

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

October 23, 2019

MEMORANDUM

To: Members of the Board of Education
From: Jack R. Smith, Superintendent of Schools
Subject: Staff Appreciation (FMC-09-16-19-08)

Question

Ms. Dixon requested that staff provide information on how the MCPS guideline on staff appreciation limit is received by schools and whether it provides schools with enough discretion to make independent decisions.

Response

Schools receive a memorandum each school year that provides guidance for using the Independent Activity Fund for staff appreciation and refreshment expenditures in the upcoming year. The amount authorized for each school is calculated by multiplying \$60 by the number of staff members assigned to the school. The staff count is obtained from the Lawson Human Resources Information System on October 31 and is communicated in early November to schools. Exceptions for the spending limit may be requested using Montgomery County Public Schools (MCPS) Form 281-55, *Restricted Independent Activity Fund Purchases: Request for the Chief Financial Officer's Approval*.

My September 26, 2018, memorandum to the Board of Education provided a brief chronology of how the staff appreciation and meeting refreshments guidelines have changed throughout the years (Attachment A). In 2002, the annual spending limit on staff appreciation or refreshment expenditures from the school's Independent Activity Fund was adjusted to a base of \$2,000 for elementary schools, \$3,000 for middle schools, and \$4,000 for high schools. Alternatively, schools could calculate their spending limit at \$35 per staff member. In 2008, the protocol was changed, authorizing \$45 per Full-time Equivalent (FTE) staff member. In 2012, the amount per FTE staff member further was increased to \$60 per FTE. Finally, in 2017, the protocol was revised again to change the limit from \$60 per FTE to \$60 per individual staff member.

My memorandum also explained that in Fiscal Year 2018, the 204 schools had been authorized to spend \$1,199,640 on staff recognition and refreshments. Of that amount, \$786,522, or 65.6 percent of the authorization was expended by the schools. A total of 183 schools spent at or less than the spending authorization. In 2019, 205 schools were authorized to spend \$1,214,280 on staff recognition and refreshments. Of that amount, \$839,546, or 69.1 percent of the authorization was expended by the schools. Of the 205 schools, 195 schools spent at or less than the authorized amount.

More recently, my memorandum of January 23, 2019, provided an update to the Board based on a survey of school principals that was conducted by the Internal Audit Unit staff (Attachment B). In terms of what changes should be made, the principals who responded to the survey indicated that MCPS should identify additional sources of funds for staff appreciation expenditures and/or allow more flexibility in the type of funds that can be used. Data from the previous years combined with the survey results pointed to the issue of equity. While schools would like to be able to spend more on teacher appreciation, they did not have the funds to do so. Increasing the staff appreciation limit would result in schools with access to additional funds being able to spend more while schools without access would not.

The dilemma is that to address the inequity of availability of funding, we have to create opportunity for those schools that do not have access to considerable revenue from outside sources to have more funding to cover these expenditures. If it is the interest of the Board to increase the amount per employee, there needs to be increased access to funding. Otherwise, increasing the amount per employee only will create additional inequity. Therefore, the first step in the process is to identify practices that would make more funds available to schools and then, following that, possibly increasing the amount per employee.

As noted in my January 23, 2019, memorandum, we convened a work group of principals, central services staff, school business administrators and various school staff, and representatives from the Montgomery County Council of Parent Teacher Associations, Inc. The charge of the work group was to study the equitable availability of Independent Activity Fund resources. Work group members identified four areas of study for solutions. One was to create a central fund for funds to be distributed to highly impacted schools and schools with an identified need. Outside groups raising funds for Independent Activity Funds would be asked to voluntarily contribute to the fund. Additionally, MCPS will review existing fund raising and end-of-year funds for opportunity to support the central fund after a plan is in place. Once we have increased the availability of funds, MCPS will study whether limits on spending for staff appreciation should be increased.

Questions have been raised as to whether operating funds can be allocated to fund staff appreciation. MCPS has not allocated operating funds to be used in schools for staff recognition expenditures. It would require \$1,380,000 to be budgeted in the operating budget for staff recognition of approximately 23,000 employees. We surveyed two area school districts to determine if they use their operating budget to fund staff recognition. Both Anne Arundel County Public Schools and the Howard County Public School System do not use their operating

budget for these expenditures. We are gathering additional data from other Maryland districts and seeking guidance on state policy that may impact our ability to do so. When this additional information is obtained and reviewed, I will provide you with a recommendation for changes, if appropriate.

If you have questions, please contact Ms. Nicola Diamond, chief financial officer, at 240-740-3160.

JRS:ND:tpk

Attachments

Copy to:


- Dr. McKnight
- Dr. Navarro
- Dr. Statham
- Dr. Zuckerman
- Mr. Civin
- Dr. Johnson
- Ms. Diamond
- Mr. Turner
- Mr. Klausling
- Mr. Marella
- Ms. Webb

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

September 26, 2018

MEMORANDUM

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools 

Subject: Staff Appreciation and Meeting Refreshments Update

Question

Ms. Dixon requested a follow-up on need to increase amount principals can spend on staff appreciation.

Response

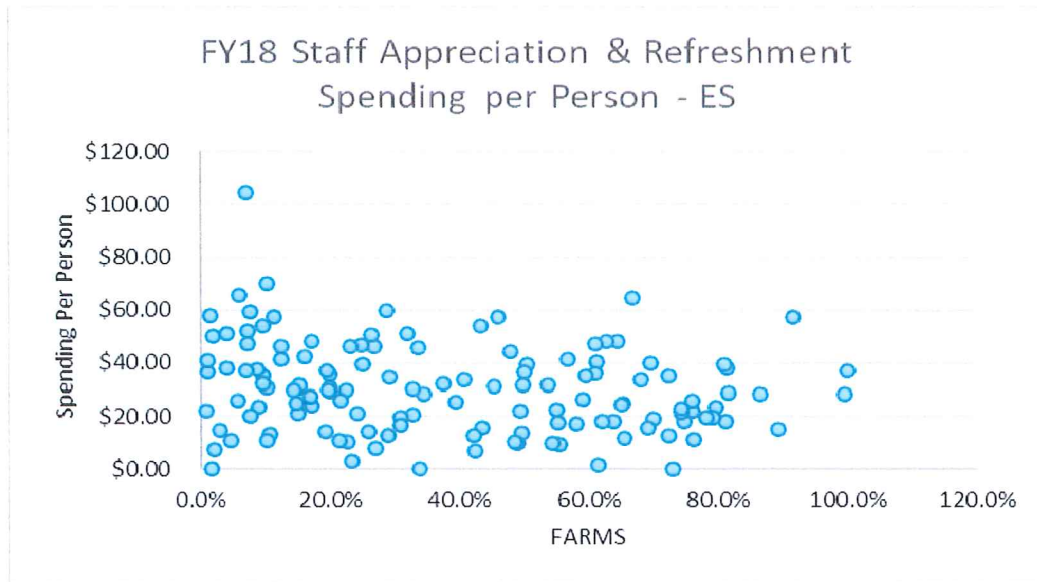
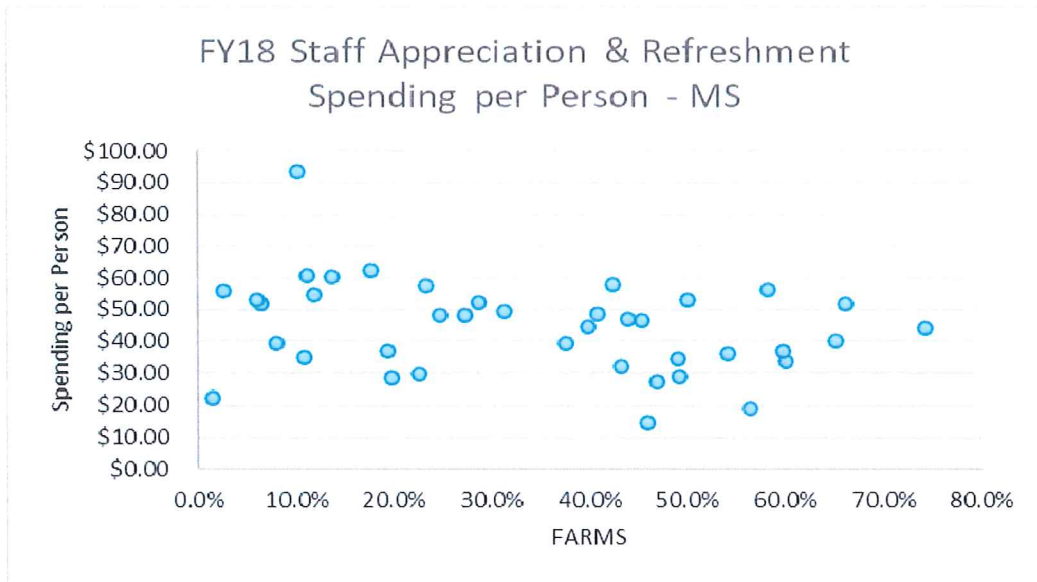
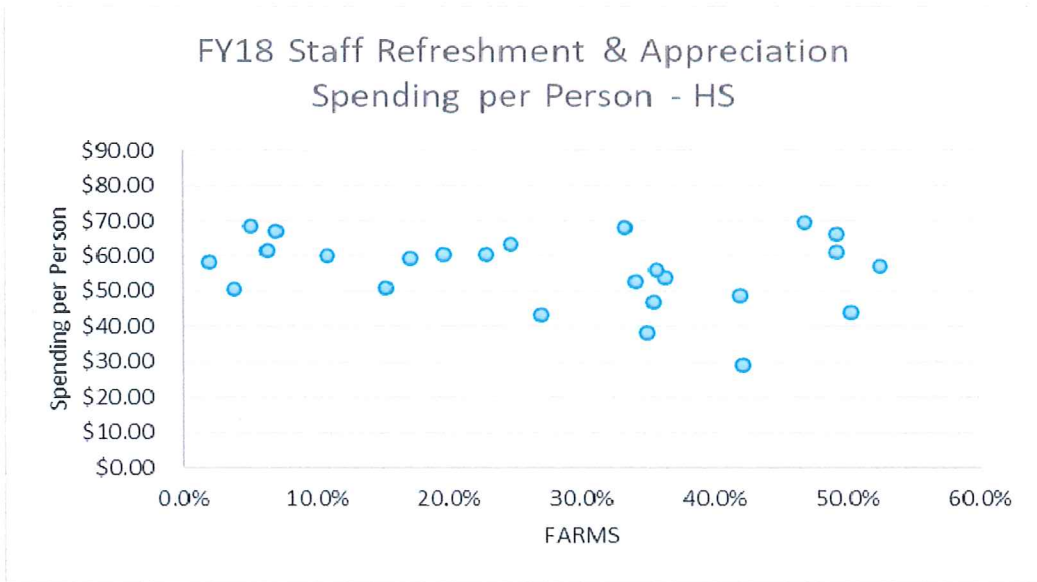
My memorandum dated February 7, 2018, *Staff Appreciation and Meeting Refreshment Update (FMC-01-08-18-04)*, provided information related to the evolution of the guidelines for annual spending amounts authorized for staff appreciation and meeting refreshments and next steps to gather school principal input for potential amendment to these guidelines.

The following is a brief chronological summary of the staff appreciation and meeting refreshments spending guidelines.

- In 2001, the aggregate annual spending limit for staff refreshments was established at \$1,200 per elementary school and \$3,000 per secondary school.
- In 2002, the annual spending limit was adjusted to a base amount of \$2,000 per elementary school, \$3,000 per middle school, and \$4,000 per high school, or schools could calculate their spending limit at \$35 per staff member to spend beyond the base amount.
- The August 4, 2008, memorandum, *Independent Activity Fund Committee Report*, from the chief operating officer, increased the annual aggregate spending authorized for staff appreciation and meeting refreshments to \$45 per Full-time Equivalent (FTE).
- The April 16, 2012, memorandum, *Revised Guidelines for Independent Activity Fund Staff Appreciation and Meeting Refreshment Expenditures*, from the chief operating officer, increased the annual spending limit from \$45 to \$60 per FTE.
- The August 31, 2017, memorandum, *New Process for Calculating Staff Appreciation and Refreshment Spending Limit*, from the chief financial officer, changed the calculation of the annual amount from \$60 per FTE to \$60 per individual staff member effective Fiscal Year (FY) 2018.

An analysis of the FY 2018 expenditures for staff appreciation and meeting refreshments follows. School principals are able to request an exception to the spending limits for staff appreciation

FY 2018 Staff Appreciation and Meeting Refreshment Spending by Level



School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
786	Georgian Forest	ES	100.0%	88	\$3,239.84	\$5,280	\$36.82	
561	Watkins Mill	ES	99.7%	109	\$3,106.69	\$6,540	\$28.50	
304	JoAnn Leleck ES	ES	91.8%	113	\$6,514.19	\$6,780	\$57.65	
791	New Hampshire Estate	ES	89.4%	82	\$1,248.32	\$4,920	\$15.22	
797	Harmony Hills	ES	86.5%	102	\$2,866.83	\$6,120	\$28.11	
564	South Lake	ES	81.7%	113	\$3,233.28	\$6,780	\$28.61	
774	Highland	ES	81.5%	89	\$3,382.03	\$5,340	\$38.00	
553	Gaithersburg	ES	81.3%	125	\$2,232.60	\$7,500	\$17.86	
788	Wheaton Woods	ES	81.1%	89	\$3,511.37	\$5,340	\$39.45	
805	Kemp Mill	ES	79.8%	75	\$1,742.83	\$4,500	\$23.24	
779	Sargent Shriver	ES	79.3%	99	\$1,946.97	\$5,940	\$19.67	
563	Summit Hall	ES	78.3%	99	\$1,958.80	\$5,940	\$19.79	
305	Jackson Road	ES	76.4%	103	\$1,148.05	\$6,180	\$11.15	
777	Weller Road	ES	76.2%	101	\$2,221.58	\$6,060	\$22.00	
790	Arcola	ES	76.1%	98	\$2,555.10	\$5,880	\$26.07	
307	Roscoe R. Nix	ES	74.7%	79	\$1,433.98	\$4,740	\$18.15	
766	Oak View	ES	74.4%	60	\$1,288.82	\$3,600	\$21.48	
552	Washington Grove	ES	74.3%	91	\$2,087.49	\$5,460	\$22.94	
808	Cresthaven	ES	73.1%	72	\$0.00	\$4,320	\$0.00	
111	Captain James E. Daly	ES	72.5%	84	\$2,962.88	\$5,040	\$35.27	
771	Rolling Terrace	ES	72.4%	114	\$1,445.06	\$6,840	\$12.68	
807	Brookhaven	ES	70.0%	89	\$1,699.32	\$5,340	\$19.09	
206	Twinbrook	ES	69.6%	80	\$3,197.37	\$4,800	\$39.97	
780	Bel Pre	ES	69.2%	86	\$1,356.06	\$5,160	\$15.77	
559	Brown Station	ES	68.1%	93	\$3,121.51	\$5,580	\$33.56	
309	Burnt Mills	ES	66.8%	72	\$4,652.05	\$4,320	\$64.61	
549	Flower Hill	ES	65.5%	73	\$851.58	\$4,380	\$11.67	
100	Clopper Mill	ES	65.3%	84	\$2,093.05	\$5,040	\$24.92	
334	Greencastle	ES	65.2%	90	\$2,204.41	\$5,400	\$24.49	
310	Cannon Road	ES	64.6%	63	\$3,030.12	\$3,780	\$48.10	
776	Montgomery Knolls	ES	63.8%	85	\$1,540.41	\$5,100	\$18.12	
822	Strathmore	ES	62.8%	68	\$3,272.82	\$4,080	\$48.13	
558	Whetstone	ES	62.2%	109	\$1,962.64	\$6,540	\$18.01	
303	Fairland	ES	61.6%	100	\$163.38	\$6,000	\$1.63	
772	Viers Mill	ES	61.3%	98	\$3,945.63	\$5,880	\$40.26	
817	Glenallan	ES	61.1%	97	\$4,571.19	\$5,820	\$47.13	
767	Glen Haven	ES	61.0%	78	\$2,816.24	\$4,680	\$36.11	
568	Stedwick	ES	59.7%	82	\$2,892.02	\$4,920	\$35.27	
313	Galway	ES	59.1%	102	\$2,684.34	\$6,120	\$26.32	
555	Rosemont	ES	58.0%	105	\$1,780.16	\$6,300	\$16.95	
756	East Silver Spring	ES	56.9%	80	\$3,298.65	\$4,800	\$41.23	
108	Lake Seneca	ES	55.4%	83	\$784.89	\$4,980	\$9.46	
212	Meadow Hall	ES	55.4%	79	\$1,373.25	\$4,740	\$17.38	
106	Fox Chapel	ES	55.2%	75	\$1,693.93	\$4,500	\$22.59	
565	Sequoyah	ES	54.4%	59	\$592.26	\$3,540	\$10.04	
514	Judith A. Resnik	ES	53.8%	88	\$2,795.69	\$5,280	\$31.77	
109	Waters Landing	ES	50.5%	91	\$3,608.90	\$5,460	\$39.66	
312	William Tyler Page	ES	50.2%	56	\$2,057.21	\$3,360	\$36.74	
242	Dr. Sally K. Ride	ES	49.9%	76	\$2,406.67	\$4,560	\$31.67	
556	Mill Creek Towne	ES	49.7%	62	\$836.43	\$3,720	\$13.49	
795	Rock View	ES	49.6%	94	\$2,045.94	\$5,640	\$21.77	
747	Dr. Charles R. Drew	ES	49.0%	79	\$771.45	\$4,740	\$9.77	

