HAMILTON FULTON MONTGOMERY BOCCES BUDGET BOOK

rtner. Advocate. Leader.







Hamilton-Fulton-Montgomery BOCES does not discriminate on the basis of an individual's actual or perceived race, color, religion, religious practice, national origin, ethnic group, sex, gender identity, sexual orientation, political affiliation, age, marital status, military status, veteran status, disability, weight or any other basis prohibited by New York state and/or federal non-discrimination laws in its programs and activities, including admissions and employment, and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding the BOCES non-discrimination policies should be directed to Dr. William Bordak (*wbordak@hfmboces.org*), Director of Human Resources, (518) 736-4309, or Dr. Aaron Bochniak (*abochniak@hfmboces.org*), Assistant Superintendent for BOCES Operations and Component District Services, (518) 736-4305, HFM BOCES, 2755 State Highway 67, Johnstown, NY 12095. Inquiries may also be addressed to the Office for Civil Rights at the US Department of Education, 32 Old Slip, 26th Floor, New York, NY 10005, 646-428-3800, *OCR.NewYork@ed.gov*.

Produced in cooperation with Capital Region BOCES Engagement & Development Services.

Table		
bl	An Open Letter to the Partners of HFM BOCES	Page 4
e of	Board of Education, Administrative Staff & Component School Districts	Page 5
Ω	BOCES as a Public Education Partner	Page 6
Contents	Budget Summary 2024-25	Page 7
nt	Explanation of Budget Line Items	Page 8
Ω.	Central Administration	Page 9
	Capital (Leases)	Page 10
	Administrative and Capital Assessments	Page 11
	Career & Technical Education	Page 12
	Special Education	Page 13
	Itinerant Services	Page 14
	General Education	Page 15
	Instructional Support	Page 16
	Non-Instructional Support	Page 17
	2023-24 Approved State, Federal and Miscellaneous Grants	Page 18
	2022-23 Summary of Actual Expenses	Page 19



On behalf of the Board of Cooperative Educational Services, I respectfully submit for your review the 2024-25 HFM BOCES Budget Book, which outlines our proposed budget for next year.

After much work, for next year, we present to you an administrative budget with a 0.57 percent increase over our current administrative budget.

We welcome your questions and comments and look forward to discussion concerning the budget during our Annual Meeting at 6 p.m., Wednesday, April 10 at our main campus.

During the evening, I will present how our proposed budget was developed with input from our component district superintendents. Chief Financial Officer Kathi Lewis will also be present to address any questions you might have.

By statute, each component board of education will vote on the administrative portion of the HFM BOCES budget on April 24. At that time, our component boards will also elect two members to the BOCES Board of Education.

If at any time, you have specific questions regarding the proposed budget please feel free to contact me or Chief Financial Officer Kathi Lewis at (518) 736-4310 or by e-mail at klewis@hfmboces.org.

In partnership,

David Ziskin

HFM District Superintendent

Board of Education

Harry Brooks, Broadalbin-Perth President
Matt Sullivan, Fonda-Fultonville Vice-President
Paula Brown-Weinstock, Gloversville Member
Carmen Caraco, Mayfield Member
Rebecca Cozzocrea, Amsterdam Member
Carolyn Wilcox, Northville Member
Kathryn Zajicek, Johnstown Member

Administrative Staff

CENTRAL ADMINISTRATORS

David Ziskin, Ed.D. DISTRICT SUPERINTENDENT

Aaron Bochniak, Ed.D. ASSISTANT SUPERINTENDENT FOR BOCES OPERATIONS AND COMPONENT DISTRICT SERVICES

Jay A. DeTraglia ASSISTANT SUPERINTENDENT FOR EDUCATIONAL SERVICES

Kathi Lewis SCHOOL BUSINESS MANAGER/CHIEF FINANCIAL OFFICER

William Bordak, Ed.D. DIRECTOR OF HUMAN RESOURCES

DIRECTORS/PRINCIPALS

Christine Carioto PRINCIPAL, ADIRONDACK ACADEMY

Michael A. DiMezza PRINCIPAL, CAREER & TECHNICAL EDUCATION

Celeste Keane PRINCIPAL, PTECH

Dan Salvagni DIRECTOR/PRINCIPAL, SPECIAL EDUCATION

ADMINISTRATIVE COORDINATORS

Laurie Bargstedt ADMINISTRATIVE COORDINATOR, ADULT LITERACY AND CORRECTIONS EDUCATION

Kristi J. Beedon Administrative coordinator, school library system & Instructional resource center

