 4.3%



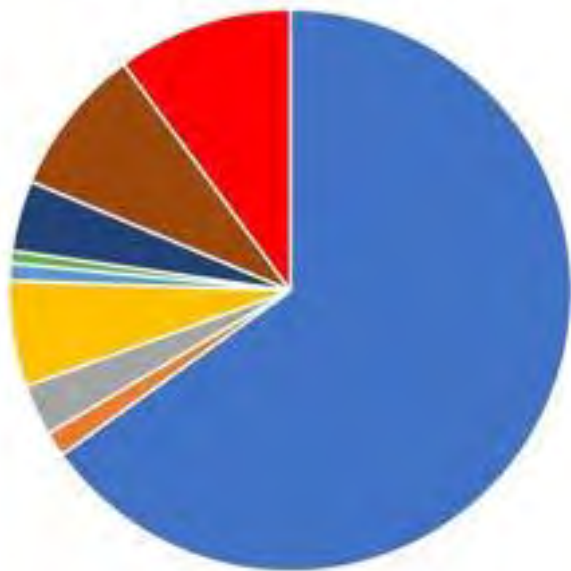
Staffing

- Staffing levels
 - Consolidation resulted in a net decrease of over 15 FTE

Code	Job Category	FY22	FY23	FY25	FY25	Change	FY26
1XX	Administrators			8.59	9.00	+0.00	9.00
2XX	Teachers (Licensed)	Data	Data	74.63	71.43	-1.93	69.50
3XX	Non-Teaching Professionals	not	not	13.10	10.00	+2.00	12.00
4XX	Classified - Instructional	Available	Available	45.66	44.51	-7.26	37.25
5XX	Classified - School Admin			8.00	8.46	-1.21	7.25
6XX	Classified - Maint, Oper & Trans			31.44	33.75	-7.25	26.50
All Funds				181.41	177.15	-15.65	161.50



Revenues by Fund



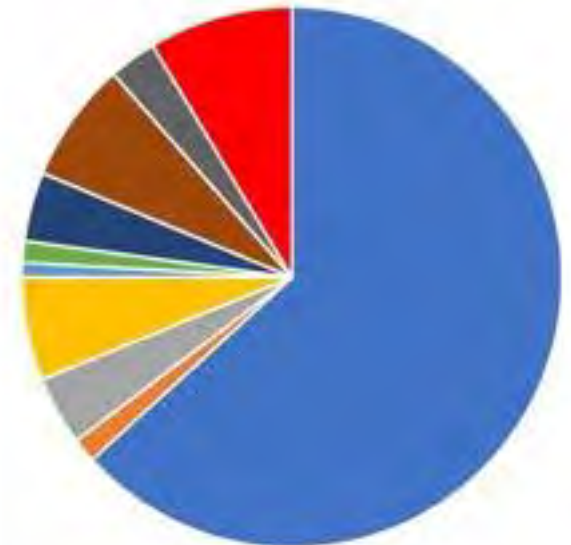
10 19 21 22 23 26 27 31 43 64

Fund	Name	Revenues	Pct
10	General Fund	\$ 15,290,117	65%
19	Universal Pre-K	\$ 335,433	1%
21	Food Service	\$ 697,345	3%
22	Designated Purpose Grants	\$ 1,432,737	6%
23	Student Activity	\$ 235,000	1%
26	The Center	\$ 165,150	1%
27	Headstart	\$ 957,667	4%
31	Bond Redemption	\$ 2,011,382	9%
43	Capital Projects	\$ -	0%
64	Health Insurance	\$ 2,372,714	10%
Total		\$ 23,497,545	100%

Revenues & Spending

- 63% of spending is in the General Fund
- Health Insurance Fund is an Internal Service Fund for Staff Healthcare

Spending by Fund



10 19 21 22 23 26 27 31 43 64

Fund	Name	Spending	Pct
10	General Fund	\$ 14,659,603	63%
19	Universal Pre-K	\$ 335,433	1%
21	Food Service	\$ 959,595	4%
22	Designated Purpose Grants	\$ 1,432,737	6%
23	Student Activity	\$ 200,000	1%
26	The Center	\$ 298,938	1%
27	Headstart	\$ 957,667	4%
31	Bond Redemption	\$ 1,675,574	7%
43	Capital Projects	\$ 661,016	3%
64	Health Insurance	\$ 1,999,900	9%
Total		\$ 23,180,463	100%



Total Budget Snapshot

	Fund										
	10	19	21	22	23	26	27	31	43	64	All Funds
Beginning Fund Balance	\$ 2,865,829	\$ -	\$ 30,270	\$ -	\$ 414,392	\$ 324,494	\$ -	\$ 3,692,539	\$ 705,162	\$ 421,244	\$ 8,453,930
Revenue Source											
Local Revenue	\$ 13,875,291	\$ -	\$ 13,500	\$ 236,086	\$ 235,000	\$ 160,500	\$ 190,905	\$ 2,011,382	\$ -	\$ 2,372,714	\$ 19,095,378
Intermediate Revenue	\$ 23,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 23,000
State Revenue	\$ 991,766	\$ 335,433	\$ 166,845	\$ 400,711	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,894,755
Federal Revenue	\$ 400,060	\$ -	\$ 517,000	\$ 795,940	\$ -	\$ 4,650	\$ 766,762	\$ -	\$ -	\$ -	\$ 2,484,412
Total Revenue	\$ 15,290,117	\$ 335,433	\$ 697,345	\$ 1,432,737	\$ 235,000	\$ 165,150	\$ 957,667	\$ 2,011,382	\$ -	\$ 2,372,714	\$ 23,497,545
Spending Category											
Salaries	\$ 8,408,825	\$ 222,609	\$ 363,670	\$ 810,381	\$ -	\$ 186,636	\$ 466,827	\$ -	\$ -	\$ -	\$ 10,458,948
Benefits	\$ 3,318,600	\$ 80,975	\$ 155,677	\$ 307,264	\$ -	\$ 67,802	\$ 170,160	\$ -	\$ -	\$ -	\$ 4,100,478
Purchased Professional Services	\$ 944,906	\$ 3,000	\$ -	\$ 183,133	\$ -	\$ 3,000	\$ 85,385	\$ -	\$ 1,750	\$ -	\$ 1,221,174
Maintenance	\$ 224,700	\$ 7,500	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 236,200
Transportation, Travel, Fees	\$ 823,445	\$ 200	\$ 3,100	\$ 48,511	\$ -	\$ 10,500	\$ 6,550	\$ -	\$ -	\$ 1,999,900	\$ 2,892,206
Supplies and Energy	\$ 869,027	\$ 21,149	\$ 437,148	\$ 45,811	\$ -	\$ 25,000	\$ 36,640	\$ -	\$ -	\$ -	\$ 1,434,775
Property, Vehicles and Equipment	\$ 11,700	\$ -	\$ -	\$ 21,520	\$ -	\$ -	\$ -	\$ -	\$ 602,361	\$ -	\$ 635,581
Other Costs	\$ 58,400	\$ -	\$ -	\$ 12,117	\$ 200,000	\$ 6,000	\$ 192,105	\$ 435,406	\$ 21,881	\$ -	\$ 925,909
Long-term Debt Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,240,168	\$ 35,024	\$ -	\$ 1,275,192
Total Expenditures	\$ 14,659,603	\$ 335,433	\$ 959,595	\$ 1,432,737	\$ 200,000	\$ 298,938	\$ 957,667	\$ 1,675,574	\$ 661,016	\$ 1,999,900	\$ 23,180,463
Net Transfers In (Out)	\$ (830,514)	\$ -	\$ 262,250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 568,264	\$ -	\$ -
Budgeted Net Income (Loss)	\$ (200,000)	\$ -	\$ -	\$ -	\$ 35,000	\$ (133,788)	\$ -	\$ 335,808	\$ (92,752)	\$ 372,814	\$ 317,082
Restricted Reserve	\$ 491,024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 537,410	\$ -	\$ 1,028,434
Comitted Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Assigned Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unassigned Reserve	\$ 2,174,805	\$ -	\$ 30,270	\$ -	\$ 449,392	\$ 190,706	\$ -	\$ 4,028,347	\$ 75,000	\$ 794,058	\$ 7,742,578
Ending Fund Balance	\$ 2,665,829	\$ -	\$ 30,270	\$ -	\$ 449,392	\$ 190,706	\$ -	\$ 4,028,347	\$ 612,410	\$ 794,058	\$ 8,771,012
Appropriation (Expenditures + Reserves)	\$ 17,325,432	\$ 335,433	\$ 989,865	\$ 1,432,737	\$ 649,392	\$ 489,644	\$ 957,667	\$ 5,703,921	\$ 1,273,426	\$ 2,793,958	\$ 31,951,475



General Fund (10)

- \$200,000 deficit
 - This is the amount set aside in FY26 funds for the FY27 retention bonus
 - This is a one-time cost that will not lead to ongoing deficits
- The structural (recurring) budget is balanced

Beginning Fund Balance	\$ 2,865,829
Revenue Source	
Local Revenue	\$ 13,875,291
Intermediate Revenue	\$ 23,000
State Revenue	\$ 991,766
Federal Revenue	\$ 400,060
Total Revenue	\$ 15,290,117
Spending Category	
Salaries	\$ 8,408,825
Benefits	\$ 3,318,600
Purchased Professional Services	\$ 944,906
Maintenance	\$ 224,700
Transportation, Travel, Fees	\$ 823,445
Supplies and Energy	\$ 869,027
Property, Vehicles and Equipment	\$ 11,700
Other Costs	\$ 58,400
Long-term Debt Payments	\$ -
Total Expenditures	\$ 14,659,603
Net Transfers In (Out)	\$ (830,514)
Budgeted Net Income (Loss)	\$ (200,000)
Restricted Reserve	\$ 491,024
Comitted Reserve	\$ -
Assigned Reserve	\$ 2,174,805
Unassigned Reserve	\$ -
Ending Fund Balance	\$ 2,665,829



General Fund (10) by Program

- Breakdown of expenses by functional areas

Learning Environment	Instructional	\$ 8,429,985	\$11,563,016	78.9%
	Activities & Athletics	\$ 448,147		
	Student Support	\$ 574,916		
	Staff Support	\$ 361,017		
	District Administration	\$ 420,771		
	School Administration	\$ 1,328,180		
Operations	Food Service	\$ 11,692	\$ 3,096,587	21.1%
	Transportation	\$ 472,516		
	Operations & Maintenance	\$ 1,803,011		
	Other Support	\$ 809,368		

General Instructional	\$ 3,694,705
Agriculture	\$ -
Art	\$ 222,722
Business	\$ 69,256
Marketing	\$ -
English Language Art	\$ 365,194
Foreign Languages (including ELD)	\$ 425,970
Health Occupations	\$ -
Physical Education	\$ 275,160
Family and Consumer Education	\$ 64,859
Industrial Arts	\$ 75,709
Mathematics	\$ 405,955
Music	\$ 220,062
Natural Sciences	\$ 353,291
Office Occupations	\$ -
Social Sciences	\$ 321,448
Technical / Computer Education	\$ 92,056
Special Education	\$ 1,843,598
Co-curricular Activities (athletic)	\$ 402,488
Co-curricular Activities (non-athletic)	\$ 45,659
Support Services - Students	\$ 574,916
Support Services - Instructional Staff	\$ 361,017
General Administration	\$ 420,771
Support Services - School Administration	\$ 1,328,180
Support Services - Business	\$ 321,482
Operations & Maintenance	\$ 1,803,011
Student Transportation	\$ 472,516
Support Services - Central	\$ 487,886
Other Support Services	\$ -
Non-Instructional Services	\$ -
Food Services Operations	\$ 11,692
Enterprise Operations	\$ -
Community Services	\$ -
Education for Adults	\$ -
Facilities Acquisition and Construction	\$ -
Other	\$ -
Reserves	\$ 2,665,829

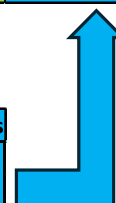


General Fund (10) by Location

- Consolidation concentrated students in fewer locations

Direct Spending by Location				Spending per Student		
Location	Students	Location	Spending	Direct	Indirect	Total
100	345	Lake County Elementary School	\$ 3,668,394	\$ 10,633	\$ 7,293	\$ 17,926
201	180	Lake County Junior High School	\$ 2,066,746	\$ 11,482	\$ 7,293	\$ 18,775
301	225	Lake County Senior High School	\$ 2,924,770	\$ 12,999	\$ 7,293	\$ 20,292
302	15	Cloud City High School	\$ 420,513	\$ 28,034	\$ 7,293	\$ 35,327

Indirect Spending				Per All Students
601		Central Administration	\$ 854,139	\$ 7,293
602		District Administration	\$ 3,039,923	
710		Custodial & Maintenance	\$ 1,218,602	
720		Transportation	\$ 466,516	





Universal Pre-Kindergarten (Fund 19)

- One of three funds that support the Preschool
- Fund 19 holds State funds for the Preschool
- This fund can't carryover funds across fiscal years

Beginning Fund Balance	\$ -
Revenue Source	
Local Revenue	\$ -
Intermediate Revenue	\$ -
State Revenue	\$ 335,433
Federal Revenue	\$ -
Total Revenue	\$ 335,433
Spending Category	
Salaries	\$ 222,609
Benefits	\$ 80,975
Purchased Professional Services	\$ 3,000
Maintenance	\$ 7,500
Transportation, Travel, Fees	\$ 200
Supplies and Energy	\$ 21,149
Property, Vehicles and Equipment	\$ -
Other Costs	\$ -
Long-term Debt Payments	\$ -
Total Expenditures	\$ 335,433
Net Transfers In (Out)	\$ -
Budgeted Net Income (Loss)	\$ -
Restricted Reserve	\$ -
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ -
Ending Fund Balance	\$ -
Appropriation (Expenditures + Reserves)	\$ 335,433



Food Service (Fund 21)

- Food Service continues to run with a significant structural deficit despite consolidation
- Meal reimbursements do not offset the cost of providing meals
- A portion of the fund Balance is Non-spendable inventory (food)

Beginning Fund Balance	\$ 30,270
Revenue Source	
Local Revenue	\$ 13,500
Intermediate Revenue	\$ -
State Revenue	\$ 166,845
Federal Revenue	\$ 517,000
Total Revenue	\$ 697,345
Spending Category	
Salaries	\$ 363,670
Benefits	\$ 155,677
Purchased Professional Services	\$ -
Maintenance	\$ -
Transportation, Travel, Fees	\$ 3,100
Supplies and Energy	\$ 437,148
Property, Vehicles and Equipment	\$ -
Other Costs	\$ -
Long-term Debt Payments	\$ -
Total Expenditures	\$ 959,595
Net Transfers In (Out)	\$ 262,250
Budgeted Net Income (Loss)	\$ -
Restricted Reserve	\$ -
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ 30,270
Ending Fund Balance	\$ 30,270
Appropriation (Expenditures + Reserves)	\$ 989,865



Designated Purpose Grants (Fund 22)

- This fund never carries over funds from year to year, so revenues equal expenses

Beginning Fund Balance	\$ -
Revenue Source	
Local Revenue	\$ 236,086
Intermediate Revenue	\$ -
State Revenue	\$ 400,711
Federal Revenue	\$ 795,940
Total Revenue	\$ 1,432,737
Spending Category	
Salaries	\$ 810,381
Benefits	\$ 307,264
Purchased Professional Services	\$ 183,133
Maintenance	\$ 4,000
Transportation, Travel, Fees	\$ 48,511
Supplies and Energy	\$ 45,811
Property, Vehicles and Equipment	\$ 21,520
Other Costs	\$ 12,117
Long-term Debt Payments	\$ -
Total Expenditures	\$ 1,432,737
Net Transfers In (Out)	\$ -
Budgeted Net Income (Loss)	\$ -
Restricted Reserve	\$ -
Committed Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ -
Ending Fund Balance	\$ -
Appropriation (Expenditures + Reserves)	\$ 1,432,737



Student Activity (Fund 23)

- Provided for information only

Beginning Fund Balance	\$ 414,392
Revenue Source	
Local Revenue	\$ 235,000
Intermediate Revenue	\$ -
State Revenue	\$ -
Federal Revenue	\$ -
Total Revenue	\$ 235,000
Spending Category	
Salaries	\$ -
Benefits	\$ -
Purchased Professional Services	\$ -
Maintenance	\$ -
Transportation, Travel, Fees	\$ -
Supplies and Energy	\$ -
Property, Vehicles and Equipment	\$ -
Other Costs	\$ 200,000
Long-term Debt Payments	\$ -
Total Expenditures	\$ 200,000
Net Transfers In (Out)	\$ -
Budgeted Net Income (Loss)	\$ 35,000
Restricted Reserve	\$ -
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ 449,392
Ending Fund Balance	\$ 449,392
Appropriation (Expenditures + Reserves)	\$ 649,392



The Center (Fund 26)

- One of three funds that support the Preschool
- This fund is the only Preschool fund that can carryover funds (i.e., have Beginning/Ending Fund Balances)
- Revenue comes from local tuition paid by parents
- Deficits have been projected in recent years
 - Many costs are off-loaded to Funds 19 and 27, which can result in surpluses in Fund 26
 - If deficits happen, reserves will exhaust in 2-3 years

Beginning Fund Balance	\$ 324,494
Revenue Source	
Local Revenue	\$ 160,500
Intermediate Revenue	\$ -
State Revenue	\$ -
Federal Revenue	\$ 4,650
Total Revenue	\$ 165,150
Spending Category	
Salaries	\$ 186,636
Benefits	\$ 67,802
Purchased Professional Services	\$ 3,000
Maintenance	\$ -
Transportation, Travel, Fees	\$ 10,500
Supplies and Energy	\$ 25,000
Property, Vehicles and Equipment	\$ -
Other Costs	\$ 6,000
Long-term Debt Payments	\$ -
Total Expenditures	\$ 298,938
Net Transfers In (Out)	\$ -
Budgeted Net Income (Loss)	\$ (133,788)
Restricted Reserve	\$ -
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ 190,706
Ending Fund Balance	\$ 190,706
Appropriation (Expenditures + Reserves)	\$ 489,644



Headstart (Fund 27)

- One of three funds that support the Preschool
- Revenues are from the Federal Headstart program
- This fund cannot carry over fund from year to year

Beginning Fund Balance	\$ -
Revenue Source	
Local Revenue	\$ 190,905
Intermediate Revenue	\$ -
State Revenue	\$ -
Federal Revenue	\$ 766,762
Total Revenue	\$ 957,667
Spending Category	
Salaries	\$ 466,827
Benefits	\$ 170,160
Purchased Professional Services	\$ 85,385
Maintenance	\$ -
Transportation, Travel, Fees	\$ 6,550
Supplies and Energy	\$ 36,640
Property, Vehicles and Equipment	\$ -
Other Costs	\$ 192,105
Long-term Debt Payments	\$ -
Total Expenditures	\$ 957,667
Net Transfers In (Out)	\$ -
Budgeted Net Income (Loss)	\$ -
Restricted Reserve	\$ -
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ -
Ending Fund Balance	\$ -
Appropriation (Expenditures + Reserves)	\$ 957,667



Bond Redemption (Fund 31)

- This fund provides for the collection, retention, and payment of funds for the purpose of paying off voter-approved Bonds
- Monies are fenced and may not be transferred to other funds.