Staff Appreciation and Refreshment Spending FY18

ATTACHMENT B

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
110	S. Christa McAuliffe	ES	48.7%	79	\$835.18	\$4,740	\$10.57	
761	Pine Crest	ES	48.0%	55	\$2,429.82	\$3,300	\$44.18	
302	Burtonsville	ES	46.1%	65	\$3,728.65	\$3,900	\$57.36	
569	Strawberry Knoll	ES	45.6%	104	\$3,234.84	\$6,240	\$31.10	
210	Maryvale	ES	43.6%	95	\$1,503.73	\$5,700	\$15.83	
784	Highland View	ES	43.2%	58	\$3,139.91	\$3,480	\$54.14	
546	Goshen	ES	42.5%	84	\$579.12	\$5,040	\$6.89	
566	Fields Road	ES	42.2%	79	\$1,013.59	\$4,740	\$12.83	
770	Flora M. Singer	ES	40.7%	107	\$3,596.78	\$6,420	\$33.61	
102	Germantown	ES	39.5%	65	\$1,662.78	\$3,900	\$25.58	
340	Great Seneca Creek	ES	37.5%	83	\$2,679.35	\$4,980	\$32.28	
769	Oakland Terrace	ES	34.6%	76	\$2,159.59	\$4,560	\$28.42	
754	Takoma Park	ES	33.9%	73	\$0.00	\$4,380	\$0.00	
244	Thurgood Marshall	ES	33.8%	77	\$3,510.92	\$4,620	\$45.60	
803	Forest Knolls	ES	32.9%	100	\$2,060.00	\$6,000	\$20.60	
337	William B. Gibbs, Jr.	ES	32.7%	85	\$2,563.39	\$5,100	\$30.16	
749	Piney Branch	ES	32.0%	66	\$3,380.34	\$3,960	\$51.22	
505	Lucy V. Barnsley	ES	31.0%	83	\$1,608.37	\$4,980	\$19.38	
819	Rock Creek Valley	ES	30.9%	72	\$1,208.15	\$4,320	\$16.78	
706	Clearspring	ES	29.2%	80	\$2,784.02	\$4,800	\$34.80	
794	Rosemary Hills	ES	28.9%	80	\$1,039.94	\$4,800	\$13.00	
518	Brooke Grove	ES	28.7%	66	\$3,966.16	\$3,960	\$60.09	
360	Jones Lane	ES	27.1%	64	\$516.03	\$3,840	\$8.06	
158	Ronald A. McNair	ES	26.8%	82	\$3,803.87	\$4,920	\$46.39	
511	Cashell	ES	26.4%	63	\$3,189.54	\$3,780	\$50.63	
702	Damascus	ES	25.9%	51	\$736.50	\$3,060	\$14.44	
506	Flower Valley	ES	25.2%	68	\$2,671.21	\$4,080	\$39.28	
207	Beall	ES	24.9%	91	\$4,267.07	\$5,460	\$46.89	
773	Rock Creek Forest	ES	24.3%	94	\$1,993.23	\$5,640	\$21.20	
508	Candlewood	ES	23.3%	54	\$177.61	\$3,240	\$3.29	
764	Woodlin	ES	23.1%	67	\$3,101.29	\$4,020	\$46.29	
227	Ritchie Park	ES	22.8%	55	\$574.16	\$3,300	\$10.44	
316	Stonegate	ES	22.5%	62	\$1,856.33	\$3,720	\$29.94	
523	Spark M. Matsunaga	ES	21.8%	77	\$1,982.58	\$4,620	\$25.75	
504	Westover	ES	21.5%	49	\$539.25	\$2,940	\$11.01	
159	Rachel Carson	ES	20.1%	97	\$3,460.51	\$5,820	\$35.68	
502	Olney	ES	20.0%	67	\$2,069.07	\$4,020	\$30.88	
704	Woodfield	ES	19.9%	61	\$1,788.46	\$3,660	\$29.32	
403	Chevy Chase	ES	19.7%	45	\$1,337.07	\$2,700	\$29.71	
156	Lois P. Rockwell	ES	19.5%	65	\$2,408.27	\$3,900	\$37.05	
308	Cloverly	ES	19.4%	74	\$1,055.26	\$4,440	\$14.26	
652	Monocacy	ES	17.3%	30	\$1,443.20	\$1,800	\$48.11	
101	Clarksburg	ES	17.2%	45	\$1,076.64	\$2,700	\$23.93	
204	Garrett Park	ES	17.1%	79	\$2,148.89	\$4,740	\$27.20	
336	Little Bennett	ES	16.1%	78	\$3,314.12	\$4,680	\$42.49	
220	Luxmanor	ES	15.3%	67	\$2,069.14	\$4,020	\$30.88	
51	Laytonsville	ES	15.2%	59	\$1,879.40	\$3,540	\$31.85	
501	Sherwood	ES	15.0%	72	\$1,522.44	\$4,320	\$21.15	
415	North Chevy Chase	ES	14.9%	43	\$1,073.48	\$2,580	\$24.96	
229	College Gardens	ES	14.4%	87	\$2,573.00	\$5,220	\$29.57	
241	DuFief	ES	12.5%	55	\$2,555.87	\$3,300	\$46.47	
425	Ashburton	ES	12.4%	88	\$3,642.84	\$5,280	\$41.40	

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
153	Poolesville	ES	11.5%	46	\$2,635.64	\$2,760	\$57.30	
341	Wilson Wims	ES	10.7%	114	\$1,503.21	\$6,840	\$13.19	
653	Stone Mill	ES	10.4%	76	\$5,339.86	\$4,560	\$70.26	
517	Sligo Creek	ES	10.4%	69	\$750.96	\$4,140	\$10.88	
233	Fallsmead	ES	10.4%	56	\$1,717.96	\$3,360	\$30.68	
703	Cedar Grove	ES	9.8%	66	\$2,310.37	\$3,960	\$35.01	
607	Bells Mill	ES	9.8%	65	\$2,091.14	\$3,900	\$32.17	
570	Diamond	ES	9.7%	81	\$4,376.96	\$4,860	\$54.04	
512	Greenwood	ES	9.0%	48	\$1,134.80	\$2,880	\$23.64	
783	Kensington Parkwood	ES	8.8%	63	\$2,360.33	\$3,780	\$37.47	
216	Travilah	ES	7.8%	48	\$2,856.93	\$2,880	\$59.52	
209	Lakewood	ES	7.7%	58	\$1,154.08	\$3,480	\$19.90	
513	Belmont	ES	7.4%	37	\$1,749.79	\$2,220	\$47.29	
401	Bethesda	ES	7.3%	78	\$4,058.56	\$4,680	\$52.03	
351	Darnestown	ES	7.2%	38	\$1,401.93	\$2,280	\$36.89	
219	Farmland	ES	7.1%	75	\$7,828.44	\$4,500	\$104.38	x
405	Somerset	ES	6.0%	63	\$4,132.13	\$3,780	\$65.59	
419	BurningTree	ES	5.8%	67	\$1,739.34	\$4,020	\$25.96	
226	Beverly Farms	ES	4.7%	55	\$593.55	\$3,300	\$10.79	
603	Seven Locks	ES	4.2%	49	\$1,857.37	\$2,940	\$37.91	
235	Wayside	ES	4.1%	77	\$3,950.51	\$4,620	\$51.31	
417	Wood Acres	ES	3.2%	69	\$1,021.77	\$4,140	\$14.81	
420	Bannockburn	ES	2.2%	45	\$333.05	\$2,700	\$7.40	
601	Potomac	ES	2.1%	45	\$2,248.75	\$2,700	\$49.97	
408	Westbrook	ES	1.7%	64	\$0.00	\$3,840	\$0.00	
422	Wyngate	ES	1.6%	70	\$4,069.54	\$4,200	\$58.14	
238	Cold Spring	ES	1.2%	37	\$1,349.96	\$2,220	\$36.49	
410	Bradley Hills	ES	1.1%	58	\$2,370.01	\$3,480	\$40.86	
604	Carderock Springs	ES	1.0%	52	\$1,135.49	\$3,120	\$21.84	
		ES		AVERAGE PF	\$2,239.17	\$4,534.29	\$30.28	1

Staff Appreciation and Refreshment Spending FY18

ATTACHMENT B

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
545	Watkins Mill	HS	52.5%	207	\$11,886.17	\$12,420	\$57.42	
815	John F. Kennedy	HS	50.3%	215	\$9,484.88	\$12,900	\$44.12	
796	Northwood	HS	49.3%	208	\$12,779.38	\$12,480	\$61.44	
782	Wheaton	HS	49.3%	216	\$14,312.98	\$12,960	\$66.26	x
798	Springbrook	HS	46.9%	204	\$14,231.23	\$12,240	\$69.76	x
551	Gaithersburg	HS	42.1%	306	\$8,909.11	\$18,360	\$29.11	
789	Albert Einstein	HS	42.0%	231	\$11,262.18	\$13,860	\$48.75	
104	Seneca Valley	HS	36.3%	164	\$8,839.89	\$9,840	\$53.90	x
757	Montgomery Blair	HS	35.7%	305	\$17,169.21	\$18,300	\$56.29	x
230	Rockville	HS	35.5%	205	\$9,657.67	\$12,300	\$47.11	
321	James Hubert Blake	HS	35.0%	176	\$6,736.51	\$10,560	\$38.28	
315	Paint Branch	HS	34.2%	227	\$12,038.58	\$13,620	\$53.03	
510	Col. Zadok Magruder	HS	33.3%	185	\$12,638.82	\$11,100	\$68.32	
249	Clarksburg	HS	27.0%	229	\$9,964.70	\$13,740	\$43.51	
246	Northwest	HS	24.8%	234	\$14,844.29	\$14,040	\$63.44	
125	Quince Orchard	HS	22.8%	214	\$12,961.54	\$12,840	\$60.57	
201	Richard Montgomery	HS	19.7%	232	\$14,039.35	\$13,920	\$60.51	x
503	Sherwood	HS	17.1%	196	\$11,648.00	\$11,760	\$59.43	
701	Damascus	HS	15.2%	146	\$7,440.74	\$8,760	\$50.96	
406	Bethesda-Chevy Chase	HS	10.9%	191	\$11,502.09	\$11,460	\$60.22	
424	Walter Johnson	HS	7.0%	234	\$15,724.38	\$14,040	\$67.20	x
152	Poolesville	HS	6.4%	118	\$7,261.80	\$7,080	\$61.54	
234	Thomas S. Wootton	HS	5.1%	202	\$13,859.60	\$12,120	\$68.61	x
602	Winston Churchill	HS	3.8%	214	\$10,881.09	\$12,840	\$50.85	
427	Walt Whitman	HS	2.0%	214	\$12,518.12	\$12,840	\$58.50	
748	Thomas Edison	HS		43	\$3,603.53	\$2,580	\$83.80	
		HS		AVERAGE PF	\$11,392.15	\$12,267.69	\$57.04	7