Component Districts

Greater Amsterdam Broadalbin-Perth Central Canajoharie Central Edinburg Common Fonda-Fultonville Central Fort Plain Central Gloversville Enlarged Greater Johnstown Lake Pleasant Central Mayfield Central Northville Central Oppenheim-Ephratah-St. Johnsville Central Piseco Common Wells Central

Wheelerville Union Free

Heather Bozek ADMINISTRATIVE COORDINATOR, DISTRICT DATA

Tara Caraco ADMINISTRATIVE COORDINATOR, INSTRUCTIONAL SERVICES

Brian Garrity ADMINISTRATIVE COORDINATOR, ADIRONDACK ACADEMY

Jeanne Halloran ADMINISTRATIVE COORDINATOR, PTECH

Kristina Marshall Administrative coordinator, career & technical Education

Nadine Paul ADMINISTRATIVE COORDINATOR, SPECIAL EDUCATION

Matthew Popp ADMINISTRATIVE COORDINATOR, SPECIAL EDUCATION

Elizabeth Wild ADMINISTRATIVE COORDINATOR, SPECIAL EDUCATION

MANAGERS

Jessica Kirby-Barnes HEALTH & SAFETY SUPERVISOR

Carden Smith COMPUTER SERVICES COORDINATOR

TBD DIRECTOR OF FACILITIES III

BOCES AS A PUBLIC EDUCATION PARTNER

In 1910, the New York State Legislature established supervisory districts to expand oversight by the Commissioner of Education. Today, 37 supervisory districts each house a BOCES (Board of Cooperative Educational Services), authorized to establish shared educational services among the schools comprising the supervisory district.

The Hamilton-Fulton-Montgomery BOCES was established in 1967, merging three previously separate supervisory districts in Hamilton, Fulton and Montgomery counties. The BOCES comprises 15 school districts and a 1,724square-mile territory.

BOCES are unique regional organizations with flexibility to provide a variety of cost-effective educational and administrative services.

Those services are designed as an extension of the local district and are regulated by the



Commissioner. Prior to providing a service, the BOCES must receive the approval of the Commissioner by submitting a proposed programmatic and financial operating plan for the service, known as a COSER (Cooperative Service Request).

With the exception of administrative costs and capital rental charges, all services are subject to annual decisions of the component districts. Each year, every local school board has the option to maintain, increase, decrease or withdraw from any service. The total budget equals the sum of individual contracts between the BOCES and component school districts, plus grants and state/ federal projects.

Each district's share of the Administrative and Capital budgets is based upon the proportion that its students represent of all students in the threecounty region, based upon the state's calculation of Resident Weighted Average Daily Attendance (RWADA). The scope of other services purchased by a district does not influence these proportions.

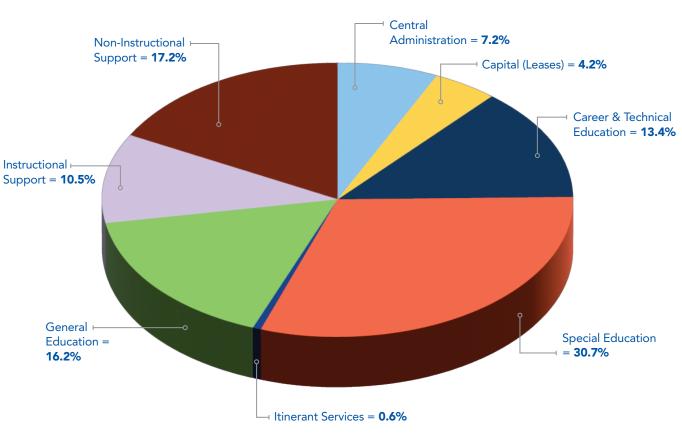
Component districts are eligible to receive BOCES aid on most administrative, capital and program expenditures, subject to certain restrictions. BOCES aid is based upon the prior year's approved expenditures, while facilities and rental aid is based on current-year expenditures. BOCES aid is wealth-equalized; thus poor districts receive more aid than wealthier districts.

