

GARFIELD HEIGHTS BOARD OF EDUCATION  
GARFIELD HEIGHTS, OHIO

RECORD OF PROCEEDINGS  
Minutes – Regular Board Meeting  
January 21, 2020

The Board of Education of the Garfield Heights City School District met regular session on Tuesday, January 21, 2020 at the Garfield Heights Board of Education, 5640 Briarcliff Dr., Garfield Heights, Ohio 44125 at 6:00 p.m. with Mr. Joseph M. Juby, President of the Board, presiding.

ROLL CALL

Present: Mr. Juby, Mr. Dobies, Mrs. Daniels, Mrs. Kitson, Ms. Thomas  
Absent:

**RECOMMEND ADOPTION OF AGENDA AS PRESENTED**

Moved by Mr. Dobies, seconded by Mrs. Kitson to approve the agenda as adopted.

Ayes: Dobies, Kitson, Daniels, Thomas, Juby  
Nays: None

**MOMENT OF SILENT REFLECTION & PLEDGE OF ALLEGIANCE**

**READING & APPROVAL OF MINUTES**

Moved by Mr. Dobies, seconded by Ms. Thomas to approve the minutes from:

Regular Board Meeting of December 19, 2019

Ayes: Dobies, Thomas, Daniels, Kitson, Juby  
Nays: None

**BOARD PRESIDENT'S REPORT**

Good evening & welcome to our first Regular Board Meeting of 2020. I recently had the privilege of attending the season premiere of Music Express & Center Stage. The performance was outstanding, what talented students we have in our District.

If you have the chance, please go see these groups perform. You will not be disappointed.

That concludes my report.

Since one of the District's improvement goals is around literacy, Mrs. Saxton shared how federal funds and competitive grants are supporting the District's goal. Examples of staffing, resources and professional development supporting literacy was provided. An update was also given on the Early Literacy Ohio Pilot (Maple Leaf) and the Striving Readers Grant. This included providing members with the updated copy of the Local Literacy Plan 2018-2021. Key message here is making sure federal fiscal resources are aligned to sustain the initiatives aligned to the District's goals and the Local Literacy Plan.

## **RECOGNITIONS/COMMENDATIONS**

The Ohio School Boards Association designated January as School Board recognition month and Mr. Christopher Hanke acknowledged and handed out certificates of appreciation to the board members.

## **SUPERINTENDENT'S REPORT**

Thank you very much, Mr. President. The Board of Education hosted its regular Organizational Meeting Tuesday, January 7, 2020 at which Mr. Joe Juby was elected as President and Mr. Robert Dobies was named as Vice President. The District also officially welcomed Ashley Thomas and Nichelle Daniels to the Board of Education. Along with Member Christine Kitson, each of our five board members were officially sworn in for the new term. Congratulations to everyone.

The community should also know that the month of January in the State of Ohio is Board Recognition Month. Each time this part of the year, administrators and Districts from around the State of Ohio pay tribute to the time, leadership, sacrifice and vision of our respective Board of Education members, and I wish to do so this evening. We have a wonderful Board of Education. New members will make our work more exciting and our future even more promising. Our Board of Education members cast a vision for the District, and empower staff members to fulfill that vision. They have the students' best interest in mind always, and as they create policy and establish goals for the Garfield Heights City Schools, our students have the opportunity to thrive. At this time, we would like to formally recognize our members of the Board of Education: Joseph Juby, Robert Dobies, Christine Kitson, Nichelle Daniels and Ashley Thomas. Please join me in giving them a round of applause.

The community will continue to see more about the District pursuit of a revised Strategic Plan that will carry us into the future and beyond. We invited interested participants to sign up through the Superintendent's Office, and with everyone's help, I am proud to say that our total number of volunteers is more than 70 strong at this point, including parents, staff, students, elected officials, Board Members and more. This ensures that our strategic planning process will be truly community-based, an important component that helps to realize the voice of the people. Our first meeting will take place on Thursday, February 20, 2020 from 5 – 7 p.m. in the cafeteria at Garfield Heights High School. At the meeting, participants will enjoy snacks and refreshments and receive free admission to the boys home varsity basketball game immediately following the meeting. If anyone would like to participate in the strategic planning meeting, please contact Lisa Miller at the Board office. The number is 216-475-8100. Thank you in advance to those who have already volunteered to participate.

Moved by Mr. Dobies, seconded by Mrs. Kitson to approve the classified contract(s) for the 2019-2020 school year as follows:

<u>Name</u>	<u>Position</u>	<u>Hours</u>	<u>Exp.</u>
Hassan Brown (eff: 01/13/2020)	Instructional Asst. (2B) - Floater	6	0
Jose Negron Jr. (eff: 1/14/2020)	Bus Aide (1E) - Trans.	4	0
Marlene Hultine (eff: 1/7/2020)	Aux. Service Clerk (3A) - St. Benedict	11 hrs./week	0
William Fitzpatrick (eff: 1/14/2020)	PT Vehicle Driver (3E) - Trans.	4	0
Sherelle Harris (eff: TBD)	General Café (1C) -ML	6	0

Ayes: Dobies, Kitson, Daniels, Thomas, Juby  
Nays: None

Moved by Mr. Dobies, seconded by Mrs. Kitson to approve the following classified transfer/change of assignments for the 2019-2020 school year as follows:

<u>Name</u>	<u>Previous Position</u>	<u>New Position</u>	<u>Hours</u>	<u>Step</u>
Jessica Wells (eff: 1/13/19)	Gen. Cafeteria (1C)-WF	PT Vehicle Driver (3E)	4	1

Ayes: Dobies, Kitson, Daniels, Thomas, Juby  
Nays: None

Moved by Mr. Dobies, seconded by Mrs. Kitson to approve the Athletic Supplemental Position(s) for the 2019-2020 school year as listed below:

Mackenzie Nekl - Head Softball Coach – HS

Ayes: Dobies, Kitson, Daniels, Thomas, Juby  
Nays: None

Moved by Mr. Dobies, seconded by Mrs. Kitson to approve the Academic Supplemental Position(s) for the 2019-2020 school year as listed below:

Tim Cohn - Noon Intramural Supervisor - EW (Second 2 Qtrs.)

Ayes: Dobies, Kitson, Daniels, Thomas, Juby  
Nays: None

**ANNOUNCEMENT OF NEXT BOARD MEETINGS**

**Board of Education Regular Meeting – 6:00 P.M.  
February 24, 2020  
Board of Education Offices  
5640 Briarcliff Dr.  
Garfield Heights, Ohio 44125**

Moved by Mr. Dobies, seconded, by Mrs. Kitson to adjourn at 6:47 p.m.