Beginning Fund Balance	\$ 3,692,539
Revenue Source	
Local Revenue	\$ 2,011,382
Intermediate Revenue	\$ -
State Revenue	\$ -
Federal Revenue	\$ -
Total Revenue	\$ 2,011,382
Spending Category	
Salaries	\$ -
Benefits	\$ -
Purchased Professional Services	\$ -
Maintenance	\$ -
Transportation, Travel, Fees	\$ -
Supplies and Energy	\$ -
Property, Vehicles and Equipment	\$ -
Other Costs	\$ 435,406
Long-term Debt Payments	\$ 1,240,168
Total Expenditures	\$ 1,675,574
Net Transfers In (Out)	\$ -
Budgeted Net Income (Loss)	\$ 335,808
Restricted Reserve	\$ -
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ 4,028,347
Ending Fund Balance	\$ 4,028,347
Appropriation (Expenditures + Reserves)	\$ 5,703,921



Capital Projects (Fund 43)

- Retains Capital Renewal funds for BEST-Funded construction projects
 - LCHS & LCES
- Most resources come from transfers from the General Fund to support Capital Projects
- Projects in this fund often cross fiscal years
- Budgeted deficit of \$92K
 - Many projects funded in FY26 are expect to complete in FY27
 - Likely many FY27 projects will carryover into FY28
 - Projects are one-time costs and will not lead to ongoing deficits

Beginning Fund Balance	\$ 705,162
Revenue Source	
Local Revenue	\$ -
Intermediate Revenue	\$ -
State Revenue	\$ -
Federal Revenue	\$ -
Total Revenue	\$ -
Spending Category	
Salaries	\$ -
Benefits	\$ -
Purchased Professional Services	\$ 1,750
Maintenance	\$ -
Transportation, Travel, Fees	\$ -
Supplies and Energy	\$ -
Property, Vehicles and Equipment	\$ 602,361
Other Costs	\$ 21,881
Long-term Debt Payments	\$ 35,024
Total Expenditures	\$ 661,016
Net Transfers In (Out)	\$ 568,264
Budgeted Net Income (Loss)	\$ (92,752)
Restricted Reserve	\$ 537,410
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ 75,000
Ending Fund Balance	\$ 612,410
Appropriation (Expenditures + Reserves)	\$ 1,273,426



Health Insurance (Fund 64)

- Proprietary fund for the purpose of paying for participating staff member's healthcare costs
- Funded by Staff and District contribution
- The District buys Re-insurance to mitigate risks

Beginning Fund Balance	\$ 421,244
Revenue Source	
Local Revenue	\$ 2,372,714
Intermediate Revenue	\$ -
State Revenue	\$ -
Federal Revenue	\$ -
Total Revenue	\$ 2,372,714
Spending Category	
Salaries	\$ -
Benefits	\$ -
Purchased Professional Services	\$ -
Maintenance	\$ -
Transportation, Travel, Fees	\$ 1,999,900
Supplies and Energy	\$ -
Property, Vehicles and Equipment	\$ -
Other Costs	\$ -
Long-term Debt Payments	\$ -
Total Expenditures	\$ 1,999,900
Net Transfers In (Out)	\$ -
Budgeted Net Income (Loss)	\$ 372,814
Restricted Reserve	\$ -
Comitted Reserve	\$ -
Assigned Reserve	\$ -
Unassigned Reserve	\$ 794,058
Ending Fund Balance	\$ 794,058
Appropriation (Expenditures + Reserves)	\$ 2,793,958



Total Budget Snapshot

	Fund										
	10	19	21	22	23	26	27	31	43	64	All Funds
Beginning Fund Balance	\$ 2,865,829	\$ -	\$ 30,270	\$ -	\$ 414,392	\$ 324,494	\$ -	\$ 3,692,539	\$ 705,162	\$ 421,244	\$ 8,453,930
Revenue Source											
Local Revenue	\$ 13,875,291	\$ -	\$ 13,500	\$ 236,086	\$ 235,000	\$ 160,500	\$ 190,905	\$ 2,011,382	\$ -	\$ 2,372,714	\$ 19,095,378
Intermediate Revenue	\$ 23,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 23,000
State Revenue	\$ 991,766	\$ 335,433	\$ 166,845	\$ 400,711	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,894,755
Federal Revenue	\$ 400,060	\$ -	\$ 517,000	\$ 795,940	\$ -	\$ 4,650	\$ 766,762	\$ -	\$ -	\$ -	\$ 2,484,412
Total Revenue	\$ 15,290,117	\$ 335,433	\$ 697,345	\$ 1,432,737	\$ 235,000	\$ 165,150	\$ 957,667	\$ 2,011,382	\$ -	\$ 2,372,714	\$ 23,497,545
Spending Category											
Salaries	\$ 8,408,825	\$ 222,609	\$ 363,670	\$ 810,381	\$ -	\$ 186,636	\$ 466,827	\$ -	\$ -	\$ -	\$ 10,458,948
Benefits	\$ 3,318,600	\$ 80,975	\$ 155,677	\$ 307,264	\$ -	\$ 67,802	\$ 170,160	\$ -	\$ -	\$ -	\$ 4,100,478
Purchased Professional Services	\$ 944,906	\$ 3,000	\$ -	\$ 183,133	\$ -	\$ 3,000	\$ 85,385	\$ -	\$ 1,750	\$ -	\$ 1,221,174
Maintenance	\$ 224,700	\$ 7,500	\$ -	\$ 4,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 236,200
Transportation, Travel, Fees	\$ 823,445	\$ 200	\$ 3,100	\$ 48,511	\$ -	\$ 10,500	\$ 6,550	\$ -	\$ -	\$ 1,999,900	\$ 2,892,206
Supplies and Energy	\$ 869,027	\$ 21,149	\$ 437,148	\$ 45,811	\$ -	\$ 25,000	\$ 36,640	\$ -	\$ -	\$ -	\$ 1,434,775
Property, Vehicles and Equipment	\$ 11,700	\$ -	\$ -	\$ 21,520	\$ -	\$ -	\$ -	\$ -	\$ 602,361	\$ -	\$ 635,581
Other Costs	\$ 58,400	\$ -	\$ -	\$ 12,117	\$ 200,000	\$ 6,000	\$ 192,105	\$ 435,406	\$ 21,881	\$ -	\$ 925,909
Long-term Debt Payments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,240,168	\$ 35,024	\$ -	\$ 1,275,192
Total Expenditures	\$ 14,659,603	\$ 335,433	\$ 959,595	\$ 1,432,737	\$ 200,000	\$ 298,938	\$ 957,667	\$ 1,675,574	\$ 661,016	\$ 1,999,900	\$ 23,180,463
Net Transfers In (Out)	\$ (830,514)	\$ -	\$ 262,250	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 568,264	\$ -	\$ -
Budgeted Net Income (Loss)	\$ (200,000)	\$ -	\$ -	\$ -	\$ 35,000	\$ (133,788)	\$ -	\$ 335,808	\$ (92,752)	\$ 372,814	\$ 317,082
Restricted Reserve	\$ 491,024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 537,410	\$ -	\$ 1,028,434
Comitted Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Assigned Reserve	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Unassigned Reserve	\$ 2,174,805	\$ -	\$ 30,270	\$ -	\$ 449,392	\$ 190,706	\$ -	\$ 4,028,347	\$ 75,000	\$ 794,058	\$ 7,742,578
Ending Fund Balance	\$ 2,665,829	\$ -	\$ 30,270	\$ -	\$ 449,392	\$ 190,706	\$ -	\$ 4,028,347	\$ 612,410	\$ 794,058	\$ 8,771,012
Appropriation (Expenditures + Reserves)	\$ 17,325,432	\$ 335,433	\$ 989,865	\$ 1,432,737	\$ 649,392	\$ 489,644	\$ 957,667	\$ 5,703,921	\$ 1,273,426	\$ 2,793,958	\$ 31,951,475



Appropriations Resolution

FUND					APPROPRIATION AMOUNT
General Fund					
	General Fund (10)				17,325,433.00
	PreSchool Fund (19)				335,432.81
Special Revenue Funds					
	Food Service Fund (21)				989,864.09
	Designated Purpose Grants Fund (22)				1,432,737.00
	Pupil Activity Fund (23)				684,391.64
	The Center (26)				489,644.01
	Headstart (27)				957,667.00
Bond Redemption Fund					
	Bond Redemption Fund (31)				5,539,944.00
Capital Projects Funds					
	Capital Reserve Fund (43)				1,273,426.20
Trust/Custodian Funds					
	Health Insurance (64)				2,793,958.31
Total Appropriation					<u>31,822,498.06</u>
Appropriation per Student Count					41,598
Appropriation per Funded Student Count					39,272



Interfund Borrowing Resolution

	Fund Name	Borrowing Amount
10	General Fund	\$ (8,957,121.06)
19	Preschool Fund	\$ 335,432.81
21	Food Service Fund	\$ 989,864.09
22	Designated Purpose Grants Fund	\$ 1,432,737.00
23	Pupil Activity Fund	\$ 684,391.64
26	The Center Fund	\$ 489,644.01
27	Headstart Fund	\$ 957,667.00
43	Capital Projects Fund	\$ 1,273,426.20
64	Health Insurance Fund	\$ 2,793,958.31



Beginning Fund Balance Resolution

Fund 10 in the amount of \$200,000

The District set aside funds in FY26 for a retention bonus. The revenues for this bonus were received in a prior year, but will be spent in FY27. As this is a one-time expense, it will not lead to on going deficits.

Fund 26 in the amount of \$133,788

Preschool expenditures are in excess of revenues. Once reserves are depleted, we will use fund transfers from the General Fund to prevent recurring deficits.

Fund 43 in the amount of \$92,752

Multiple capital projects we started near the end of FY26 and will be expensed in FY27. These projects are discrete, non-recurring projects and will not lead to ongoing deficits.



5-Year Forecast

Items	FY27	FY28	FY29	FY30	FY31	Notes
Inflation Rate	2.3%	3.0%	3.0%	3.0%	3.0%	
Base PPR (FF1)	\$ 8,891.71	\$ 9,158.46	\$ 9,433.22	\$ 9,716.21	\$ 10,007.70	Incr w/Inflation
MD Online PPR	\$ 10,752.00	\$ 11,074.56	\$ 11,406.80	\$ 11,749.00	\$ 12,101.47	Incr w/Inflation
COL Cap	23%	23%	23%	23%	23%	
Phase In %	30.0%	45%	60.0%	75%	90.0%	
YRS Avg (1=None)	3	3	3	3	3	
October FTE Count	765	749.4	734.5	714.2	695.4	
Free and Reduced Lunch (grades 1-8) Count	261.4	256.1	251.0	244.1	237.7	
October Membership (grades 1-8)	475.7	466.0	456.7	444.1	432.4	
Free and Reduced Lunch (grades K-12) Count	420.0	411.5	403.3	392.1	381.8	
ELL Count	136.7	133.9	131.2	127.6	124.2	
Multi-District Online Count	0	0	0	0	0	
FY27 Special Education Student Count	122.7	120.2	117.8	114.6	111.5	
FY27 Rebased Cost of Living	1.245	1.245	1.245	1.245	1.245	
State At-Risk Average	0.4653	0.4653	0.4653	0.4653	0.4653	
Total Program with Floor Minimum	\$ 11,571,495	\$ 11,746,727	\$ 11,959,364	\$ 12,212,279	\$ 12,420,782	
Increase from Prior Year	\$ 44,404	\$ 175,232	\$ 212,637	\$ 252,915	\$ 208,503	
Percent Increase from Prior Year	0.4%	1.5%	1.8%	2.1%	1.7%	
Real Percent Increase from Prior Year	-1.9%	-1.5%	-1.2%	-0.9%	-1.3%	Percent Increase - Inflation
Note: The Inflation rate is the one used for Funding Formula calculations. The actual inflation rate may be higher or lower.						

Suggests that inflation level pay increases will rely on cost reductions



Financial Outlook

- Enrollment Risk
 - Continued declines in enrollment will put pressure on future budgets
- Economic Risk
 - Potential State/National Recessions
 - Inflation sharply increasing in the last 3 months



Summary

- FY2026-2027 Budget
 - \$31.82M total appropriation
 - \$23.50M projected revenue / \$23.18M projected expenditures
- Major Operational Change
 - LCIS closure and grade consolidation beginning FY27
 - Staffing reductions created recurring savings while maintaining student programming
- Compensation Reinvestment
 - Consolidation savings reinvested into higher staff compensation
 - Structural (recurring) budget remains balanced
- Revenue & Expenditures
 - \$19.10M local revenue, including \$13.19M property taxes
 - Salaries (\$9.71M) and benefits (\$4.10M) remain largest expenditures
- Key Financial Pressures
 - Enrollment projected to decline 5.5%
 - Food service, inflation, and healthcare costs remain ongoing budget risks

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

RESOLUTION NO. 26-22

BE IT RESOLVED THAT, the Board of Education of Lake County School District R-1 authorizes an increase in the 2025-2026 Funds as follows:

Fund 10 General Fund

Increase on allocation for Project Dream (additional funds received for 2025-26)	\$6,535.00

Fund 22 Grants Fund

Title III, Reallocated Grant Funds (new aquesition)	\$16,371.00

Total	\$22,906.00

Melissa Earley, Secretary

Miraim Lozano, President

Dated: May 26, 2026



Lake County School District

Learning Above and Beyond

Monitoring Report: Policy Type: Governance Process

Date of Report: May 21, 2026

Monitoring Period: July 1, 2025-June 30, 2026

Report Prepared by: Stacy Contreras

I. Policy

[GP-14.pdf](#)

II. Interpretation

This policy states that all Board meetings are open to the public and include time for community comments and questions. Speakers must sign in and follow time limits set by the Board. Public comments at special meetings must relate to the agenda topic. The policy also emphasizes respectful behavior during meetings. The Board President manages public participation and maintains order. The Board also encourages ongoing community engagement outside of meetings.

III. Evidence

Create a table or other means of highlighting the key elements of the policy and the district's compliance with the element, i.e.

Evidence of Compliance

#	<i>Policy Requirement</i>	<i>Evidence or Process to Ensure Compliance with Examples</i>	<i>Instances of Non-Compliance</i>
1	Meeting are open to the public	Meetings are posted	Compliance
2	Time is provided at the beginning our our meetings	President asks after pledge of the allegiance if there is public comment	Compliance
3	When people for public comment	Disclaimer read at the beginning	Compliance
4	Respectful behavior is expected	Meeting rules promote respectful communications	Compliance
5			

Summarize the evidence

IV. Compliance

State a conclusion about compliance

V. Monitoring Work

Immediate:

- Continue to make sure our community signs up and are related to the agenda items.