BUDGET SUMMARY

Proposed 2024-25

Central Administration	\$ 4,051,31
Capital (Leases)	2,358,60
Career & Technical Education	7,524,00
Special Education	17,269,61
Itinerant Services	365,39
General Education	9,124,46
Instructional Support	5,904,16
Non-Instructional Support	9,668,75





NOTE: Proposed 2024-25 budget figures are tentative. Actual budgets will be based upon district service requests for the 2024-25 school year.

\$ 56,266,308

EXPLANATION OF BUDGET LINE ITEMS

Below you will find descriptions of the budget categories as they are presented on the budget pages in this document. These budget classifications are prescribed by the New York State Department of Audit and Control for use by all Boards of Cooperative Educational Services.

Instructional Salaries

This category includes salaries of Board of Cooperative Educational Services personnel who are employed in positions requiring certification by the State Education Department. These individuals are generally members of the New York State Teachers' Retirement System. Salaries of teachers, teacher assistants and administrators are reported in this category.

Non-Instructional Salaries

This category includes the salaries of Board of Cooperative Educational Services personnel who are employed in positions that do not require certification by the State Education Department. These positions generally are classified under the state and county Civil Service commissions, and these individuals are generally members of the New York State Employees' Retirement System. Salaries of clerks, secretaries, teacher aides, custodians and bus drivers would be reported in this category. Also included in this category are certain positions which require licensing by the State Education Department, but which do not require certification (e.g., physical therapists).

Equipment

This category includes costs for the purchase of equipment and furniture.

Supplies and Materials

This category includes items such as textbooks, media, periodicals, paper, tests, cleaning supplies, small tools, lumber, metal, paint, hardware, uniforms, office supplies, classroom materials, etc.

Contractual Services

Contractual and purchased services such as utilities, equipment repair, insurance, legal fees, independent auditors and accountants, other professional and technical services, rental of equipment, advertising, freight, postage and travel expenses are reported in this category.

Payments to Other BOCES

This classification is used to report expenses for services purchased from other Boards of Cooperative Educational Services, except for facility rentals.

Employee Benefits

The amounts reported in each of the various categories presented represent the Board of Cooperative Educational Services' share of employee benefits. Included in this line are amounts budgeted for New York State retirement systems, Social Security, workers' compensation insurance, health and dental insurance, unemployment insurance, retirement incentive, and post-retirement benefits.

Retiree Health Insurance

By statute, retiree health benefits must be included in the Central Administration budget.

Transfer Charges from Other Funds

Costs shown in this category represent amounts transferred from other BOCES funds (e.g., school lunch and Career & Technical Education equipment reserve).

Transfer Charges from Operation and Maintenance of Plant

The amount shown in this budget category for each service program represents the share of the total costs for the operation and maintenance of the Board of Cooperative Educational Services facilities that has been prorated to the particular program.

Transfer Charges from Other Service Programs

Costs reported in this category represent charges to a BOCES service program for use of other services provided by HFM BOCES.

Transfer Credits from Other Service Programs or Funds

Amounts reported in this category represent credits to a particular program for services provided by that program to other service programs or funds in HFM BOCES.

Interfund Transactions

This category includes transfers from an authorized fund or transfers that reimburse expenditures.

CENTRAL ADMINISTRATION

The BOCES Administrative budget supports the management, coordination and leadership provided by the BOCES Board and Central Administration, which includes the District Superintendent, the Assistant Superintendents, the Business Office, Payroll/Personnel, Board Clerk, Treasurer and clerical support for these functions.