Ayes: Dobies, Kitson, Daniels, Thomas, Juby

Nays: None



President



Treasurer

# News Flash!

## CVCC Board of Education- Garfield Heights District



January 9, 2020

### **CVCC's PET Students Visit VA Center**

On Friday, December 19, CVCC's Power Equipment Technology students, instructed by Mr. Gerry Koenig, visited the VA of Northeast Ohio. CVCC students distributed 100 gift bags, which included blankets and personal care items, to patients. During their visit to the facility, they met with veterans at the center and thanked them for their service. What an exceptional way to give back, show appreciation and spread some holiday cheer!



### **Laying of Wreaths**

On Saturday, December 14, representatives from CVCC's Power Equipment Technology program, instructed by Mr. Gerry Koenig, CVCC's Construction Trades program, instructed by Mr. Paul Yuravak, and CVCC's Education Professions program, instructed by Mrs. Josephine Everhart, spent the morning at the Ohio Western Reverse National Cemetery (OWRNC) placing wreaths on the graves of our fallen soldiers. CVCC's students were humbled and witnessed what it meant to the family and friends for all those interned at OWRNC to have wreaths at each grave marker. Thank you for the continued support of the Wreaths Across America campaign. The programs were successful in reaching their goal of collecting 1,000 wreath sponsorships; they actually exceeded their goal, collecting 1,264+ wreaths in total. Wonderful job!



### **Food Drive at CVCC**

Throughout the holiday season, CVCC held its annual Food Drive. A total of 500 pounds of food was collected and donated to local food centers in Ohio. A very big thank you to CVCC's Sales and Service program, instructed by Mrs. Mindy Wracher and Educational Aide Mrs. Kristin Brauer, as well as CVCC's Sports Medicine and

Exercise Science program, instructed by Mr. Shawn Fahey, for facilitating the food drive. What a great way to give back!

### **Holiday Craft with CVCC High School Programs**

On Friday, December 13, CVCC's Health Careers students, instructed by Ms. Diane Ellis, coordinated a holiday craft to complete with CVCC's Sales and Service program, instructed by Mrs. Mindy Wracher, and Transition to Work program, instructed by Mrs. Patty Kempf. The students decorated a picture frame and played group-related games. These festivities allowed for the Health Careers students to work with students who have special needs, creating lessons in patience and communication; while the Sales and Service, and Transition to Work students learned teamwork as well as communication skills. What a collaborative effort among CVCC students that benefitted all involved!



### **2020 Scholastic Arts and Writing Award Winners**

Very big congratulations to the CVCC students who are Regional Scholastic Art Winners! Students in CVCC's Digital Design program, instructed by Mrs. Melissa Munro, competed against all of Cuyahoga County High Schools' Art and Photography programs in this competition. Winners include...

**Autumn Player** - (DD2) from GHHS - Gold Key - First Place - Photography - "Momma's Tea"  
**Rosalie Sajovie** - (DD2) from GHHS - Honorable Mention - Third Place - Photography - "Unconventional"

### **Holiday Luncheon Buffet**

On Wednesday, December 11, and Thursday, December 12, CVCC's Culinary Arts program hosted a Holiday Luncheon Buffet in the Valley Inn for other students, staff, and community members to enjoy. CVCC was joined by many who enjoyed the buffet, as it provided a great way for the culinary students to practice and expand on their skills and knowledge. The event was also a wonderful way to celebrate the holidays and support the Culinary Arts program. The students donated their gratuities from the event to give back to the local community, collaborating with The Greater Cleveland Food Bank/Harvest for Hunger program. The Culinary Arts program donated \$575, which will help provide 2,300 meals to individuals in need. Additionally, due to the students efforts, Megan Grenier, Corporate Relations Coordinator for the Greater Cleveland Food Bank, invited the Culinary Arts students for a tour of the Food Bank to show them how the money



they raised will impact our community. What an amazing event and partnership!

### **CVCC Blood Drive**

On Friday, December 6, CVCC hosted a blood drive to collect contributions to be donated to the American Red Cross. The blood drive had a festive holiday theme that added a lot of excitement to the day. Between the two blood drives held at CVCC this year, a total of 48 pints of blood have been donated to assist in compensating for the shortage of blood within Northeast Ohio. Thank you to CVCC's Dental Assisting, Medical Administrative Specialist, and Health Careers programs for sponsoring the blood drives throughout the year, what an awesome job - well done!



### **1st Quarter 100% Club**

CVCC's 1st quarter 100% Club which consists of students with perfect attendance so far for the 2019-2020 school year was announced. 239 students achieved the 100% Club Award. Those students include:

#### **Garfield Heights:**

Justin Bhuller, Sports Medicine Exercise Science II  
Aisha Bolling, Cosmetology I - B  
Devon Browning, Culinary Arts & Food Services I  
Logan Case, Programming & Software Development I  
Elisa Cosme, Cosmetology I - A  
Elisha Cosme, Cosmetology I - B  
Makail Cottingham, Construction Trades I  
Christopher Croson, Auto Service Technology I  
Eyanah Eatmon, Construction Trades I  
Skyler Ellison, Medical Administrative Specialist I  
Diamond French, Dental Assisting I  
Jorden Gooden, Building & Property Maintenance - AM  
Edward Greenwood Jr., Building & Property Maintenance - PM  
Kailee Halloran, Health Careers I - A  
Alont'e Hatchell, Construction Trades I  
Jay'llen Hathman, Programming & Software Development II  
Alivia Heath, Cosmetology I - B  
Tyree Horton, Heating & Air Conditioning I  
Armani Huston, Graphic Imaging Technology II  
Alivia Love, Fire & EMS Academy I  
Justin Lowry, Heating & Air Conditioning II  
Dedrick Lynch, Auto Body Repair & Refinishing I  
Nathan MacDonald, Health Careers I - C  
Kobe Marshall, Health Careers II - A  
Justin Martinez, Sports Medicine Exercise Science II  
Caleb McArthur, Transition-To-Work - PM  
Shanirea Nichols, Cosmetology I - A  
Charity Perry, Digital Design I  
Niyala Rahman, Culinary Arts & Food Services I  
Antoinette Robinson, Health Careers II - A

Margret Ross, Dental Assisting I  
Rosalie Sajovie, Digital Design II  
Aniyah Shields, Digital Design II  
Mariah Siggers, Cosmetology II - B  
Marreon Stevenson, Auto Body Repair & Refinishing I  
Dillon Stys, Building & Property Maintenance - AM  
Kayla Thomas, Medical Administrative Specialist I  
Jakeema Tidmore, Health Careers I - C  
Natalie Vansickle, Health Careers I - A  
Omarion Wells, Graphic Imaging Technology II  
Milliyah Wheeler, Hotels & Resorts I  
Donovan Williams, Engineering Technology II

Thank you to our business sponsors who contribute funds to purchase gift cards, including: Roseland Bowling Lanes, Sohar's All Season Mower Service Inc., Independence Excavating, AGC (Academy Graphic Communication Inc.), Roe Dental Laboratory, Sherwin-Williams, Heinen's ABC School Donation Program, CCG Automation, Hyson, Induction Tooling Inc., GPD Group and Kurtz Brothers.