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
311	Francis Scott Key	MS	74.2%	116	\$5,138.85	\$6,960	\$44.30	
557	Montgomery Village	MS	66.2%	105	\$5,463.21	\$6,300	\$52.03	
818	Col. E. Brooke Lee	MS	65.2%	102	\$4,095.33	\$6,120	\$40.15	
115	Neelsville	MS	60.1%	113	\$3,796.81	\$6,780	\$33.60	
811	White Oak	MS	59.8%	105	\$3,894.26	\$6,300	\$37.09	
787	A. Mario Loiederman	MS	58.2%	114	\$6,439.52	\$6,840	\$56.49	
248	Forest Oak	MS	56.4%	112	\$2,128.66	\$6,720	\$19.01	
823	Argyle	MS	54.1%	109	\$3,943.69	\$6,540	\$36.18	
812	Parkland	MS	50.1%	112	\$5,946.28	\$6,720	\$53.09	
333	Benjamin Banneker	MS	49.2%	104	\$2,986.43	\$6,240	\$28.72	
107	Dr. Martin Luther King,	MS	49.0%	86	\$2,974.40	\$5,160	\$34.59	
554	Gaithersburg	MS	47.0%	128	\$3,467.35	\$7,680	\$27.09	
792	Newport Mill	MS	45.9%	89	\$1,322.90	\$5,340	\$14.86	
335	Briggs Chaney	MS	45.4%	117	\$5,456.42	\$7,020	\$46.64	
775	Eastern	MS	44.0%	125	\$5,887.56	\$7,500	\$47.10	
778	Sligo	MS	43.3%	105	\$3,345.89	\$6,300	\$31.87	
521	Shady Grove	MS	42.4%	94	\$5,438.42	\$5,640	\$57.86	
562	Redland	MS	40.9%	75	\$3,652.40	\$4,500	\$48.70	
647	Silver Spring Internatio	MS	39.8%	138	\$6,182.83	\$8,280	\$44.80	
820	Earle B. Wood	MS	37.6%	137	\$5,408.26	\$8,220	\$39.48	
157	Roberto Clemente	MS	31.4%	146	\$7,231.38	\$8,760	\$49.53	
105	Ridgeview	MS	28.7%	91	\$4,741.69	\$5,460	\$52.11	
755	Takoma Park	MS	27.2%	111	\$5,342.57	\$6,660	\$48.13	
211	Julius West	MS	24.7%	132	\$6,379.80	\$7,920	\$48.33	
522	Lakelands Park	MS	23.3%	131	\$7,538.61	\$7,860	\$57.55	
707	Rocky Hill	MS	22.6%	97	\$2,877.95	\$5,820	\$29.67	
705	John T. Baker	MS	19.8%	104	\$2,951.81	\$6,240	\$28.38	
708	Kingsview	MS	19.4%	105	\$3,893.58	\$6,300	\$37.08	
345	Hallie Wells	MS	17.7%	92	\$5,749.72	\$5,520	\$62.50	
507	William H. Farquhar	MS	13.7%	85	\$5,136.76	\$5,100	\$60.43	
232	Tilden	MS	11.8%	111	\$6,063.37	\$6,660	\$54.62	
247	John Poole	MS	11.1%	50	\$3,029.92	\$3,000	\$60.60	
412	Westland	MS	10.8%	118	\$4,106.63	\$7,080	\$34.80	
155	Rosa M. Parks	MS	10.1%	93	\$8,687.98	\$5,580	\$93.42	
606	Cabin John	MS	8.0%	121	\$4,783.30	\$7,260	\$39.53	
413	North Bethesda	MS	6.5%	113	\$5,873.86	\$6,780	\$51.98	
237	Robert Frost	MS	6.1%	101	\$5,352.89	\$6,060	\$53.00	
228	Herbert Hoover	MS	2.7%	112	\$6,242.23	\$6,720	\$55.73	
428	Thomas W. Pyle	MS	1.5%	149	\$3,307.41	\$8,940	\$22.20	
835	Silver Creek	MS		66	\$1,594.78	\$3,960	\$24.16	
		MS	AVERAGE PP		\$4,696.39	\$6,471.00	\$43.93	0

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
219	Farmland	ES	7.1%	75	\$7,828.44	\$4,500	\$104.38	x
653	Stone Mill	ES	10.4%	76	\$5,339.86	\$4,560	\$70.26	
405	Somerset	ES	6.0%	63	\$4,132.13	\$3,780	\$65.59	
309	Burnt Mills	ES	66.8%	72	\$4,652.05	\$4,320	\$64.61	
518	Brooke Grove	ES	28.7%	66	\$3,966.16	\$3,960	\$60.09	
216	Travilah	ES	7.8%	48	\$2,856.93	\$2,880	\$59.52	
422	Wyngate	ES	1.6%	70	\$4,069.54	\$4,200	\$58.14	
304	JoAnn Leleck ES	ES	91.8%	113	\$6,514.19	\$6,780	\$57.65	
302	Burtonsville	ES	46.1%	65	\$3,728.65	\$3,900	\$57.36	
153	Poolesville	ES	11.5%	46	\$2,635.64	\$2,760	\$57.30	
784	Highland View	ES	43.2%	58	\$3,139.91	\$3,480	\$54.14	
570	Diamond	ES	9.7%	81	\$4,376.96	\$4,860	\$54.04	
401	Bethesda	ES	7.3%	78	\$4,058.56	\$4,680	\$52.03	
235	Wayside	ES	4.1%	77	\$3,950.51	\$4,620	\$51.31	
749	Piney Branch	ES	32.0%	66	\$3,380.34	\$3,960	\$51.22	
511	Cashell	ES	26.4%	63	\$3,189.54	\$3,780	\$50.63	
601	Potomac	ES	2.1%	45	\$2,248.75	\$2,700	\$49.97	
822	Strathmore	ES	62.8%	68	\$3,272.82	\$4,080	\$48.13	
652	Monocacy	ES	17.3%	30	\$1,443.20	\$1,800	\$48.11	
310	Cannon Road	ES	64.6%	63	\$3,030.12	\$3,780	\$48.10	
513	Belmont	ES	7.4%	37	\$1,749.79	\$2,220	\$47.29	
817	Glenallan	ES	61.1%	97	\$4,571.19	\$5,820	\$47.13	
207	Beall	ES	24.9%	91	\$4,267.07	\$5,460	\$46.89	
241	DuFief	ES	12.5%	55	\$2,555.87	\$3,300	\$46.47	
158	Ronald A. McNair	ES	26.8%	82	\$3,803.87	\$4,920	\$46.39	
764	Woodlin	ES	23.1%	67	\$3,101.29	\$4,020	\$46.29	
244	Thurgood Marshall	ES	33.8%	77	\$3,510.92	\$4,620	\$45.60	
761	Pine Crest	ES	48.0%	55	\$2,429.82	\$3,300	\$44.18	
336	Little Bennett	ES	16.1%	78	\$3,314.12	\$4,680	\$42.49	
425	Ashburton	ES	12.4%	88	\$3,642.84	\$5,280	\$41.40	
756	East Silver Spring	ES	56.9%	80	\$3,298.65	\$4,800	\$41.23	
410	Bradley Hills	ES	1.1%	58	\$2,370.01	\$3,480	\$40.86	
772	Viers Mill	ES	61.3%	98	\$3,945.63	\$5,880	\$40.26	
206	Twinbrook	ES	69.6%	80	\$3,197.37	\$4,800	\$39.97	
109	Waters Landing	ES	50.5%	91	\$3,608.90	\$5,460	\$39.66	
788	Wheaton Woods	ES	81.1%	89	\$3,511.37	\$5,340	\$39.45	
506	Flower Valley	ES	25.2%	68	\$2,671.21	\$4,080	\$39.28	
774	Highland	ES	81.5%	89	\$3,382.03	\$5,340	\$38.00	
603	Seven Locks	ES	4.2%	49	\$1,857.37	\$2,940	\$37.91	
783	Kensington Parkwood	ES	8.8%	63	\$2,360.33	\$3,780	\$37.47	
156	Lois P. Rockwell	ES	19.5%	65	\$2,408.27	\$3,900	\$37.05	
351	Darnestown	ES	7.2%	38	\$1,401.93	\$2,280	\$36.89	
786	Georgian Forest	ES	100.0%	88	\$3,239.84	\$5,280	\$36.82	
312	William Tyler Page	ES	50.2%	56	\$2,057.21	\$3,360	\$36.74	
238	Cold Spring	ES	1.2%	37	\$1,349.96	\$2,220	\$36.49	
767	Glen Haven	ES	61.0%	78	\$2,816.24	\$4,680	\$36.11	
159	Rachel Carson	ES	20.1%	97	\$3,460.51	\$5,820	\$35.68	
111	Captain James E. Daly	ES	72.5%	84	\$2,962.88	\$5,040	\$35.27	
568	Stedwick	ES	59.7%	82	\$2,892.02	\$4,920	\$35.27	
703	Cedar Grove	ES	9.8%	66	\$2,310.37	\$3,960	\$35.01	
706	Clearspring	ES	29.2%	80	\$2,784.02	\$4,800	\$34.80	
770	Flora M. Singer	ES	40.7%	107	\$3,596.78	\$6,420	\$33.61	

Staff Appreciation and Refreshment Spending FY18

ATTACHMENT C

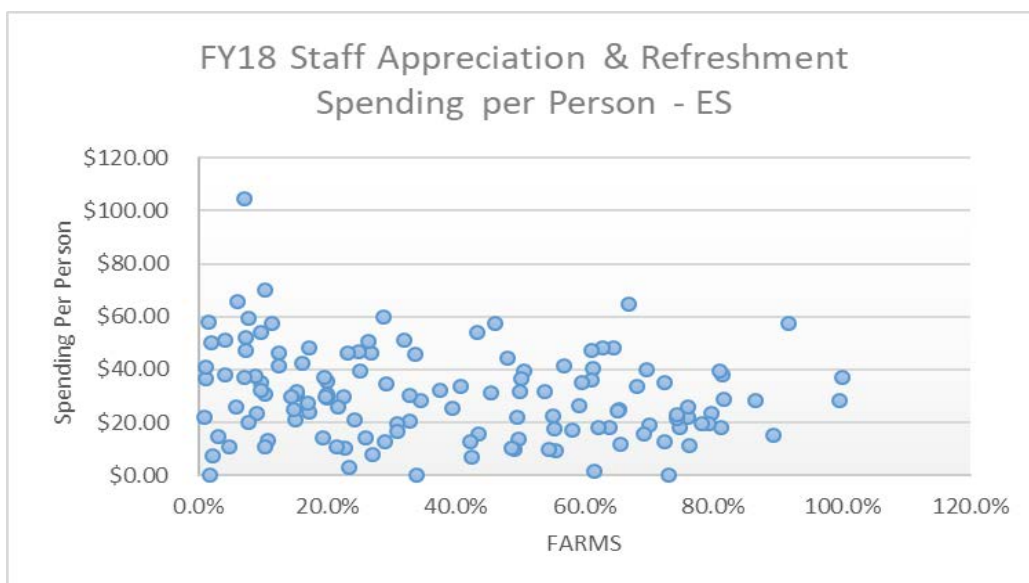
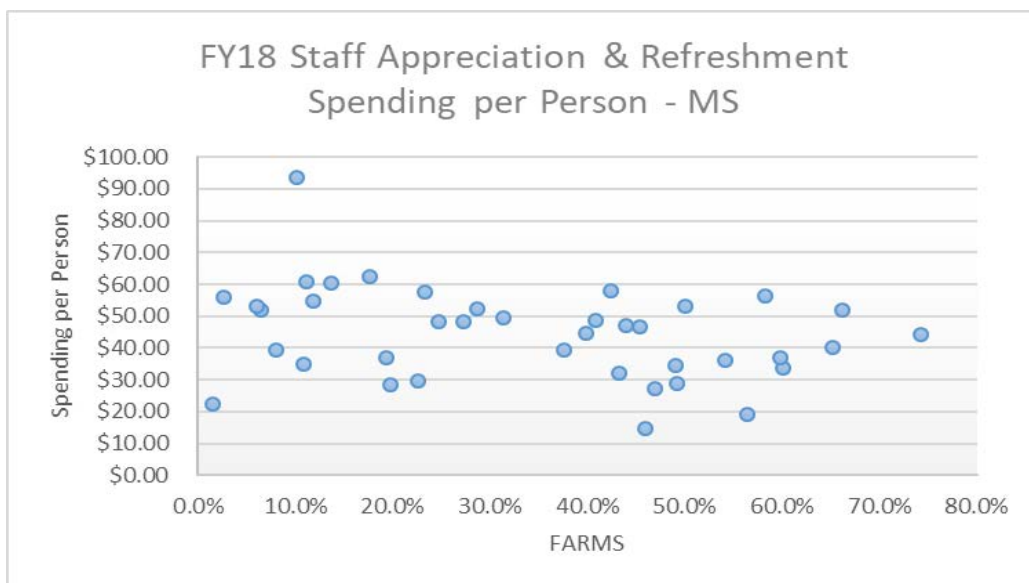
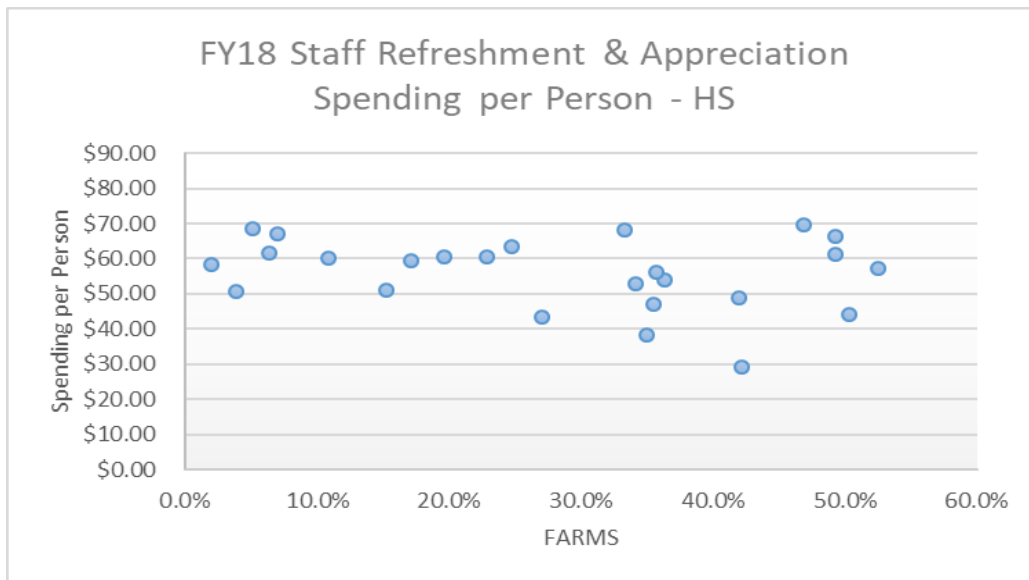
School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
559	Brown Station	ES	68.1%	93	\$3,121.51	\$5,580	\$33.56	
340	Great Seneca Creek	ES	37.5%	83	\$2,679.35	\$4,980	\$32.28	
607	Bells Mill	ES	9.8%	65	\$2,091.14	\$3,900	\$32.17	
51	Laytonsville	ES	15.2%	59	\$1,879.40	\$3,540	\$31.85	
514	Judith A. Resnik	ES	53.8%	88	\$2,795.69	\$5,280	\$31.77	
242	Dr. Sally K. Ride	ES	49.9%	76	\$2,406.67	\$4,560	\$31.67	
569	Strawberry Knoll	ES	45.6%	104	\$3,234.84	\$6,240	\$31.10	
220	Luxmanor	ES	15.3%	67	\$2,069.14	\$4,020	\$30.88	
502	Olney	ES	20.0%	67	\$2,069.07	\$4,020	\$30.88	
233	Fallsmead	ES	10.4%	56	\$1,717.96	\$3,360	\$30.68	
337	William B. Gibbs, Jr.	ES	32.7%	85	\$2,563.39	\$5,100	\$30.16	
316	Stonegate	ES	22.5%	62	\$1,856.33	\$3,720	\$29.94	
403	Chevy Chase	ES	19.7%	45	\$1,337.07	\$2,700	\$29.71	
229	College Gardens	ES	14.4%	87	\$2,573.00	\$5,220	\$29.57	
704	Woodfield	ES	19.9%	61	\$1,788.46	\$3,660	\$29.32	
564	South Lake	ES	81.7%	113	\$3,233.28	\$6,780	\$28.61	
561	Watkins Mill	ES	99.7%	109	\$3,106.69	\$6,540	\$28.50	
769	Oakland Terrace	ES	34.6%	76	\$2,159.59	\$4,560	\$28.42	
797	Harmony Hills	ES	86.5%	102	\$2,866.83	\$6,120	\$28.11	
204	Garrett Park	ES	17.1%	79	\$2,148.89	\$4,740	\$27.20	
313	Galway	ES	59.1%	102	\$2,684.34	\$6,120	\$26.32	
790	Arcola	ES	76.1%	98	\$2,555.10	\$5,880	\$26.07	
419	BurningTree	ES	5.8%	67	\$1,739.34	\$4,020	\$25.96	
523	Spark M. Matsunaga	ES	21.8%	77	\$1,982.58	\$4,620	\$25.75	
102	Germantown	ES	39.5%	65	\$1,662.78	\$3,900	\$25.58	
415	North Chevy Chase	ES	14.9%	43	\$1,073.48	\$2,580	\$24.96	
100	Clopper Mill	ES	65.3%	84	\$2,093.05	\$5,040	\$24.92	
334	Greencastle	ES	65.2%	90	\$2,204.41	\$5,400	\$24.49	
101	Clarksburg	ES	17.2%	45	\$1,076.64	\$2,700	\$23.93	
512	Greenwood	ES	9.0%	48	\$1,134.80	\$2,880	\$23.64	
805	Kemp Mill	ES	79.8%	75	\$1,742.83	\$4,500	\$23.24	
552	Washington Grove	ES	74.3%	91	\$2,087.49	\$5,460	\$22.94	
106	Fox Chapel	ES	55.2%	75	\$1,693.93	\$4,500	\$22.59	
777	Weller Road	ES	76.2%	101	\$2,221.58	\$6,060	\$22.00	
604	Carderock Springs	ES	1.0%	52	\$1,135.49	\$3,120	\$21.84	
795	Rock View	ES	49.6%	94	\$2,045.94	\$5,640	\$21.77	
766	Oak View	ES	74.4%	60	\$1,288.82	\$3,600	\$21.48	
773	Rock Creek Forest	ES	24.3%	94	\$1,993.23	\$5,640	\$21.20	
501	Sherwood	ES	15.0%	72	\$1,522.44	\$4,320	\$21.15	
803	Forest Knolls	ES	32.9%	100	\$2,060.00	\$6,000	\$20.60	
209	Lakewood	ES	7.7%	58	\$1,154.08	\$3,480	\$19.90	
563	Summit Hall	ES	78.3%	99	\$1,958.80	\$5,940	\$19.79	
779	Sargent Shriver	ES	79.3%	99	\$1,946.97	\$5,940	\$19.67	
505	Lucy V. Barnsley	ES	31.0%	83	\$1,608.37	\$4,980	\$19.38	
807	Brookhaven	ES	70.0%	89	\$1,699.32	\$5,340	\$19.09	
307	Roscoe R. Nix	ES	74.7%	79	\$1,433.98	\$4,740	\$18.15	
776	Montgomery Knolls	ES	63.8%	85	\$1,540.41	\$5,100	\$18.12	
558	Whetstone	ES	62.2%	109	\$1,962.64	\$6,540	\$18.01	
553	Gaithersburg	ES	81.3%	125	\$2,232.60	\$7,500	\$17.86	
212	Meadow Hall	ES	55.4%	79	\$1,373.25	\$4,740	\$17.38	
555	Rosemont	ES	58.0%	105	\$1,780.16	\$6,300	\$16.95	
819	Rock Creek Valley	ES	30.9%	72	\$1,208.15	\$4,320	\$16.78	