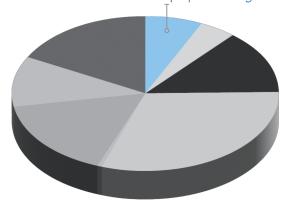
Adju	sted 2023-24	Proposed 2024-25
Instructional Salaries	\$ 205,429	207,484
Non-Instructional Salaries	670,095	696,417
Equipment	4,450	0
Supplies and Materials	26,975	12,850
Contractual Services	183,014	170,854
Payments to Other BOCES	79,194	82,261
NYS Retirement	108,169	129,730
Social Security	54,374	56,545
Health and Dental Insurance	408,976	348,941
Workers' Compensation	17,513	19,437
Unemployment Insurance	2,190	2,261
Retirement Incentive	6,568	7,685
Post-Retirement Benefits	87,555	108,018
Retiree Health Insurance	1,990,269	2,034,279
Transfer Charges from Operations and Maintenance	96,270	108,046
Transfer Charges from Other Services	54,867	66,509
Subtotal	\$ 3,995,908	\$ 4,051,317
Less Interfund Transaction for Retiree Health/Dental Ins.	(1,990,269)	(2,034,279)
Total	\$ 2,005,639	\$ 2,017,038

Percentage of increase

Compensation & Expense Disclosure

BOCES District Superintendents are compensated from two sources: the State of New York and the local BOCES. The 2024-25 proposed HFM budget includes a maximum BOCES salary for the District Superintendent of \$164,751. This salary, combined with the state compensation of \$43,499, is the Legislative salary cap for a BOCES District Superintendent. The employment agreement between the District Superintendent and the Cooperative Board will be limited to terms and conditions established by the State of New York for state employees in the Management/Confidential group. The District Superintendent will be provided health and dental insurance as an active employee of the BOCES. Additionally provided are: workers' compensation insurance, term life insurance, membership in the Teachers' Retirement System, and annual dues for professional organizations. Central Administration = 7.2% of total proposed budget

0.57%



CAPITAL (LEASES)

The Capital Budget by law must be reported separately and is not a part of the budget on which school boards vote.

The Capital Budget reflects costs associated with the rental of facilities that house programs and services provided by BOCES.

DISTRICT LEASES

BOCES compensates school districts that host BOCES programs, including special education classes. We

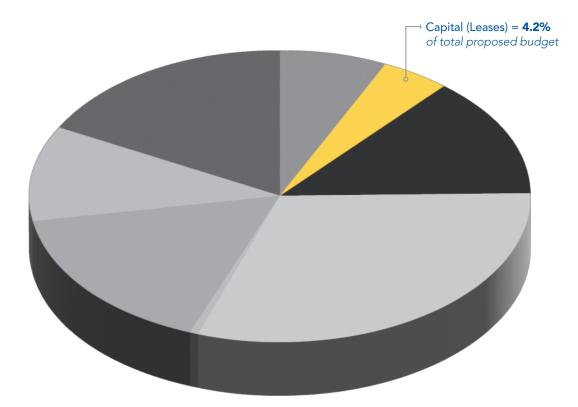
also attempt to lease space that is in a location most convenient for the transportation needs of all districts.

The Capital Budget costs are assessed on a RWADA basis. Component districts receive BOCES aid for rental expenditures in the same-year period.

MAIN CAMPUS

This is the nineteenth full year of the lease payment to the Montgomery County IDA.

