ROCHELLE PARK SCHOOL DISTRICT
COUNTY OF BERGEN
AUDITORS' MANAGEMENT REPORT ON
ADMINISTRATIVE FINDINGS - FINANCIAL,
COMPLIANCE AND PERFORMANCE
FISCAL YEAR ENDED JUNE 30, 2021

#### ROCHELLE PARK SCHOOL DISTRICT

#### **COUNTY OF BERGEN**

#### AUDITORS' MANAGEMENT REPORT ON ADMINISTRATIVE

#### FINDINGS - FINANCIAL,

#### COMPLIANCE AND PERFORMANCE

#### FISCAL YEAR ENDED JUNE 30, 2021

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Independent Member BKR International

November 2, 2021

The Honorable President and Members of the Board of Education Rochelle Park School District County of Bergen, NJ

We have audited, in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the Board of Education of the Rochelle Park School District in the County of Bergen for the fiscal year ended June 30, 2021, and have issued our report thereon dated November 2, 2021.

As part of our audit, we performed procedures required by the New Jersey Department of Education, and the findings and results thereof are disclosed on the following pages, as listed in the accompanying table of contents. This letter does not affect our report dated November 2, 2021, on the financial statements of the Board.

We will review the status of the comments during our next audit engagement. We have already discussed these comments, recommendations, and suggestions with various management personnel, and we will be pleased to discuss them in further detail at your convenience, to perform any additional study of these matters, or to assist you in implementing the recommendations, if any.

This report is intended for the information of the Rochelle Park School District's management and the New Jersey Department of Education. However, this report is a matter of public record and its distribution is not limited.

Heidi A. Wohlleb

Licensed Public School Accountant #2140

Certified Public Accountant

Heidi A. Wohlleb

*Visivoccia LL* NISIVOCCIA LLP

#### Scope of Audit

The audit covered the financial transactions of the Board Secretary/School Business Administrator and Treasurer of School Monies, the activities of the Board of Education, the records of the various funds under the auspices of the Board of Education.

#### Administrative Practices and Procedures

#### **Insurance**

Multi-peril insurance coverage was carried in the amounts as detailed on Exhibit J-20, Insurance Schedule contained in the District's CAFR.

#### Officials in Office and Surety Bonds

Name	<u>Position</u>	C	overage
Mark Jacobus	Treasurer of School Monies	\$	190,000
Cheryl Jiosi	Business Administrator/Board Secretary		200,000

#### **Tuition Charges**

The District did not receive any tuition revenue from other school districts.

#### Financial Planning, Accounting and Reporting

#### **Examination of Claims**

An examination of claims paid on a test basis, during the period under review indicated overall compliance with respect to signatures, certification and supporting documentation.

#### Payroll Account and Position Control Roster

The net salaries of employees of the Board were deposited in the Payroll Account. Employees' payroll deductions and employer's share of fringe benefits were deposited in the Payroll Agency Account.

All payrolls tested were approved by the Chief School Administrator and certified by the President of the Board and the School Business Administrator and the Chief School Administrator.

Salary withholdings were promptly remitted to the proper agencies, including health benefits withholding due to the General Fund.

The required certification (E-CERT1) of compliance with requirements for income tax on compensation of administrators (superintendent, assistant superintendent, and business administrator) to the NJ Department of Treasury was filed in a timely manner.

(Continued)

Financial Planning, Accounting and Reporting (Cont'd)

#### Reserve for Encumbrances and Accounts Payable

A review of outstanding issued purchase orders was made on a test basis as of June 30, for proper classification of orders as reserve for encumbrances and accounts payable.

#### Classification of General and Administrative Expenditures

The coding of expenditures was tested for proper classification in accordance with N.J.A.C. 6A:23A-2.2(f) as part of our test of transactions of randomly selected expenditure items. In addition to randomly selecting a test sample, we reviewed administrative coding classifications to determine overall reliability and compliance with N.J.A.C. 6A:23-8.2. We also reviewed the coding of all expenditures included in our compliance and single audit testing procedures. As a result of the procedures performed, no significant transaction errors were noted and no additional procedures were deemed necessary to test the propriety of expenditure classification.