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
210	Maryvale	ES	43.6%	95	\$1,503.73	\$5,700	\$15.83	
780	Bel Pre	ES	69.2%	86	\$1,356.06	\$5,160	\$15.77	
791	New Hampshire Estate	ES	89.4%	82	\$1,248.32	\$4,920	\$15.22	
417	Wood Acres	ES	3.2%	69	\$1,021.77	\$4,140	\$14.81	
702	Damascus	ES	25.9%	51	\$736.50	\$3,060	\$14.44	
308	Cloverly	ES	19.4%	74	\$1,055.26	\$4,440	\$14.26	
556	Mill Creek Towne	ES	49.7%	62	\$836.43	\$3,720	\$13.49	
341	Wilson Wims	ES	10.7%	114	\$1,503.21	\$6,840	\$13.19	
794	Rosemary Hills	ES	28.9%	80	\$1,039.94	\$4,800	\$13.00	
566	Fields Road	ES	42.2%	79	\$1,013.59	\$4,740	\$12.83	
771	Rolling Terrace	ES	72.4%	114	\$1,445.06	\$6,840	\$12.68	
549	Flower Hill	ES	65.5%	73	\$851.58	\$4,380	\$11.67	
305	Jackson Road	ES	76.4%	103	\$1,148.05	\$6,180	\$11.15	
504	Westover	ES	21.5%	49	\$539.25	\$2,940	\$11.01	
517	Sligo Creek	ES	10.4%	69	\$750.96	\$4,140	\$10.88	
226	Beverly Farms	ES	4.7%	55	\$593.55	\$3,300	\$10.79	
110	S. Christa McAuliffe	ES	48.7%	79	\$835.18	\$4,740	\$10.57	
227	Ritchie Park	ES	22.8%	55	\$574.16	\$3,300	\$10.44	
565	Sequoyah	ES	54.4%	59	\$592.26	\$3,540	\$10.04	
747	Dr. Charles R. Drew	ES	49.0%	79	\$771.45	\$4,740	\$9.77	
108	Lake Seneca	ES	55.4%	83	\$784.89	\$4,980	\$9.46	
360	Jones Lane	ES	27.1%	64	\$516.03	\$3,840	\$8.06	
420	Bannockburn	ES	2.2%	45	\$333.05	\$2,700	\$7.40	
546	Goshen	ES	42.5%	84	\$579.12	\$5,040	\$6.89	
508	Candlewood	ES	23.3%	54	\$177.61	\$3,240	\$3.29	
303	Fairland	ES	61.6%	100	\$163.38	\$6,000	\$1.63	
808	Cresthaven	ES	73.1%	72	\$0.00	\$4,320	\$0.00	
754	Takoma Park	ES	33.9%	73	\$0.00	\$4,380	\$0.00	
408	Westbrook	ES	1.7%	64	\$0.00	\$3,840	\$0.00	
		ES		AVERAGE PP	\$2,239.17	\$4,534.29	\$30.28	1

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
748	Thomas Edison	HS		43	\$3,603.53	\$2,580	\$83.80	
798	Springbrook	HS	46.9%	204	\$14,231.23	\$12,240	\$69.76	x
234	Thomas S. Wootton	HS	5.1%	202	\$13,859.60	\$12,120	\$68.61	x
510	Col. Zadok Magruder	HS	33.3%	185	\$12,638.82	\$11,100	\$68.32	
424	Walter Johnson	HS	7.0%	234	\$15,724.38	\$14,040	\$67.20	x
782	Wheaton	HS	49.3%	216	\$14,312.98	\$12,960	\$66.26	x
246	Northwest	HS	24.8%	234	\$14,844.29	\$14,040	\$63.44	
152	Poolesville	HS	6.4%	118	\$7,261.80	\$7,080	\$61.54	
796	Northwood	HS	49.3%	208	\$12,779.38	\$12,480	\$61.44	
125	Quince Orchard	HS	22.8%	214	\$12,961.54	\$12,840	\$60.57	
201	Richard Montgomery	HS	19.7%	232	\$14,039.35	\$13,920	\$60.51	x
406	Bethesda-Chevy Chase	HS	10.9%	191	\$11,502.09	\$11,460	\$60.22	
503	Sherwood	HS	17.1%	196	\$11,648.00	\$11,760	\$59.43	
427	Walt Whitman	HS	2.0%	214	\$12,518.12	\$12,840	\$58.50	
545	Watkins Mill	HS	52.5%	207	\$11,886.17	\$12,420	\$57.42	
757	Montgomery Blair	HS	35.7%	305	\$17,169.21	\$18,300	\$56.29	x
104	Seneca Valley	HS	36.3%	164	\$8,839.89	\$9,840	\$53.90	x
315	Paint Branch	HS	34.2%	227	\$12,038.58	\$13,620	\$53.03	
701	Damascus	HS	15.2%	146	\$7,440.74	\$8,760	\$50.96	
602	Winston Churchill	HS	3.8%	214	\$10,881.09	\$12,840	\$50.85	
789	Albert Einstein	HS	42.0%	231	\$11,262.18	\$13,860	\$48.75	
230	Rockville	HS	35.5%	205	\$9,657.67	\$12,300	\$47.11	
815	John F. Kennedy	HS	50.3%	215	\$9,484.88	\$12,900	\$44.12	
249	Clarksburg	HS	27.0%	229	\$9,964.70	\$13,740	\$43.51	
321	James Hubert Blake	HS	35.0%	176	\$6,736.51	\$10,560	\$38.28	
551	Gaithersburg	HS	42.1%	306	\$8,909.11	\$18,360	\$29.11	
		HS	AVERAGE PF		\$11,392.15	\$12,267.69	\$57.04	7

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
155	Rosa M. Parks	MS	10.1%	93	\$8,687.98	\$5,580	\$93.42	
345	Hallie Wells	MS	17.7%	92	\$5,749.72	\$5,520	\$62.50	
247	John Poole	MS	11.1%	50	\$3,029.92	\$3,000	\$60.60	
507	William H. Farquhar	MS	13.7%	85	\$5,136.76	\$5,100	\$60.43	
521	Shady Grove	MS	42.4%	94	\$5,438.42	\$5,640	\$57.86	
522	Lakelands Park	MS	23.3%	131	\$7,538.61	\$7,860	\$57.55	
787	A. Mario Loiederman	MS	58.2%	114	\$6,439.52	\$6,840	\$56.49	
228	Herbert Hoover	MS	2.7%	112	\$6,242.23	\$6,720	\$55.73	
232	Tilden	MS	11.8%	111	\$6,063.37	\$6,660	\$54.62	
812	Parkland	MS	50.1%	112	\$5,946.28	\$6,720	\$53.09	
237	Robert Frost	MS	6.1%	101	\$5,352.89	\$6,060	\$53.00	
105	Ridgeview	MS	28.7%	91	\$4,741.69	\$5,460	\$52.11	
557	Montgomery Village	MS	66.2%	105	\$5,463.21	\$6,300	\$52.03	
413	North Bethesda	MS	6.5%	113	\$5,873.86	\$6,780	\$51.98	
157	Roberto Clemente	MS	31.4%	146	\$7,231.38	\$8,760	\$49.53	
562	Redland	MS	40.9%	75	\$3,652.40	\$4,500	\$48.70	
211	Julius West	MS	24.7%	132	\$6,379.80	\$7,920	\$48.33	
755	Takoma Park	MS	27.2%	111	\$5,342.57	\$6,660	\$48.13	
775	Eastern	MS	44.0%	125	\$5,887.56	\$7,500	\$47.10	
335	Briggs Chaney	MS	45.4%	117	\$5,456.42	\$7,020	\$46.64	
647	Silver Spring Internatio	MS	39.8%	138	\$6,182.83	\$8,280	\$44.80	
311	Francis Scott Key	MS	74.2%	116	\$5,138.85	\$6,960	\$44.30	
818	Col. E. Brooke Lee	MS	65.2%	102	\$4,095.33	\$6,120	\$40.15	
606	Cabin John	MS	8.0%	121	\$4,783.30	\$7,260	\$39.53	
820	Earle B. Wood	MS	37.6%	137	\$5,408.26	\$8,220	\$39.48	
811	White Oak	MS	59.8%	105	\$3,894.26	\$6,300	\$37.09	
708	Kingsview	MS	19.4%	105	\$3,893.58	\$6,300	\$37.08	
823	Argyle	MS	54.1%	109	\$3,943.69	\$6,540	\$36.18	
412	Westland	MS	10.8%	118	\$4,106.63	\$7,080	\$34.80	
107	Dr. Martin Luther King,	MS	49.0%	86	\$2,974.40	\$5,160	\$34.59	
115	Neelsville	MS	60.1%	113	\$3,796.81	\$6,780	\$33.60	
778	Sligo	MS	43.3%	105	\$3,345.89	\$6,300	\$31.87	
707	Rocky Hill	MS	22.6%	97	\$2,877.95	\$5,820	\$29.67	
333	Benjamin Banneker	MS	49.2%	104	\$2,986.43	\$6,240	\$28.72	
705	John T. Baker	MS	19.8%	104	\$2,951.81	\$6,240	\$28.38	
554	Gaithersburg	MS	47.0%	128	\$3,467.35	\$7,680	\$27.09	
835	Silver Creek	MS		66	\$1,594.78	\$3,960	\$24.16	
428	Thomas W. Pyle	MS	1.5%	149	\$3,307.41	\$8,940	\$22.20	
248	Forest Oak	MS	56.4%	112	\$2,128.66	\$6,720	\$19.01	
792	Newport Mill	MS	45.9%	89	\$1,322.90	\$5,340	\$14.86	
		MS		AVERAGE PP	\$4,696.39	\$6,471.00	\$43.93	0

FY 2018 Staff Appreciation and Meeting Refreshment Spending by Level



Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
786	Georgian Forest	ES	100.0%	88	\$3,239.84	\$5,280	\$36.82	
561	Watkins Mill	ES	99.7%	109	\$3,106.69	\$6,540	\$28.50	
304	JoAnn Leleck ES	ES	91.8%	113	\$6,514.19	\$6,780	\$57.65	
791	New Hampshire Estates	ES	89.4%	82	\$1,248.32	\$4,920	\$15.22	
797	Harmony Hills	ES	86.5%	102	\$2,866.83	\$6,120	\$28.11	
564	South Lake	ES	81.7%	113	\$3,233.28	\$6,780	\$28.61	
774	Highland	ES	81.5%	89	\$3,382.03	\$5,340	\$38.00	
553	Gaithersburg	ES	81.3%	125	\$2,232.60	\$7,500	\$17.86	
788	Wheaton Woods	ES	81.1%	89	\$3,511.37	\$5,340	\$39.45	
805	Kemp Mill	ES	79.8%	75	\$1,742.83	\$4,500	\$23.24	
779	Sargent Shriver	ES	79.3%	99	\$1,946.97	\$5,940	\$19.67	
563	Summit Hall	ES	78.3%	99	\$1,958.80	\$5,940	\$19.79	
305	Jackson Road	ES	76.4%	103	\$1,148.05	\$6,180	\$11.15	
777	Weller Road	ES	76.2%	101	\$2,221.58	\$6,060	\$22.00	
790	Arcola	ES	76.1%	98	\$2,555.10	\$5,880	\$26.07	
307	Roscoe R. Nix	ES	74.7%	79	\$1,433.98	\$4,740	\$18.15	
766	Oak View	ES	74.4%	60	\$1,288.82	\$3,600	\$21.48	
552	Washington Grove	ES	74.3%	91	\$2,087.49	\$5,460	\$22.94	
808	Cresthaven	ES	73.1%	72	\$0.00	\$4,320	\$0.00	
111	Captain James E. Daly	ES	72.5%	84	\$2,962.88	\$5,040	\$35.27	
771	Rolling Terrace	ES	72.4%	114	\$1,445.06	\$6,840	\$12.68	
807	Brookhaven	ES	70.0%	89	\$1,699.32	\$5,340	\$19.09	
206	Twinbrook	ES	69.6%	80	\$3,197.37	\$4,800	\$39.97	
780	Bel Pre	ES	69.2%	86	\$1,356.06	\$5,160	\$15.77	
559	Brown Station	ES	68.1%	93	\$3,121.51	\$5,580	\$33.56	
309	Burnt Mills	ES	66.8%	72	\$4,652.05	\$4,320	\$64.61	
549	Flower Hill	ES	65.5%	73	\$851.58	\$4,380	\$11.67	
100	Clopper Mill	ES	65.3%	84	\$2,093.05	\$5,040	\$24.92	
334	Greencastle	ES	65.2%	90	\$2,204.41	\$5,400	\$24.49	
310	Cannon Road	ES	64.6%	63	\$3,030.12	\$3,780	\$48.10	
776	Montgomery Knolls	ES	63.8%	85	\$1,540.41	\$5,100	\$18.12	
822	Strathmore	ES	62.8%	68	\$3,272.82	\$4,080	\$48.13	
558	Whetstone	ES	62.2%	109	\$1,962.64	\$6,540	\$18.01	
303	Fairland	ES	61.6%	100	\$163.38	\$6,000	\$1.63	
772	Viers Mill	ES	61.3%	98	\$3,945.63	\$5,880	\$40.26	
817	Glenallan	ES	61.1%	97	\$4,571.19	\$5,820	\$47.13	
767	Glen Haven	ES	61.0%	78	\$2,816.24	\$4,680	\$36.11	
568	Stedwick	ES	59.7%	82	\$2,892.02	\$4,920	\$35.27	
313	Galway	ES	59.1%	102	\$2,684.34	\$6,120	\$26.32	
555	Rosemont	ES	58.0%	105	\$1,780.16	\$6,300	\$16.95	
756	East Silver Spring	ES	56.9%	80	\$3,298.65	\$4,800	\$41.23	
108	Lake Seneca	ES	55.4%	83	\$784.89	\$4,980	\$9.46	
212	Meadow Hall	ES	55.4%	79	\$1,373.25	\$4,740	\$17.38	
106	Fox Chapel	ES	55.2%	75	\$1,693.93	\$4,500	\$22.59	
565	Sequoyah	ES	54.4%	59	\$592.26	\$3,540	\$10.04	
514	Judith A. Resnik	ES	53.8%	88	\$2,795.69	\$5,280	\$31.77	
109	Waters Landing	ES	50.5%	91	\$3,608.90	\$5,460	\$39.66	
312	William Tyler Page	ES	50.2%	56	\$2,057.21	\$3,360	\$36.74	
242	Dr. Sally K. Ride	ES	49.9%	76	\$2,406.67	\$4,560	\$31.67	
556	Mill Creek Towne	ES	49.7%	62	\$836.43	\$3,720	\$13.49	
795	Rock View	ES	49.6%	94	\$2,045.94	\$5,640	\$21.77	
747	Dr. Charles R. Drew	ES	49.0%	79	\$771.45	\$4,740	\$9.77	
110	S. Christa McAuliffe	ES	48.7%	79	\$835.18	\$4,740	\$10.57	