Future:

- None

VI. Considerations for Revision

None

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

Expenditure Summary

MONTHLY BUDGET STATUS REPORT

Lake County School District R1

Report Description: BUDGET STATUS(Copy)

Account Year: 26

Account Periods: 10 - 10

Dates: 04/01/2026 - 04/30/2026

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
10 GENERAL FUND							
01 SALARIES	\$8,495,599.00	\$8,279,288.00	\$0.00	\$668,048.24	\$6,422,127.47	\$1,857,160.53	77.57
02 BENEFITS	\$3,306,581.00	\$3,282,396.00	\$0.00	\$260,385.36	\$2,379,050.56	\$903,345.44	72.48
03 PROF/TECH SERVICES	\$793,723.00	\$879,272.00	\$66,080.05	\$27,662.10	\$565,027.89	\$248,164.06	71.78
04 PURCHASED SERVICES	\$198,300.00	\$213,300.00	\$2,783.70	\$17,679.13	\$188,330.29	\$22,186.01	89.60
05 OTHER SERVICES	\$1,035,455.00	\$900,258.00	\$500.00	\$71,433.92	\$715,972.74	\$183,785.26	79.59
06 SUPPLIES	\$875,647.00	\$916,154.00	\$29,882.29	\$54,189.02	\$718,124.47	\$168,147.24	81.65
07 EQUIPMENT	\$9,300.00	\$10,300.00	\$539.98	\$29.17	\$15,569.46	-\$5,809.44	156.40
08 OTHER OBJECTS	\$2,665,292.00	\$2,945,975.00	\$0.00	\$24,486.69	\$79,883.54	\$2,866,091.46	2.71
09 OTHER USES OF FUNDS	\$0.00	\$35,023.00	\$0.00	\$0.00	\$0.00	\$35,023.00	0.00
10 GENERAL FUND	\$17,379,897.00	\$17,461,966.00	\$99,786.02	\$1,123,913.63	\$11,084,086.42	\$6,278,093.56	64.05
19 COLO. PRESCHOOL PROGRAM							
01 SALARIES	\$268,732.00	\$219,806.00	\$0.00	\$19,159.91	\$161,561.32	\$58,244.68	73.50
02 BENEFITS	\$101,540.00	\$80,345.00	\$0.00	\$7,559.27	\$61,924.42	\$18,420.58	77.07
03 PROF/TECH SERVICES	\$3,000.00	\$3,000.00	\$0.00	\$132.34	\$1,832.96	\$1,167.04	61.10
04 PURCHASED SERVICES	\$9,901.00	\$7,500.00	\$0.00	\$1,388.26	\$5,844.09	\$1,655.91	77.92
05 OTHER SERVICES	\$200.00	\$200.00	\$0.00	\$0.00	\$54.74	\$145.26	27.37
06 SUPPLIES	\$11,627.00	\$21,149.00	\$21.29	\$664.36	\$2,933.70	\$18,194.01	13.97
19 COLO. PRESCHOOL PROGRAM	\$395,000.00	\$332,000.00	\$21.29	\$28,904.14	\$234,151.23	\$97,827.48	70.53
21 FOOD SERVICE FUND							
01 SALARIES	\$420,100.00	\$442,641.00	\$0.00	\$39,272.71	\$347,364.24	\$95,276.76	78.48
02 BENEFITS	\$168,276.00	\$173,532.00	\$0.00	\$16,069.52	\$145,165.80	\$28,366.20	83.65
05 OTHER SERVICES	\$1,800.00	\$3,000.00	\$45.00	\$219.33	\$2,364.97	\$590.03	80.33
06 SUPPLIES	\$414,000.00	\$423,148.00	\$0.00	\$35,275.94	\$307,642.90	\$115,505.10	72.70
08 OTHER OBJECTS	\$25,000.00	\$30,270.00	\$0.00	\$0.00	\$0.00	\$30,270.00	0.00
21 FOOD SERVICE FUND	\$1,029,176.00	\$1,072,591.00	\$45.00	\$90,837.50	\$802,537.91	\$270,008.09	74.83
22 DESIGNATED PURPOSE GRANTS							
01 SALARIES	\$824,109.00	\$878,409.00	\$0.00	\$63,448.44	\$656,801.89	\$221,607.11	74.77
02 BENEFITS	\$309,919.00	\$304,849.00	\$0.00	\$22,824.29	\$231,621.91	\$73,227.09	75.98
03 PROF/TECH SERVICES	\$163,119.00	\$426,576.00	\$82,264.25	\$57,177.75	\$230,220.16	\$114,091.59	73.25
04 PURCHASED SERVICES	\$4,000.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$4,000.00	0.00
05 OTHER SERVICES	\$41,586.00	\$46,889.00	\$0.00	\$329.91	\$12,450.76	\$34,438.24	26.55
06 SUPPLIES	\$70,828.00	\$112,983.00	\$6,536.64	\$5,616.97	\$91,732.98	\$14,713.38	86.98
07 EQUIPMENT	\$14,400.00	\$22,040.00	\$0.00	\$0.00	\$0.00	\$22,040.00	0.00
08 OTHER OBJECTS	\$0.00	\$17,776.00	\$93.52	\$406.34	\$406.34	\$17,276.14	2.81
22 DESIGNATED PURPOSE GRANTS	\$1,427,961.00	\$1,813,522.00	\$88,894.41	\$149,803.70	\$1,223,234.04	\$501,393.55	72.35

Expenditure Summary

MONTHLY BUDGET STATUS REPORT

Lake County School District R1

Report Description: BUDGET STATUS(Copy)

Account Year: 26

Account Periods: 10 - 10

Dates: 04/01/2026 - 04/30/2026

Account Account Description	Original Budget	Adjusted Budget	YTD Encumbrance	Period Expended	YTD Expended	Available Balance	Percent
23 ATHLETIC/ACTIVITY FUND							
08 OTHER OBJECTS	\$615,590.00	\$649,392.00	\$0.00	\$0.00	\$0.00	\$649,392.00	0.00
23 ATHLETIC/ACTIVITY FUND	\$615,590.00	\$649,392.00	\$0.00	\$0.00	\$0.00	\$649,392.00	0.00
26 THE CENTER - CHILD CARE							
01 SALARIES	\$183,741.00	\$188,868.00	\$0.00	\$18,781.78	\$135,948.74	\$52,919.26	71.98
02 BENEFITS	\$68,765.00	\$68,765.00	\$0.00	\$7,188.63	\$52,322.24	\$16,442.76	76.09
03 PROF/TECH SERVICES	\$3,000.00	\$3,000.00	\$0.00	\$105.87	\$1,466.35	\$1,533.65	48.88
05 OTHER SERVICES	\$0.00	\$10,500.00	\$0.00	\$0.00	\$0.00	\$10,500.00	0.00
06 SUPPLIES	\$42,000.00	\$25,000.00	\$31.93	\$4,331.77	\$15,044.81	\$9,923.26	60.31
08 OTHER OBJECTS	\$149,445.00	\$330,494.00	\$0.00	\$758.36	\$4,565.74	\$325,928.26	1.38
26 THE CENTER - CHILD CARE	\$446,951.00	\$626,627.00	\$31.93	\$31,166.41	\$209,347.88	\$417,247.19	33.41
27 HEAD START PROGRAM							
01 SALARIES	\$468,438.00	\$468,438.00	\$0.00	\$34,240.71	\$353,515.58	\$114,922.42	75.47
02 BENEFITS	\$172,907.00	\$172,907.00	\$0.00	\$13,073.29	\$139,104.90	\$33,802.10	80.45
03 PROF/TECH SERVICES	\$85,385.00	\$85,385.00	\$0.00	\$7,781.38	\$42,183.56	\$43,201.44	49.40
05 OTHER SERVICES	\$6,550.00	\$6,550.00	\$0.00	\$435.23	\$6,875.96	-\$325.96	104.98
06 SUPPLIES	\$29,140.00	\$36,640.00	\$161.34	\$5,249.97	\$50,008.84	-\$13,530.18	136.93
08 OTHER OBJECTS	\$192,105.00	\$192,105.00	\$0.00	\$520.71	\$825.90	\$191,279.10	0.43
27 HEAD START PROGRAM	\$954,525.00	\$962,025.00	\$161.34	\$61,301.29	\$592,514.74	\$369,348.92	61.61
31 BOND REDEMPTION FUND							
08 OTHER OBJECTS	\$3,663,055.00	\$4,164,356.00	\$0.00	\$0.00	\$244,877.74	\$3,919,478.26	5.88
09 OTHER USES OF FUNDS	\$1,204,291.00	\$1,204,291.00	\$0.00	\$0.00	\$1,204,290.94	\$0.06	100.00
31 BOND REDEMPTION FUND	\$4,867,346.00	\$5,368,647.00	\$0.00	\$0.00	\$1,449,168.68	\$3,919,478.32	26.99
43 CAPITAL PROJECTS FUND							
03 PROF/TECH SERVICES	\$0.00	\$48,000.00	\$0.00	\$0.00	\$0.00	\$48,000.00	0.00
07 EQUIPMENT	\$526,000.00	\$1,984,578.00	\$442,328.89	\$359,033.74	\$1,031,436.11	\$510,813.00	74.26
08 OTHER OBJECTS	\$544,631.00	\$641,841.00	\$0.00	\$0.00	\$0.00	\$641,841.00	0.00
43 CAPITAL PROJECTS FUND	\$1,070,631.00	\$2,674,419.00	\$442,328.89	\$359,033.74	\$1,031,436.11	\$1,200,654.00	55.11
64 HEALTH INSURANCE RESERVE							
05 OTHER SERVICES	\$2,364,073.00	\$2,074,779.00	\$0.00	\$338,248.54	\$1,835,269.02	\$239,509.98	88.46
08 OTHER OBJECTS	\$37,589.00	\$371,365.00	\$0.00	\$0.00	\$0.00	\$371,365.00	0.00
64 HEALTH INSURANCE RESERVE	\$2,401,662.00	\$2,446,144.00	\$0.00	\$338,248.54	\$1,835,269.02	\$610,874.98	75.03

Report Description: BUDGET STATUS(Copy)

Account Year: 26

Account Periods: 10 - 10

Dates: 04/01/2026 - 04/30/2026

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(build 26.3.8.1)

Selection Criteria

Account Year	26
Account Period Range	10 - 10
Accounts	All Accounts
Report ID	40230
Report Title	MONTHLY BUDGET STATUS REPORT
Report Description	BUDGET STATUS(Copy)
Role ID	ADMIN

Report Specification Sort / Totals

FUND	Sequence: 1	Heading: Y	Total: Y	Page Break: N
OBJECT 1	Sequence: 2	Heading: N	Total: Y	Page Break: N

Display Options

Show Zero Accounts	No
Summary/Detail	Summary

Report Specification Selection Ranges

FUND	10 - 64

FINANCIAL REPORT AS OF 4/30/26

GENERAL FUND 10

EXPENDITURES								BUDGET		REVENUE							
				UNALLOCATED/ OTHER RESERVES	% UNALLOCATED	BUDGETED EXPENDITURE	YTD ACTIVITY	BALANCE	%					MONTHLY REVENUE RECEIVED	YTD REVENUE	%	% RECEIVED
TOTAL ALLOCATION	TABOR									TOTAL ALLOCATION	BFB						
Jul-2025	\$ 17,379,897.00	\$ 373,000.00	\$ 2,251,492.00		13.0%	\$ 14,755,405.00	\$ 505,228.65	\$ 14,250,176.35	3.42%	Jul-2025	\$ 17,379,897.00	\$ 2,917,400.00	\$ 14,462,497.00	\$ 35,510.91	\$ 35,510.91	0.25%	
Aug-2025	\$ 17,386,897.00	\$ 373,000.00	\$ 2,251,492.00		12.9%	\$ 14,762,405.00	\$ 1,847,574.69	\$ 12,914,830.31	12.52%	Aug-2025	\$ 17,386,897.00	\$ 2,917,400.00	\$ 14,469,497.00	\$ 168,169.84	\$ 203,680.75	1.41%	
Sep-2025	\$ 17,386,897.00	\$ 373,000.00	\$ 2,251,492.00		12.9%	\$ 14,762,405.00	\$ 3,298,319.19	\$ 11,464,085.81	22.34%	Sep-2025	\$ 17,386,897.00	\$ 2,917,400.00	\$ 14,469,497.00	\$ 271,026.07	\$ 474,706.82	3.28%	
Oct-2025	\$ 17,386,897.00	\$ 373,000.00	\$ 2,251,492.00		12.9%	\$ 14,762,405.00	\$ 4,461,644.64	\$ 10,300,760.36	30.22%	Oct-2025	\$ 17,386,897.00	\$ 2,917,400.00	\$ 14,469,497.00	\$ 867,606.91	\$ 1,342,313.73	9.29%	
Nov-2025	\$ 17,386,897.00	\$ 373,000.00	\$ 2,251,492.00		12.9%	\$ 14,762,405.00	\$ 5,546,244.56	\$ 9,216,160.44	37.57%	Nov-2025	\$ 17,386,897.00	\$ 2,917,400.00	\$ 14,469,497.00	\$ 252,597.56	\$ 1,594,821.29	11.02%	
Dec-2025	\$ 17,386,897.00	\$ 373,000.00	\$ 2,251,492.00		12.9%	\$ 14,762,405.00	\$ 6,681,721.99	\$ 8,080,683.01	45.26%	Dec-2025	\$ 17,379,897.00	\$ 2,917,400.00	\$ 14,462,497.00	\$ 370,635.55	\$ 1,965,457.24	13.59%	
Jan-2026	\$ 17,461,966.00	\$ 491,024.00	\$ 2,176,271.00		12.5%	\$ 14,794,671.00	\$ 7,854,651.82	\$ 6,940,019.18	53.09%	Jan-2026	\$ 17,461,966.00	\$ 3,614,207.00	\$ 13,847,759.00	\$ 191,751.52	\$ 2,157,208.76	15.58%	
Feb-2026	\$ 17,461,966.00	\$ 491,024.00	\$ 2,176,271.00		12.5%	\$ 14,794,671.00	\$ 8,983,842.57	\$ 5,810,828.43	60.72%	Feb-2026	\$ 17,461,966.00	\$ 3,614,207.00	\$ 13,847,759.00	\$ 309,116.69	\$ 2,466,325.45	17.81%	
Mar-2026	\$ 17,461,966.00	\$ 491,024.00	\$ 2,176,271.00		12.5%	\$ 14,794,671.00	\$ 10,061,776.25	\$ 4,732,894.75	68.01%	Mar-2026	\$ 17,461,966.00	\$ 3,614,207.00	\$ 13,847,759.00	\$ 2,367,352.75	\$ 4,833,678.20	34.91%	
Apr-2026	\$ 17,461,966.00	\$ 491,024.00	\$ 2,176,271.00		12.5%	\$ 14,794,671.00	\$ 11,183,872.44	\$ 3,610,798.56	75.59%	Apr-2026	\$ 17,461,966.00	\$ 3,614,207.00	\$ 13,847,759.00	\$ 290,443.99	\$ 5,124,122.19	37.00%	
May-2026										May-2026							
Jun-2026										Jun-2026							
\$ (1,703,544.36)																	

CPPI/UPK FUND 19

EXPENDITURES								BUDGET		REVENUE							
				UNALLOCATED	% UNALLOCATED	BUDGETED EXPENDITURE	YTD ACTIVITY	BALANCE	%					MONTHLY REVENUE RECEIVED	YTD REVENUE	%	% RECEIVED
TOTAL ALLOCATION	TABOR									BUDGET AMOUNT	BFB						
Jul-2025	\$ 395,000.00					\$ 395,000.00	\$ 2,912.20	\$ 392,087.80	0.74%	Jul-2025	\$ 395,000.00	\$ -	\$ 395,000.00	\$ -	\$ -	0.00%	
Aug-2025	\$ 395,000.00					\$ 395,000.00	\$ 38,565.36	\$ 356,434.64	9.76%	Aug-2025	\$ 395,000.00	\$ -	\$ 395,000.00	\$ -	\$ -	0.00%	
Sep-2025	\$ 395,000.00					\$ 395,000.00	\$ 73,950.67	\$ 321,039.33	18.72%	Sep-2025	\$ 395,000.00	\$ -	\$ 395,000.00	\$ 31,084.55	\$ 31,084.55	7.87%	
Oct-2025	\$ 395,000.00					\$ 395,000.00	\$ 111,862.10	\$ 283,137.90	28.32%	Oct-2025	\$ 395,000.00	\$ -	\$ 395,000.00	\$ 34,904.55	\$ 65,989.10	16.71%	
Nov-2025	\$ 395,000.00					\$ 395,000.00	\$ 142,192.93	\$ 252,807.07	36.00%	Nov-2025	\$ 395,000.00	\$ -	\$ 395,000.00	\$ 34,271.51	\$ 100,260.61	25.38%	
Dec-2025	\$ 395,000.00					\$ 395,000.00	\$ 169,351.61	\$ 225,648.39	42.87%	Dec-2025	\$ 395,000.00	\$ -	\$ 395,000.00	\$ 43,570.55	\$ 143,831.16	36.41%	
Jan-2026	\$ 332,000.00					\$ 332,000.00	\$ 149,925.17	\$ 182,074.83	45.16%	Jan-2026	\$ 332,000.00	\$ -	\$ 332,000.00	\$ 30,385.92	\$ 174,217.08	52.48%	
Feb-2026	\$ 332,000.00					\$ 332,000.00	\$ 178,196.31	\$ 153,803.69	53.67%	Feb-2026	\$ 332,000.00	\$ -	\$ 332,000.00	\$ 48,285.74	\$ 222,502.82	67.02%	
Mar-2026	\$ 332,000.00					\$ 332,000.00	\$ 206,227.70	\$ 125,772.30	62.12%	Mar-2026	\$ 332,000.00	\$ -	\$ 332,000.00	\$ 44,400.15	\$ 266,902.97	80.39%	
Apr-2026	\$ 332,000.00					\$ 332,000.00	\$ 234,172.52	\$ 97,827.48	70.53%	Apr-2026	\$ 332,000.00	\$ -	\$ 332,000.00	\$ 39,000.17	\$ 305,903.14	92.14%	
May-2026						\$ -				May-2026			\$ -				
Jun-2026						\$ -				Jun-2026			\$ -				

FOOD SERVICE FUND 21

EXPENDITURES								BUDGET		REVENUE							
				UNALLOCATED	% UNALLOCATED	BUDGETED EXPENDITURE	YTD ACTIVITY	BALANCE	%					MONTHLY REVENUE RECEIVED	YTD REVENUE	%	% RECEIVED
TOTAL ALLOCATION	TABOR									BUDGET AMOUNT	BFB						
Jul-2025	\$ 1,029,176.00					\$ 1,029,176.00	\$ 25,681.54	\$ 1,003,494.46	2.50%	Jul-2025	\$ 1,029,176.00	\$ -	\$ 1,029,176.00	\$ 25,806.38	\$ 25,806.38	2.51%	
Aug-2025	\$ 1,029,176.00					\$ 1,029,176.00	\$ 82,816.60	\$ 946,359.40	8.05%	Aug-2025	\$ 1,029,176.00	\$ -	\$ 1,029,176.00	\$ 30,132.18	\$ 55,938.56	5.44%	
Sep-2025	\$ 1,029,176.00					\$ 1,029,176.00	\$ 187,690.43	\$ 841,485.57	18.24%	Sep-2025	\$ 1,029,176.00	\$ -	\$ 1,029,176.00	\$ 46,542.41	\$ 102,480.97	9.96%	
Oct-2025	\$ 1,029,176.00					\$ 1,029,176.00	\$ 292,233.84	\$ 736,942.16	28.39%	Oct-2025	\$ 1,029,176.00	\$ -	\$ 1,029,176.00	\$ 72,617.27	\$ 175,098.24	17.01%	
Nov-2025	\$ 1,029,176.00					\$ 1,029,176.00	\$ 368,111.92	\$ 661,064.08	35.77%	Nov-2025	\$ 1,029,176.00	\$ -	\$ 1,029,176.00	\$ 96,458.35	\$ 271,556.59	26.39%	
Dec-2025	\$ 1,029,176.00					\$ 1,029,176.00	\$ 456,703.21	\$ 572,472.79	44.38%	Dec-2025	\$ 1,029,176.00	\$ -	\$ 1,029,176.00	\$ 106,082.35	\$ 377,638.94	36.69%	
Jan-2026	\$ 1,072,591.00					\$ 1,072,591.00	\$ 544,813.37	\$ 527,777.63	50.79%	Jan-2026	\$ 1,072,591.00	\$ 49,297.00	\$ 1,023,294.00	\$ 91,588.33	\$ 469,197.27	45.85%	
Feb-2026	\$ 1,072,591.00					\$ 1,072,591.00	\$ 626,131.70	\$ 446,459.30	58.38%	Feb-2026	\$ 1,072,591.00	\$ 49,297.00	\$ 1,023,294.00	\$ 78,895.28	\$ 548,092.55	53.56%	
Mar-2026	\$ 1,072,591.00					\$ 1,072,591.00	\$ 711,745.41	\$ 360,845.59	66.36%	Mar-2026	\$ 1,072,591.00	\$ 49,297.00	\$ 1,023,294.00	\$ 147,624.00	\$ 695,716.55	67.99%	
Apr-2026	\$ 1,072,591.00					\$ 1,072,591.00	\$ 802,962.91	\$ 270,008.09	74.83%	Apr-2026	\$ 1,072,591.00	\$ 49,297.00	\$ 1,023,294.00	\$ 51,085.30	\$ 746,802.85	72.98%	
May-2026						\$ -				May-2026			\$ -				
Jun-2026						\$ -				Jun-2026			\$ -				