#### **Board Secretary's Records**

In planning and performing our audit of the financial statements of the Board, we considered the condition of the Board Secretary's records for the purpose of expressing our opinion on the financial statements and not to provide specific assurance on the condition of the records. Based on these procedures, we have no comments.

#### Treasurer's Records

In planning and performing our audit of the financial statements of the Board, we considered the condition of the Treasurer's records for the purpose of expressing our opinion on the financial statements and not to provide specific assurance on the condition of the records. Based on these procedures, we have no comments.

#### Elementary and Secondary Education Act (E.S.E.A.) as amended by the Every Student Succeeds Act (ESSA)

The E.S.E.A. financial exhibits are contained within the Special Revenue Section of the District's CAFR. This section of the CAFR documents the financial position pertaining to projects under Titles I, II and IV of the Elementary and Secondary Education Act as amended and reauthorized.

#### Other Special Federal and/or State Projects

The District's Special Projects were approved as listed on Schedule A and Schedule B located in the CAFR.

Our audit of the federal and state funds on a test basis indicated that obligations and expenditures were incurred during the fiscal year or project period for which the project was approved.

The financial exhibits are contained within the Special Revenue Section of the CAFR. This section of the CAFR documents the financial position pertaining to the aforementioned special projects.

#### T.P.A.F. Reimbursement

Our audit procedures included a test of the biweekly reimbursements filed with the Department of Education for district employees who are members of the Teachers' Pension and Annuity Fund. No exceptions were noted.

(Continued)

Financial Planning, Accounting and Reporting (Cont'd)

#### T.P.A.F. Reimbursement to the State for Federal Salary Expenditures

The T.P.A.F Reimbursement to the State for Federal Salary Expenditures was remitted to the State of New Jersey prior to the required deadline of October 1, 2021. The reimbursement form was reviewed, and no exceptions were noted.

School Purchasing Programs Contracts and Agreements Requiring Advertisement for Bids

#### N.J.S.A. 18A:18A-3 states:

a. "When the cost or price of any contract awarded by the purchasing agent in the aggregate, does not exceed in a contract year the total sum of \$17,500, the contract may be awarded by a purchasing agent when so authorized by resolution of the Board of Education without public advertising for bids and bidding therefore, except that the Board of Education may adopt a resolution to set a lower threshold for the receipt of public bids or the solicitation of competitive quotations. If the purchasing agent is qualified pursuant to subsection b. of section 9 of P.L.1971, c. 198 the Board of Education may establish that the bid threshold may be up to \$25,000. Such authorization may be granted for each contract or by a general delegation of the power to negotiate and award such contracts pursuant to this section.

b. Commencing in the fifth year after the year in which P.L.1999, c. 440 takes effect and every five years thereafter, the Governor, in consultation with the Department of Treasury, shall adjust the threshold amount and the higher threshold amount which the Board of Education is permitted to establish as set forth in subsection a. of this section or the threshold amount resulting from any adjustment under this subsection, in direct proportion to the rise or fall of the index rate as that term is defined in N.J.S.A. 18A:18A-2, and shall round the adjustment to the nearest \$1,000. The Governor shall notify all local school districts of the adjustment no later than June 1 of every fifth year. The adjustment shall become effective on July 1 of the year in which it is made . . . ."

N.J.S.A. 18A:18A-4 states, "Every contract for the provision or performance of any goods or services the cost of which in the aggregate exceeds the bid threshold, shall be awarded only by resolution of the Board of Education to the lowest responsible bidder after public advertising for bids and bidding therefore, except as is provided otherwise in this chapter or specifically by any other law . . .."

The bid thresholds in accordance with N.J.S.A. 18A:18A-2 and 18A:18A-3(a) are \$44,000 (with a Qualified Purchasing Agent) and \$32,000 (without a Qualified Purchasing Agent), respectively. The law regulating bidding for public school student transportation contracts under N.J.S.A. 18A:39-3 is \$19,600 for 2020-21.

The Board of Education has the responsibility of determining whether the expenditures in any category will exceed the statutory thresholds within the contract year. Where question arises as to whether any contract or agreement might result in violation of the statute, the Attorney's opinion should be sought before a commitment is made.