### **TechCred Program**

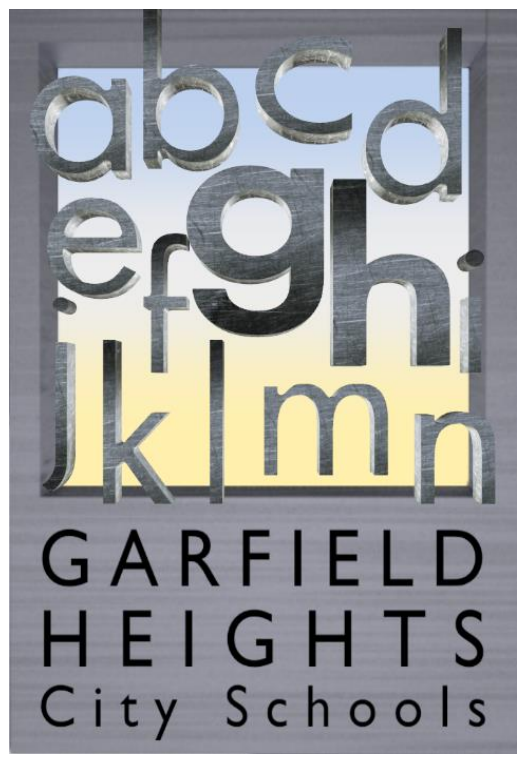
Round two of the State of Ohio's TechCred program is now open through the end of January! TechCred is a statewide program that gives businesses an incentive to upskill their current and potential employees. After identifying the technology-related skills needed, employers can partner with CVCC as their training provider for an industry-approved credential (hundreds have already been approved by the state, and they are accepting requests for new ones). Once proof of completion is attained for the short-term (less than one year), tech-related credential, the employer can be reimbursed up to \$2,000 per employee (up to \$30,000 total). For more info, please visit [techcred.ohio.gov](http://techcred.ohio.gov) or contact Gina Mutch at [gmutch@cvccworks.edu](mailto:gmutch@cvccworks.edu)

### **Upcoming Events**

- ◆ Thursday, January 16 ♦ 7:00 p.m. – 8:30 p.m. ♦ Student/Parent Information Night
- ◆ Friday, January 17 ♦ Staff In-Service
- ◆ Monday, January 20 ♦ Martin Luther King Jr. Day Observed
- ◆ Friday, January 24 ♦ BPA Regional Competition
- ◆ Friday, January 31 ♦ BPA Awards Ceremony
- ◆ Saturday, February 1 ♦ HOSA Regional Competition
- ◆ Monday, February 3 – Friday, February 7 ♦ Career Tech Education Week
- ◆ Tuesday, February 4 ♦ AM Classes Only ♦ Bring Your Parent to School
- ◆ Wednesday, February 5 ♦ 10:00 a.m. – 1:00 p.m. ♦ College/Military Day
- ◆ Wednesday, February 12 and Thursday, February 13 ♦ 11:30 a.m. – 1:15 p.m. ♦ Tenth Grade Visitations
- ◆ Monday, February 17 ♦ President's Day
- ◆ Saturday, February 22 ♦ SkillsUSA Regional Competition ♦ Medina County Career Center



- ◆ Thursday, February 27 and Friday, February 28 • Columbus, OH • Educator's Rising State Conference
- ◆ Thursday, February 27 • 6:30 p.m. • Board of Education Meeting



# **Financial Report**

## **December 31, 2019**

**Garfield Heights City Schools**



**Forecast Comparison - General Operating Fund - December 2019**



	December 2019 FCST Estimate	December 2019 Actuals	December 2018 Actuals	Variance - Actuals to Estimate	Explanation of Variance Greater than 5%
<b>Revenue:</b>					
1.010 - General Property Tax (Real Estate)	\$ -	\$ 97,771	\$ -	\$ 97,771	Forfeited land sale received from county
1.020 - Public Utility Property Tax	\$ -	\$ -	\$ -	\$ -	
1.035 - Unrestricted Grants-in-Aid	\$ 1,989,235	\$ 2,001,273	\$ 2,067,250	\$ 12,038	
1.040 - Restricted Grants-in-Aid	\$ 54,184	\$ 54,180	\$ 43,683	\$ (4)	
1.050 - Property Tax Allocation	\$ -	\$ 46	\$ -	\$ 46	
1.060 - All Other Operating Revenues	\$ 22,000	\$ 45,617	\$ 22,247	\$ 23,617	\$15,619 unidentified receipt from the State, \$9,367 Medicaid reimbursement.
<b>1.070 - Total Revenue</b>	<b>\$ 2,065,419</b>	<b>\$ 2,198,887</b>	<b>\$ 2,133,180</b>	<b>\$ 133,468</b>	
<b>Other Financing Sources:</b>					
2.050 - Advances In	\$ -	\$ -	\$ -	\$ -	
2.060 - All Other Financing Sources	\$ -	\$ -	\$ -	\$ -	
<b>2.080 Total Revenue and Other Financing Sources</b>	<b>\$ 2,065,419</b>	<b>\$ 2,198,887</b>	<b>\$ 2,133,180</b>	<b>\$ 133,468</b>	
<b>Expenditures:</b>					
3.010 - Personnel Services	\$ 1,915,000	\$ 1,951,643	\$ 1,920,677	\$ (36,643)	
3.020 - Employees' Retirement/Insurance Benefits	\$ 770,000	\$ 752,727	\$ 759,543	\$ 17,273	
3.030 - Purchased Services	\$ 750,000	\$ 765,621	\$ 567,533	\$ (15,621)	
3.040 - Supplies and Materials	\$ 60,000	\$ 68,014	\$ 21,032	\$ (8,014)	Software purchases exceeded estimated
3.050 - Capital Outlay	\$ -	\$ 5,208	\$ -	\$ (5,208)	iPad purchases
4.055 - Debt Service Other	\$ -	\$ -	\$ -	\$ -	
4.300 - Other Objects	\$ 10,000	\$ 9,889	\$ 7,017	\$ 111	
<b>4.500 - Total Expenditures</b>	<b>\$ 3,505,000</b>	<b>\$ 3,553,102</b>	<b>\$ 3,275,802</b>	<b>\$ (48,102)</b>	
<b>Other Financing Uses:</b>					
5.010 - Operating Transfers-Out	\$ -	\$ -	\$ -	\$ -	
5.020 - Advances Out	\$ -	\$ -	\$ -	\$ -	
<b>5.050 - Total Expenditures and Other Financing Uses</b>	<b>\$ 3,505,000</b>	<b>\$ 3,553,102</b>	<b>\$ 3,275,802</b>	<b>\$ (48,102)</b>	
<b>Surplus/(Deficit) for Month</b>	<b>\$ (1,439,581)</b>	<b>\$ (1,354,215)</b>	<b>\$ (1,142,622)</b>	<b>\$ 85,366</b>	