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
761	Pine Crest	ES	48.0%	55	\$2,429.82	\$3,300	\$44.18	
302	Burtonsville	ES	46.1%	65	\$3,728.65	\$3,900	\$57.36	
569	Strawberry Knoll	ES	45.6%	104	\$3,234.84	\$6,240	\$31.10	
210	Maryvale	ES	43.6%	95	\$1,503.73	\$5,700	\$15.83	
784	Highland View	ES	43.2%	58	\$3,139.91	\$3,480	\$54.14	
546	Goshen	ES	42.5%	84	\$579.12	\$5,040	\$6.89	
566	Fields Road	ES	42.2%	79	\$1,013.59	\$4,740	\$12.83	
770	Flora M. Singer	ES	40.7%	107	\$3,596.78	\$6,420	\$33.61	
102	Germantown	ES	39.5%	65	\$1,662.78	\$3,900	\$25.58	
340	Great Seneca Creek	ES	37.5%	83	\$2,679.35	\$4,980	\$32.28	
769	Oakland Terrace	ES	34.6%	76	\$2,159.59	\$4,560	\$28.42	
754	Takoma Park	ES	33.9%	73	\$0.00	\$4,380	\$0.00	
244	Thurgood Marshall	ES	33.8%	77	\$3,510.92	\$4,620	\$45.60	
803	Forest Knolls	ES	32.9%	100	\$2,060.00	\$6,000	\$20.60	
337	William B. Gibbs, Jr.	ES	32.7%	85	\$2,563.39	\$5,100	\$30.16	
749	Piney Branch	ES	32.0%	66	\$3,380.34	\$3,960	\$51.22	
505	Lucy V. Barnsley	ES	31.0%	83	\$1,608.37	\$4,980	\$19.38	
819	Rock Creek Valley	ES	30.9%	72	\$1,208.15	\$4,320	\$16.78	
706	Clearspring	ES	29.2%	80	\$2,784.02	\$4,800	\$34.80	
794	Rosemary Hills	ES	28.9%	80	\$1,039.94	\$4,800	\$13.00	
518	Brooke Grove	ES	28.7%	66	\$3,966.16	\$3,960	\$60.09	
360	Jones Lane	ES	27.1%	64	\$516.03	\$3,840	\$8.06	
158	Ronald A. McNair	ES	26.8%	82	\$3,803.87	\$4,920	\$46.39	
511	Cashell	ES	26.4%	63	\$3,189.54	\$3,780	\$50.63	
702	Damascus	ES	25.9%	51	\$736.50	\$3,060	\$14.44	
506	Flower Valley	ES	25.2%	68	\$2,671.21	\$4,080	\$39.28	
207	Beall	ES	24.9%	91	\$4,267.07	\$5,460	\$46.89	
773	Rock Creek Forest	ES	24.3%	94	\$1,993.23	\$5,640	\$21.20	
508	Candlewood	ES	23.3%	54	\$177.61	\$3,240	\$3.29	
764	Woodlin	ES	23.1%	67	\$3,101.29	\$4,020	\$46.29	
227	Ritchie Park	ES	22.8%	55	\$574.16	\$3,300	\$10.44	
316	Stonegate	ES	22.5%	62	\$1,856.33	\$3,720	\$29.94	
523	Spark M. Matsunaga	ES	21.8%	77	\$1,982.58	\$4,620	\$25.75	
504	Westover	ES	21.5%	49	\$539.25	\$2,940	\$11.01	
159	Rachel Carson	ES	20.1%	97	\$3,460.51	\$5,820	\$35.68	
502	Olney	ES	20.0%	67	\$2,069.07	\$4,020	\$30.88	
704	Woodfield	ES	19.9%	61	\$1,788.46	\$3,660	\$29.32	
403	Chevy Chase	ES	19.7%	45	\$1,337.07	\$2,700	\$29.71	
156	Lois P. Rockwell	ES	19.5%	65	\$2,408.27	\$3,900	\$37.05	
308	Cloverly	ES	19.4%	74	\$1,055.26	\$4,440	\$14.26	
652	Monocacy	ES	17.3%	30	\$1,443.20	\$1,800	\$48.11	
101	Clarksburg	ES	17.2%	45	\$1,076.64	\$2,700	\$23.93	
204	Garrett Park	ES	17.1%	79	\$2,148.89	\$4,740	\$27.20	
336	Little Bennett	ES	16.1%	78	\$3,314.12	\$4,680	\$42.49	
220	Luxmanor	ES	15.3%	67	\$2,069.14	\$4,020	\$30.88	
51	Laytonsville	ES	15.2%	59	\$1,879.40	\$3,540	\$31.85	
501	Sherwood	ES	15.0%	72	\$1,522.44	\$4,320	\$21.15	
415	North Chevy Chase	ES	14.9%	43	\$1,073.48	\$2,580	\$24.96	
229	College Gardens	ES	14.4%	87	\$2,573.00	\$5,220	\$29.57	
241	DuFief	ES	12.5%	55	\$2,555.87	\$3,300	\$46.47	
425	Ashburton	ES	12.4%	88	\$3,642.84	\$5,280	\$41.40	
153	Poolesville	ES	11.5%	46	\$2,635.64	\$2,760	\$57.30	
341	Wilson Wims	ES	10.7%	114	\$1,503.21	\$6,840	\$13.19	

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
653	Stone Mill	ES	10.4%	76	\$5,339.86	\$4,560	\$70.26	
517	Sligo Creek	ES	10.4%	69	\$750.96	\$4,140	\$10.88	
233	Fallsmead	ES	10.4%	56	\$1,717.96	\$3,360	\$30.68	
703	Cedar Grove	ES	9.8%	66	\$2,310.37	\$3,960	\$35.01	
607	Bells Mill	ES	9.8%	65	\$2,091.14	\$3,900	\$32.17	
570	Diamond	ES	9.7%	81	\$4,376.96	\$4,860	\$54.04	
512	Greenwood	ES	9.0%	48	\$1,134.80	\$2,880	\$23.64	
783	Kensington Parkwood	ES	8.8%	63	\$2,360.33	\$3,780	\$37.47	
216	Travilah	ES	7.8%	48	\$2,856.93	\$2,880	\$59.52	
209	Lakewood	ES	7.7%	58	\$1,154.08	\$3,480	\$19.90	
513	Belmont	ES	7.4%	37	\$1,749.79	\$2,220	\$47.29	
401	Bethesda	ES	7.3%	78	\$4,058.56	\$4,680	\$52.03	
351	Darnestown	ES	7.2%	38	\$1,401.93	\$2,280	\$36.89	
219	Farmland	ES	7.1%	75	\$7,828.44	\$4,500	\$104.38	x
405	Somerset	ES	6.0%	63	\$4,132.13	\$3,780	\$65.59	
419	BurningTree	ES	5.8%	67	\$1,739.34	\$4,020	\$25.96	
226	Beverly Farms	ES	4.7%	55	\$593.55	\$3,300	\$10.79	
603	Seven Locks	ES	4.2%	49	\$1,857.37	\$2,940	\$37.91	
235	Wayside	ES	4.1%	77	\$3,950.51	\$4,620	\$51.31	
417	Wood Acres	ES	3.2%	69	\$1,021.77	\$4,140	\$14.81	
420	Bannockburn	ES	2.2%	45	\$333.05	\$2,700	\$7.40	
601	Potomac	ES	2.1%	45	\$2,248.75	\$2,700	\$49.97	
408	Westbrook	ES	1.7%	64	\$0.00	\$3,840	\$0.00	
422	Wyngate	ES	1.6%	70	\$4,069.54	\$4,200	\$58.14	
238	Cold Spring	ES	1.2%	37	\$1,349.96	\$2,220	\$36.49	
410	Bradley Hills	ES	1.1%	58	\$2,370.01	\$3,480	\$40.86	
604	Carderock Springs	ES	1.0%	52	\$1,135.49	\$3,120	\$21.84	
		ES		AVERAGE PP	\$2,239.17	\$4,534.29	\$30.28	1

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
545	Watkins Mill	HS	52.5%	207	\$11,886.17	\$12,420	\$57.42	
815	John F. Kennedy	HS	50.3%	215	\$9,484.88	\$12,900	\$44.12	
796	Northwood	HS	49.3%	208	\$12,779.38	\$12,480	\$61.44	
782	Wheaton	HS	49.3%	216	\$14,312.98	\$12,960	\$66.26	x
798	Springbrook	HS	46.9%	204	\$14,231.23	\$12,240	\$69.76	x
551	Gaithersburg	HS	42.1%	306	\$8,909.11	\$18,360	\$29.11	
789	Albert Einstein	HS	42.0%	231	\$11,262.18	\$13,860	\$48.75	
104	Seneca Valley	HS	36.3%	164	\$8,839.89	\$9,840	\$53.90	x
757	Montgomery Blair	HS	35.7%	305	\$17,169.21	\$18,300	\$56.29	x
230	Rockville	HS	35.5%	205	\$9,657.67	\$12,300	\$47.11	
321	James Hubert Blake	HS	35.0%	176	\$6,736.51	\$10,560	\$38.28	
315	Paint Branch	HS	34.2%	227	\$12,038.58	\$13,620	\$53.03	
510	Col. Zadok Magruder	HS	33.3%	185	\$12,638.82	\$11,100	\$68.32	
249	Clarksburg	HS	27.0%	229	\$9,964.70	\$13,740	\$43.51	
246	Northwest	HS	24.8%	234	\$14,844.29	\$14,040	\$63.44	
125	Quince Orchard	HS	22.8%	214	\$12,961.54	\$12,840	\$60.57	
201	Richard Montgomery	HS	19.7%	232	\$14,039.35	\$13,920	\$60.51	x
503	Sherwood	HS	17.1%	196	\$11,648.00	\$11,760	\$59.43	
701	Damascus	HS	15.2%	146	\$7,440.74	\$8,760	\$50.96	
406	Bethesda-Chevy Chase	HS	10.9%	191	\$11,502.09	\$11,460	\$60.22	
424	Walter Johnson	HS	7.0%	234	\$15,724.38	\$14,040	\$67.20	x
152	Poolesville	HS	6.4%	118	\$7,261.80	\$7,080	\$61.54	
234	Thomas S. Wootton	HS	5.1%	202	\$13,859.60	\$12,120	\$68.61	x
602	Winston Churchill	HS	3.8%	214	\$10,881.09	\$12,840	\$50.85	
427	Walt Whitman	HS	2.0%	214	\$12,518.12	\$12,840	\$58.50	
748	Thomas Edison	HS		43	\$3,603.53	\$2,580	\$83.80	
		HS		AVERAGE PP	\$11,392.15	\$12,267.69	\$57.04	7

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
311	Francis Scott Key	MS	74.2%	116	\$5,138.85	\$6,960	\$44.30	
557	Montgomery Village	MS	66.2%	105	\$5,463.21	\$6,300	\$52.03	
818	Col. E. Brooke Lee	MS	65.2%	102	\$4,095.33	\$6,120	\$40.15	
115	Neelsville	MS	60.1%	113	\$3,796.81	\$6,780	\$33.60	
811	White Oak	MS	59.8%	105	\$3,894.26	\$6,300	\$37.09	
787	A. Mario Loiederman	MS	58.2%	114	\$6,439.52	\$6,840	\$56.49	
248	Forest Oak	MS	56.4%	112	\$2,128.66	\$6,720	\$19.01	
823	Argyle	MS	54.1%	109	\$3,943.69	\$6,540	\$36.18	
812	Parkland	MS	50.1%	112	\$5,946.28	\$6,720	\$53.09	
333	Benjamin Banneker	MS	49.2%	104	\$2,986.43	\$6,240	\$28.72	
107	Dr. Martin Luther King,	MS	49.0%	86	\$2,974.40	\$5,160	\$34.59	
554	Gaithersburg	MS	47.0%	128	\$3,467.35	\$7,680	\$27.09	
792	Newport Mill	MS	45.9%	89	\$1,322.90	\$5,340	\$14.86	
335	Briggs Chaney	MS	45.4%	117	\$5,456.42	\$7,020	\$46.64	
775	Eastern	MS	44.0%	125	\$5,887.56	\$7,500	\$47.10	
778	Sligo	MS	43.3%	105	\$3,345.89	\$6,300	\$31.87	
521	Shady Grove	MS	42.4%	94	\$5,438.42	\$5,640	\$57.86	
562	Redland	MS	40.9%	75	\$3,652.40	\$4,500	\$48.70	
647	Silver Spring Internatio	MS	39.8%	138	\$6,182.83	\$8,280	\$44.80	
820	Earle B. Wood	MS	37.6%	137	\$5,408.26	\$8,220	\$39.48	
157	Roberto Clemente	MS	31.4%	146	\$7,231.38	\$8,760	\$49.53	
105	Ridgeview	MS	28.7%	91	\$4,741.69	\$5,460	\$52.11	
755	Takoma Park	MS	27.2%	111	\$5,342.57	\$6,660	\$48.13	
211	Julius West	MS	24.7%	132	\$6,379.80	\$7,920	\$48.33	
522	Lakelands Park	MS	23.3%	131	\$7,538.61	\$7,860	\$57.55	
707	Rocky Hill	MS	22.6%	97	\$2,877.95	\$5,820	\$29.67	
705	John T. Baker	MS	19.8%	104	\$2,951.81	\$6,240	\$28.38	
708	Kingsview	MS	19.4%	105	\$3,893.58	\$6,300	\$37.08	
345	Hallie Wells	MS	17.7%	92	\$5,749.72	\$5,520	\$62.50	
507	William H. Farquhar	MS	13.7%	85	\$5,136.76	\$5,100	\$60.43	
232	Tilden	MS	11.8%	111	\$6,063.37	\$6,660	\$54.62	
247	John Poole	MS	11.1%	50	\$3,029.92	\$3,000	\$60.60	
412	Westland	MS	10.8%	118	\$4,106.63	\$7,080	\$34.80	
155	Rosa M. Parks	MS	10.1%	93	\$8,687.98	\$5,580	\$93.42	
606	Cabin John	MS	8.0%	121	\$4,783.30	\$7,260	\$39.53	
413	North Bethesda	MS	6.5%	113	\$5,873.86	\$6,780	\$51.98	
237	Robert Frost	MS	6.1%	101	\$5,352.89	\$6,060	\$53.00	
228	Herbert Hoover	MS	2.7%	112	\$6,242.23	\$6,720	\$55.73	
428	Thomas W. Pyle	MS	1.5%	149	\$3,307.41	\$8,940	\$22.20	
835	Silver Creek	MS		66	\$1,594.78	\$3,960	\$24.16	
		MS		AVERAGE PP	\$4,696.39	\$6,471.00	\$43.93	0