Inasmuch as the system of records did not provide for an accumulation of payments for categories for the performance of any work or the furnishing or hiring of any materials or supplies, the results of such an accumulation could not reasonably be ascertained. Disbursements were reviewed, however, to determine whether any clear-cut violations existed.

(Continued)

School Purchasing Programs Contracts and Agreements Requiring Advertisement for Bids (Cont'd)

The results of our examination indicated that no individual payments, contracts, or agreements were made "for the performance of any work or the furnishing or hiring of any materials or supplies", in excess of the statutory thresholds where there had been no advertising for bids in accordance with the provision of N.J.S.A. 18A:18A-4.

Resolutions were adopted authorizing the awarding of contracts or agreements for "Professional Services" per N.J.S.A. 18A:18A-5.

The system of records did not provide for an accumulation of purchases for which the school board used contracts entered into by the State Department of Purchase and Property pursuant to Ch. 114, P.L. 1977, therefore, the extent of such purchases could not reasonably be ascertained.

#### School Food Service

The school food service program was not selected as a major federal and/or state program. However, the program expenditures exceeded \$100,000 in federal and/or State support. Accordingly, we inquired of school management, or the appropriate school food service personnel, as to whether the School Food Authority (SFA) had any Child Nutrition Program reimbursement overclaims or underclaims. No exceptions were noted.

We also inquired of school management, or appropriate school food service personnel, as to whether the SFA's expenditures of school food service revenues were limited to allowable direct and indirect costs. No exceptions were noted.

Non-program foods were purchased, prepared, or offered for sale. The Statement of Revenue, Expenses and Changes in Net Position in the CAFR Schedule B-5 does separate program and non-program revenue and program and non-program cost of goods sold.

We inquired of management about the public health emergency procedures/practices that the SFA instituted to provide meals to all students, maintenance of all applicable production records, meal counts, noncompetitive procurements, modification of existing contracts and applicable financial records to document the specific costs applicable to the emergency operations. We also inquired if the FSMC received a loan in accordance with the Payroll Protection Plan and whether the funds were used to pay for costs applicable to the Food Service Programs. We also inquired if the PPP Loan was subsequently forgiven and the FSMC refunded or credited the applicable amounts to the SFA if the FSMC received a PPP loan.

#### Student Body Activities

In planning and performing our audit of the financial statements of the Board, we considered the condition of the Student Activities records for the purpose of expressing our opinion on the financial statements and not to provide specific assurance on the condition of the records. Based on these procedures, we have no comments.

(Continued)

#### Application for State School Aid

Our audit procedures included a test of enrollments and related services reported in the October 15, 2020 Application for State School Aid (A.S.S.A.) for on-roll, private schools for the handicapped, bilingual and low-income students. We also performed a review of the District procedures related to its completion. The information on the A.S.S.A. was compared to the District workpapers with minor exceptions. The information that was included on the workpapers was verified on a test basis with a few exceptions. The results of our procedures are presented in the Schedule of Audited Enrollments.

The District maintained workpapers on the prescribed State forms or their equivalent. The District has adequate written procedures for the recording of student enrollment data.

#### **Pupil Transportation**

Our audit procedures included a test of on-roll status reported in the 2020-2021 District Report of Transported Resident Students (DRTRS). The information that was included on the DRTRS was verified to the DRTRS Eligibility Summary Report on a test basis without exception. The results of our procedures are presented in the Schedule of Audited Enrollments.

Our procedures also included a review of transportation related contracts and purchases. Based on our review, the District complied with proper bidding procedures and award of contracts.

#### Facilities and Capital Assets

Our procedures included a review of the SDA grant agreement for consistency with recording SDA revenue, transfer of local funds from the general fund or from the capital reserve account and awarding of contracts for eligible facilities construction.

#### Finding 2021-001:

The District has a \$122,200 SDA receivable for the Midland Elementary School sprinkler system. This project appears to be materially complete, and the District should submit the reimbursement request for this project as soon as possible to ensure collection of these funds and to allow for the close-out of the project. As the District has already taken steps to contact the architect for assistance in preparing the reimbursement request, no formal recommendation is judged to be warranted.