GRANT FUND 22

EXPENDITURES								BUDGET		REVENUE							
				UNALLOCATED	% UNALLOCATED	BUDGETED EXPENDITURE	YTD ACTIVITY	BALANCE	%					MONTHLY REVENUE RECEIVED	YTD REVENUE	%	% RECEIVED
TOTAL ALLOCATION	TABOR									BUDGET AMOUNT	BFB						
Jul-2025	\$ 1,427,961.00					\$ 1,427,961.00	\$ 32,455.13	\$ 1,395,505.87	2.27%	Jul-2025	\$ 1,427,961.00	\$ -	\$ 1,427,961.00	\$ 4,500.00	\$ 4,500.00	0.32%	
Aug-2025	\$ 1,511,133.00					\$ 1,511,133.00	\$ 370,703.15	\$ 1,140,429.85	24.53%	Aug-2025	\$ 1,511,133.00	\$ -	\$ 1,511,133.00	\$ 385,734.64	\$ 390,234.64	25.82%	
Sep-2025	\$ 1,511,133.00					\$ 1,511,133.00	\$ 457,800.64	\$ 1,053,332.36	30.30%	Sep-2025	\$ 1,511,133.00	\$ -	\$ 1,511,133.00	\$ 208,554.15	\$ 598,788.79	39.63%	
Oct-2025	\$ 1,511,133.00					\$ 1,511,133.00	\$ 575,367.27	\$ 935,765.73	38.08%	Oct-2025	\$ 1,511,133.00	\$ -	\$ 1,511,133.00	\$ 71,005.92	\$ 669,794.71	44.32%	
Nov-2025	\$ 1,511,133.00					\$ 1,511,133.00	\$ 689,921.73	\$ 821,211.27	45.66%	Nov-2025	\$ 1,511,133.00	\$ -	\$ 1,511,133.00	\$ 106,293.00	\$ 776,087.71	51.36%	
Dec-2025	\$ 1,511,133.00					\$ 1,511,133.00	\$ 840,910.54	\$ 670,222.46	55.65%	Dec-2025	\$ 1,511,133.00	\$ -	\$ 1,511,133.00	\$ 47,100.13	\$ 823,187.84	54.47%	
Jan-2026	\$ 1,770,097.00					\$ 1,770,097.00	\$ 938,159.47	\$ 831,937.53	53.00%	Jan-2026	\$ 1,770,097.00	\$ -	\$ 1,770,097.00	\$ 206,814.30	\$ 1,030,002.14	58.19%	
Feb-2026	\$ 1,771,522.00					\$ 1,771,522.00	\$ 1,093,425.11	\$ 678,096.89	61.72%	Feb-2026	\$ 1,771,522.00	\$ -	\$ 1,771,522.00	\$ 74,489.41	\$ 1,104,491.55	62.35%	
Mar-2026	\$ 1,771,522.00					\$ 1,771,522.00	\$ 1,192,788.01	\$ 578,733.99	67.33%	Mar-2026	\$ 1,771,522.00	\$ -	\$ 1,771,522.00	\$ 118,108.49	\$ 1,222,600.04	69.01%	
Apr-2026	\$ 1,813,522.00					\$ 1,813,522.00	\$ 1,312,128.45	\$ 501,393.55	72.35%	Apr-2026	\$ 1,813,522.00	\$ -	\$ 1,813,522.00	\$ 133,146.04	\$ 1,355,746.08	74.76%	
May-2026						\$ -				May-2026			\$ -				
Jun-2026						\$ -				Jun-2026			\$ -				

CENTER FUND 26

EXPENDITURES	

Nov-2025	\$	954,525.00			\$	954,525.00	\$	238,442.10	\$	716,082.90	24.98%	Nov-2025	\$	954,525.00		\$	954,525.00	\$	54,430.00	\$	207,973.00	21.79%
Dec-2025	\$	954,525.00			\$	954,525.00	\$	296,776.60	\$	657,748.40	31.09%	Dec-2025	\$	954,525.00		\$	954,525.00	\$	64,574.00	\$	272,547.00	28.55%
Jan-2026	\$	962,025.00			\$	962,025.00	\$	431,830.06	\$	530,194.94	44.89%	Jan-2026	\$	962,025.00		\$	962,025.00	\$	56,431.00	\$	328,978.00	34.20%
Feb-2026	\$	962,025.00			\$	962,025.00	\$	483,869.32	\$	478,155.68	50.30%	Feb-2026	\$	962,025.00		\$	962,025.00	\$	69,382.00	\$	398,360.00	41.41%
Mar-2026	\$	962,025.00			\$	962,025.00	\$	534,454.52	\$	427,570.48	55.56%	Mar-2026	\$	962,025.00		\$	962,025.00	\$	106,516.00	\$	504,876.00	52.48%
Apr-2026	\$	962,025.00			\$	962,025.00	\$	592,676.08	\$	369,348.92	61.61%	Apr-2026	\$	962,025.00		\$	962,025.00	\$	59,850.00	\$	564,726.00	58.70%
May-2026					\$	-						May-2026				\$	-					
Jun-2026					\$	-						Jun-2026				\$	-					
BOND FUND 31																						
EXPENDITURES											REVENUE											
BUDGET											BUDGET											
TOTAL ALLOCATION		TABOR	UNALLOCATED		BUDGETED EXPENDITURE	YTD ACTIVITY	BALANCE		%		BUDGET AMOUNT		BFB	BUDGETED REVENUE		MONTHLY REVENUE RECEIVED	YTD REVENUE		%			
Jul-2025	\$	4,867,346.00	0%		\$	4,867,346.00	\$	-	0.00%		Jul-2025	\$	4,867,346.00	\$	3,297,346.00	\$	1,570,000.00	\$	11,258.62	\$	11,258.62	0.72%
Aug-2025	\$	4,867,346.00	0%		\$	4,867,346.00	\$	-	0.00%		Aug-2025	\$	4,867,346.00	\$	3,297,346.00	\$	1,570,000.00	\$	12,214.36	\$	23,472.98	1.50%
Sep-2025	\$	4,867,346.00	0%		\$	4,867,346.00	\$	-	0.00%		Sep-2025	\$	4,867,346.00	\$	3,297,346.00	\$	1,570,000.00	\$	32,197.87	\$	55,670.85	3.55%
Oct-2025	\$	4,867,346.00	0%		\$	4,867,346.00	\$	0.00%	0.00%		Oct-2025	\$	4,867,346.00	\$	3,297,346.00	\$	1,570,000.00	\$	30,476.23	\$	86,147.08	5.49%
Nov-2025	\$	4,867,346.00	0%		\$	4,867,346.00	\$	1,449,168.68	29.77%		Nov-2025	\$	4,867,346.00	\$	3,297,346.00	\$	1,570,000.00	\$	15,506.41	\$	101,653.49	6.47%
Dec-2025	\$	4,867,346.00	0%		\$	4,867,346.00	\$	1,449,168.68	34.18,177.32		Dec-2025	\$	4,867,346.00	\$	3,297,346.00	\$	1,570,000.00	\$	25,480.77	\$	127,134.26	8.10%
Jan-2026	\$	5,368,647.00	0%		\$	5,368,647.00	\$	1,449,168.68	3,919,478.32		Jan-2026	\$	5,368,647.00	\$	3,347,265.00	\$	2,021,382.00	\$	7,184.52	\$	134,318.78	6.64%
Feb-2026	\$	5,368,647.00	0%		\$	5,368,647.00	\$	1,449,168.68	3,919,478.32		Feb-2026	\$	5,368,647.00	\$	3,347,265.00	\$	2,021,382.00	\$	19,641.55	\$	153,960.33	7.62%
Mar-2026	\$	5,368,647.00	0%		\$	5,368,647.00	\$	1,449,168.68	3,919,478.32		Mar-2026	\$	5,368,647.00	\$	3,347,265.00	\$	2,021,382.00	\$	330,810.73	\$	484,771.06	23.98%
Apr-2026	\$	5,368,647.00	0%		\$	5,368,647.00	\$	1,449,168.68	3,919,478.32		Apr-2026	\$	5,368,647.00	\$	3,347,265.00	\$	2,021,382.00	\$	106,641.12	\$	591,412.18	29.26%
May-2026					\$	-					May-2026				\$	-						
Jun-2026					\$	-					Jun-2026				\$	-						
CAPITAL PROJECT FUND 43																						
EXPENDITURES											REVENUE											
BUDGET											BUDGET											
TOTAL ALLOCATION		RESERVES	UNALLOCATED	% UNALLOCATED	BUDGETED EXPENDITURE	YTD ACTIVITY	BALANCE		%		BUDGET AMOUNT		BFB	BUDGETED REVENUE		MONTHLY REVENUE RECEIVED	YTD REVENUE		%			
Jul-2025	\$	1,070,631.00			\$	1,070,631.00	\$	117,250.03	10.99%		Jul-2025	\$	1,070,631.00	\$	488,631.00	\$	582,000.00	\$	48,083.33	\$	48,083.33	8.26%
Aug-2025	\$	1,070,631.00			\$	1,070,631.00	\$	146,484.03	13.68%		Aug-2025	\$	1,070,631.00	\$	488,631.00	\$	582,000.00	\$	48,083.33	\$	96,166.66	16.52%
Sep-2025	\$	1,070,631.00			\$	1,070,631.00	\$	146,484.03	13.68%		Sep-2025	\$	1,070,631.00	\$	488,631.00	\$	582,000.00	\$	48,083.33	\$	144,249.99	24.79%
Oct-2025	\$	1,070,631.00			\$	1,070,631.00	\$	173,773.75	16.23%		Oct-2025	\$	1,070,631.00	\$	488,631.00	\$	582,000.00	\$	48,083.33	\$	192,333.32	33.05%
Nov-2025	\$	1,070,631.00			\$	1,070,631.00	\$	788,376.75	73.64%		Nov-2025	\$	1,070,631.00	\$	488,631.00	\$	582,000.00	\$	151,129.37	\$	343,462.69	59.01%
Dec-2025	\$	1,070,631.00			\$	1,070,631.00	\$	788,376.75	73.64%		Dec-2025	\$	1,070,631.00	\$	488,631.00	\$	582,000.00	\$	80,083.42	\$	423,526.11	72.77%
Jan-2026	\$	2,674,419.00			\$	2,674,419.00	\$	1,829,335.25	68.36%		Jan-2026	\$	2,674,419.00	\$	573,978.00	\$	2,100,441.00	\$	193,746.20	\$	617,272.31	29.39%
Feb-2026	\$	2,674,419.00			\$	2,674,419.00	\$	850,855.00	31.81%		Feb-2026	\$	2,674,419.00	\$	573,978.00	\$	2,100,441.00	\$	324,647.78	\$	941,920.09	44.84%
Mar-2026	\$	2,674,419.00			\$	2,674,419.00	\$	852,166.00	31.86%		Mar-2026	\$	2,674,419.00	\$	573,978.00	\$	2,100,441.00	\$	391,629.02	\$	1,333,549.11	63.49%
Apr-2026	\$	2,674,419.00			\$	2,674,419.00	\$	1,473,765.00	55.11%		Apr-2026	\$	2,674,419.00	\$	573,978.00	\$	2,100,441.00	\$	386,589.90	\$	1,720,139.01	81.89%
May-2026					\$	-					May-2026				\$	-						
Jun-2026					\$	-					Jun-2026				\$	-						
INSURANCE FUND 64																						
EXPENDITURES											REVENUE											
BUDGET											BUDGET											
TOTAL ALLOCATION		TABOR	UNALLOCATED	% UNALLOCATED	BUDGETED EXPENDITURE	YTD ACTIVITY	BALANCE		%		BUDGET AMOUNT		BFB	BUDGETED REVENUE		MONTHLY REVENUE RECEIVED	YTD REVENUE		%			
Jul-2025	\$	2,401,662.00	0%		\$	2,401,662.00	\$	25,699.02	1.07%		Jul-2025	\$	2,401,662.00	\$	33,439.00	\$	2,368,223.00	\$	184,765.84	\$	184,765.84	7.80%
Aug-2025	\$	2,401,662.00	0%		\$	2,401,662.00	\$	245,613.94	10.23%		Aug-2025	\$	2,401,662.00	\$	33,439.00	\$	2,368,223.00	\$	170,778.12	\$	355,543.96	15.01%
Sep-2025	\$	2,401,662.00	0%		\$	2,401,662.00	\$	412,901.63	17.19%		Sep-2025	\$	2,401,662.00	\$	33,439.00	\$	2,368,223.00	\$	199,417.81	\$	554,961.77	23.43%
Oct-2025	\$	2,401,662.00	0%		\$	2,401,662.00	\$	608,118.50	25.32%		Oct-2025	\$	2,401,662.00	\$	33,439.00	\$	2,368,223.00	\$	192,885.87	\$	747,847.64	31.58%
Nov-2025	\$	2,401,662.00	0%		\$	2,401,662.00	\$	774,787.80	32.26%		Nov-2025	\$	2,401,662.00	\$	33,439.00	\$	2,368,223.00	\$	184,906.02	\$	932,753.66	39.39%
Dec-2025	\$	2,401,662.00	0%		\$	2,401,662.00	\$	950,523.70	39.58%		Dec-2025	\$	2,401,662.00	\$	33,439.00	\$	2,368,223.00	\$	217,933.08	\$	1,150,686.74	48.59%
Jan-2026	\$	2,446,144.00	0%		\$	2,446,144.00	\$	1,166,206.88	47.68%		Jan-2026	\$	2,446,144.00	\$	50,001.00	\$	2,396,143.00	\$	188,181.09	\$	1,338,867.83	55.88%
Feb-2026	\$	2,446,144.00	0%		\$	2,446,144.00	\$	1,300,330.61	53.16%		Feb-2026	\$	2,446,144.00	\$	50,001.00	\$	2,396,143.00	\$	187,130.56	\$	1,525,998.39	63.69%
Mar-2026	\$	2,446,144.00	0%		\$	2,446,144.00	\$	1,497,020.48	61.20%		Mar-2026	\$	2,446,144.00	\$	50,001.00	\$	2,396,143.00	\$	237,408.42	\$	1,763,406.81	73.59%
Apr-2026	\$	2,446,144.00	0%		\$	2,446,144.00	\$	1,835,269.02	75.03%		Apr-2026	\$	2,446,144.00	\$	50,001.00	\$	2,396,143.00	\$	385,839.65	\$	2,149,246.46	89.70%
May-2026					\$	-					May-2026				\$	-						
Jun-2026					\$	-					Jun-2026				\$	-						

[illegible]

8299	August	\$	76,929.66	\$	495.92	\$	3.26	\$	76,437.00
	September	\$	76,437.00	\$	491.73	\$	1,927.02	\$	77,872.29
	October	\$	77,872.29	\$	5,583.90	\$	3,309.35	\$	75,597.74
	November	\$	75,597.74	\$	1,451.49	\$	1,997.01	\$	76,143.26
	December	\$	76,143.26	\$	3,506.74	\$	2,997.64	\$	75,634.16
	January	\$	75,634.16	\$	2,328.31	\$	266.20	\$	73,572.05
	February	\$	73,572.05	\$	1,561.55	\$	2.78	\$	72,013.28
	March	\$	72,013.28	\$	260.50	\$	3.05	\$	71,755.83
	April	\$	71,755.83	\$	1,932.97	\$	56.92	\$	69,879.78
	May			\$	-	\$	-	\$	-
	June			\$	-	\$	-	\$	-
Lake County High School									
LCCHS Activity Fund	July	\$	155,906.11	\$	9,712.07	\$	381.36	\$	146,575.40
2102	August	\$	146,575.40	\$	339.37	\$	7,483.30	\$	153,719.33
	September	\$	153,719.33	\$	3,541.44	\$	13,096.73	\$	163,274.62
	October	\$	163,274.62	\$	3,411.21	\$	8,667.84	\$	168,531.25
	November	\$	168,531.25	\$	1,145.68	\$	3,028.97	\$	170,414.54
	December	\$	170,414.54	\$	10,405.38	\$	5,390.26	\$	165,399.42
	January	\$	165,399.42	\$	6,400.44	\$	6.94	\$	159,005.92
	February	\$	159,005.92	\$	8,438.87	\$	16,805.93	\$	167,372.98
	March	\$	167,372.98	\$	7,627.99	\$	12,038.14	\$	171,783.13
	April	\$	171,783.13	\$	4,974.11	\$	7,812.94	\$	174,621.96
	May			\$	-	\$	-	\$	-
	June			\$	-	\$	-	\$	-
Lake County Athletics									
LCSD Athletic Activity Fund	July	\$	125,645.33	\$	1,522.32	\$	1,568.32	\$	125,691.33
2591636986	August	\$	125,691.33	\$	-	\$	5.34	\$	125,696.67
	September	\$	125,696.67	\$	2,536.79	\$	12,031.37	\$	135,191.25
	October	\$	135,191.25	\$	1,228.12	\$	794.91	\$	134,758.04
	November	\$	134,758.04	\$	1,252.64	\$	6,779.48	\$	140,284.88
	December	\$	140,284.88	\$	1,463.99	\$	1,059.60	\$	139,880.49
	January	\$	139,880.49	\$	417.58	\$	4,925.91	\$	144,388.82
	February	\$	144,388.82	\$	585.44	\$	5,896.31	\$	149,699.69
	March	\$	149,699.69	\$	1,784.32	\$	5,195.06	\$	153,110.43
	April	\$	153,110.43	\$	1,598.46	\$	311.51	\$	151,823.48
	May			\$	-	\$	-	\$	-
	June			\$	-	\$	-	\$	-
Cloud City High School									
CCHS	July	\$	10,115.60	\$	296.84	\$	0.43	\$	9,819.19
2578400962	August	\$	9,819.19	\$	-	\$	20.41	\$	9,839.60
	September	\$	9,839.60	\$	-	\$	500.41	\$	10,340.01
	October	\$	10,340.01	\$	25.38	\$	485.43	\$	10,800.06
	November	\$	10,800.06	\$	466.28	\$	69.93	\$	10,403.71
	December	\$	10,403.71	\$	329.52	\$	0.44	\$	10,074.63
	January	\$	10,074.63	\$	416.53	\$	0.42	\$	9,658.52
	February	\$	9,658.52	\$	868.70	\$	3,015.64	\$	11,805.46
	March	\$	11,805.46	\$	2,476.76	\$	1,403.77	\$	10,732.47
	April	\$	10,732.47	\$	1,044.98	\$	425.44	\$	10,112.93
	May			\$	-	\$	-	\$	-
	June			\$	-	\$	-	\$	-



MAY 11 2026



CONSOLIDATED BILLING CONTROL ACCOUNT STATEMENT

Prepared For	LAKE COUNTY SCHOOL RENA SANCHEZ
Account Number	
Statement Closing Date	05/03/26
Days in Billing Cycle	30
Next Statement Date	06/03/26

For Customer Service Call:
800-231-5511

Inquiries or Questions:
SBCS-Account Servicing Team
PO Box 40310
Mesa, AZ 85274

Credit Line	\$50,000
Available Credit	\$39,661

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

Payment Information

New Balance	\$10,268.52
Current Payment Due (Minimum Payment)	\$514.00
Current Payment Due Date	05/28/26

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		\$6,904.51
Credits	-	\$419.09
Payments	-	\$6,485.42
Purchases & Other Charges	+	\$10,268.52
Cash Advances	+	\$0.00
Finance Charges	+	\$0.00
New Balance	=	\$10,268.52

Wells Fargo Business Card Elite Rewards

Rewards ID:		
Previous Balance		522,385
Points Earned this Month		9,849
Points From Other Company Cards		0
Bonus Points Earned		0
Adjustments		0
Redeemed	-	0
Total Available	=	532,234

Rewards Notice

Check your point balance and redeem your points at wellsfargo.com/businessrewards. You can also call our Rewards Service Center at 1-800-213-3365.