**Garfield Heights City Schools**



**Forecast Comparison - General Operating Fund - July 2019 to June 2020**



	FYTD 20 FCST Estimate	FYTD 20 Actuals	FYTD 19 Actuals	Variance- Current FYTD Actual to FCST Estimate	Explanation of Variance Greater than 5%
<b>Revenue:</b>					
1.010 - General Property Tax (Real Estate)	\$ 7,404,000	\$ 7,502,007	\$ 8,503,764	\$ 98,007	
1.020 - Public Utility Property Tax	\$ 425,000	\$ 427,246	\$ 385,498	\$ 2,246	
1.035 - Unrestricted Grants-in-Aid	\$ 12,009,705	\$ 11,995,871	\$ 12,246,789	\$ (13,834)	
1.040 - Restricted Grants-in-Aid	\$ 326,052	\$ 325,376	\$ 422,306	\$ (676)	
1.050 - Property Tax Allocation	\$ 1,402,830	\$ 1,385,965	\$ 2,732,237	\$ (16,865)	
1.060 - All Other Operating Revenues	\$ 637,000	\$ 655,092	\$ 448,478	\$ 18,092	
<b>1.070 - Total Revenue</b>	<b>\$ 22,204,587</b>	<b>\$ 22,291,557</b>	<b>\$ 24,739,072</b>	<b>\$ 86,970</b>	
<b>Other Financing Sources:</b>					
2.050 - Advances In	\$ 185,581	\$ 185,581	\$ -	\$ -	
2.060 - All Other Financing Sources	\$ -	\$ 2,500	\$ -	\$ 2,500	
<b>2.080 Total Revenue and Other Financing Sources</b>	<b>\$ 22,390,168</b>	<b>\$ 22,479,638</b>	<b>\$ 24,739,072</b>	<b>\$ 89,470</b>	
<b>Expenditures:</b>					
3.010 - Personnel Services	\$ 12,462,500	\$ 12,469,222	\$ 11,170,809	\$ (6,722)	
3.020 - Employees' Retirement/Insurance Benefits	\$ 4,565,000	\$ 4,532,280	\$ 4,534,961	\$ 32,720	
3.030 - Purchased Services	\$ 4,508,000	\$ 4,615,771	\$ 4,107,809	\$ (107,771)	
3.040 - Supplies and Materials	\$ 646,500	\$ 655,041	\$ 580,443	\$ (8,541)	
3.050 - Capital Outlay	\$ 126,000	\$ 133,539	\$ 250,164	\$ (7,539)	Additional replacement UPS and computers were purchased.
4.055 - Debt Service Other	\$ -	\$ -	\$ 133,514	\$ -	
4.300 - Other Objects	\$ 319,300	\$ 320,725	\$ 297,386	\$ (1,425)	
<b>4.500 - Total Expenditures</b>	<b>\$ 22,627,300</b>	<b>\$ 22,726,578</b>	<b>\$ 21,075,086</b>	<b>\$ (99,278)</b>	
<b>Other Financing Uses:</b>					
5.010 - Operating Transfers-Out	\$ 122,000	\$ 122,000	\$ -	\$ -	
5.020 - Advances Out	\$ -	\$ -	\$ -	\$ -	
<b>5.050 - Total Expenditures and Other Financing Uses</b>	<b>\$ 22,749,300</b>	<b>\$ 22,848,578</b>	<b>\$ 21,075,086</b>	<b>\$ (99,278)</b>	
<b>Surplus/(Deficit) FYTD</b>	<b>\$ (359,132)</b>	<b>\$ (368,940)</b>	<b>\$ 3,663,986</b>	<b>\$ (9,808)</b>	

## Garfield Heights City Schools



### Revenue Analysis Report - General Operating Fund Only - FY20



2019-2020	Local Revenue					Federal	State Revenue			Non-Operating*	Total Revenue
	Taxes		Interest	Rentals	Other Local		Unrestricted Grants-in-Aid	Property Tax Allocation	Restricted Grants-in-Aid		
	Real Estate	Personal Property									
July	3,839,000	-	12,875	4,240	123,773	-	1,975,026	-	54,424	-	6,009,338
August	3,565,236	427,246	11,507	7,220	7,010	-	2,076,366	-	54,224	185,581	6,334,390
September	-	-	20,611	1,172	357,946	-	1,975,485	1,305,089	54,184	-	3,714,487
October	-	-	19,107	4,117	3,046	-	1,989,235	-	54,182	2,500	2,072,187
November	-	-	19,533	5,744	11,575	-	1,978,486	80,830	54,182	-	2,150,350
December	97,771	-	10,616	6,982	28,019	-	2,001,273	46	54,180	-	2,198,887
January											-
February											-
March											-
April											-
May											-
June											-
<b>Totals</b>	<b>\$7,502,007</b>	<b>\$427,246</b>	<b>\$94,249</b>	<b>\$29,475</b>	<b>\$531,369</b>	<b>\$0</b>	<b>\$11,995,871</b>	<b>\$1,385,965</b>	<b>\$325,376</b>	<b>\$188,081</b>	<b>\$22,479,639</b>
<b>% of Total</b>	<b>33.37%</b>	<b>1.90%</b>	<b>0.42%</b>	<b>0.13%</b>	<b>2.36%</b>	<b>0.00%</b>	<b>53.36%</b>	<b>6.17%</b>	<b>1.45%</b>	<b>0.84%</b>	

\*Non-Operating Revenue includes advances in, and refund of prior year expenditures.