#### Travel Expenses and Travel Reimbursement Policy

Travel regulations require each District to adopt a formal policy and procedures pertaining to travel and expense reimbursements for its employee and board members. The regulations require the District to establish a maximum travel amount for the year and to ensure that the maximum is not exceeded. The regulations also require that all travel be preapproved by the Board of Education and the Superintendent and that the approval must be itemized by event, event total cost, and individuals attending. Overall compliance was noted.

#### Testing for Lead of All Drinking Water in Educational Facilities

The District did submit the annual Statement of Assurance to the NJ Department of Education, pursuant to N.J.A.C. 6A:26-12.4(g).

(Continued)

#### **Management Suggestions**

#### Governmental Accounting Standards Board (GASB) Statements

GASB Statement No. 87, *Leases*, is effective for the fiscal year ended June 30, 2022. Under this statement, the District will be required to recognize a lease liability and an intangible right-to-use asset for each lease agreement with a lease term in excess of 12 months. This statement will enhance the comparability of financial statements among governments by requiring the reporting of leases under a single model. Additionally, certain leases that are currently not reported will be under this statement.

#### COVID-19 Federal Funding

It is likely that the District will undergo some review of its COVID-19 federal funding if only at a desk review level by state and/or federal agencies. We strongly suggest that the District ensures that these funds are utilized in accordance with the applicable federal requirements especially with respect to procurement. Additionally, we strongly suggest that the District ensures that these funds are accounted for in the state account numbers designated by the NJ Department of Education and that any applicable Board policies are current with respect to federal grant requirements.

#### Sick and Vacation Leave

It is suggested that the District consult with its attorney to ensure that its negotiated labor contracts, individual employee agreements and employee policies, as applicable, are in accordance with New Jersey statutes regarding unused sick and vacation leave.

#### Status of Prior Year's Findings/Recommendations

There were no prior year recommendations.

# APPLICATION FOR STATE SCHOOL DISTRICT SCHEDULE OF AUDITED ENROLLMENT APPLICATION FOR STATE SCHOOL AID SUMMARY ENROLLMENT AS OF OCTOBER 15, 2020

	2	021-2022	Application	2021-2022 Application for State School Aid	School A	p.		S	ample for	Sample for Verification	uc	
	Repor	Reported on	Repor	Reported on			Sample	ple	Verified per	ed per		
	ASS	ASSA as	Workpapers	papers			Selecte	Selected from	Registers	sters		
	On	On Roll	as On Roll	ı Roll	Errors	ors	Workpapers	papers	On Roll	Roll	Errors	)rs
	Full	Shared	Full	Shared	Full	Shared	Full	Shared	Full	Shared	Full	Shared
Full Day Preschool 4 Yrs Old	6		7		(2)		7		7			
Full Day Kindergarten	35		36		1		36		36			
Grade One	31		32		1		32		32			
Grade Two	50		50				50		50			
Grade Three	36		38		2		38		38			
Grade Four	20		50				50		50			
Grade Five	49		49				49		49			
Grade Six	47		47				47		47			
Grade Seven	46		48		2		48		48			
Grade Eight	47		49		2		49		49			
Subtotal	400		406		9		406		406			
Special Education:												
Elementary	47		47				9		9			
Middle	37		37				4		4			
Subtotal	84		84				10		10			
Totals	484	0-	490	-0-	9	-0-	416	-0-	416	-0-	-0-	-0-
Percentage Error				Ü	1.22%	0.00%					0.00%	0.00%