	Adjusted 2023-24	Proposed 2024-25
Classroom Leases	\$ 444,564	\$ 514,480
Rte 67 Campus Lease	1,843,875	1,844,125
Total Percentage of increase	\$ 2,288,439	\$ 2,358,605 3.07%



ADMINISTRATIVE AND CAPITAL

Assessment for 2024-25

School District F	WADA*	Administrative Assessment	Capital Assessment
Amsterdam	3299	\$ 466,667	\$ 545,693
Broadalbin-Perth	1664	235,385	275,245
Canajoharie	857	121,229	141,757
Edinburg	115	16,268	19,022
Fonda-Fultonville	1302	184,177	215,366
Fort Plain	650	91,947	107,518
Gloversville	2425	343,034	401,123
Johnstown	1519	214,873	251,260
Lake Pleasant	70	9,902	11,579
Mayfield	847	119,814	140,104
Northville	390	55,168	64,511
Oppenheim-Ephratah-St. Johnsville	817	115,571	135,141
Piseco	50	7,073	8,271
Wells	130	18,389	21,504
Wheelerville	124	17,541	20,511
Subtotal	14259	\$ 2,017,038	\$ 2,358,605
Retiree Health Insurance		2,034,279	

Total

\$ 4,051,317

\$ 2,358,605



CAREER & TECHNICAL EDUCATION

	Adjusted 2023-24	Proposed 2024-25
Instructional Salaries	\$ 1,685,257	\$ 1,694,623
Non-Instructional Salaries	162,461	154,002
Equipment	164,539	30,000
Supplies and Materials	388,709	191,540
Contractual Services	167,992	95,000
Payments to Other BOCES	0	0
NYS Retirement	194,432	201,806
Social Security	141,349	141,422
Health and Dental Insurance	716,479	760,242
Workers' Compensation	36,961	39,753
Unemployment Insurance	4,625	4,630
Retirement Incentive	13,862	15,721
Post-Retirement Benefits	184,778	220,918
Transfer Charges from Other Services	3,584,207	3,974,343
Total	\$ 7,445,651	\$ 7,524,000

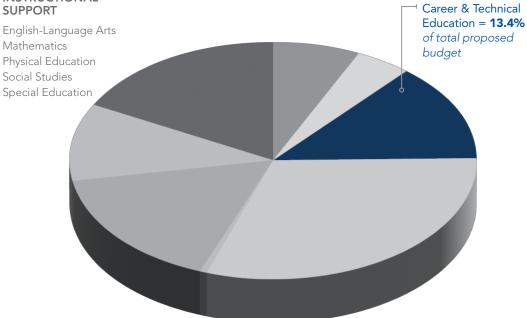
Total

Proposed program budgets are based upon current participation levels and are subject to change based upon 2024-25 service requests from school districts.

CAREER & TECHNICAL EDUCATION

Auto Body Repair Auto Technology Cosmetology Construction Technology Criminal Justice Culinary Arts Cybersecurity & Computer Technology Digital Multimedia and Communications Robotics & Engineering Technology Environmental Conservation Foundations of Food Medical Assisting New Visions Education New Visions Health Careers Skilled Trades: Electrical, HVAC & Plumbing Veterinary and Animal Science

CAREER & TECHNICAL INSTRUCTIONAL



SPECIAL EDUCATION

	Adjusted 2023-24	Proposed 2024-25
Instructional Salaries	\$ 2,549,112	\$ 2,463,303
Non-Instructional Salaries	2,065,986	2,141,058
Equipment	12,500	18,500
Supplies and Materials	87,350	77,850
Contractual Services	97,690	86,915
Payments to Other BOCES	878,512	906,631
NYS Retirement	530,839	590,510
Social Security	353,056	352,232
Health and Dental Insurance	3,011,375	2,783,071
Workers' Compensation	92,303	98,999
Unemployment Insurance	11,538	11,515
Retirement Incentive	34,615	39,141
Post-Retirement Benefits	461,512	550,225
Transfer Charges from Other Funds	0	0
Transfer Charges from Other Services	6,773,043	7,149,665
Total	\$ 16,959,432	\$ 17,269,615

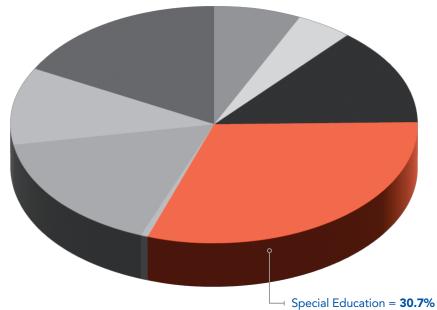
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SPECIAL EDUCATION