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
219	Farmland	ES	7.1%	75	\$7,828.44	\$4,500	\$104.38	x
653	Stone Mill	ES	10.4%	76	\$5,339.86	\$4,560	\$70.26	
405	Somerset	ES	6.0%	63	\$4,132.13	\$3,780	\$65.59	
309	Burnt Mills	ES	66.8%	72	\$4,652.05	\$4,320	\$64.61	
518	Brooke Grove	ES	28.7%	66	\$3,966.16	\$3,960	\$60.09	
216	Travilah	ES	7.8%	48	\$2,856.93	\$2,880	\$59.52	
422	Wyngate	ES	1.6%	70	\$4,069.54	\$4,200	\$58.14	
304	JoAnn Leleck ES	ES	91.8%	113	\$6,514.19	\$6,780	\$57.65	
302	Burtonsville	ES	46.1%	65	\$3,728.65	\$3,900	\$57.36	
153	Poolesville	ES	11.5%	46	\$2,635.64	\$2,760	\$57.30	
784	Highland View	ES	43.2%	58	\$3,139.91	\$3,480	\$54.14	
570	Diamond	ES	9.7%	81	\$4,376.96	\$4,860	\$54.04	
401	Bethesda	ES	7.3%	78	\$4,058.56	\$4,680	\$52.03	
235	Wayside	ES	4.1%	77	\$3,950.51	\$4,620	\$51.31	
749	Piney Branch	ES	32.0%	66	\$3,380.34	\$3,960	\$51.22	
511	Cashell	ES	26.4%	63	\$3,189.54	\$3,780	\$50.63	
601	Potomac	ES	2.1%	45	\$2,248.75	\$2,700	\$49.97	
822	Strathmore	ES	62.8%	68	\$3,272.82	\$4,080	\$48.13	
652	Monocacy	ES	17.3%	30	\$1,443.20	\$1,800	\$48.11	
310	Cannon Road	ES	64.6%	63	\$3,030.12	\$3,780	\$48.10	
513	Belmont	ES	7.4%	37	\$1,749.79	\$2,220	\$47.29	
817	Glenallan	ES	61.1%	97	\$4,571.19	\$5,820	\$47.13	
207	Beall	ES	24.9%	91	\$4,267.07	\$5,460	\$46.89	
241	DuFief	ES	12.5%	55	\$2,555.87	\$3,300	\$46.47	
158	Ronald A. McNair	ES	26.8%	82	\$3,803.87	\$4,920	\$46.39	
764	Woodlin	ES	23.1%	67	\$3,101.29	\$4,020	\$46.29	
244	Thurgood Marshall	ES	33.8%	77	\$3,510.92	\$4,620	\$45.60	
761	Pine Crest	ES	48.0%	55	\$2,429.82	\$3,300	\$44.18	
336	Little Bennett	ES	16.1%	78	\$3,314.12	\$4,680	\$42.49	
425	Ashburton	ES	12.4%	88	\$3,642.84	\$5,280	\$41.40	
756	East Silver Spring	ES	56.9%	80	\$3,298.65	\$4,800	\$41.23	
410	Bradley Hills	ES	1.1%	58	\$2,370.01	\$3,480	\$40.86	
772	Viers Mill	ES	61.3%	98	\$3,945.63	\$5,880	\$40.26	
206	Twinbrook	ES	69.6%	80	\$3,197.37	\$4,800	\$39.97	
109	Waters Landing	ES	50.5%	91	\$3,608.90	\$5,460	\$39.66	
788	Wheaton Woods	ES	81.1%	89	\$3,511.37	\$5,340	\$39.45	
506	Flower Valley	ES	25.2%	68	\$2,671.21	\$4,080	\$39.28	
774	Highland	ES	81.5%	89	\$3,382.03	\$5,340	\$38.00	
603	Seven Locks	ES	4.2%	49	\$1,857.37	\$2,940	\$37.91	
783	Kensington Parkwood	ES	8.8%	63	\$2,360.33	\$3,780	\$37.47	
156	Lois P. Rockwell	ES	19.5%	65	\$2,408.27	\$3,900	\$37.05	
351	Darnestown	ES	7.2%	38	\$1,401.93	\$2,280	\$36.89	
786	Georgian Forest	ES	100.0%	88	\$3,239.84	\$5,280	\$36.82	
312	William Tyler Page	ES	50.2%	56	\$2,057.21	\$3,360	\$36.74	
238	Cold Spring	ES	1.2%	37	\$1,349.96	\$2,220	\$36.49	
767	Glen Haven	ES	61.0%	78	\$2,816.24	\$4,680	\$36.11	
159	Rachel Carson	ES	20.1%	97	\$3,460.51	\$5,820	\$35.68	
111	Captain James E. Daly	ES	72.5%	84	\$2,962.88	\$5,040	\$35.27	
568	Stedwick	ES	59.7%	82	\$2,892.02	\$4,920	\$35.27	
703	Cedar Grove	ES	9.8%	66	\$2,310.37	\$3,960	\$35.01	
706	Clearspring	ES	29.2%	80	\$2,784.02	\$4,800	\$34.80	
770	Flora M. Singer	ES	40.7%	107	\$3,596.78	\$6,420	\$33.61	
559	Brown Station	ES	68.1%	93	\$3,121.51	\$5,580	\$33.56	

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
340	Great Seneca Creek	ES	37.5%	83	\$2,679.35	\$4,980	\$32.28	
607	Bells Mill	ES	9.8%	65	\$2,091.14	\$3,900	\$32.17	
51	Laytonsville	ES	15.2%	59	\$1,879.40	\$3,540	\$31.85	
514	Judith A. Resnik	ES	53.8%	88	\$2,795.69	\$5,280	\$31.77	
242	Dr. Sally K. Ride	ES	49.9%	76	\$2,406.67	\$4,560	\$31.67	
569	Strawberry Knoll	ES	45.6%	104	\$3,234.84	\$6,240	\$31.10	
220	Luxmanor	ES	15.3%	67	\$2,069.14	\$4,020	\$30.88	
502	Olney	ES	20.0%	67	\$2,069.07	\$4,020	\$30.88	
233	Fallsmead	ES	10.4%	56	\$1,717.96	\$3,360	\$30.68	
337	William B. Gibbs, Jr.	ES	32.7%	85	\$2,563.39	\$5,100	\$30.16	
316	Stonegate	ES	22.5%	62	\$1,856.33	\$3,720	\$29.94	
403	Chevy Chase	ES	19.7%	45	\$1,337.07	\$2,700	\$29.71	
229	College Gardens	ES	14.4%	87	\$2,573.00	\$5,220	\$29.57	
704	Woodfield	ES	19.9%	61	\$1,788.46	\$3,660	\$29.32	
564	South Lake	ES	81.7%	113	\$3,233.28	\$6,780	\$28.61	
561	Watkins Mill	ES	99.7%	109	\$3,106.69	\$6,540	\$28.50	
769	Oakland Terrace	ES	34.6%	76	\$2,159.59	\$4,560	\$28.42	
797	Harmony Hills	ES	86.5%	102	\$2,866.83	\$6,120	\$28.11	
204	Garrett Park	ES	17.1%	79	\$2,148.89	\$4,740	\$27.20	
313	Galway	ES	59.1%	102	\$2,684.34	\$6,120	\$26.32	
790	Arcola	ES	76.1%	98	\$2,555.10	\$5,880	\$26.07	
419	BurningTree	ES	5.8%	67	\$1,739.34	\$4,020	\$25.96	
523	Spark M. Matsunaga	ES	21.8%	77	\$1,982.58	\$4,620	\$25.75	
102	Germantown	ES	39.5%	65	\$1,662.78	\$3,900	\$25.58	
415	North Chevy Chase	ES	14.9%	43	\$1,073.48	\$2,580	\$24.96	
100	Clopper Mill	ES	65.3%	84	\$2,093.05	\$5,040	\$24.92	
334	Greencastle	ES	65.2%	90	\$2,204.41	\$5,400	\$24.49	
101	Clarksburg	ES	17.2%	45	\$1,076.64	\$2,700	\$23.93	
512	Greenwood	ES	9.0%	48	\$1,134.80	\$2,880	\$23.64	
805	Kemp Mill	ES	79.8%	75	\$1,742.83	\$4,500	\$23.24	
552	Washington Grove	ES	74.3%	91	\$2,087.49	\$5,460	\$22.94	
106	Fox Chapel	ES	55.2%	75	\$1,693.93	\$4,500	\$22.59	
777	Weller Road	ES	76.2%	101	\$2,221.58	\$6,060	\$22.00	
604	Carderock Springs	ES	1.0%	52	\$1,135.49	\$3,120	\$21.84	
795	Rock View	ES	49.6%	94	\$2,045.94	\$5,640	\$21.77	
766	Oak View	ES	74.4%	60	\$1,288.82	\$3,600	\$21.48	
773	Rock Creek Forest	ES	24.3%	94	\$1,993.23	\$5,640	\$21.20	
501	Sherwood	ES	15.0%	72	\$1,522.44	\$4,320	\$21.15	
803	Forest Knolls	ES	32.9%	100	\$2,060.00	\$6,000	\$20.60	
209	Lakewood	ES	7.7%	58	\$1,154.08	\$3,480	\$19.90	
563	Summit Hall	ES	78.3%	99	\$1,958.80	\$5,940	\$19.79	
779	Sargent Shriver	ES	79.3%	99	\$1,946.97	\$5,940	\$19.67	
505	Lucy V. Barnsley	ES	31.0%	83	\$1,608.37	\$4,980	\$19.38	
807	Brookhaven	ES	70.0%	89	\$1,699.32	\$5,340	\$19.09	
307	Roscoe R. Nix	ES	74.7%	79	\$1,433.98	\$4,740	\$18.15	
776	Montgomery Knolls	ES	63.8%	85	\$1,540.41	\$5,100	\$18.12	
558	Whetstone	ES	62.2%	109	\$1,962.64	\$6,540	\$18.01	
553	Gaithersburg	ES	81.3%	125	\$2,232.60	\$7,500	\$17.86	
212	Meadow Hall	ES	55.4%	79	\$1,373.25	\$4,740	\$17.38	
555	Rosemont	ES	58.0%	105	\$1,780.16	\$6,300	\$16.95	
819	Rock Creek Valley	ES	30.9%	72	\$1,208.15	\$4,320	\$16.78	
210	Maryvale	ES	43.6%	95	\$1,503.73	\$5,700	\$15.83	
780	Bel Pre	ES	69.2%	86	\$1,356.06	\$5,160	\$15.77	

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
791	New Hampshire Estates	ES	89.4%	82	\$1,248.32	\$4,920	\$15.22	
417	Wood Acres	ES	3.2%	69	\$1,021.77	\$4,140	\$14.81	
702	Damascus	ES	25.9%	51	\$736.50	\$3,060	\$14.44	
308	Cloverly	ES	19.4%	74	\$1,055.26	\$4,440	\$14.26	
556	Mill Creek Towne	ES	49.7%	62	\$836.43	\$3,720	\$13.49	
341	Wilson Wims	ES	10.7%	114	\$1,503.21	\$6,840	\$13.19	
794	Rosemary Hills	ES	28.9%	80	\$1,039.94	\$4,800	\$13.00	
566	Fields Road	ES	42.2%	79	\$1,013.59	\$4,740	\$12.83	
771	Rolling Terrace	ES	72.4%	114	\$1,445.06	\$6,840	\$12.68	
549	Flower Hill	ES	65.5%	73	\$851.58	\$4,380	\$11.67	
305	Jackson Road	ES	76.4%	103	\$1,148.05	\$6,180	\$11.15	
504	Westover	ES	21.5%	49	\$539.25	\$2,940	\$11.01	
517	Sligo Creek	ES	10.4%	69	\$750.96	\$4,140	\$10.88	
226	Beverly Farms	ES	4.7%	55	\$593.55	\$3,300	\$10.79	
110	S. Christa McAuliffe	ES	48.7%	79	\$835.18	\$4,740	\$10.57	
227	Ritchie Park	ES	22.8%	55	\$574.16	\$3,300	\$10.44	
565	Sequoyah	ES	54.4%	59	\$592.26	\$3,540	\$10.04	
747	Dr. Charles R. Drew	ES	49.0%	79	\$771.45	\$4,740	\$9.77	
108	Lake Seneca	ES	55.4%	83	\$784.89	\$4,980	\$9.46	
360	Jones Lane	ES	27.1%	64	\$516.03	\$3,840	\$8.06	
420	Bannockburn	ES	2.2%	45	\$333.05	\$2,700	\$7.40	
546	Goshen	ES	42.5%	84	\$579.12	\$5,040	\$6.89	
508	Candlewood	ES	23.3%	54	\$177.61	\$3,240	\$3.29	
303	Fairland	ES	61.6%	100	\$163.38	\$6,000	\$1.63	
808	Cresthaven	ES	73.1%	72	\$0.00	\$4,320	\$0.00	
754	Takoma Park	ES	33.9%	73	\$0.00	\$4,380	\$0.00	
408	Westbrook	ES	1.7%	64	\$0.00	\$3,840	\$0.00	
		ES		AVERAGE PP	\$2,239.17	\$4,534.29	\$30.28	1