See reverse side for important information.

5596 0018 YTG 1 7 2 260503 0 PAGE 1 of 6 10 8914 9900 ELAC 01DR5596 42130

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	\$10,268.52
Total Amount Due (Minimum Payment)	\$514.00
Current Payment Due Date	05/28/26

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
42130 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	14.740%	.04038%	\$0.00	\$0.00	\$0.00	\$0.00
CASH ADVANCES	25.490%	.06983%	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL				\$0.00	\$0.00	\$0.00

Important Information

\$0 - \$10,268.52 WILL BE DEDUCTED FROM YOUR ACCOUNT AND CREDITED AS YOUR AUTOMATIC PAYMENT ON 05/28/26. THE AUTOMATIC PAYMENT AMOUNT WILL BE REDUCED BY ALL PAYMENTS POSTED ON OR BEFORE THIS DATE.

Summary of Sub Account Usage

Name	Sub Account Number Ending In	Monthly Spending Cap	Spend This Period
FREDERICK HALL		5,000	\$128.89
BRANDI LOVELY		5,000	\$182.18
MICHAEL ADLER		5,000	\$1,543.00
TANYA LENHARD		5,000	\$1,091.51
JAMES MULCEY		5,000	\$402.68-
SEAN FAY		5,000	\$0.00
KATHARINE BARTLETT		5,000	\$523.99
BUNNY TAYLOR		10,000	\$618.71
SCOTT CARROLL		5,000	\$958.38
KATHERINE KERRIGAN		5,000	\$50.00
TIMOTHY POWELL		5,000	\$95.20
AMY PETERS		6,000	\$2,637.79
KATHLEEN FITZSIMMONS		5,000	\$881.00
RENA SANCHEZ		10,000	\$883.20
CHERYL TALBOT		5,000	\$658.26

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
04/28	04/28	F891400G600CHGDDA	AUTOMATIC PAYMENT - THANK YOU TOTAL \$6,485.42-	6,485.42	
Transaction Summary For FREDERICK HALL Sub Account Number Ending In					
04/08	04/08	5513158FJLKLN4HJX	CDW GOVT #AI76Z7B 800-808-4239 IL TOTAL \$128.89 FREDERICK HALL / Sub Acct Ending In		128.89
Transaction Summary For BRANDI LOVELY Sub Account Number Ending In					
04/22	04/22	5526352G1M3RFDS5B	SAFEWAY #2824 LEADVILLE CO		27.71
04/28	04/28	5526352G7MA6DASZN	SAFEWAY #2824 LEADVILLE CO		47.69
04/28	04/28	5548382G70MVA6WNF	SAMSCLUB.COM 888-746-7726 AR TOTAL \$182.18 BRANDI LOVELY / Sub Acct Ending In		106.78
Transaction Summary For MICHAEL ADLER Sub Account Number Ending In					
04/10	04/10	2271565FLOJTQ4S6Z	SKYLINE CINEMA 8 DILLON CO		300.00
04/13	04/13	5543286FP5YL7FAQM	SQ *SWIM SQUARED LLC LEADVILLE CO		570.00
04/24	04/24	5543286G2629051RM	SQ *MOUNTAIN TOP EXPLO BRECKENRIDGE CO		299.00
05/01	05/01	7230439G9S66EAGVO	PAY*CITY OF SALIDA SALIDA CO TOTAL \$1,543.00 MICHAEL ADLER / Sub Acct Ending In		374.00

Transaction Details

Trans	Post	Reference Number	Description	Credits	Charges
Transaction Summary For TANYA LENHARD					
Sub Account Number Ending In					
04/04	04/04	5543286FE5VTJZF1B	IN *AMERICAN BIOIDENTI DENVER CO		57.50
04/05	04/05	8230509FFEHNJQ322	CANVA* I04842-43423637 AUSTIN TX		479.60
04/14	04/14	0543684FR8PLGAQYG	FSP*COUNCIL FOR PROFES WASHINGTON DC		162.00
04/15	04/15	0543684FT8PM4BTA6	PY *SILVER LLAMA LEADVILLE CO		132.00
04/15	04/15	5543687FS3S222FTQ	PLAK SMAKER ALGONQUIN IL		68.98
04/19	04/19	1230202FX0038TFJN	ADOBE SAN JOSE CA		29.99
04/20	04/20	5548872FZ3KFQSBLD	CO GOVT SERVICES DENVER CO		31.44
04/24	04/24	0543684G28PMALA1D	PY *SILVER LLAMA LEADVILLE CO		130.00
			TOTAL	\$1,091.51	
TANYA LENHARD / Sub Acct Ending In					
Transaction Summary For JAMES MULCEY					
Sub Account Number Ending In					
04/22	04/22	5548872G13KVAKXLZ	CO DEPT OF PUBLIC SAFE DENVER CO	402.68	
			TOTAL	\$402.68-	
JAMES MULCEY / Sub Acct Ending In					
Transaction Summary For KATHARINE BARTLETT					
Sub Account Number Ending In					
04/21	04/21	1230202FZ00V2GXQX	ADOBE SAN JOSE CA		19.99
04/29	04/29	8550039G7S66GHDX3	COLORADO ASSOC SCHOOL DENVER CO		455.00
04/29	04/29	8536943G8KDRBT38B	BEAVER RUN - H LODGING BRECKENRIDGE CO		49.00
			FOLIO #0000154249		
			TOTAL	\$523.99	
KATHARINE BARTLETT / Sub Acct Ending In					
Transaction Summary For BUNNY TAYLOR					
Sub Account Number Ending In					
04/06	04/06	5550629FGLHYDAY04	STANDARD CHAIR OF GARD GARDNER MA		486.00
04/13	04/13	0543684FREHSTMAV2	DOMINO'S 7340 LEADVILLE CO		132.71
			TOTAL	\$618.71	
BUNNY TAYLOR / Sub Acct Ending In					
Transaction Summary For SCOTT CARROLL					
Sub Account Number Ending In					
04/09	04/09	8230509FLEHMQ2A32	SP MAKERSTITCH EDWARDS CO		100.00
04/09	04/09	1163648FL6EJ529P9	MINERAL 1886 LEADVILLE CO		200.40
04/17	04/17	5543286FV600TAL32	IN *KEYBOARDTEK CHARLOTTE NC		555.00
05/02	05/02	8271116GAEHMLZZ4W	CRICUT SOUTH JORDAN UT		102.98
			TOTAL	\$958.38	
SCOTT CARROLL / Sub Acct Ending In					
Transaction Summary For KATHERINE KERRIGAN					
Sub Account Number Ending In					
04/13	04/13	5526352FRLS24TN2E	SAFEWAY #2824 LEADVILLE CO		50.00
			TOTAL	\$50.00	
KATHERINE KERRIGAN / Sub Acct Ending In					
Transaction Summary For TIMOTHY POWELL					
Sub Account Number Ending In					
04/29	04/29	5543286G85SNWL01G	CIRCLE K # 40682 LEADVILLE CO		23.98
04/29	04/29	5543286G85SNWL018	CIRCLE K # 40682 LEADVILLE CO		71.22
			TOTAL	\$95.20	
TIMOTHY POWELL / Sub Acct Ending In					
Transaction Summary For AMY PETERS					
Sub Account Number Ending In					
04/05	04/05	5543286FF5W2P5R2Q	AIRBNB * HMJZKYPMZ2 SAN FRANCISCO CA		1,426.66
04/09	04/09	0543684FLEHVXPHY0	DOMINO'S 6297 DENVER CO		83.68
04/12	04/12	8230509FNEHNJ3JJV	MILESPLIT.COM AUSTIN TX		102.98
04/13	04/13	0543684FR00QPB534	FAMILY DOLLAR LEADVILLE CO		19.15
04/13	04/13	8230509FREHM7ZEJB	SP 4THROWS.COM NINE MILE FAL WA		100.99
04/16	04/16	8230509FVEHMAR3YX	CADA FEES BROOMFIELD CO		374.40
04/20	04/20	5526352FZM1KNB7H7	SAFEWAY #2824 LEADVILLE CO		6.67
04/20	04/20	8211755FYEHMSBR47	RT* RUSHORDERTEES.COM PHILADELPHIA PA		282.57
04/21	04/21	8211755G0EHMV2QAF	RT* RUSHORDERTEES.COM PHILADELPHIA PA	16.41	
04/23	04/23	2230379G2044AE2GG	CONOCO - ALTITUDE 2708 PONCHA SPRING CO		38.02
04/24	04/24	8271116G2EHNBRHFS	HALF PRICE BANNERS KANSAS CITY MO		57.90
04/25	04/25	5526352G4M71WMJA5	SAFEWAY #2824 LEADVILLE CO		16.02
04/29	04/29	0230537G72X7KW6KN	TST* WHICH WICH - 314 SILVERTHORNE CO		14.09
04/30	04/30	5543687G97K8XFHR5	AMK ADAMS DINING HALL ALAMOSA CO		131.07
			TOTAL	\$2,637.79	
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					
04/03	04/04	5543286FD5VEPXBRB	IN *AMERICAN BIOIDENTI DENVER CO		690.00
04/10	04/10	5545885FM245SGF9J	CBI ONLINE DENVER CO		6.00
04/13	04/13	5265384FTLSZ2LJ2E	VAL*WINE COUNTRY INN PALISADE CO		179.00
			FOLIO #255337		
04/27	04/27	5545885G626355W1D	CBI ONLINE DENVER CO		6.00
			TOTAL \$881.00		
			KATHLEEN FITZSIMMONS / Sub Acct Ending In		
Transaction Summary For RENA SANCHEZ					
Sub Account Number Ending In					
04/22	04/22	5543286G161S13G40	TST*THE RIVERWOK PUEBLO CO		34.20
04/24	04/24	5543687G385SZ1655	COURTYARD BY MARRIOTT PUEBLO CO		849.00
			FOLIO #D2 67006		
			TOTAL \$883.20		
			RENA SANCHEZ / Sub Acct Ending In		
Transaction Summary For CHERYL TALBOT					
Sub Account Number Ending In					
04/03	04/04	5754024FDLSV0P9KM	TEACHERSPAYTEACHERS.CO 6465880910 CA		18.26
04/08	04/08	5543286FJ5X02RQ2H	SQ *MOUNTAIN TIME ESCA BRECKENRIDGE CO		508.80
04/15	04/15	5104323FT1YTFKT0A	ELEVATORKEY 8554698364 NY		24.28
04/27	04/27	0543684G58PLA76TG	PY *SOULED OUT T-SHIRT BUENA VISTA CO		106.92
			TOTAL \$658.26		
			CHERYL TALBOT / Sub Acct Ending In		

Vendor Detail

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Batch Year: 26

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Check Date Range: 04/01/2026 - 04/30/2026

Vendor Name	Vendor						
Check	Check Date	Invoice	PO	Description	Account	Amount	
401 (K) VOL. INVESTMENT PLAN		175					
0102756885	04/27/2026	04-27-2026_4		4/401K	6-10-000-00-0000-7477-000-000000	5,194.93	
Total Check: 0102756885						\$5,194.93	
Total Vendor: 175						\$5,194.93	
ACORN PETROLEUM, INC.		270					
0100105548	04/02/2026	CL26816		EARLY PAY DISCOUNT	6-10-720-27-2700-0626-000-000000	-16.00	
0100105548	04/02/2026	CL26816		3/16-3/31 FUEL	6-10-720-27-2700-0626-000-000000	3,306.21	
0100105548	04/02/2026	CL26816		3/16-3/31 FUEL	6-22-100-00-2100-0510-000-008287	75.88	
0100105548	04/02/2026	CL26816		3/16-3/31 FUEL	6-10-710-26-2600-0626-000-000000	59.87	
0100105548	04/02/2026	CL26816		3/16-3/31 FUEL	6-22-101-01-2100-0510-000-007287	75.87	
Total Check: 0100105548						\$3,501.83	
0100105570	04/09/2026	0042508-IN		TRANSP SUPPLY - DIESEL EXHAUST FLUID	6-10-720-27-2700-0610-000-000000	393.75	
Total Check: 0100105570						\$393.75	
0100105629	04/21/2026	CL27147		4/1-4/15 FUEL	6-10-710-26-2600-0626-000-000000	254.82	
0100105629	04/21/2026	CL27147		4/1-4/15 FUEL	6-10-720-27-2700-0626-000-000000	2,537.74	
0100105629	04/21/2026	CL27147		4/1-4/15 FUEL EARLY PAY DISCOUNT	6-10-720-27-2700-0626-000-000000	-12.74	
0100105629	04/21/2026	CL27147		4/1-4/15 FUEL BUS 2 50%	6-22-101-01-2100-0510-000-007287	38.07	
0100105629	04/21/2026	CL27147		4/1-4/15 FUEL BUS 2 50%	6-22-100-00-2100-0510-000-008287	38.06	
Total Check: 0100105629						\$2,855.95	
Total Vendor: 270						\$6,751.53	
ACT		427					
0100105549	04/02/2026	1357705		WORKKEYS	6-10-602-10-0090-0340-000-000000	310.50	
Total Check: 0100105549						\$310.50	
Total Vendor: 427						\$310.50	
AFSCME COUNCIL 976		257					
0100105641	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-21-000-00-0000-7421-000-000000	327.30	
0100105641	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000	360.75	
Total Check: 0100105641						\$688.05	
Total Vendor: 257						\$688.05	
ALEXA ROBINETTE		43990					
0100105598	04/16/2026	04-10-2026_5		REIMBURSE SUBSTITUTE LICENSE	6-10-601-23-2391-0585-000-000000	62.40	
Total Check: 0100105598						\$62.40	
Total Vendor: 43990						\$62.40	
AMAZON.COM		4304					
0100105550	04/02/2026	1DK6-9LTT-7DFW	260490	LOVELY ITEMS PT 2	6-10-100-10-0010-0610-000-000000	27.13	
0100105550	04/02/2026	191F-TKKR-76CM	260491	LOVELY ITEMS PT 1	6-10-100-10-0010-0610-000-000000	159.11	
0100105550	04/02/2026	14NJ-HXP1-NY1T	260492	ART SUPPLIES FRATTOLIN	6-10-100-10-0200-0610-000-000000	63.51	
0100105550	04/02/2026	13N9-7X1X-GVR7	260502	TECH SUPPLY	6-10-602-20-2290-0610-000-000000	47.17	
0100105550	04/02/2026	1N4W-7QPC-MJKY	260501	BLANK JOURNAL NOTEBOOK, A5 HARDCOVER LEA	6-10-302-10-0060-0610-000-000000	94.49	
Total Check: 0100105550						\$391.41	