		Sample	Errors																	%00.0
	Verified to Application	and	Register		-	_	-	_	_	2	П	_	6		3	2		S	14	
Resident Low Income	Sample Selected	from	Workpapers		1	_	-	1	1	2		_	6		3	2		5	14	
Resident L			Errors												(1)			(1)	(1)	-1.67%
	Reported on Workpapers	as Low	Income	2	3	4	7	8	4	6	7	4	43		6	7		16	59	
	Reported on ASSA	as Low	Income	2	$\epsilon$	4	7	3	4	6	7	4	43		10	7		17	09	
		Sample	Errors																	%00.0
		Sample	Verified														$\kappa$	3	3	
Private Schools for Disabled	Sample for	Verifi-	cation														З	3	3	
Schools for			Errors																	0.00%
Private	Reported on Workpapers	as Private	Schools														7	7	7	
	Reported on ASSA	as Private	Schools														7	7	7	
				Full Day Kindergarten	Grade One	Grade Two	Grade Three	Grade Four	Grade Five	Grade Six	Grade Seven	Grade Eight	Subtotal	Special Education:	Elementary School	Middle School	High School	Subtotal	Totals	Percentage Error

#### Resident LEP Low Income

	Reported on ASSA as LEP Low Income	Reported on Workpapers as LEP Low Income	Errors	Sample Selected from Workpapers	Verified to Test Scores, Application and Register	Sample Errors
Grade Three	1	1		1	1	
Grade Five	1	1				
Grade Six	1	2	1	1	1	
Subtotal	3	4	1	2	2	
Totals	3	4	1	2	2	
Percentage Err	ror		33%			0.00%

#### Resident LEP Not Low Income

	Reported on	Reported on		Sample		
	•	•		•	V	
	ASSA as	Workpapers		Selected	Verified to	
	LEP Not	as LEP Not		from	Test Scores	Sample
	Low Income	Low Income	Errors	Workpapers	and Register	Errors
•						
Full Day Kindergarten	3	3				
Grade One	2	1	(1)	1	1	
Grade Two	2	2		1	1	
Grade Three	1	2	1			
Grade Four	2	2		1	1	
Grade Six	2	2		1	1	
Grade Seven	1	1				
Subtotal	13	13		4	4	
Totals	13	13		4	4	
10000				<u> </u>	·	
Percentage Error			0.00%			0.00%

			Transpo	ortation		
	Reported on DRTRS by DOE	Reported on DRTRS by District	Errors	Tested	Verified	Errors
	Oy DOL	oy District	Litois	Tested	Vermed	Elitois
Regular - Public Schools	94	94		12	12	
Regular - Special Education	16	16		2	2	
Transported - Non Public	1	1		1	1	
AIL - Non Public	64	64		8	8	
Special Needs - Public	8	8		1	1	
Special Needs - Private	7	7		1	1	
Totals	190	190		25	25	
Percentage Error			0.00%			0.00%

	Reported	Recalculated
Average Mileage - Regular Including Grade PK Students	4.3	4.3
Average Mileage - Regular Excluding Grade PK Students	4.3	4.3
Average Mileage - Special Education with Special Needs	8.9	8.9