Staff Appreciation and Refreshment Spending FY18

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
748	Thomas Edison	HS		43	\$3,603.53	\$2,580	\$83.80	
798	Springbrook	HS	46.9%	204	\$14,231.23	\$12,240	\$69.76	x
234	Thomas S. Wootton	HS	5.1%	202	\$13,859.60	\$12,120	\$68.61	x
510	Col. Zadok Magruder	HS	33.3%	185	\$12,638.82	\$11,100	\$68.32	
424	Walter Johnson	HS	7.0%	234	\$15,724.38	\$14,040	\$67.20	x
782	Wheaton	HS	49.3%	216	\$14,312.98	\$12,960	\$66.26	x
246	Northwest	HS	24.8%	234	\$14,844.29	\$14,040	\$63.44	
152	Poolesville	HS	6.4%	118	\$7,261.80	\$7,080	\$61.54	
796	Northwood	HS	49.3%	208	\$12,779.38	\$12,480	\$61.44	
125	Quince Orchard	HS	22.8%	214	\$12,961.54	\$12,840	\$60.57	
201	Richard Montgomery	HS	19.7%	232	\$14,039.35	\$13,920	\$60.51	x
406	Bethesda-Chevy Chase	HS	10.9%	191	\$11,502.09	\$11,460	\$60.22	
503	Sherwood	HS	17.1%	196	\$11,648.00	\$11,760	\$59.43	
427	Walt Whitman	HS	2.0%	214	\$12,518.12	\$12,840	\$58.50	
545	Watkins Mill	HS	52.5%	207	\$11,886.17	\$12,420	\$57.42	
757	Montgomery Blair	HS	35.7%	305	\$17,169.21	\$18,300	\$56.29	x
104	Seneca Valley	HS	36.3%	164	\$8,839.89	\$9,840	\$53.90	x
315	Paint Branch	HS	34.2%	227	\$12,038.58	\$13,620	\$53.03	
701	Damascus	HS	15.2%	146	\$7,440.74	\$8,760	\$50.96	
602	Winston Churchill	HS	3.8%	214	\$10,881.09	\$12,840	\$50.85	
789	Albert Einstein	HS	42.0%	231	\$11,262.18	\$13,860	\$48.75	
230	Rockville	HS	35.5%	205	\$9,657.67	\$12,300	\$47.11	
815	John F. Kennedy	HS	50.3%	215	\$9,484.88	\$12,900	\$44.12	
249	Clarksburg	HS	27.0%	229	\$9,964.70	\$13,740	\$43.51	
321	James Hubert Blake	HS	35.0%	176	\$6,736.51	\$10,560	\$38.28	
551	Gaithersburg	HS	42.1%	306	\$8,909.11	\$18,360	\$29.11	
		HS		AVERAGE PP	\$11,392.15	\$12,267.69	\$57.04	7

Staff Appreciation and Refreshment Spending FY18


School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
155	Rosa M. Parks	MS	10.1%	93	\$8,687.98	\$5,580	\$93.42	
345	Hallie Wells	MS	17.7%	92	\$5,749.72	\$5,520	\$62.50	
247	John Poole	MS	11.1%	50	\$3,029.92	\$3,000	\$60.60	
507	William H. Farquhar	MS	13.7%	85	\$5,136.76	\$5,100	\$60.43	
521	Shady Grove	MS	42.4%	94	\$5,438.42	\$5,640	\$57.86	
522	Lakelands Park	MS	23.3%	131	\$7,538.61	\$7,860	\$57.55	
787	A. Mario Loiederman	MS	58.2%	114	\$6,439.52	\$6,840	\$56.49	
228	Herbert Hoover	MS	2.7%	112	\$6,242.23	\$6,720	\$55.73	
232	Tilden	MS	11.8%	111	\$6,063.37	\$6,660	\$54.62	
812	Parkland	MS	50.1%	112	\$5,946.28	\$6,720	\$53.09	
237	Robert Frost	MS	6.1%	101	\$5,352.89	\$6,060	\$53.00	
105	Ridgeview	MS	28.7%	91	\$4,741.69	\$5,460	\$52.11	
557	Montgomery Village	MS	66.2%	105	\$5,463.21	\$6,300	\$52.03	
413	North Bethesda	MS	6.5%	113	\$5,873.86	\$6,780	\$51.98	
157	Roberto Clemente	MS	31.4%	146	\$7,231.38	\$8,760	\$49.53	
562	Redland	MS	40.9%	75	\$3,652.40	\$4,500	\$48.70	
211	Julius West	MS	24.7%	132	\$6,379.80	\$7,920	\$48.33	
755	Takoma Park	MS	27.2%	111	\$5,342.57	\$6,660	\$48.13	
775	Eastern	MS	44.0%	125	\$5,887.56	\$7,500	\$47.10	
335	Briggs Chaney	MS	45.4%	117	\$5,456.42	\$7,020	\$46.64	
647	Silver Spring Internatio	MS	39.8%	138	\$6,182.83	\$8,280	\$44.80	
311	Francis Scott Key	MS	74.2%	116	\$5,138.85	\$6,960	\$44.30	
818	Col. E. Brooke Lee	MS	65.2%	102	\$4,095.33	\$6,120	\$40.15	
606	Cabin John	MS	8.0%	121	\$4,783.30	\$7,260	\$39.53	
820	Earle B. Wood	MS	37.6%	137	\$5,408.26	\$8,220	\$39.48	
811	White Oak	MS	59.8%	105	\$3,894.26	\$6,300	\$37.09	
708	Kingsview	MS	19.4%	105	\$3,893.58	\$6,300	\$37.08	
823	Argyle	MS	54.1%	109	\$3,943.69	\$6,540	\$36.18	
412	Westland	MS	10.8%	118	\$4,106.63	\$7,080	\$34.80	
107	Dr. Martin Luther King,	MS	49.0%	86	\$2,974.40	\$5,160	\$34.59	
115	Neelsville	MS	60.1%	113	\$3,796.81	\$6,780	\$33.60	
778	Sligo	MS	43.3%	105	\$3,345.89	\$6,300	\$31.87	
707	Rocky Hill	MS	22.6%	97	\$2,877.95	\$5,820	\$29.67	
333	Benjamin Banneker	MS	49.2%	104	\$2,986.43	\$6,240	\$28.72	
705	John T. Baker	MS	19.8%	104	\$2,951.81	\$6,240	\$28.38	
554	Gaithersburg	MS	47.0%	128	\$3,467.35	\$7,680	\$27.09	
835	Silver Creek	MS		66	\$1,594.78	\$3,960	\$24.16	
428	Thomas W. Pyle	MS	1.5%	149	\$3,307.41	\$8,940	\$22.20	
248	Forest Oak	MS	56.4%	112	\$2,128.66	\$6,720	\$19.01	
792	Newport Mill	MS	45.9%	89	\$1,322.90	\$5,340	\$14.86	
		MS		AVERAGE PP	\$4,696.39	\$6,471.00	\$43.93	0

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

January 23, 2019

MEMORANDUM

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools 

Subject: Staff Appreciation and Meeting Refreshments Update

In my memorandum dated September 26, 2018, I provided the Board staff appreciation and meeting refreshment information as a follow up to a request from Board Member Jeanette Dixon (Attachment A). As noted in my memorandum, effective Fiscal Year (FY) 2018, the calculation of the annual amount principals were allowed to spend for staff appreciation and meeting refreshments was changed from \$60 per Full-time Equivalent to \$60 per individual staff member. To expand our analysis of FY 2018 expenditures for staff appreciation and meeting refreshments, I indicated that staff in the Internal Audit Unit would conduct a survey of principals to gather feedback as to the adequacy of the current guideline calculation amount and any suggested amendments thereto. The Internal Audit Unit conducted an online anonymous survey of principals from October 18, 2018, through November 9, 2018, to gather feedback on the change to the staff appreciation guidelines. This memorandum provides a summary of the feedback gathered through this survey and an overview of next steps related to this work.

Summary of Feedback

Of the 206 schools, a total of 113 or 54.6 percent of the principals responded to the survey. Results of the survey are provided in Attachment B. Key survey questions and responses follow.

- Does your school have sufficient Independent Activity Fund (IAF) general funds to expend \$60 per person for staff appreciation/refreshments each year?
 - Sixty principals or 53.1 percent of the respondents indicated that they did have sufficient funds.
- Does the current \$60 per person spending guideline allow sufficient flexibility to provide staff appreciation/refreshments for your staff?
 - Sixty-nine principals or 61.1 percent of the respondents indicated that they did have sufficient flexibility.

What changes should be made?

- Find other additional sources of funds.
- Allow more flexibility in the type of funds that can be used.

Given this most recent feedback, coupled with the Fiscal Management Committee's recent review of cell tower revenue and disbursements, as well as other ongoing discussions many of us have been having with Montgomery County Council of Parent Teacher Associations, Inc. members and school communities about equity, I have asked staff to convene a work group to study equitable availability of IAF revenue. The discussions will include, but not be limited to, staff appreciation and meeting refreshments, field trip funding, cell tower revenues, and fund raising. I have asked that this work group report its findings and recommendations to the Board's Fiscal Management Committee at its May 2019 meeting.

If you have any questions, please contact Dr. Andrew M. Zuckerman, chief operating officer, at 240-740-3050 or Mr. Roger W. Pisha, supervisor, Internal Audit Unit, at 301-444-8650.

JRS:AMZ:RWP:sro

Attachments

Copy to:


- Dr. Navarro
- Dr. Statham
- Dr. Zuckerman
- Mr. Civin
- Dr. Johnson
- Ms. Diamond
- Mr. Turner
- Mr. Pisha
- Ms. Webb

Office of the Superintendent of Schools
MONTGOMERY COUNTY PUBLIC SCHOOLS
Rockville, Maryland

September 26, 2018

MEMORANDUM

To: Members of the Board of Education

From: Jack R. Smith, Superintendent of Schools 

Subject: Staff Appreciation and Meeting Refreshments Update

Question

Ms. Dixon requested a follow-up on need to increase amount principals can spend on staff appreciation.

Response

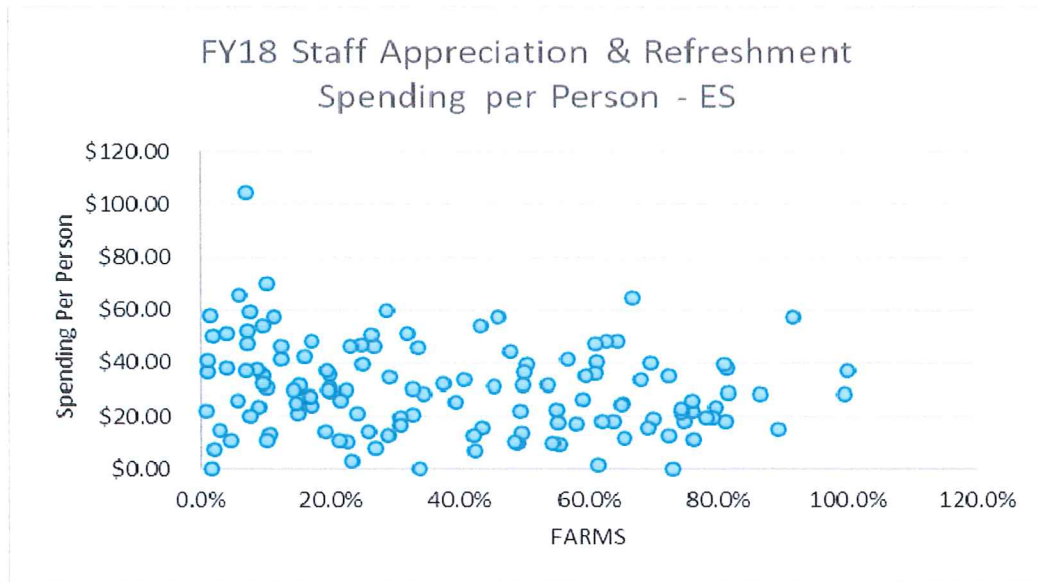
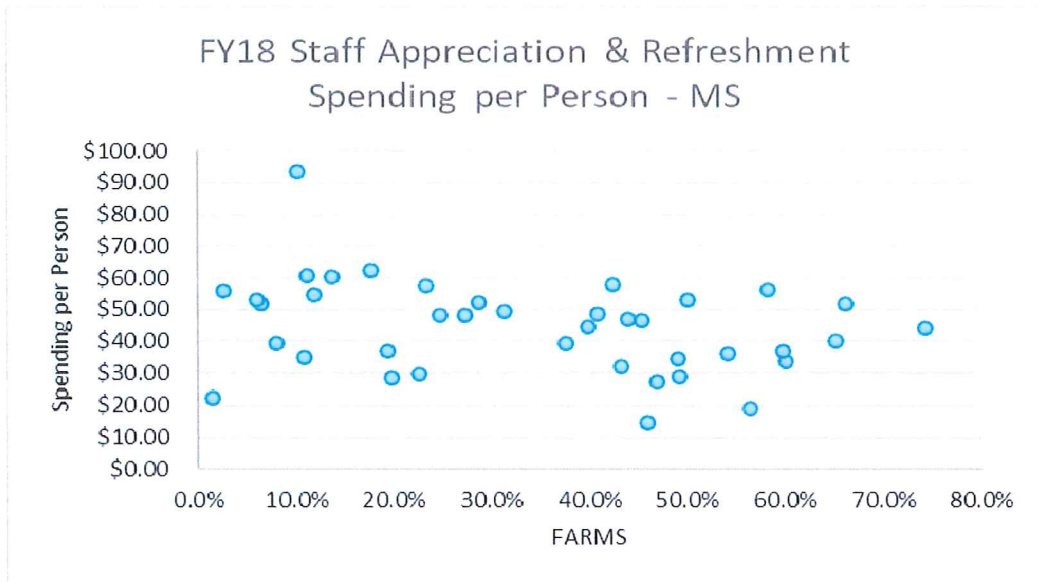
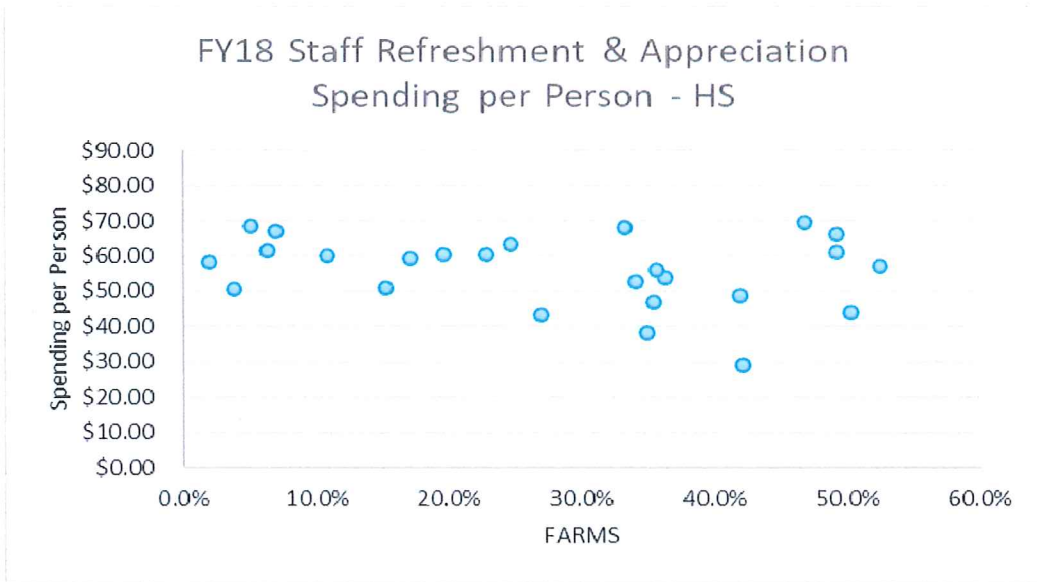
My memorandum dated February 7, 2018, *Staff Appreciation and Meeting Refreshment Update (FMC-01-08-18-04)*, provided information related to the evolution of the guidelines for annual spending amounts authorized for staff appreciation and meeting refreshments and next steps to gather school principal input for potential amendment to these guidelines.