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Vendor Name	Vendor						
Check	Check Date	Invoice	PO	Description	Account	Amount	
AMAZON.COM		4304					
0100105571	04/09/2026	11H3-RP7D-TTX1	260507		6-19-971-00-0040-0610-000-003897	90.57	
0100105571	04/09/2026	11H3-RP7D-TTX1	260507	PK CLASSROOM SUPPLY-	6-26-971-33-3310-0610-000-000000	135.85	
0100105571	04/09/2026	11H3-RP7D-TTX1	260507		6-27-971-26-3330-0610-000-008600	226.42	
0100105571	04/09/2026	1P3X-K144-MTK1	260498	IT SUPPLY	6-10-602-20-2290-0610-000-000000	66.05	
0100105571	04/09/2026	19M9-KPFM-4H6M	260493	MULCEY ITEMS	6-10-602-10-0090-0610-000-003259	156.45	
0100105571	04/09/2026	19M9-KPFM-4H6M	260493		6-10-602-10-0090-0640-000-003259	131.96	
0100105571	04/09/2026	1JFP-PY4T-6LCN	260493		6-10-602-10-0090-0640-000-003259	108.97	
0100105571	04/09/2026	1HPH-TG71-1DMY	260504	RAINBOW COLORED KRAFT DUO FINISH PAPER B	6-10-301-24-2410-0610-000-000000	122.41	
0100105571	04/09/2026	11XM-RQ93-VW44	260504	RAINBOW COLORED KRAFT DUO FINISH PAPER B	6-10-301-24-2410-0610-000-000000	495.41	
0100105571	04/09/2026	1QKT-YK1N-J9DP	260510	LID LOCK REPLACEMENT FOR GE WASHER	6-10-710-26-2600-0430-000-000000	71.77	
Total Check: 0100105571						\$1,605.86	
0100105599	04/16/2026	14X6-9VNK-JMVP	260432	GOTIDEAL ACRYLIC PAINT METALLIC GOLD 24K	6-10-301-24-2410-0610-000-000000	19.95	
0100105599	04/16/2026	14G9-HVPL-DF93	260505	PLEASE SEE ONLINE ORDER #111- 9800383-126	6-10-101-10-0200-0610-000-000000	55.96	
0100105599	04/16/2026	11N3-4H4F-CVDP	260513	PLEASE SEE ONLINE ORDER # 111- 6565184-24	6-10-101-10-0010-0610-000-000000	14.18	
0100105599	04/16/2026	14YY-7YTR-1636	260499	NURSE SUPPLY	6-10-602-20-2130-0610-000-000000	19.59	
0100105599	04/16/2026	1TK9-YCV4-YFC7	260499	NURSE SUPPLY	6-10-602-20-2130-0610-000-000000	1,622.96	
0100105599	04/16/2026	1P3X-K144-6HM7	260499	NURSE SUPPLY	6-10-602-20-2130-0610-000-000000	58.52	
0100105599	04/16/2026	13RT-LLF3-TY4K	260494	GUN SAFETY SUPPLY	6-22-602-00-2100-0610-000-003952	1,224.05	
0100105599	04/16/2026	111W-XV4P-GQ6W	260494	GUN SAFETY SUPPLY	6-22-602-00-2100-0610-000-003952	3,314.35	
0100105599	04/16/2026	1JLF-GGH3-1TN1	260494	GUN SAFETY SUPPLY	6-22-602-00-2100-0610-000-003952	353.75	
0100105599	04/16/2026	1RL9-FYCK-NL93	260522		6-19-971-00-0040-0610-000-003897	47.26	
0100105599	04/16/2026	1RL9-FYCK-NL93	260522	PK CLASSROOM SUPPLY	6-26-971-33-3310-0610-000-000000	70.88	
0100105599	04/16/2026	1RL9-FYCK-NL93	260522		6-27-971-26-3330-0610-000-008600	118.14	
0100105599	04/16/2026	1GRH-7HLN-KRTR	260433	CUSTODIAL SUPPLY	6-10-710-26-2600-0610-000-000000	525.00	
0100105599	04/16/2026	19N3-G69D-K4G1	260432	GOTIDEAL ACRYLIC PAINT METALLIC GOLD 24K	6-10-301-24-2410-0610-000-000000	21.16	
Total Check: 0100105599						\$7,465.75	
0100105630	04/21/2026	1Y1T-K96L-H3CV	260528	CHAMPION SPORTS RUBBER PRACTICE DISCUS,	6-10-301-14-1890-0610-000-000000	78.23	
0100105630	04/21/2026	1W3D-DGNM-FFQJ	260531	PLEASE SEE ONLINE ORDER # 111- 7414471-92	6-10-101-10-0010-0610-000-000000	12.10	
0100105630	04/21/2026	1HCW-KTT3-Q4TL	260534	KKBESTPACK HALF SHEET LABELS	6-10-602-10-0090-0614-000-000000	95.00	
Total Check: 0100105630						\$185.33	

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Vendor Name		Vendor						
Check	Check Date	Invoice	PO	Description	Account		Amount	
AMAZON.COM		4304						
0100105649	04/27/2026	1NQY-4MV9-KDNP	260500		6-19-971-00-0040-0610-000-003897		131.58	
0100105649	04/27/2026	1NQY-4MV9-KDNP	260500	PK CONSOLIDAITON SUPPLY	6-26-971-33-3310-0610-000-000000		197.38	
0100105649	04/27/2026	1NQY-4MV9-KDNP	260500		6-27-971-26-3330-0610-000-008600		328.96	
0100105649	04/27/2026	1QXH-4QPK-HTHT	260520	PLEASE SEE ONLINE ORDER #111-9818787-776	6-10-101-10-0010-0610-000-000000		33.81	
0100105649	04/27/2026	1XMG-TPWW-Y6LF	260520	PLEASE SEE ONLINE ORDER #111-9818787-776	6-10-101-10-0010-0610-000-000000		108.49	
0100105649	04/27/2026	1CJP-FH6R-PL34	260520	PLEASE SEE ONLINE ORDER #111-9818787-776	6-10-101-10-0010-0610-000-000000		6.06	
0100105649	04/27/2026	1GFH-MPPR-JYVY	260532		6-19-971-00-0040-0610-000-003897		89.20	
0100105649	04/27/2026	1GFH-MPPR-JYVY	260532	PK SUPPLY	6-26-971-33-3310-0610-000-000000		133.80	
0100105649	04/27/2026	1GFH-MPPR-JYVY	260532		6-27-971-26-3330-0610-000-008600		223.00	
0100105649	04/27/2026	1QNX-313X-HP4F	260538	LOVELY ORDER	6-10-100-10-0010-0610-000-000000		68.45	
0100105649	04/27/2026	11J6-RWCC-J6HX	260539	RAPKE/CHRISTY	6-10-100-10-0010-0610-000-000000		68.69	
0100105649	04/27/2026	16CF-VTQ7-V9H7	260541	PLEASE SEE ONLINE ORDER #111-6306480-841	6-10-101-10-1200-0610-000-000000		129.86	
0100105649	04/27/2026	1DPC-YQXL-793G	260543	CLARYUM WATER FILTER REPLACEMENT	6-10-710-26-2600-0610-000-000000		36.98	
0100105649	04/27/2026	1K39-PX6L-4HLH	260540	DAWN DISHWASHING LIQUID 38 FL OZ	6-22-602-00-0090-0610-000-001207		72.42	
0100105649	04/27/2026	1LNW-MN6C-9MFD	260521		6-19-971-00-0040-0610-000-003897		15.94	
0100105649	04/27/2026	1LNW-MN6C-9MFD	260521	PK CLASSROOM SUPPLY	6-26-971-33-3310-0610-000-000000		23.92	
0100105649	04/27/2026	1LNW-MN6C-9MFD	260521		6-27-971-26-3330-0610-000-008600		39.86	
0100105649	04/27/2026	16KH-T7LN-6NRJ	260525	PLEASE SEE ONLINE ORDER #111-63866574-78	6-10-101-10-0010-0610-000-000000		21.37	
Total Check: 0100105649							\$1,729.77	
Total Vendor: 4304							\$11,378.12	
AMERICAN FIDELITY ASSURANCE		3685						
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-21-000-00-0000-7421-000-000000		442.17	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-19-000-00-0000-7421-000-000000		168.99	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000		4,079.53	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-22-000-00-0000-7421-000-000000		99.05	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-26-000-00-0000-7421-000-000000		167.12	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-27-000-00-0000-7421-000-000000		250.69	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000		590.90	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-22-000-00-0000-7421-000-000000		49.02	
0100105642	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-21-000-00-0000-7421-000-000000		71.22	
Total Check: 0100105642							\$5,918.69	
Total Vendor: 3685							\$5,918.69	
ANDREW HOFER		40029						
0100105600	04/16/2026	04-10-2026_21		REIMBURSE ATH TRAVEL EXPENSE 2/18-2/19	6-10-301-14-1800-0580-000-000000		10.00	
Total Check: 0100105600							\$10.00	
Total Vendor: 40029							\$10.00	

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
ANTHEM LIFE INSURANCE CO.			398				
	0100105643	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000	182.14
Total Check: 0100105643							\$182.14
Total Vendor: 398							\$182.14
BAYMONT BY WYNDHAM			43753				
	0100105569	04/08/2026	04-08-2026_1		LOST CHECK 105362 REISSUE	6-10-602-00-0090-0580-000-001228	1,677.00
Total Check: 0100105569							\$1,677.00
Total Vendor: 43753							\$1,677.00
BIGHORN HARDWARE			93				
	0100105572	04/09/2026	04-06-2026_20		3/CHARGES ACCT 30030	6-10-710-26-2600-0610-000-000000	498.62
	0100105572	04/09/2026	04-06-2026_20		3/CHARGES ACCT 30030	6-10-710-26-2600-0430-000-000000	236.87
	0100105572	04/09/2026	04-06-2026_20		3/CHARGES ACCT 30030	6-10-720-27-2700-0610-000-000000	11.99
Total Check: 0100105572							\$747.48
Total Vendor: 93							\$747.48
BRADY INDUSTRIES			43400				
	0100105551	04/02/2026	11465650	260476	KLEENLINE CAN LINER 24X38	6-10-710-26-2600-0610-000-000000	7,785.67
Total Check: 0100105551							\$7,785.67
Total Vendor: 43400							\$7,785.67
BYTESPEED, LLC			43923				
	0100105601	04/16/2026	INV0184687	260503	QUOTE Q-115052-SOH6 TECH SUPPLY	6-10-602-20-2290-0610-000-000000	109.00
Total Check: 0100105601							\$109.00
Total Vendor: 43923							\$109.00
CAPLAN & EARNEST, LLC.			3779				
	0100105602	04/16/2026	53216--11842-19C		PERM AD COST FOREIGN LANG TCH- AF	6-10-601-23-2391-0585-000-000000	1,969.00
Total Check: 0100105602							\$1,969.00
	0100105631	04/21/2026	52219		3/CHARGES MATTER 11842-06	6-10-602-10-0090-0300-000-000000	609.00
Total Check: 0100105631							\$609.00
Total Vendor: 3779							\$2,578.00
CCHS			38733				
	0100105603	04/16/2026	04-10-2026_18		ACCT CORRECTION-PS DEPOSIT 3/30	6-10-600-00-0000-1990-000-000000	85.00
Total Check: 0100105603							\$85.00
Total Vendor: 38733							\$85.00
CDHS			7457				
	0100105650	04/27/2026	C-14240		4/20 COMMODITY DELIVERY FEE	6-21-740-31-3100-0610-000-000000	52.50
Total Check: 0100105650							\$52.50
Total Vendor: 7457							\$52.50

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
CELESTA CAIRNS			31232				
	0100105604	04/16/2026	04-10-2026_12		REIMBURSE MUSIC CURRICULUM	6-10-301-10-1240-0610-000-000000	45.00
	0100105604	04/16/2026	04-10-2026_20		REIMBURSE ATH TRAVEL EXPENSE 2/18-2/19	6-10-301-14-1800-0580-000-000000	20.00
						Total Check: 0100105604	\$65.00
						Total Vendor: 31232	\$65.00
CENTRAL RESTAURANT PROD			3530				
	0100105552	04/02/2026	469877B1	260415		6-27-971-25-3330-0610-000-008600	178.00
	0100105552	04/02/2026	469890	260415		6-27-971-25-3330-0610-000-008600	1,414.11
	0100105552	04/02/2026	469877B2	260415		6-27-971-25-3330-0610-000-008600	860.00
	0100105552	04/02/2026	469877	260415		6-27-971-25-3330-0610-000-008600	378.00
						Total Check: 0100105552	\$2,830.11
						Total Vendor: 3530	\$2,830.11
CENTURYLINK			2139				
	0100105632	04/21/2026	04-20-2026_16		4/CHARGES ACCT 334153508	6-10-602-10-0090-0531-000-000000	99.88
	0100105632	04/21/2026	04-20-2026_17		4/CHARGES ACCT 333667499	6-10-602-10-0090-0531-000-000000	1,155.62
	0100105632	04/21/2026	04-20-2026_15		4/CHARGES ACCT 333591424	6-10-602-10-0090-0531-000-000000	93.99
	0100105632	04/21/2026	04-20-2026_14		4/CHARGES ACCT 334086972	6-10-602-10-0090-0531-000-000000	291.08
	0100105632	04/21/2026	04-20-2026_13		4/CHARGES ACCT 333927546	6-10-602-10-0090-0531-000-000000	97.70
						Total Check: 0100105632	\$1,738.27
						Total Vendor: 2139	\$1,738.27
CHRISTY MARCELLA TRUJILLO			2643				
	0100105553	04/02/2026	04-01-2026_7		STAFF RECOGNITION SUPPLY REIM	6-10-100-10-0010-0610-000-000000	17.31
						Total Check: 0100105553	\$17.31
	0100105662	04/30/2026	04-28-2026_1		REIMBURSE LCES COUNSELING SUPPLY	6-10-100-10-0010-0610-000-000000	3.05
	0100105662	04/30/2026	04-28-2026_1		REIMBURSE LCES COUNSELING SUPPLY	6-10-100-20-2122-0610-000-000000	500.00
						Total Check: 0100105662	\$503.05
						Total Vendor: 2643	\$520.36
CITTADELLA, LLC			43982				
	0100105573	04/09/2026	1269	260515	I#1269 SECURITY CONSULTING SERVICES	6-10-602-10-0090-0300-000-000000	10,000.00
						Total Check: 0100105573	\$10,000.00
						Total Vendor: 43982	\$10,000.00
COLO. DEPT. OF REVENUE			100				
	0102756883	04/24/2026	04-27-2026_2		4/SIT	6-10-000-00-0000-7471-000-000000	26,053.00
						Total Check: 0102756883	\$26,053.00
						Total Vendor: 100	\$26,053.00

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COLORADO MOUNTAIN COLLEGE			877				
	0100105574	04/09/2026	04-06-2026_21		SPRING 26 TUITION ACCT 0016057	6-27-971-26-3330-0320-000-008600	840.00
						Total Check: 0100105574	\$840.00
	0100105663	04/30/2026	04-28-2026_16		SPRING 2026 CE TUITION ACCT 160546-10-301-10-0050-0560-000-000000		49,139.00
						Total Check: 0100105663	\$49,139.00
						Total Vendor: 877	\$49,979.00
COLORADO SCHOOL MEDICAID CONSORTIUM			25810				
	0100105555	04/02/2026	2009		FY26 QTR 4 FEE	6-10-602-20-2130-0300-000-009003	631.00
						Total Check: 0100105555	\$631.00
						Total Vendor: 25810	\$631.00
COMMUNITY BANKS OF COLORADO			110				
	0102756882	04/21/2026	04-27-2026_1		4/PAYROLL	6-10-000-00-0000-8102-000-000000	610,000.00
						Total Check: 0102756882	\$610,000.00
						Total Vendor: 110	\$610,000.00
CORPORATE TRANSLATION SERVICES, INC			32441				
	0100105575	04/09/2026	328069		3/PHONE TRANSLATION ACCT 25016	6-10-602-10-0090-0300-000-000000	115.92
						Total Check: 0100105575	\$115.92
						Total Vendor: 32441	\$115.92
DLR CREATIONS			41130				
	0100105556	04/02/2026	00007		STAFF EXPENSE - RETIREMENT GIFT	6-10-302-24-2410-0610-000-000000	33.00
						Total Check: 0100105556	\$33.00
						Total Vendor: 41130	\$33.00
DYNAMIC PROGRAM MANAGEMENT LLC			39390				
	0100105605	04/16/2026	2423		3/ LCES/LCHS SUMMER 2026 PROJECTS	6-10-602-10-0090-0300-000-000000	1,625.00
						Total Check: 0100105605	\$1,625.00
						Total Vendor: 39390	\$1,625.00
FCI CONSTRUCTORS, INC.			9631				
	0100105576	04/09/2026	001	260512	LCES LIBRARY CONSTRUCTION	6-43-602-00-4000-0720-000-000000	176,345.09
						Total Check: 0100105576	\$176,345.09
						Total Vendor: 9631	\$176,345.09
FELICIA ROEDER			434				
	0100105577	04/09/2026	4201		1ST AID/CPR PROF/TECH	6-10-302-10-0060-0320-000-000000	140.00
	0100105577	04/09/2026	4201		1ST AID/CPR PROF/TECH	6-10-602-10-0090-0300-000-000000	40.00
	0100105577	04/09/2026	4201		1ST AID/CPR PROF/TECH	6-27-971-26-3330-0320-000-008600	100.00
						Total Check: 0100105577	\$280.00
						Total Vendor: 434	\$280.00

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FLEX ACCOUNT ADMINISTRATION		3686						
AMERICAN FID								
0100105644	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-21-000-00-0000-7421-000-000000		20.84	
0100105644	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-27-000-00-0000-7421-000-000000		16.25	
0100105644	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-26-000-00-0000-7421-000-000000		3.75	
0100105644	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-22-000-00-0000-7421-000-000000		25.04	
0100105644	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000		2,527.26	
0100105644	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-19-000-00-0000-7421-000-000000		5.00	
Total Check: 0100105644							\$2,598.14	
Total Vendor: 3686							\$2,598.14	
FULL CIRCLE		1525						
0100105578	04/09/2026	#FE02/26		CONTRACTED SERVICE - EHS HOME VISITOR	6-27-971-01-3330-0330-000-008600		3,109.44	
0100105578	04/09/2026	#FE02/26		CONTRACTED SERVICE - EHS HOME VISITOR	6-27-971-02-3330-0330-000-008600		3,109.44	
Total Check: 0100105578							\$6,218.88	
Total Vendor: 1525							\$6,218.88	
GALVANIZED EDUCATION PARTNERS		43036						
0100105606	04/16/2026	1941	260236	ADDITIONAL SCOPE OF WORK AT LCHS	6-22-301-01-2210-0300-000-003227		2,550.00	
Total Check: 0100105606							\$2,550.00	
0100105664	04/30/2026	1943	260236	ADDITIONAL SCOPE OF WORK AT LCHS	6-22-301-01-2210-0300-000-003227		2,550.00	
Total Check: 0100105664							\$2,550.00	
Total Vendor: 43036							\$5,100.00	
GHL PROPERTY SERVICES LLC		42048						
0100105607	04/16/2026	23340		3/25-3/26 INTERPRETATION FOR CONFERENCES	6-10-602-10-0090-0300-000-000000		2,706.72	
Total Check: 0100105607							\$2,706.72	
0100105651	04/27/2026	23344		3/26 2ND DAY OF PT CONF TRANSLATORS	6-10-602-10-0090-0300-000-000000		2,400.00	
Total Check: 0100105651							\$2,400.00	
Total Vendor: 42048							\$5,106.72	