## Garfield Heights City Schools



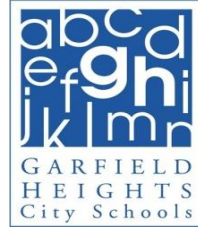
### Expenditure Analysis Report - General Operating Fund - FY20



2019-2020	Salaries	Benefits	Services	Supplies	Equipment	Other	Non-Operating*	Total Expenses
July	1,964,546	740,498	876,171	76,494	-	11,624	-	3,669,333
August	2,722,129	754,447	781,528	256,982	70,865	265,456	-	4,851,407
September	1,901,799	754,033	682,145	119,844	54,944	9,517	122,000	3,644,282
October	1,976,126	769,562	682,523	91,701	2,523	7,391	-	3,529,826
November	1,952,979	761,013	827,783	42,006	-	16,848	-	3,600,629
December	1,951,643	752,727	765,621	68,014	5,208	9,889	-	3,553,102
January								-
February								-
March								-
April								-
May								-
June								-
<b>TOTALS</b>	<b>\$12,469,222</b>	<b>\$4,532,280</b>	<b>\$4,615,771</b>	<b>\$655,041</b>	<b>\$133,540</b>	<b>\$320,725</b>	<b>\$122,000</b>	<b>\$22,848,579</b>
<b>% of Total</b>	<b>54.57%</b>	<b>19.84%</b>	<b>20.20%</b>	<b>2.87%</b>	<b>0.58%</b>	<b>1.40%</b>	<b>0.53%</b>	

*\*Non-Operating expenses include advances and transfers out.*

# Garfield Heights City Schools

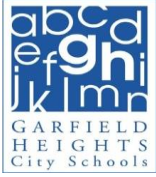


December 31, 2019

FINSUMM Financial Summary

Fund	Fund Name	Beginning Balance	Monthly Receipts	Fiscal Year To Date Receipts	Monthly Expenditures	Fiscal Year To Date Expenditures	Current Fund Balance	Current Encumbrances	Unencumbered Fund Balance
001	General Fund	\$3,068,444.00	\$2,198,886.00	\$22,479,637.00	\$3,553,102.00	\$22,848,579.00	\$2,699,502.00	\$2,318,457.00	\$381,045.00
002	Bond Retirement	\$3,890,126.00	\$0.00	\$2,224,820.00	\$3,245,851.00	\$3,256,109.00	\$2,858,837.00	\$0.00	2,858,837.00
003	Permanent Improvement	\$21,123.00	\$0.00	\$104,079.00	\$278.00	\$169,375.00	(\$44,173.00)	\$5,968.00	(50,141.00)
004	Building Fund	\$47,289.00	\$4,225.00	\$66,125.00		\$13,686.00	\$99,728.00	\$0.00	99,728.00
006	Food Service	\$1,389,648.00	\$195,957.00	\$763,521.00	\$176,517.00	\$856,373.00	\$1,296,796.00	\$446,784.00	850,012.00
007	Special Trust	\$16,869.00		\$100.00		\$7,500.00	\$9,469.00	\$250.00	9,219.00
008	Endowment Trust	\$102,557.00	\$161.00	\$1,018.00		\$1,000.00	\$102,575.00	\$0.00	102,575.00
009	Uniform Supplies	\$11.00	\$441.00	\$4,808.00	\$3,274.00	\$41,382.00	(\$36,563.00)	\$6,342.00	(42,905.00)
014	Rotary - Internal Services	\$72,278.00	\$14,180.00	\$72,446.00		\$78,750.00	\$65,974.00	\$0.00	65,974.00
018	Public School Support	\$2,205.00	\$961.00	\$17,123.00	\$1,478.00	(\$2,029.00)	\$21,357.00	\$9,404.00	11,953.00
019	Other Grants	\$5,252.00	\$2,468.00	\$77,148.00	\$7,024.00	\$150,171.00	(\$67,771.00)	\$16,919.00	(84,690.00)
022	District Agency	\$24,588.00		\$0.00		\$0.00	\$24,588.00	\$0.00	24,588.00
024	Employee Benefits Self Insurance	\$91.00		\$0.00	\$40,836.00	\$98,380.00	(\$98,289.00)	\$1,134,138.00	(1,232,427.00)
034	Classroom Facilities Maintenance	\$904,087.00		\$104,479.00	\$23,314.00	\$314,373.00	\$694,193.00	\$70,429.00	623,764.00
200	Student Managed Funds	\$9,617.00	\$408.00	\$14,855.00	\$2,774.00	\$12,610.00	\$11,862.00	\$4,286.00	7,576.00
300	District Managed Funds	\$1,694.00	\$2,312.00	\$164,614.00	\$23,159.00	\$130,616.00	\$35,692.00	\$27,048.00	8,644.00
401	Auxiliary Services	\$80,773.00	\$153.00	\$322,378.00	\$51,279.00	\$287,447.00	\$115,704.00	\$150,115.00	(34,411.00)
439	Public School Preschool	\$2.00	\$6,928.00	\$32,937.00	\$6,928.00	\$59,573.00	(\$26,634.00)	\$0.00	(26,634.00)
440	Entry Year Programs	\$183.00		\$0.00		\$0.00	\$183.00	\$0.00	183.00
451	OneNet (Data Communication)	\$22,125.00		\$4,500.00		\$16,975.00	\$9,650.00	\$0.00	9,650.00
452	Schoolnet Professional Development	\$9.00		\$0.00		\$0.00	\$9.00	\$0.00	9.00
461	Vocational Education Enhancements	\$3,199.00		\$0.00		\$0.00	\$3,199.00	\$0.00	3,199.00
463	Alternative Schools	\$334.00		\$0.00		\$0.00	\$334.00	\$0.00	334.00
467	Student Wellness and Success	\$0.00	\$103,883.00	\$531,570.00	\$43,522.00	\$69,513.00	\$462,057.00	\$0.00	462,057.00
499	Miscellaneous State Grants	\$6,145.00		\$0.00		\$2,683.00	\$3,462.00	\$0.00	3,462.00
506	Race to the Top	\$604.00		\$0.00		\$0.00	\$604.00	\$0.00	604.00
516	IDEA-B	(\$177,988.00)	\$1,613.00	\$79,050.00	\$130,527.00	\$868,343.00	(\$967,281.00)	\$225,870.00	(1,193,151.00)
533	Title IID Technology	\$76.00		\$0.00		\$0.00	\$76.00	\$0.00	76.00
536	Title I - School Improvement Part A	\$0.00		\$0.00		\$0.00	\$0.00	\$0.00	0.00
572	Title I - Disadvantaged Children	(\$397,582.00)	\$312,406.00	\$652,514.00	\$111,577.00	\$723,316.00	(\$468,384.00)	\$138,681.00	(607,065.00)
573	Title V	\$2,074.00		\$0.00		\$0.00	\$2,074.00	\$34.00	2,040.00
584	Drug Free School	\$7,777.00		\$0.00		\$0.00	\$7,777.00	\$0.00	7,777.00
587	Preschool Handicap	\$737.00	\$3,278.00	\$6,269.00	\$7,510.00	\$13,784.00	(\$6,778.00)	\$0.00	(6,778.00)
590	Title II-A - Improving Teacher Quality	\$0.00	\$49,576.00	\$83,955.00	\$13,504.00	\$143,707.00	(\$59,752.00)	\$19,838.00	(79,590.00)
599	Miscellaneous Federal Grants	\$2,048.00	\$12,772.00	\$25,184.00	\$6,979.00	\$30,420.00	(\$3,188.00)	\$23,629.00	(26,817.00)
	<b>Grand Totals (ALL Funds)</b>	<b>\$9,106,395.00</b>	<b>\$2,910,608.00</b>	<b>\$27,833,130.00</b>	<b>\$7,449,433.00</b>	<b>\$30,192,636.00</b>	<b>\$6,746,889.00</b>	<b>\$4,598,192.00</b>	<b>\$2,148,697.00</b>