Educational Life Skills Program 12:1+(3:1) Autism Spectrum Disorder Program (6:1:2) Therapeutic Support Program (6:1:2) Academic/Behavior Skills Program (8:1:1)

RELATED SERVICES

Counseling Services Occupational Therapy Physical Therapy Skilled Nursing Services Speech/Language Therapy Transition Services Vision Services Work-Based Learning



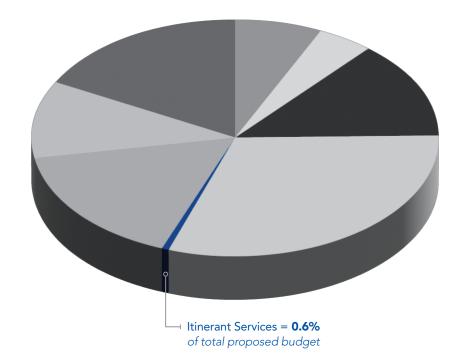
ITINERANT SERVICES

	Adjusted 2023-24	Proposed 2024-25
Instructional Salaries	\$ 153,579	\$ 172,435
Non-Instructional Salaries	0	0
Equipment	1,500	1,500
Supplies and Materials	950	1,000
Contractual Services	21,450	21,261
Payments to Other BOCES	12,316	105
NYS Retirement	15,742	18,105
Social Security	11,750	13,191
Health and Dental Insurance	69,837	86,906
Workers' Compensation	3,072	3,709
Unemployment Insurance	384	433
Retirement Incentive	1,153	1,466
Post-Retirement Benefits	15,358	20,607
Transfer Charges from Other Services	30,476	24,674
Total	\$ 337,568	\$ 365,392

Proposed program budgets are based upon current participation levels and are subject to change based upon 2024-25 service requests from school districts.

ITINERANT SERVICES

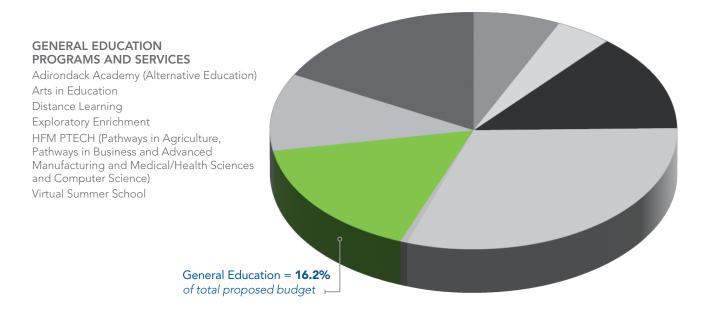
Art Teacher English as a New Language (ENL) Family and Consumer Science Pathways/PTECH Liaison School Counselor School Psychologist School Psychologist Spanish Speech-SWD Speech Improvement Transportation Supervisor



GENERAL EDUCATION

	Adjusted 2023-24	Proposed 2024-25
Instructional Salaries	\$ 2,977,125	\$ 3,133,649
Non-Instructional Salaries	384,969	446,429
Equipment	9,000	4,500
Supplies and Materials	64,145	10,820
Contractual Services	471,960	507,060
Payments to Other BOCES	1,065,027	1,293,417
NYS Retirement	356,334	398,230
Social Security	258,045	273,876
Health and Dental Insurance	1,118,287	1,195,730
Workers' Compensation	67,463	76,974
Unemployment Insurance	7,951	8,953
Retirement Incentive	24,017	28,801
Post-Retirement Benefits	320,214	404,859
Transfer Charges from Other Funds	211,000	191,000
Transfer Charges from Operations and Maintenanc	e 333,329	370,005
Transfer Charges from Other Services	701,361	780,164
Total	\$ 8,370,227	\$ 9,124,467