### ROCHELLE PARK SCHOOL DISTRICT EXCESS SURPLUS CALCULATION FISCAL YEAR ENDED JUNE 30, 2021

#### REGULAR DISTRICT

#### **SECTION 1**

#### 4% Calculation of Excess Surplus

2020-2021 Total General Fund Expenditures per the CAFR, Ex. C-1 Increased by:  Transfer from Capital Outlay to Capital Projects Fund  Transfer from Capital Reserve to Capital Projects Fund	\$15,381,811 (B) \$ -0- (B1b) \$ -0- (B1c)
Decreased by: On-Behalf TPAF Pension and Social Security Assets Acquired Under Capital Leases	\$ 1,892,036 (B2a) \$ 399,460 (B2b)
Adjusted 2020-2021 General Fund Expenditures [(B)+(B1's)-(B2's)]	\$13,090,315 (B3)
4% of Adjusted 2020-2021 General Fund Expenditures [(B3) times .04] Enter Greater of (B4) or \$250,000 Increased by: Allowable Adjustments	\$ 523,613 (B4) \$ 523,613 (B5) \$ 104,516 (K)
Maximum Unassigned Fund Balance [(B5)+(K)]	\$ 628,129 (M)
Wide Airthairt Chassighea Fand Balance [(B3)*(IX)]	\$\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\
SECTION 2	<u>Ψ 020,127</u> (N1)
	<u> </u>
SECTION 2	\$ 2,858,659 (C)
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by:	
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by: Year-End Encumbrances	
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by: Year-End Encumbrances Legally Restricted:	\$ 2,858,659 (C) \$ 444,101 (C1)
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by: Year-End Encumbrances Legally Restricted: Designated for Subsequent Year's Expenditures	\$ 2,858,659 (C) \$ 444,101 (C1) \$ -0- (C2)
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by: Year-End Encumbrances Legally Restricted: Designated for Subsequent Year's Expenditures Excess Surplus - Designated for Subsequent Year's Expenditures	\$ 2,858,659 (C) \$ 444,101 (C1) \$ -0- (C2) \$ 250,000 (C3)
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by: Year-End Encumbrances Legally Restricted: Designated for Subsequent Year's Expenditures Excess Surplus - Designated for Subsequent Year's Expenditures Other Restricted Fund Balance	\$ 2,858,659 (C) \$ 444,101 (C1) \$ -0- (C2)
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by: Year-End Encumbrances Legally Restricted: Designated for Subsequent Year's Expenditures Excess Surplus - Designated for Subsequent Year's Expenditures Other Restricted Fund Balance Assigned Fund Balance:	\$ 2,858,659 (C) \$ 444,101 (C1) \$ -0- (C2) \$ 250,000 (C3) \$ 1,491,301 (C4)
SECTION 2  Total General Fund - Fund Balances @ 6/30/2021 (Per CAFR Budgetary Comparison Schedule C-1) Decreased by: Year-End Encumbrances Legally Restricted: Designated for Subsequent Year's Expenditures Excess Surplus - Designated for Subsequent Year's Expenditures Other Restricted Fund Balance	\$ 2,858,659 (C) \$ 444,101 (C1) \$ -0- (C2) \$ 250,000 (C3)

## ROCHELLE PARK SCHOOL DISTRICT EXCESS SURPLUS CALCULATION FISCAL YEAR ENDED JUNE 30, 2021 (Continued)

#### **SECTION 3**

Restricted Fund Balance - Excess Surplus [(U1)-(M)] IF NEGATIVE, ENTER -0-	\$ 38,437 (E)
Recapitulation of Excess Surplus as of June 30, 2021	
Restricted Excess Surplus - Designated for Subsequent Year's Expenditures Restricted Excess Surplus [(E)]	\$ 250,000 (C3) \$ 38,437 (E)
Total [(C3)+(E)]	\$ 288,437 (D)
Detail of Allowable Adjustments	
Impact Aid Sale & Lease-back Extraordinary Aid Additional Nonpublic School Transportation Aid	\$ -0- (H) \$ -0- (I) \$ 85,956 (J1) \$ 18,560 (J2)
Total Adjustments [(H)+(I)+(J1)+(J2)]	\$ 104,516 (K)
Detail of Other Restricted Fund Balance	
Statutory Restrictions:	
Approved unspent separate proposal	\$ -0-
Sale/lease-back reserve	\$ -0-
Capital reserve	\$ 1,235,350
Maintenance reserve	\$ 200,000
Emergency reserve	\$ -0-
Tuition reserve	\$ -0-
Other state/governmental mandated reserve	\$ -0-
Unemployment Compensation	\$ 55,951
Other restricted fund balance not noted above	\$ -0-
Other Restricted Fund Balance Not Noted Above	\$ -0-
Total Other Restricted Fund Balance	\$ 1,491,301 (C4)

#### ROCHELLE PARK SCHOOL DISTRICT <u>SUMMARY OF RECOMMENDATIONS</u> <u>FISCAL YEAR ENDED JUNE 30, 2021</u>

#### It is recommended that:

None

1.

2.

	None
3.	School Purchasing Program
	None
4.	School Food Service
	None
5.	Student Body Activities
	None
6.	Application for State School Aid
	None
7.	Pupil Transportation
	None
8.	Facilities and Capital Assets
	None
9.	Travel Expenses and Travel Reimbursement Policy
	None
10.	Status of Prior Year's Findings/Recommendations
	There were no prior year recommendations.

Administrative Practices and Procedures

Financial Planning, Accounting and Reporting