**Garfield Heights City Schools**



**Record of Advances for 2018/2019  
Returned 2019/2020**



INITIAL ADVANCE INFORMATION						ADVANCE RETURN	
Date Approved	Board Resolution	FROM Fund	TO Fund	Fund Name	Amount	Date Returned	Amount
7/15/2019	2019-15	001	019-916A	Students of Promise	\$89,000.00	9/16/2019	\$89,000.00
7/15/2019	2019-15	001	439-9019	Public School Preschool	\$14,200.00	9/16/2019	\$14,200.00
7/15/2019	2019-15	001	024	Employee Benefits	\$39,000.00	9/16/2019	\$39,000.00
7/15/2019	2019-15	001	587-9019	Preschool Handicap	\$2,996.00	9/16/2019	\$2,996.00
7/15/2019	2019-15	001	590-9019	Title II-A	\$40,385.00	9/16/2019	\$40,385.00
<b>TOTAL Advances for 2018-2019</b>					<b>\$185,581.00</b>		<b>\$185,581.00</b>
<b>Advances Outstanding</b>							<b>\$0.00</b>



**Garfield Heights City Schools**



**Approved Grant Funds for 2019/2020**



This report is a listing of all grant funds authorized and received throughout the 2019/2020 fiscal year.

<b>Fund</b>	<b>Description</b>	<b>Authorized Amount</b>	<b>Non-Public Authorized Amount</b>	<b>Monthly Amount Received</b>	<b>Amount Received Project-To-Date</b>
<b><u>State Grants</u></b>					
439/9020	Public School Preschool	\$80,000.00	\$0.00	\$6,928.00	\$32,937.00
451/9020	Data Communications	\$0.00	\$0.00	\$0.00	\$4,500.00
<b><u>Auxiliary Services</u></b>					
401/9020	Trinity	\$250,063.00	\$0.00	\$0.00	\$165,484.00
401/9620	St. Benedict	\$249,369.00	\$0.00	\$0.00	\$156,461.00
	<b>Total State Funds</b>	<b>\$579,432.00</b>	<b>\$0.00</b>	<b>\$6,928.00</b>	<b>\$359,382.00</b>
<b><u>Federal Grants</u></b>					
516/9020	IDEA-B Special Education	\$1,011,005.00	\$0.00	\$0.00	\$1,170,335.28
516/919S	SSIP IDEA	\$22,497.00	\$0.00	\$0.00	\$79,114.38
572/9020	Title I	\$1,669,067.00	\$0.00	\$312,406.00	\$652,514.00
587/9020	Preschool Special Education	\$18,550.00	\$0.00	\$3,278.00	\$6,269.00
590/9020	Title II-A Improving Teacher Quality	\$216,955.00	\$0.00	\$49,576.00	\$83,955.00
599/9020	Title IV-A Student Supp/Academic Enrich	\$113,726.00	\$0.00	\$12,772.00	\$25,184.00
	<b>Total Federal Funds</b>	<b>\$3,051,800.00</b>	<b>\$0.00</b>	<b>\$378,032.00</b>	<b>\$2,017,371.66</b>

**Garfield Heights City Schools**



**Cash Reconciliation**



**December 31, 2019**

**FINSUM Balance** \$6,746,889.00

**Bank Balance:**

Key Bnk - Property Tax/Foundation Receipts	\$	9,040.00	
PNC - General	\$	663,559.00	
JP MorganChase - Payroll	\$	1,092,983.00	
			\$ 1,765,582.00

**Investments:**

STAR Ohio		2,839,268.00	
Red Tree		2,365,238.00	
PNC-Sweep		3.00	
Citizens-Sweep		154,714.00	
		<u>                    </u>	\$ 5,359,223.00

**Change Fund:**

HS School Store		50.00	
HS Library		50.00	
High School Athletics		1,050.00	
			\$ 1,150.00

Less: Outstanding Checks-PNC Bank (General Fund) (379,066.00)