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GRAINGER		3709						
0100105579	04/09/2026	9849482691		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	-321.15		
0100105579	04/09/2026	9850325573		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	-64.40		
0100105579	04/09/2026	9852028803		MAINTENANCE SUPPLY LCHS	6-10-301-14-1800-0610-000-000000	224.74		
0100105579	04/09/2026	9849482709		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	275.18		
0100105579	04/09/2026	9847118511		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	55.94		
0100105579	04/09/2026	9850325631		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	54.24		
Total Check: 0100105579						\$224.55		
0100105608	04/16/2026	9860481655		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	86.30		
Total Check: 0100105608						\$86.30		
0100105633	04/21/2026	9863987864		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	73.41		
0100105633	04/21/2026	9868834806		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	412.86		
0100105633	04/21/2026	9868338410		MAINTENANCE REPAIR	6-10-710-26-2600-0430-000-000000	33.46		
Total Check: 0100105633						\$519.73		
0100105665	04/30/2026	9889907912		CONSOLIDATION SUPPLIES	6-10-602-10-0090-0614-000-000000	53.03		
0100105665	04/30/2026	9883468598		MAINT REPAIR	6-10-710-26-2600-0430-000-000000	198.78		
0100105665	04/30/2026	9883676471		MAINT REPAIR	6-10-710-26-2600-0430-000-000000	404.04		
0100105665	04/30/2026	9882113088	260537	MASKING TAPE, SERIES PF3, IMPERIAL TAPE	6-10-602-10-0090-0614-000-000000	289.50		
Total Check: 0100105665						\$945.35		
Total Vendor: 3709						\$1,775.93		
GROUND ENGINEERING CONSULTANTS, INC		21784						
0100105609	04/16/2026	2665260-1		LCE CONSTRUCTION BLDG INSPECTION	6-43-602-00-4000-0720-000-000000	1,180.00		
Total Check: 0100105609						\$1,180.00		
Total Vendor: 21784						\$1,180.00		
HORACE MANN LIFE INSURANCE CO.		211						
0100105645	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000	324.94		
Total Check: 0100105645						\$324.94		
Total Vendor: 211						\$324.94		
INTERNAL REVENUE SERVICE		838						
0102756884	04/24/2026	04-27-2026_3		4/FIT	6-10-000-00-0000-7428-000-000000	23,294.44		
0102756884	04/24/2026	04-27-2026_3		4/FIT	6-10-000-00-0000-7472-000-000000	46,100.51		
Total Check: 0102756884						\$69,394.95		
Total Vendor: 838						\$69,394.95		
J.W. PEPPER & SON, INC		2091						
0100105666	04/30/2026	268026598		SHEET MUSIC	6-10-301-10-1240-0610-000-000000	48.59		
0100105666	04/30/2026	367993824		SHEET MUSIC	6-10-301-10-1240-0610-000-000000	40.99		
0100105666	04/30/2026	368512011		SHEET MUSIC	6-10-301-10-1240-0610-000-000000	23.99		
0100105666	04/30/2026	367994945		SHEET MUSIC	6-10-301-10-1240-0610-000-000000	8.85		
Total Check: 0100105666						\$122.42		
Total Vendor: 2091						\$122.42		

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JOHNSON MARK LLC			43974				
	0100105648	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000	377.14
Total Check: 0100105648							\$377.14
Total Vendor: 43974							\$377.14
JOSE SIERRA			28223				
	0100105652	04/27/2026	04-27-2026_2		FINGERPRINT REIM FOR SUB LIC	6-10-601-23-2391-0300-000-000000	62.40
Total Check: 0100105652							\$62.40
Total Vendor: 28223							\$62.40
KARA KISSELL			44008				
	0100105634	04/21/2026	04-20-2026_9		KINDER CLASSROOM SUPPLY REIM	6-10-100-10-0010-0610-000-000000	59.22
Total Check: 0100105634							\$59.22
Total Vendor: 44008							\$59.22
KATHY FITZSIMMONS			2323				
	0100105610	04/16/2026	04-10-2026_28		4/13-4/14 HR TRNG EXP REIM	6-10-601-23-2391-0580-000-000000	218.76
Total Check: 0100105610							\$218.76
Total Vendor: 2323							\$218.76
KELLY HOFER			28096				
	0100105557	04/02/2026	04-01-2026_13		3/31 SRG SITE VISIT FOOD REIM	6-22-602-00-2100-0580-000-003231	36.00
Total Check: 0100105557							\$36.00
Total Vendor: 28096							\$36.00
KINDLING COLLABORATIVE, LLC			42161				
	0100105580	04/09/2026	0036	260457		6-22-602-00-2100-0300-000-003246	78.75
	0100105580	04/09/2026	0036	260457		6-22-602-00-2100-0300-000-003231	1,953.00
	0100105580	04/09/2026	0036	260457	2/1/26-6/30/26 GRANT CONSULTANT	6-22-602-00-2100-0300-000-003192	330.75
	0100105580	04/09/2026	0036	260457		6-22-101-00-2100-0300-000-004451	693.00
	0100105580	04/09/2026	0036	260457		6-22-602-00-0090-0300-000-003202	1,622.25
Total Check: 0100105580							\$4,677.75
Total Vendor: 42161							\$4,677.75
KISSACK HR CONSULTING, LLC			43850				
	0100105611	04/16/2026	04-10-2026_2		EMPLOYEE HR INVESTIGATION	6-10-602-10-0090-0300-000-000000	7,920.00
Total Check: 0100105611							\$7,920.00
Total Vendor: 43850							\$7,920.00

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
KONICA MINOLTA			2292				
	0100105612	04/16/2026	48934540		3/ DISTRICT COPIERS	6-27-971-01-3330-0330-000-008600	26.49
	0100105612	04/16/2026	48934539		3/ DISTRICT COPIERS	6-10-602-10-0090-0330-000-000000	60.82
	0100105612	04/16/2026	48934540		3/ DISTRICT COPIERS	6-19-971-00-0040-0330-000-003897	132.34
	0100105612	04/16/2026	48934540		3/ DISTRICT COPIERS	6-26-971-33-3330-0330-000-000000	105.87
	0100105612	04/16/2026	48934540		3/ DISTRICT COPIERS	6-27-971-26-3330-0330-000-008600	264.69
	0100105612	04/16/2026	48934540		3/ DISTRICT COPIERS	6-10-602-10-0090-0330-000-000000	5,919.81
Total Check: 0100105612							\$6,510.02
Total Vendor: 2292							\$6,510.02
KRISTEN GEESAMAN			42633				
	0100105581	04/09/2026	14	260152	COUSELOR MENTORING FOR CCHS & LCHS	6-10-602-10-0090-0300-000-000000	225.00
	0100105581	04/09/2026	13	260152	COUSELOR MENTORING FOR CCHS & LCHS	6-10-602-10-0090-0300-000-000000	156.25
Total Check: 0100105581							\$381.25
Total Vendor: 42633							\$381.25
LAKE COUNTY BUILD A GENERATION			31259				
	0100105558	04/02/2026	04-01-2026_2		7 OF 12/FAMILY ENGAGEMENT	6-22-602-00-2100-0300-000-001214	1,250.00
Total Check: 0100105558							\$1,250.00
Total Vendor: 31259							\$1,250.00
LAKE COUNTY HEALTH DEPARTMENT			392				
	0100105667	04/30/2026	04-28-2026_25		GUS SAFETY SUPPLY ADVERTISING REIM	6-22-602-00-2100-0610-000-003952	99.66
Total Check: 0100105667							\$99.66
Total Vendor: 392							\$99.66
LAKE COUNTY LANDFILL			370				
	0100105613	04/16/2026	04-10-2026_19		3/DISPOSAL SERVICES ACCT L0029	6-10-710-26-2600-0421-000-000000	50.00
Total Check: 0100105613							\$50.00
Total Vendor: 370							\$50.00
LAKESHORE LEARNING MATERIALS			4237				
	0100105582	04/09/2026	93651717	260508		6-19-971-00-0040-0610-000-003897	50.11
	0100105582	04/09/2026	93651717	260508		6-27-971-26-3330-0610-000-008600	125.27
	0100105582	04/09/2026	93651717	260508	PK CLASSROOM SUPPLY	6-26-971-33-3310-0610-000-000000	75.15
Total Check: 0100105582							\$250.53
Total Vendor: 4237							\$250.53
LCEA			20214				
	0100105646	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-22-000-00-0000-7421-000-000000	274.37
	0100105646	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000	3,856.24
	0100105646	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-26-000-00-0000-7421-000-000000	148.02
	0100105646	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-19-000-00-0000-7421-000-000000	147.54
	0100105646	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-27-000-00-0000-7421-000-000000	240.01
Total Check: 0100105646							\$4,666.18
Total Vendor: 20214							\$4,666.18

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LYONS GADDIS,P.C.		39039					
0100105583	04/09/2026	STMT #7		3/CHARGES ACCT 19221.0000	6-10-602-10-0090-0300-000-000000	249.50	
Total Check: 0100105583						\$249.50	
Total Vendor: 39039						\$249.50	
MARCIN ENGINEERING		43281					
0100105584	04/09/2026	15211	260224	LAND SURVEY SERVICES	6-10-602-00-2518-0300-000-000000	614.00	
Total Check: 0100105584						\$614.00	
Total Vendor: 43281						\$614.00	
MARGARET KOTOPOULOS		981					
0100105668	04/30/2026	04-28-2026_17		PREVIOUS YR LOST CH REISSUE	6-10-600-00-0000-1990-000-000000	41.10	
Total Check: 0100105668						\$41.10	
Total Vendor: 981						\$41.10	
MARIA ANTONIETA LIZARDO		17922					
0100105635	04/21/2026	04-20-2026_7		3/11-4/10 MILEAGE REIM	6-10-710-26-2600-0580-000-000000	44.33	
0100105635	04/21/2026	04-20-2026_7		3/11-4/10 MILEAGE REIM	6-21-740-31-3100-0580-000-000000	44.33	
Total Check: 0100105635						\$88.66	
Total Vendor: 17922						\$88.66	
MARK KOLARIK		42803					
0100105614	04/16/2026	04-10-2026_4		REIMBURSE SUBSTITUTE LICENSE	6-10-601-23-2391-0585-000-000000	62.40	
Total Check: 0100105614						\$62.40	
Total Vendor: 42803						\$62.40	
MCI		2960					
0100105585	04/09/2026	04-06-2026_13		3/LONG DISTANCE FAX ACCT 08660958314	6-10-602-10-0090-0531-000-000000	90.76	
Total Check: 0100105585						\$90.76	
Total Vendor: 2960						\$90.76	
MEADOW GOLD DAIRIES		1343					
0100105559	04/02/2026	04-01-2026_21		3/MEADOWGOLD MILK	6-21-740-31-3100-0631-000-000000	3,363.90	
Total Check: 0100105559						\$3,363.90	
Total Vendor: 1343						\$3,363.90	
MELISSA VILLARREAL		42706					
0100105615	04/16/2026	04-10-2026_30		3/27-4/4 FOOD REIM	6-10-720-27-2700-0690-000-000000	40.26	
Total Check: 0100105615						\$40.26	
Total Vendor: 42706						\$40.26	

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
MICHELE DEWINE			24058				
	0100105616	04/16/2026	04-10-2026_11		REIMBURSE JR HI SCIENCE CLASSROOM SUPPLY	6-10-201-10-1310-0610-000-000000	26.97
Total Check: 0100105616							\$26.97
Total Vendor: 24058							\$26.97
MIDWEST BUS SALES, INC			34908				
	0100105560	04/02/2026	C060013719:01		BUS 20 CROSSOVER MIRRORS	6-10-720-27-2700-0430-000-000000	77.86
Total Check: 0100105560							\$77.86
Total Vendor: 34908							\$77.86
MIDWEST CONNECT			6408				
	0100105636	04/21/2026	836878		POSTAGE MACHINE SEALANT	6-10-602-10-0090-0533-000-000000	80.00
Total Check: 0100105636							\$80.00
	0100105653	04/27/2026	836878-S&H		S&H ON INV 836878	6-10-602-10-0090-0533-000-000000	40.28
Total Check: 0100105653							\$40.28
Total Vendor: 6408							\$120.28
MILLIG, LLC			43508				
	0100105586	04/09/2026	04062026_17	260309	ENERGY LIGHTING PROJECT #24012	6-43-602-00-4000-0723-000-001209	140,563.23
Total Check: 0100105586							\$140,563.23
	0100105587	04/09/2026	04062026_18	260523	LAKE COUNTY HIGH SCHOOL RETROCOMMISSIONI	6-43-602-00-4000-0723-000-001209	70,179.42
Total Check: 0100105587							\$70,179.42
Total Vendor: 43508							\$210,742.65
MONA CLOYS			10944				
	0100105588	04/09/2026	04-06-2026_16		REIMBURSE CTSO DUES	6-10-302-10-0060-0810-000-000000	100.00
Total Check: 0100105588							\$100.00
Total Vendor: 10944							\$100.00
MOUNTAIN MAGIC DRAIN CLEANING			33731				
	0100105654	04/27/2026	04-27-2026_4		LCIS AND LCHS DRAIN REPAIR & BALL VALVE	6-10-710-26-2600-0300-000-000000	415.00
Total Check: 0100105654							\$415.00
Total Vendor: 33731							\$415.00
NATHANIEL CASADOS			34029				
	0100105617	04/16/2026	04-10-2026_9		REIMBURSE PE SUPPLY	6-10-101-10-0010-0610-000-000000	59.55
Total Check: 0100105617							\$59.55
Total Vendor: 34029							\$59.55

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
NATIONAL HEAD START ASSOC.			92475				
	0100105589	04/09/2026	04-06-2026_2		FY26 ANNUAL MEMBERSHIP CUST #11191	6-27-971-26-3330-0810-000-008600	404.00
	0100105589	04/09/2026	04-06-2026_2		FY26 ANNUAL MEMBERSHIP CUST #11191	6-27-971-01-3330-0810-000-008600	101.00
Total Check: 0100105589							\$505.00
Total Vendor: 92475							\$505.00
NORTHFIELD HIGH SCHOOL			43966				
	0100105561	04/02/2026	04-01-2026_5		4/17,4/18 HS TRACK ENTRY FEE	6-10-301-14-1800-0584-000-000000	375.00
Total Check: 0100105561							\$375.00
Total Vendor: 43966							\$375.00
PARKVILLE WATER DISTRICT			334				
	0100105669	04/30/2026	04-28-2026_15		4/WATER 1151	6-27-971-01-3330-0620-000-008600	7.69
	0100105669	04/30/2026	04-28-2026_15		4/WATER 1151	6-27-971-26-3330-0620-000-008600	43.50
	0100105669	04/30/2026	04-28-2026_15		4/WATER 1151	6-19-971-00-2600-0410-000-003897	20.47
	0100105669	04/30/2026	04-28-2026_15		4/WATER 1151	6-26-971-33-3310-0810-000-000000	17.91
	0100105669	04/30/2026	04-28-2026_8		4/WATER 1265	6-10-710-26-2600-0411-000-000000	73.76
	0100105669	04/30/2026	04-28-2026_15		4/WATER 1151	6-10-710-26-2600-0411-000-000000	166.32
	0100105669	04/30/2026	04-28-2026_10		4/WATER 1219	6-10-710-26-2600-0411-000-000000	88.87
	0100105669	04/30/2026	04-28-2026_11		4/WATER 1218	6-10-710-26-2600-0411-000-000000	180.16
	0100105669	04/30/2026	04-28-2026_12		4/WATER 1217	6-10-710-26-2600-0411-000-000000	403.36
	0100105669	04/30/2026	04-28-2026_13		4/WATER 1216	6-10-710-26-2600-0411-000-000000	1,018.74
	0100105669	04/30/2026	04-28-2026_14		4/WATER 1206	6-10-710-26-2600-0411-000-000000	330.59
	0100105669	04/30/2026	04-28-2026_9		4/WATER 1264	6-10-710-26-2600-0411-000-000000	77.25
Total Check: 0100105669							\$2,428.62
Total Vendor: 334							\$2,428.62
PAUL H. BROOKS CO, INC.			37729				
	0100105590	04/09/2026	1341575		FY26 ASQ SUBSCRIPTION	6-26-971-33-3310-0610-000-000000	149.97
	0100105590	04/09/2026	1341575		FY26 ASQ SUBSCRIPTION	6-27-971-26-3330-0610-000-008600	249.95
	0100105590	04/09/2026	1341575		FY26 ASQ SUBSCRIPTION	6-19-971-00-0040-0610-000-003897	99.98
Total Check: 0100105590							\$499.90
Total Vendor: 37729							\$499.90
PERA			340				
	0102756886	04/27/2026	04-27-2026_5		4/PERA	6-10-000-00-0000-7473-000-000000	262,571.10
Total Check: 0102756886							\$262,571.10
Total Vendor: 340							\$262,571.10
PHEBE NICOLE CONDON			34649				
	0100105618	04/16/2026	04-10-2026_10		REIMBURSE SCI CLASSROOM SUPPLY	6-10-301-10-1310-0610-000-000000	9.40
Total Check: 0100105618							\$9.40
Total Vendor: 34649							\$9.40