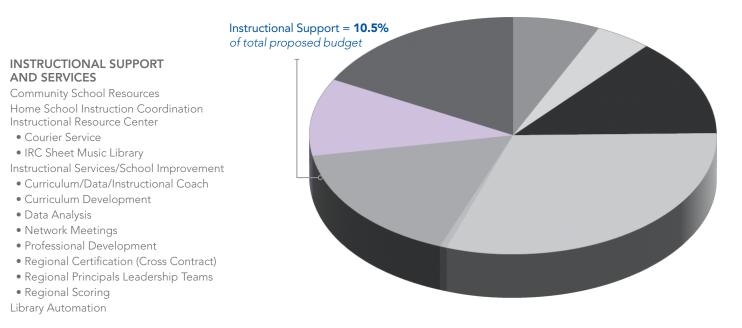
Proposed program budgets are based upon current participation levels and are subject to change based upon 2024-25 service requests from school districts.



INSTRUCTIONAL SUPPORT

Ac	ljusted 2023-24	Proposed 2024-25
Instructional Salaries	\$ 840,153	\$ 822,666
Non-Instructional Salaries	105,069	101,079
Equipment	12,155	14,600
Supplies and Materials	40,208	34,056
Contractual Services	1,965,128	2,687,037
Payments to Other BOCES	1,820,341	1,527,930
NYS Retirement	99,774	102,045
Social Security	72,308	70,667
Health and Dental Insurance	398,621	399,513
Workers' Compensation	18,907	19,865
Unemployment Insurance	2,366	2,316
Retirement Incentive	7,092	7,858
Post-Retirement Benefits	94,525	110,392
Transfer Charges from Operations and Maintenance	73,149	79,318
Transfer Charges from Other Services	63,457	72,566
Transfer Credits from Other Services	(144,375)	(147,746)
Total	\$ 5,468,879	\$ 5,904,162

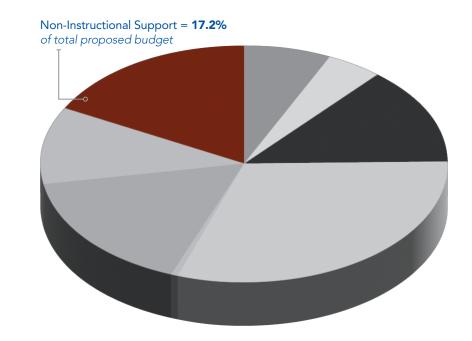
Proposed program budgets are based upon current participation levels and are subject to change based upon 2024-25 service requests from school districts.



NON-INSTRUCTIONAL SUPPORT

	Adjusted 2023-24	Proposed 2024-245
Instructional Salaries	\$ 43,618	\$ 16,000
Non-Instructional Salaries	2,617,140	216,585
Equipment	22,075	575
Supplies and Materials	168,690	12,525
Contractual Services	462,527	110,013
Payments to Other BOCES	8,609,571	9,098,782
NYS Retirement	344,699	35,251
Social Security	203,548	17,793
Health and Dental Insurance	1,141,011	138,075
Workers' Compensation	174,117	5,002
Unemployment Insurance	6,654	583
Retirement Incentive	19,957	1,978
Post-Retirement Benefits	266,077	27,795
Transfer Charges from Operations and Maintenanc	e 28,615	32,830
Transfer Charges from Other Services	164,997	21,112
Transfer Credits from Other Services	(64,379)	(66,149)
Total	\$14,208,917	\$ 9,668,750

Proposed program budgets are based upon current participation levels and are subject to change based upon 2024-25 service requests from school districts.



NON-INSTRUCTIONAL SUPPORT AND SERVICES

Bus Driver Training Bus Maintenance Health/Safety/Risk Management Regional Transportation Substitute Services

GRANTS

2023-2024 approved state, federal, and miscellaneous grants for Hamilton-Fulton-Montgomery BOCES.