Adjustments		0.00
In Transits		0.00

**Bank Balance** \$ 6,746,889.00

**Variance** \$ -

## Garfield Heights City Schools

December 31, 2019



Appropriation Summary

Fund	Permanent Appropriation	Prior FY Carryover Encumbrances	FYTD Expendable	FYTD Actual Expenditures	MTD Actual Expenditures	Current Encumbrances	FYTD Unencumbered Balance	FYTD Percent Exp/Enc
001 General Fund	\$46,829,892.00	\$514,032.00	\$47,343,924.00	\$22,848,579.00	\$3,553,102.00	\$2,318,457.00	22,176,888.00	53.16%
002 Bond Retirement	\$3,894,000.00	\$0.00	3,894,000.00	\$3,256,109.00	\$3,245,851.00	\$0.00	637,891.00	83.62%
003 Permanent Improvement	\$210,000.00	\$0.00	210,000.00	\$169,375.00	\$278.00	\$5,968.00	34,657.00	83.50%
004 Building Fund	\$82,000.00	\$0.00	82,000.00	\$13,686.00	\$0.00	\$0.00	68,314.00	0.00%
006 Food Service	\$2,155,000.00	\$16,886.00	2,171,886.00	\$856,373.00	\$176,517.00	\$446,784.00	868,729.00	60.00%
007 Special Trust	\$12,200.00	\$19,150.00	31,350.00	\$7,500.00	\$0.00	\$250.00	23,600.00	24.72%
008 Edowment Trust	\$2,500.00	\$500.00	3,000.00	\$1,000.00	\$0.00	\$0.00	2,000.00	33.33%
009 Uniform Supplies	\$52,000.00	\$3,369.00	55,369.00	\$41,382.00	\$3,274.00	\$6,342.00	7,645.00	86.19%
014 Rotary - Internal Services	\$106,000.00	\$0.00	106,000.00	\$78,750.00	\$0.00	\$0.00	27,250.00	74.29%
018 Public School Support	\$13,500.00	\$3,500.00	17,000.00	(\$2,029.00)	\$1,478.00	\$9,404.00	9,625.00	43.38%
019 Other Grants	\$343,969.00	\$188.00	344,157.00	\$150,171.00	\$7,024.00	\$16,919.00	177,067.00	48.55%
022 District Agency	\$19,000.00	\$8,408.00	27,408.00	\$0.00	\$0.00	\$0.00	27,408.00	0.00%
024 Employee Benefits	\$369,000.00	\$138,769.00	507,769.00	\$98,380.00	\$40,836.00	\$1,134,138.00	(724,749.00)	0.00%
034 Classroom Facilities Maintenance	\$635,000.00	\$0.00	635,000.00	\$314,373.00	\$23,314.00	\$70,429.00	250,198.00	0.00%
200 Student Managed Funds	\$87,000.00	\$619.00	87,619.00	\$12,610.00	\$2,774.00	\$4,286.00	70,723.00	19.28%
300 District Managed Funds	\$191,675.00	\$276.00	191,951.00	\$130,616.00	\$23,159.00	\$27,048.00	34,287.00	82.14%
401 Auxiliary Services	\$505,350.00	\$78,247.00	583,597.00	\$287,447.00	\$51,279.00	\$150,115.00	146,035.00	74.98%
439 Public School Preschool	\$119,982.00	\$7.00	119,989.00	\$59,573.00	\$6,928.00	\$0.00	60,416.00	49.65%
451 OneNet (Data Communication)	\$5,150.00	\$0.00	5,150.00	\$16,975.00	\$0.00	\$0.00	(11,825.00)	0.00%
499 Miscellaneous State Grants	\$3,056.00	\$0.00	3,056.00	\$2,683.00	\$0.00	\$0.00	373.00	87.79%
516 IDEA-B	\$1,134,210.00	\$19,989.00	1,154,199.00	\$868,343.00	\$130,527.00	\$225,870.00	59,986.00	94.80%
536 Title I - School Improvement Part A	\$0.00	\$33,334.00	33,334.00	\$0.00	\$0.00	\$0.00	33,334.00	0.00%
572 Title I - Disadvantaged Children	\$1,941,667.00	\$84,292.00	2,025,959.00	\$723,316.00	\$111,577.00	\$138,681.00	1,163,962.00	42.55%
587 Preschool Handicap	\$21,546.00	\$0.00	21,546.00	\$13,784.00	\$7,510.00	\$0.00	7,762.00	63.97%
590 Title II-A - Improving Teacher Quality	\$290,785.00	\$3,194.00	293,979.00	\$143,707.00	\$13,504.00	\$19,838.00	130,434.00	55.63%
599 Miscellaneous Federal Grants	\$124,335.00	\$5,000.00	129,335.00	\$30,420.00	\$6,979.00	\$23,629.00	75,286.00	41.79%
<b>Totals</b>	<b>\$59,148,817.00</b>	<b>\$929,760.00</b>	<b>\$60,078,577.00</b>	<b>\$30,123,123.00</b>	<b>\$7,405,911.00</b>	<b>\$4,598,158.00</b>	<b>\$25,357,296.00</b>	<b>57.79%</b>

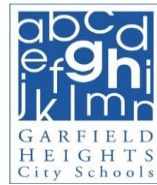
**Garfield Heights City Schools**



**Check Register for Checks > \$5,000  
December 2019**



<b>Vendor</b>	<b>Amount</b>	<b>Fund</b>	<b>Description</b>
EMS LINQ Inc	\$ 9,264.00	001	web site hosting
Black Box Network Services	\$ 5,373.00	001	phone system support
CDW Government	\$ 15,349.00	572	Chrome book computers
Education Alternatives	\$ 9,752.00	516	OOD Tuition
McKeon Education	\$ 8,312.00	401	Non public support services
RE-ED Access	\$ 10,465.00	516	OOD Tuition
Renhill Group	\$ 20,740.00	001	Substitute Services
Star Therapy	\$ 33,233.00	001	OT/PT Services
Steps Education	\$ 11,250.00	516	Therapy Services
Suburban Health Consortium	\$ 499,246.00	024	Employee Health Care for November
Naviance, Inc	\$ 12,950.00	001	Instructional software
PNC Bank National Assoc	\$ 5,675.00	Various	Credit Card Purchases
De Lage Landin Public	\$ 6,459.00	001	Transformer Lease Purchase
NEORS	\$ 6,021.00	001	Sewer Fees
Bureau of Workers Comp	\$ 10,210.00	Various	Workers Comp
Pisanick Partners	\$ 5,695.00	006	Nutrition Purchased Services
Illuminating Company	\$ 66,859.00	001	December Electricity
Universal Oil	\$ 7,666.00	001	Diesel Gas
ABA Outreach	\$ 18,093.00	516	Special need students outreach services
Damon Industries	\$ 6,762.00	001	Maintenance/Cleaning Supplies
Education Alternatives	\$ 7,266.00	516	OOD Tuition
Fisher & Phillips, LLP	\$ 7,533.00	001	November Billing Legal Fees
OPT Industrial Solutions	\$ 7,510.00	001	AHU #1 replacement motor
Apple, Inc	\$ 5,208.00	001	iPad purchases
ESCNEO	\$ 14,840.00	516	OOD Tuition
Kidslink Neurobehavioral	\$ 19,325.00	516	OOD Tuition
PSI Affiliates, Inc.	\$ 63,746.00	Various	Health/Tutoring Services
Renhill Group	\$ 24,247.00	001	Substitute Services
Adelmo's Electric	\$ 18,925.00	034	Replace hot water supply line underneath Maple Leaf
Dairyman's Milk Co.	\$ 7,893.00	006	Milk Purchases
Gordon Food Service	\$ 71,270.00	006	Food Supplies
No Tears Learning	\$ 5,324.00	587	KNKIT kit and Kaboodle
Pisanick Partners	\$ 5,695.00	006	Nutrition Purchased Services
RE-ED Access	\$ 9,756.00	516	OOD Tuition
Star Therapy	\$ 26,527.00	001	OT/PT Services
Huntington Bank	\$ 3,245,851.00	002	Bonded Debt Payments
Arbiter Pay	\$ 10,000.00	300	Referee Fees
JP Morgan Chase	\$ 1,107,315.00	Various	December #1 Payroll
JP Morgan Chase	\$ 1,037,467.00	Various	December #2 Payroll