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Vendor Name			Vendor				
Check	Check Date	Invoice	PO	Description	Account	Amount	
PHONEWARE		40070					
0100105562	04/02/2026	IN-8000832939583		4/LOCAL AND LONG DISTANCE	6-10-602-10-0090-0531-000-000000	724.51	
Total Check: 0100105562						\$724.51	
Total Vendor: 40070						\$724.51	
PLATTE CANYON MIDDLE SCHOOL		43958					
0100105563	04/02/2026	04-01-2026_4		4/24 MS TRACK ENTRY FEE	6-10-201-14-1800-0584-000-000000	100.00	
Total Check: 0100105563						\$100.00	
Total Vendor: 43958						\$100.00	
POSTMASTER		7456					
0100105564	04/02/2026	04-01-2026_6		STAMPS	6-10-100-10-0010-0533-000-000000	78.00	
Total Check: 0100105564						\$78.00	
Total Vendor: 7456						\$78.00	
PROCARE THERAPY		41041					
0100105591	04/09/2026	21420604		W/E 3/27 / SCHOOL COUNSELOR	6-22-101-00-0010-0300-000-004451	3,520.00	
Total Check: 0100105591						\$3,520.00	
0100105619	04/16/2026	21425140		W/E 4/3 / SCHOPOL COUNDELOR	6-22-101-00-0010-0300-000-004451	3,520.00	
Total Check: 0100105619						\$3,520.00	
0100105637	04/21/2026	21431364		W/E 4/10 / SCHOOL COUNSELOR	6-22-101-00-0010-0300-000-004451	3,520.00	
Total Check: 0100105637						\$3,520.00	
0100105655	04/27/2026	21435908		W/E 4/17-SCHOOL COUNSELOR	6-22-101-00-0010-0300-000-004451	1,760.00	
Total Check: 0100105655						\$1,760.00	
Total Vendor: 41041						\$12,320.00	
QUADIENT, INC		9563					
0100105638	04/21/2026	62835591		5/26-8/10 POSTAGE METER RENTAL	6-10-602-10-0090-0533-000-000000	225.00	
Total Check: 0100105638						\$225.00	
Total Vendor: 9563						\$225.00	
QUILL CORPORATION		539					
0100105565	04/02/2026	47784765		CTE COURSE SUPPLIES	6-10-301-10-1600-0610-000-003120	67.98	
0100105565	04/02/2026	47779865		CTE COURSE SUPPLIES	6-10-301-10-1600-0610-000-003120	2.55	
0100105565	04/02/2026	47773697		CTE COURSE SUPPLIES	6-10-301-10-1600-0610-000-003120	31.61	
Total Check: 0100105565						\$102.14	
Total Vendor: 539						\$102.14	
ROCKY MTN. FAMILY PRACTICE		3520					
0100105566	04/02/2026	MARCH 2026		DOT DRUG TESTING	6-10-720-27-2700-0300-000-000000	195.00	
Total Check: 0100105566						\$195.00	
Total Vendor: 3520						\$195.00	

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Vendor Name	Vendor						
Check	Check Date	Invoice	PO	Description	Account	Amount	
SAFEWAY INC.		376					
0100105656	04/27/2026	04-27-2026_7		4/CHARGES ACCT 52324	6-21-740-31-3100-0630-000-000000	597.94	
Total Check: 0100105656						\$597.94	
Total Vendor: 376						\$597.94	
SANGRE DE CRISTO ELECTRIC		382					
0100105592	04/09/2026	04-06-2026_15		3/TWIN LAKES SCHOOLHOUSE ACCT 13090000	6-10-710-26-2600-0620-000-000000	58.34	
Total Check: 0100105592						\$58.34	
Total Vendor: 382						\$58.34	
SCANGA MEAT CO		35572					
0100105593	04/09/2026	1508		MEAT PRODUCTS	6-21-740-31-3100-0630-000-000000	1,894.02	
Total Check: 0100105593						\$1,894.02	
Total Vendor: 35572						\$1,894.02	
SCHOOL SPECIALTY, LLC		4091					
0100105620	04/16/2026	2081366906748	260509	RAPKE/EXTRA TEACHER SUPPLY	6-10-100-10-0010-0610-000-000000	81.85	
Total Check: 0100105620						\$81.85	
Total Vendor: 4091						\$81.85	
SCRIPTSOURCING, LLC		42820					
0100105621	04/16/2026	50743		3/SCRIPTSOURCING CHARGES	6-64-602-00-2835-0520-000-000000	552.89	
Total Check: 0100105621						\$552.89	
Total Vendor: 42820						\$552.89	
SPARK AND COMPASS CONSULTING		42870					
0100105657	04/27/2026	1-042226		3/19,4/13 MTG & MILEAGE EXP REIM	6-22-602-00-2100-0610-000-001213	552.74	
Total Check: 0100105657						\$552.74	
Total Vendor: 42870						\$552.74	
SPRAGUE PEST SOLUTIONS		42455					
0100105670	04/30/2026	6159680		4/PEST CONTROL ACCT 101905698	6-10-100-10-0010-0610-000-000000	75.00	
0100105670	04/30/2026	6159682		4/PEST CONTROL ACCT 101905698	6-10-100-10-0010-0610-000-000000	75.00	
0100105670	04/30/2026	6159671		4/PEST CONTROL ACCT 101905698	6-10-100-10-0010-0610-000-000000	75.00	
0100105670	04/30/2026	6159678		4/PEST CONTROL ACCT 101905698	6-10-100-10-0010-0610-000-000000	130.00	
0100105670	04/30/2026	6159677		4/PEST CONTROL ACCT 101905698	6-10-100-10-0010-0610-000-000000	130.00	
0100105670	04/30/2026	6159679		4/PEST CONTROL ACCT 101905698	6-10-100-10-0010-0610-000-000000	90.00	
Total Check: 0100105670						\$575.00	
Total Vendor: 42455						\$575.00	
STECK INSIGHTS LLC		36161					
0100105622	04/16/2026	3863		4/MONTHLY WEBSITE SERVICE	6-10-602-10-0090-0300-000-000000	259.00	
Total Check: 0100105622						\$259.00	
Total Vendor: 36161						\$259.00	

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
STERLING LITERACY CONSULTING			38318				
	0100105623	04/16/2026	32026	260098	FY26 MONTHLY COACHING	6-22-602-00-2210-0300-000-003246	8,000.00
	Total Check: 0100105623						\$8,000.00
	0100105671	04/30/2026	LC42026	260098	FY26 MONTHLY COACHING	6-22-602-00-2210-0300-000-003246	12,000.00
	Total Check: 0100105671						\$12,000.00
	Total Vendor: 38318						\$20,000.00
STJERNHOLM CHIROPRACTIC			33243				
	0100105624	04/16/2026	04-10-2026_6		DOT PHYSICAL-BD	6-10-720-27-2700-0300-000-000000	90.00
	Total Check: 0100105624						\$90.00
	0100105658	04/27/2026	04-27-2026_3		KK CDL DOT PHYSICAL	6-10-720-27-2700-0300-000-000000	90.00
	Total Check: 0100105658						\$90.00
	Total Vendor: 33243						\$180.00
SUNWARD FEDERAL CREDIT UNION			43559				
	0100105647	04/27/2026	27-APR-26		PAYROLL LIABILITIES	6-10-000-00-0000-7421-000-000000	478.33
	Total Check: 0100105647						\$478.33
	Total Vendor: 43559						\$478.33
TAYLOR RAPKE			27430				
	0100105567	04/02/2026	04-01-2026_9		SUPPLY REIM	6-10-100-10-0010-0610-000-000000	39.93
	0100105567	04/02/2026	04-01-2026_9		SPED SUPPLIES	6-10-100-12-1700-0610-000-003130	17.21
	0100105567	04/02/2026	04-01-2026_8		PT CONF EXP REIM	6-10-602-20-2213-0610-000-000000	78.74
	Total Check: 0100105567						\$135.88
	0100105639	04/21/2026	04-20-2026_8		APRIL DOLLAR DAY SUPPLY REIM	6-10-100-10-0010-0610-000-000000	12.98
	Total Check: 0100105639						\$12.98
	Total Vendor: 27430						\$148.86
TAYLOR TRELKA CONSULTING LLC			42838				
	0100105625	04/16/2026	008	250691		6-22-602-00-2100-0300-000-004010	810.00
	0100105625	04/16/2026	008	250691		6-22-302-00-0060-0300-000-004010	2,460.00
	Total Check: 0100105625						\$3,270.00
	0100105626	04/16/2026	009	260466	2/12-6/30/26 PASS FACILITATION AND C	6-22-602-01-2100-0300-000-007839	210.00
	Total Check: 0100105626						\$210.00
	Total Vendor: 42838						\$3,480.00
THRIVE THERAPY GLOBAL PLLC			43150				
	0100105640	04/21/2026	89		4/19 PSYCHOLOGY SERVICES	6-10-602-12-1700-0300-000-003130	50.00
	Total Check: 0100105640						\$50.00
	Total Vendor: 43150						\$50.00

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
TIGER, INC			29874				
	0100105627	04/16/2026	0326588237		3/UTILITIES GAS CUST 01627-04	6-10-710-26-2600-0620-000-000000	4,867.54
	0100105627	04/16/2026	0326588318		3/UTILITIES GAS CUST 01627-07	6-19-971-00-2600-0410-000-003897	528.96
	0100105627	04/16/2026	0326588318		3/UTILITIES GAS CUST 01627-07	6-26-971-33-3310-0610-000-000000	462.84
	0100105627	04/16/2026	0326588318		3/UTILITIES GAS CUST 01627-07	6-27-971-01-3330-0620-000-008600	198.37
	0100105627	04/16/2026	0326588318		3/UTILITIES GAS CUST 01627-07	6-27-971-26-3330-0620-000-008600	1,124.04
	0100105627	04/16/2026	0326588318		3/UTILITIES GAS CUST 01627-07	6-10-710-26-2600-0620-000-000000	4,297.81
	0100105627	04/16/2026	0326588238		3/UTILITIES GAS CUST 01627-05	6-10-710-26-2600-0620-000-000000	788.06
	0100105627	04/16/2026	0326588239		3/UTILITIES GAS CUST 01627-06	6-10-710-26-2600-0620-000-000000	909.27
	0100105627	04/16/2026	0326588235		3/UTILITIES GAS CUST 01627-01	6-10-710-26-2600-0620-000-000000	4,611.84
Total Check: 0100105627							\$17,788.73
Total Vendor: 29874							\$17,788.73
VERIZON WIRELESS			3373				
	0100105628	04/16/2026	6140290900		3/CHARGES ACCT 970483601-00001	6-10-602-10-0090-0531-000-000000	2,860.68
	0100105628	04/16/2026	6140290900		3/CHARGES ACCT 970483601-00001	6-10-602-10-0090-0531-000-000000	61.03
					BUS		
	0100105628	04/16/2026	6140290900		3/CHARGES ACCT 970483601-00001	6-27-971-01-3330-0531-000-008600	51.03
					EHS HV		
	0100105628	04/16/2026	6140290900		3/CHARGES ACCT 970483601-00001	6-19-971-00-2600-0410-000-003897	33.74
					HS DIR		
	0100105628	04/16/2026	6140290900		3/CHARGES ACCT 970483601-00001	6-27-971-01-3330-0531-000-008600	16.88
					HS DIR		
	0100105628	04/16/2026	6140290900		3/CHARGES ACCT 970483601-00001	6-26-971-33-3310-0810-000-000000	33.74
					HS DIR		
	0100105628	04/16/2026	6140290900		3/CHARGES ACCT 970483601-00001	6-27-971-26-3330-0531-000-008600	84.36
					HS DIR		
Total Check: 0100105628							\$3,141.46
Total Vendor: 3373							\$3,141.46
WASTE MANAGEMENT OF CO INC			39934				
	0100105594	04/09/2026	0748056-2540-4		3/MONTHLY TRASH SVR ACCT 27-15308-13008	6-10-710-26-2600-0421-000-000000	4,313.08
Total Check: 0100105594							\$4,313.08
Total Vendor: 39934							\$4,313.08
WELLNESS SCREENING LLC			1704				
	0100105595	04/09/2026	3162	260519	MARCH DRUG SCREENINGS	6-10-720-27-2700-0300-000-000000	558.00
Total Check: 0100105595							\$558.00
Total Vendor: 1704							\$558.00
WESTERN SLOPE BAR SUPPLIES			3682				
	0100105659	04/27/2026	04-27-2026_10		4/WATER ACCT 34150000	6-10-720-27-2700-0610-000-000000	49.00
	0100105659	04/27/2026	04-27-2026_10		4/WATER ACCT 34150000	6-10-602-10-0090-0610-000-000000	282.50
Total Check: 0100105659							\$331.50
Total Vendor: 3682							\$331.50

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Vendor Name	Check	Check Date	Vendor Invoice	PO	Description	Account	Amount
WJ VISIONS, LLC			34444				
	0100105596	04/09/2026	326	260178	SOCIAL WORK SUPERVISION STUDENT RE-ENGAG	6-22-602-00-2100-0300-000-003231	150.00
Total Check: 0100105596							\$150.00
Total Vendor: 34444							\$150.00
WORLD CUP SUPPLY, INC.			38628				
	0100105660	04/27/2026	341353	260458	QUOTE #46620 2/11/2026 VALID FOR 30 DAYS	6-10-301-14-1885-0610-000-000000	862.21
Total Check: 0100105660							\$862.21
Total Vendor: 38628							\$862.21
XCEL ENERGY			3732				
	0100105568	04/02/2026	970710444		3/UTILITIES ACCT 53-0013027313-0	6-19-971-00-2600-0410-000-003897	365.53
	0100105568	04/02/2026	970710444		3/UTILITIES ACCT 53-0013027313-0	6-10-710-26-2600-0620-000-000000	2,970.00
	0100105568	04/02/2026	970710444		3/UTILITIES ACCT 53-0013027313-0	6-27-971-26-3330-0620-000-008600	776.77
	0100105568	04/02/2026	970710444		3/UTILITIES ACCT 53-0013027313-0	6-27-971-01-3330-0620-000-008600	137.10
	0100105568	04/02/2026	970710444		3/UTILITIES ACCT 53-0013027313-0	6-26-971-33-3310-0810-000-000000	319.84
Total Check: 0100105568							\$4,569.24
	0100105597	04/09/2026	971193430		3/UTILITIES ACCT 53-2359658-5	6-10-710-26-2600-0620-000-000000	13,436.63
Total Check: 0100105597							\$13,436.63
	0100105661	04/27/2026	974905611		4/UTILITIES ACCT 53-0013027313-0	6-10-710-26-2600-0620-000-000000	2,795.08
	0100105661	04/27/2026	974905611		4/UTILITIES ACCT 53-0013027313-0	6-27-971-26-3330-0620-000-008600	731.02
	0100105661	04/27/2026	974905611		4/UTILITIES ACCT 53-0013027313-0	6-27-971-01-3330-0620-000-008600	129.02
	0100105661	04/27/2026	974905611		4/UTILITIES ACCT 53-0013027313-0	6-26-971-33-3310-0810-000-000000	301.00
	0100105661	04/27/2026	974905611		4/UTILITIES ACCT 53-0013027313-0	6-19-971-00-2600-0410-000-003897	344.01
Total Check: 0100105661							\$4,300.13
Total Vendor: 3732							\$22,306.00
Grand Total:							\$1,616,714.16

Batch Year: 26 Batch Range: 000001 - 009999 Check Date Range: 04/01/2026 - 04/30/2026

FMVEN10A (build 26.3.8.1)

Selection Criteria

Batch Year	26
Begin Batch	000001
End Batch	009999
Begin Check Date	04/01/2026
End Check Date	04/30/2026
Vendors	All - All Vendors
Role ID	ADMIN

Cash Flow Financial Report
FY 2025-2026

		<u>Beginning Balance</u>	<u>Activity</u>	<u>Deposits</u>	<u>State Loan Deposits</u>	<u>Ending Balance</u>	
Lake County School District							
Operating Account	July	\$ 2,956,837.24	\$ 1,476,565.75	\$ 298,783.69	\$ -	\$ 1,779,055.18	
	August	\$ 1,779,055.18	\$ 1,682,783.77	\$ 782,113.48		\$ 878,384.89	
	September	\$ 878,384.89	\$ 1,838,999.89	\$ 1,645,637.87		\$ 685,022.87	
	October	\$ 685,022.87	\$ 1,555,253.08	\$ 1,735,410.63		\$ 865,180.42	
	November	\$ 865,180.42	\$ 1,498,215.61	\$ 1,148,621.02		\$ 515,585.83	
	December	\$ 515,585.83	\$ 1,667,576.90	\$ 752,277.76	\$ 826,108.00	\$ 426,394.69	\$ 1,578,385.76
	January	\$ 426,394.69	\$ 1,544,848.98	\$ 821,575.98	\$ 759,123.00	\$ 462,244.69	\$ 1,580,698.98
	February	\$ 462,244.69	\$ 1,629,686.61	\$ 876,967.95	\$ 876,061.00	\$ 585,587.03	\$ 1,753,028.95
	March	\$ 585,587.03	\$ 3,868,353.68	\$ 3,010,317.19	\$ 1,239,190.00	\$ 966,740.54	\$ 4,249,507.19
	April	\$ 966,740.54	\$ 2,148,978.97	\$ 1,249,277.35	\$ 364,164.00	\$ 431,202.92	\$ 1,613,441.35
	May					\$ -	
	June					\$ -	
Colotrust Account	July	\$ 2,357,158.38	\$ -	\$ 189,564.43		\$ 2,546,722.81	
	August	\$ 2,546,722.81	\$ 250,000.00	\$ 461,271.81		\$ 2,757,994.62	
	September	\$ 2,757,994.62	\$ 1,300,000.00	\$ 337,138.46		\$ 1,795,133.08	
	October	\$ 1,795,133.08	\$ 775,000.00	\$ 207,442.24		\$ 1,227,575.32	
	November	\$ 1,227,575.32	\$ 800,000.00	\$ 361,482.08		\$ 789,057.40	
	December	\$ 789,057.40	\$ 320,000.00	\$ 338,876.15		\$ 807,933.55	
	January	\$ 807,933.55	\$ 500,000.00	\$ 520,336.75		\$ 828,270.30	
	February	\$ 828,270.30	\$ 300,000.00	\$ 347,087.62		\$ 875,357.92	
	March	\$ 875,357.92	\$ -	\$ 238,576.33		\$ 1,113,934.25	
	April	\$ 1,113,934.25	\$ 350,000.00	\$ 277,943.16		\$ 1,041,877.41	
	May					\$ -	
	June					\$ -	
Payroll Account	July	\$ 11,553.14	\$ 512,026.37	\$ 506,000.00		\$ 5,526.77	
	August	\$ 5,526.77	\$ 571,027.94	\$ 576,165.56		\$ 10,664.39	
	September	\$ 10,664.39	\$ 895,395.41	\$ 896,009.00		\$ 11,277.98	
	October	\$ 11,277.98	\$ 633,050.19	\$ 640,000.00		\$ 18,227.79	
	November	\$ 18,227.79	\$ 619,281.31	\$ 611,000.00		\$ 9,946.48	
	December	\$ 9,946.48	\$ 633,842.39	\$ 634,000.00		\$ 10,104.09	
	January	\$ 10,104.09	\$ 598,687.94	\$ 599,000.00		\$ 10,416.15	
	February	\$ 10,416.15	\$ 645,664.08	\$ 646,000.00		\$ 10,752.07	
	March	\$ 10,752.07	\$ 603,995.05	\$ 604,000.00		\$ 10,757.02	
	April	\$ 10,757.02	\$ 617,053.86	\$ 615,536.92		\$ 9,240.08	
	May					\$ -	
	June					\$ -	