CODE	TITLE	AMOUNT	PURPOSE
F803	School Library System- (Categorical Aid for Automation)	\$9,546	To provide participating school library staff with library automation development and ongoing support.
F815	PTECH Agriculture Grant (Pathways in Technology Early College High School)	\$625,000	To prepare the students for high skill jobs of the future in agriculture Students will be able to earn transcript college credit toward an Associate Degree in the agriculture pathway.
F830	High School Equivalency (HSE) Testing Grant	\$2,284	To provide residents of the Hamilton-Fulton-Montgomery Testing Service Area (TSA) opportunities to access the HSE exam, as well as to continue HSE testing services at the Fulton and Montgomery Correctional Facilities.
F832	Workforce Innovation Opportunity Act (WIOA) Title 2-Adult Education & Literacy	\$125,000	To provide skill development classes, High School Equivalency, English as a second language to populations who are in need of literacy and numeracy skills, English language development and workforce preparedness.
F833	Workforce Innovation Opportunity Act (WIOA) Title 2-Adult Education & Literacy- Amsterdam Literacy Zone	\$150,000	To close the achievement gap in urban and rural communities of concentrated poverty and high concentrations of families and individuals with limited literacy or English language proficiency. To provide a systemic focus on meeting the literacy needs of communities, from birth through adults.
F834	Workforce Innovation Opportunity Act (WIOA) Title 2-Adult Education & Literacy- Gloversville Literacy Zone	\$150,000	To close the achievement gap in urban and rural communities of concentrated poverty and high concentrations of families and individuals with limited literacy or English language proficiency. To provide a systemic focus on meeting the literacy needs of communities, from birth through adults.
F836	Workforce Innovation Opportunity Act (WIOA) Title 2-Integrated English Literacy and Civics Education	\$300,000	To provide English language learners with classes that focus on integrated English-language skills, workforce readiness, and civics education.
F837	Workforce Innovation Opportunity Act (WIOA) Title 2-Incarcerated Students	\$250,000	To provide High School Equivalency, civics, financial and health literacy classes to incarcerated students.
F890	Carl D. Perkins Career and Technical Education Improvement Act	\$283,000	The Carl D. Perkins Grant is intended to support NYSED approved Career and Technical Education Programs in the following areas: increased access to high quality CTE programs, support for all students enrolled in CTE, improve career development for all students and build regional partnerships among secondary education, post-secondary education and business/industry with a focus on labor market demands.
F891	School Library System (Basic and Supplemental Operating Aid)	\$143,165	To provide vision, leadership and professional development for component school library staff and promote collaborative opportunities among component districts including facilitating access to quality information resources and sharing of best ideas and practices.

2022-23 SUMMARY OF ACTUAL EXPENSES

A	Central Administration	Capital (Leases)	Services
Instructional Salaries	\$ 197,533.42		\$ 10,247,505.83
Non-Instructional Salaries	576,518.09		6,967,479.74
Equipment	40,102.82		677,202.41
Supplies and Materials	12,673.31		756,800.63
Contractual Services	113,890.91		4,484,933.01
Rental of Facilities	0.00	2,324,228.30	0.00
Payments to Other BOCES	69,980.21		13,634,919.83
NYS Retirement	77,101.30		1,626,556.23
Social Security	44,923.34		1,265,511.65
Health and Dental Insurance	222,388.15		5,181,367.11
Workers' Compensation	9,449.40		266,182.18
Unemployment Insurance	0.00		0.00
Retirement Incentive	0.00		0.00
Post-Retirement Benefits	67,496.15		1,463,507.26
Retiree Health Insurance	1,601,273.68		0.00
Transfer Charges from Capital Funds	0.00		0.00
Transfer Charges from Other Funds	0.00		118,378.75
Transfer Charges from Operations and Ma	aint. 75,198.36		1,433,377.41
Transfer Charges from Other Services	39,891.24		10,209,474.00
Transfer Credits from Other Services	0.00		(11,757,941.01)
Transfer Credits from Other Funds	0.00		(65,393.00)

Subtotal

Total

\$ 3,148,420.38 \$ 2,324,228.30

\$ 51,982,510.71

\$ 46,509,862.03



2024-2025





2755 State Highway 67 • Johnstown, NY 12095 • 518-736-4681

Partner. Advocate. Leader.