**Investment Report  
December 31, 2019**



<u>FINANCIAL INSTITUTION</u>	<u>INVESTMENT TYPE</u>	<u>COST</u>	<u>MARKET VALUE</u>	<u>YIELD RATE</u>	<u>MATURITY DATE</u>
Citizens Bank	Public Super NOW	\$ 6,705.22	\$ 6,705.22	0.00	N/A
Citizens Bank	Municipal Money Market	\$ 148,008.50	\$ 148,008.50	0.00	N/A
PNC Bank	Business Perf Money Market	\$ 2.30	\$ 2.30	0.85	N/A
Red Tree Investment	Money Mkt Fund	\$ 10,982.54	\$ 10,982.54	1.49	N/A
Red Tree Investment	Agency Note	\$ 90,000.00	\$ 89,873.48	1.42	27-Jul-20
Red Tree Investment	Agency Note	\$ 100,000.00	\$ 99,957.92	1.50	28-Aug-20
Red Tree Investment	U.S. Treasury Note	\$ 54,866.80	\$ 54,873.22	1.64	31-Oct-20
Red Tree Investment	Certificate of Deposit	\$ 99,700.00	\$ 100,469.30	2.07	13-Oct-20
Red Tree Investment	Certificate of Deposit	\$ 109,890.00	\$ 110,539.55	2.27	28-Oct-20
Red Tree Investment	Certificate of Deposit	\$ 248,850.60	\$ 252,182.72	2.54	28-May-21
Red Tree Investment	Certificate of Deposit	\$ 75,000.00	\$ 74,909.02	1.76	17-Jun-21
Red Tree Investment	Certificate of Deposit	\$ 114,827.50	\$ 118,268.87	3.30	15-Nov-21
Red Tree Investment	Certificate of Deposit	\$ 114,942.50	\$ 117,765.86	2.92	31-Jan-22
Red Tree Investment	Certificate of Deposit	\$ 114,885.00	\$ 117,785.64	2.94	07-Feb-22
Red Tree Investment	Certificate of Deposit	\$ 114,850.50	\$ 117,639.25	2.85	14-Mar-22
Red Tree Investment	Certificate of Deposit	\$ 114,965.50	\$ 117,309.31	2.66	04-Apr-22
Red Tree Investment	Certificate of Deposit	\$ 129,805.00	\$ 132,273.57	2.55	31-May-22
Red Tree Investment	Certificate of Deposit	\$ 114,798.75	\$ 118,469.32	2.91	13-Mar-23
Red Tree Investment	Certificate of Deposit	\$ 29,997.00	\$ 30,964.08	2.87	29-Mar-23
Red Tree Investment	Certificate of Deposit	\$ 114,770.00	\$ 122,658.19	3.64	05-Dec-23
Red Tree Investment	Certificate of Deposit	\$ 58,941.00	\$ 60,929.95	2.89	10-Apr-24
Red Tree Investment	Certificate of Deposit	\$ 114,655.00	\$ 118,724.16	2.71	13-Jun-24
Red Tree Investment	Commercial Paper	\$ 113,149.17	\$ 114,377.85	2.21	21-Apr-19
Red Tree Investment	Commercial Paper	\$ 113,307.17	\$ 114,058.15	2.00	12-Jun-20
Red Tree Investment	Commercial Paper	\$ 113,428.94	\$ 113,776.40	1.90	03-Aug-20
Red Tree Investment	Commercial Paper	\$ 98,625.11	\$ 98,881.00	1.87	14-Aug-20
Red Tree Investment	Accrued Interest	\$ -	\$ 7,803.16		
STAROhio	State Pool	\$ 2,839,268.13	\$ 2,839,268.13	1.85	N/A

**Total Investment Amount**

**\$ 5,359,222.23**      **\$ 5,409,456.66**

	<u>Monthly Interest</u>	<u>FYTD 2020 Interest</u>
General Fund	\$ 10,616.00	\$ 95,752.68
Food Service	1,841.00	\$ 12,106.30
Auxiliary Services-Trinity	69.00	\$ 161.33
Auxiliary Services-St. Benedict	84.00	\$ 272.08
Blaugrund Scholarship	161.00	\$ 1,018.06
	<b>\$ 12,771.00</b>	<b>\$ 109,310.45</b>

## Garfield Heights City Schools



### Legal Fees Analysis Report - FY20



	General	BOR/BTA	GHTA	OAPSE	Special Ed	Personnel	Cell Tower	Lighting Transpt Project	Lease-Purchase Debt	Totals
July	1,240	2,693	31	9,114	9,620	5,923	753	1,738	-	31,112
August	1,716	3,573	31	744	6,117	13,454	-	-	-	25,635
September	3,225	4,545	-	248	1,662	1,643	-	-	-	11,323
October	2,664	2,418	-	217	422	155	-	-	-	5,876
November	3,348	3,844	-	1,581	-	2,325	-	-	-	11,098
December	5,828	1,116	-	589	-	-	-	-	-	7,533
January										-
February										-
March										-
April										-
May										-
June										-
<b>TOTALS</b>	<b>\$18,021</b>	<b>\$18,189</b>	<b>\$62</b>	<b>\$12,493</b>	<b>\$17,821</b>	<b>\$23,500</b>	<b>\$753</b>	<b>\$1,738</b>	<b>\$0</b>	<b>\$92,577</b>

***Employee Leaves***

<b><i>Last</i></b>	<b><i>First</i></b>	<b><i>Bldg</i></b>	<b><i>Type</i></b>	<b><i>Date Out</i></b>	<b><i>Date Back</i></b>	<b><i>Notes</i></b>
Dziak	Matthew	HS	Paternity LOA	3/12/2020	4/14/2020	Paternity LOA (FMLA)
Hegedus	Betty	CO	Medical LOA	1/28/2020	3/30/2020	Medical LOA (FMLA)
James	Tinika	HS	Medical LOA	12/2/2019	3/30/2020	Medical LOA (FMLA)
Johnson	Stacey	Garage	Unpaid Admin LOA	1/6/2020	TBD	Unpaid Administrative LOA
Khol	Laurie	CO	Intermittent Medical LOA	12/10/2019	12/9/2020	Intermittent Medical LOA for Family Member
Pastor	Sherry	EW	Intermittent Medical LOA	12/16/2019	12/15/2020	Intermittent Medical LOA for Family Member
Phillips	Teresa	ML	Medical LOA	12/2/2019	1/16/2020	Medical LOA for Family Member
Wolske	Debra	ML	Intermittent Medical LOA	12/9/2019	12/8/2020	Intermittent Medical LOA for Family Member