The following is a brief chronological summary of the staff appreciation and meeting refreshments spending guidelines.

- In 2001, the aggregate annual spending limit for staff refreshments was established at \$1,200 per elementary school and \$3,000 per secondary school.
- In 2002, the annual spending limit was adjusted to a base amount of \$2,000 per elementary school, \$3,000 per middle school, and \$4,000 per high school, or schools could calculate their spending limit at \$35 per staff member to spend beyond the base amount.
- The August 4, 2008, memorandum, *Independent Activity Fund Committee Report*, from the chief operating officer, increased the annual aggregate spending authorized for staff appreciation and meeting refreshments to \$45 per Full-time Equivalent (FTE).
- The April 16, 2012, memorandum, *Revised Guidelines for Independent Activity Fund Staff Appreciation and Meeting Refreshment Expenditures*, from the chief operating officer, increased the annual spending limit from \$45 to \$60 per FTE.
- The August 31, 2017, memorandum, *New Process for Calculating Staff Appreciation and Refreshment Spending Limit*, from the chief financial officer, changed the calculation of the annual amount from \$60 per FTE to \$60 per individual staff member effective Fiscal Year (FY) 2018.

An analysis of the FY 2018 expenditures for staff appreciation and meeting refreshments follows. School principals are able to request an exception to the spending limits for staff appreciation

FY 2018 Staff Appreciation and Meeting Refreshment Spending by Level



School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
786	Georgian Forest	ES	100.0%	88	\$3,239.84	\$5,280	\$36.82	
561	Watkins Mill	ES	99.7%	109	\$3,106.69	\$6,540	\$28.50	
304	JoAnn Leleck ES	ES	91.8%	113	\$6,514.19	\$6,780	\$57.65	
791	New Hampshire Estate	ES	89.4%	82	\$1,248.32	\$4,920	\$15.22	
797	Harmony Hills	ES	86.5%	102	\$2,866.83	\$6,120	\$28.11	
564	South Lake	ES	81.7%	113	\$3,233.28	\$6,780	\$28.61	
774	Highland	ES	81.5%	89	\$3,382.03	\$5,340	\$38.00	
553	Gaithersburg	ES	81.3%	125	\$2,232.60	\$7,500	\$17.86	
788	Wheaton Woods	ES	81.1%	89	\$3,511.37	\$5,340	\$39.45	
805	Kemp Mill	ES	79.8%	75	\$1,742.83	\$4,500	\$23.24	
779	Sargent Shriver	ES	79.3%	99	\$1,946.97	\$5,940	\$19.67	
563	Summit Hall	ES	78.3%	99	\$1,958.80	\$5,940	\$19.79	
305	Jackson Road	ES	76.4%	103	\$1,148.05	\$6,180	\$11.15	
777	Weller Road	ES	76.2%	101	\$2,221.58	\$6,060	\$22.00	
790	Arcola	ES	76.1%	98	\$2,555.10	\$5,880	\$26.07	
307	Roscoe R. Nix	ES	74.7%	79	\$1,433.98	\$4,740	\$18.15	
766	Oak View	ES	74.4%	60	\$1,288.82	\$3,600	\$21.48	
552	Washington Grove	ES	74.3%	91	\$2,087.49	\$5,460	\$22.94	
808	Cresthaven	ES	73.1%	72	\$0.00	\$4,320	\$0.00	
111	Captain James E. Daly	ES	72.5%	84	\$2,962.88	\$5,040	\$35.27	
771	Rolling Terrace	ES	72.4%	114	\$1,445.06	\$6,840	\$12.68	
807	Brookhaven	ES	70.0%	89	\$1,699.32	\$5,340	\$19.09	
206	Twinbrook	ES	69.6%	80	\$3,197.37	\$4,800	\$39.97	
780	Bel Pre	ES	69.2%	86	\$1,356.06	\$5,160	\$15.77	
559	Brown Station	ES	68.1%	93	\$3,121.51	\$5,580	\$33.56	
309	Burnt Mills	ES	66.8%	72	\$4,652.05	\$4,320	\$64.61	
549	Flower Hill	ES	65.5%	73	\$851.58	\$4,380	\$11.67	
100	Clopper Mill	ES	65.3%	84	\$2,093.05	\$5,040	\$24.92	
334	Greencastle	ES	65.2%	90	\$2,204.41	\$5,400	\$24.49	
310	Cannon Road	ES	64.6%	63	\$3,030.12	\$3,780	\$48.10	
776	Montgomery Knolls	ES	63.8%	85	\$1,540.41	\$5,100	\$18.12	
822	Strathmore	ES	62.8%	68	\$3,272.82	\$4,080	\$48.13	
558	Whetstone	ES	62.2%	109	\$1,962.64	\$6,540	\$18.01	
303	Fairland	ES	61.6%	100	\$163.38	\$6,000	\$1.63	
772	Viers Mill	ES	61.3%	98	\$3,945.63	\$5,880	\$40.26	
817	Glenallan	ES	61.1%	97	\$4,571.19	\$5,820	\$47.13	
767	Glen Haven	ES	61.0%	78	\$2,816.24	\$4,680	\$36.11	
568	Stedwick	ES	59.7%	82	\$2,892.02	\$4,920	\$35.27	
313	Galway	ES	59.1%	102	\$2,684.34	\$6,120	\$26.32	
555	Rosemont	ES	58.0%	105	\$1,780.16	\$6,300	\$16.95	
756	East Silver Spring	ES	56.9%	80	\$3,298.65	\$4,800	\$41.23	
108	Lake Seneca	ES	55.4%	83	\$784.89	\$4,980	\$9.46	
212	Meadow Hall	ES	55.4%	79	\$1,373.25	\$4,740	\$17.38	
106	Fox Chapel	ES	55.2%	75	\$1,693.93	\$4,500	\$22.59	
565	Sequoyah	ES	54.4%	59	\$592.26	\$3,540	\$10.04	
514	Judith A. Resnik	ES	53.8%	88	\$2,795.69	\$5,280	\$31.77	
109	Waters Landing	ES	50.5%	91	\$3,608.90	\$5,460	\$39.66	
312	William Tyler Page	ES	50.2%	56	\$2,057.21	\$3,360	\$36.74	
242	Dr. Sally K. Ride	ES	49.9%	76	\$2,406.67	\$4,560	\$31.67	
556	Mill Creek Towne	ES	49.7%	62	\$836.43	\$3,720	\$13.49	
795	Rock View	ES	49.6%	94	\$2,045.94	\$5,640	\$21.77	
747	Dr. Charles R. Drew	ES	49.0%	79	\$771.45	\$4,740	\$9.77	

Staff Appreciation and Refreshment Spending FY18

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School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
110	S. Christa McAuliffe	ES	48.7%	79	\$835.18	\$4,740	\$10.57	
761	Pine Crest	ES	48.0%	55	\$2,429.82	\$3,300	\$44.18	
302	Burtonsville	ES	46.1%	65	\$3,728.65	\$3,900	\$57.36	
569	Strawberry Knoll	ES	45.6%	104	\$3,234.84	\$6,240	\$31.10	
210	Maryvale	ES	43.6%	95	\$1,503.73	\$5,700	\$15.83	
784	Highland View	ES	43.2%	58	\$3,139.91	\$3,480	\$54.14	
546	Goshen	ES	42.5%	84	\$579.12	\$5,040	\$6.89	
566	Fields Road	ES	42.2%	79	\$1,013.59	\$4,740	\$12.83	
770	Flora M. Singer	ES	40.7%	107	\$3,596.78	\$6,420	\$33.61	
102	Germantown	ES	39.5%	65	\$1,662.78	\$3,900	\$25.58	
340	Great Seneca Creek	ES	37.5%	83	\$2,679.35	\$4,980	\$32.28	
769	Oakland Terrace	ES	34.6%	76	\$2,159.59	\$4,560	\$28.42	
754	Takoma Park	ES	33.9%	73	\$0.00	\$4,380	\$0.00	
244	Thurgood Marshall	ES	33.8%	77	\$3,510.92	\$4,620	\$45.60	
803	Forest Knolls	ES	32.9%	100	\$2,060.00	\$6,000	\$20.60	
337	William B. Gibbs, Jr.	ES	32.7%	85	\$2,563.39	\$5,100	\$30.16	
749	Piney Branch	ES	32.0%	66	\$3,380.34	\$3,960	\$51.22	
505	Lucy V. Barnsley	ES	31.0%	83	\$1,608.37	\$4,980	\$19.38	
819	Rock Creek Valley	ES	30.9%	72	\$1,208.15	\$4,320	\$16.78	
706	Clearspring	ES	29.2%	80	\$2,784.02	\$4,800	\$34.80	
794	Rosemary Hills	ES	28.9%	80	\$1,039.94	\$4,800	\$13.00	
518	Brooke Grove	ES	28.7%	66	\$3,966.16	\$3,960	\$60.09	
360	Jones Lane	ES	27.1%	64	\$516.03	\$3,840	\$8.06	
158	Ronald A. McNair	ES	26.8%	82	\$3,803.87	\$4,920	\$46.39	
511	Cashell	ES	26.4%	63	\$3,189.54	\$3,780	\$50.63	
702	Damascus	ES	25.9%	51	\$736.50	\$3,060	\$14.44	
506	Flower Valley	ES	25.2%	68	\$2,671.21	\$4,080	\$39.28	
207	Beall	ES	24.9%	91	\$4,267.07	\$5,460	\$46.89	
773	Rock Creek Forest	ES	24.3%	94	\$1,993.23	\$5,640	\$21.20	
508	Candlewood	ES	23.3%	54	\$177.61	\$3,240	\$3.29	
764	Woodlin	ES	23.1%	67	\$3,101.29	\$4,020	\$46.29	
227	Ritchie Park	ES	22.8%	55	\$574.16	\$3,300	\$10.44	
316	Stonegate	ES	22.5%	62	\$1,856.33	\$3,720	\$29.94	
523	Spark M. Matsunaga	ES	21.8%	77	\$1,982.58	\$4,620	\$25.75	
504	Westover	ES	21.5%	49	\$539.25	\$2,940	\$11.01	
159	Rachel Carson	ES	20.1%	97	\$3,460.51	\$5,820	\$35.68	
502	Olney	ES	20.0%	67	\$2,069.07	\$4,020	\$30.88	
704	Woodfield	ES	19.9%	61	\$1,788.46	\$3,660	\$29.32	
403	Chevy Chase	ES	19.7%	45	\$1,337.07	\$2,700	\$29.71	
156	Lois P. Rockwell	ES	19.5%	65	\$2,408.27	\$3,900	\$37.05	
308	Cloverly	ES	19.4%	74	\$1,055.26	\$4,440	\$14.26	
652	Monocacy	ES	17.3%	30	\$1,443.20	\$1,800	\$48.11	
101	Clarksburg	ES	17.2%	45	\$1,076.64	\$2,700	\$23.93	
204	Garrett Park	ES	17.1%	79	\$2,148.89	\$4,740	\$27.20	
336	Little Bennett	ES	16.1%	78	\$3,314.12	\$4,680	\$42.49	
220	Luxmanor	ES	15.3%	67	\$2,069.14	\$4,020	\$30.88	
51	Laytonsville	ES	15.2%	59	\$1,879.40	\$3,540	\$31.85	
501	Sherwood	ES	15.0%	72	\$1,522.44	\$4,320	\$21.15	
415	North Chevy Chase	ES	14.9%	43	\$1,073.48	\$2,580	\$24.96	
229	College Gardens	ES	14.4%	87	\$2,573.00	\$5,220	\$29.57	
241	DuFief	ES	12.5%	55	\$2,555.87	\$3,300	\$46.47	
425	Ashburton	ES	12.4%	88	\$3,642.84	\$5,280	\$41.40	

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
153	Poolesville	ES	11.5%	46	\$2,635.64	\$2,760	\$57.30	
341	Wilson Wims	ES	10.7%	114	\$1,503.21	\$6,840	\$13.19	
653	Stone Mill	ES	10.4%	76	\$5,339.86	\$4,560	\$70.26	
517	Sligo Creek	ES	10.4%	69	\$750.96	\$4,140	\$10.88	
233	Fallsmead	ES	10.4%	56	\$1,717.96	\$3,360	\$30.68	
703	Cedar Grove	ES	9.8%	66	\$2,310.37	\$3,960	\$35.01	
607	Bells Mill	ES	9.8%	65	\$2,091.14	\$3,900	\$32.17	
570	Diamond	ES	9.7%	81	\$4,376.96	\$4,860	\$54.04	
512	Greenwood	ES	9.0%	48	\$1,134.80	\$2,880	\$23.64	
783	Kensington Parkwood	ES	8.8%	63	\$2,360.33	\$3,780	\$37.47	
216	Travilah	ES	7.8%	48	\$2,856.93	\$2,880	\$59.52	
209	Lakewood	ES	7.7%	58	\$1,154.08	\$3,480	\$19.90	
513	Belmont	ES	7.4%	37	\$1,749.79	\$2,220	\$47.29	
401	Bethesda	ES	7.3%	78	\$4,058.56	\$4,680	\$52.03	
351	Darnestown	ES	7.2%	38	\$1,401.93	\$2,280	\$36.89	
219	Farmland	ES	7.1%	75	\$7,828.44	\$4,500	\$104.38	x
405	Somerset	ES	6.0%	63	\$4,132.13	\$3,780	\$65.59	
419	BurningTree	ES	5.8%	67	\$1,739.34	\$4,020	\$25.96	
226	Beverly Farms	ES	4.7%	55	\$593.55	\$3,300	\$10.79	
603	Seven Locks	ES	4.2%	49	\$1,857.37	\$2,940	\$37.91	
235	Wayside	ES	4.1%	77	\$3,950.51	\$4,620	\$51.31	
417	Wood Acres	ES	3.2%	69	\$1,021.77	\$4,140	\$14.81	
420	Bannockburn	ES	2.2%	45	\$333.05	\$2,700	\$7.40	
601	Potomac	ES	2.1%	45	\$2,248.75	\$2,700	\$49.97	
408	Westbrook	ES	1.7%	64	\$0.00	\$3,840	\$0.00	
422	Wyngate	ES	1.6%	70	\$4,069.54	\$4,200	\$58.14	
238	Cold Spring	ES	1.2%	37	\$1,349.96	\$2,220	\$36.49	
410	Bradley Hills	ES	1.1%	58	\$2,370.01	\$3,480	\$40.86	
604	Carderock Springs	ES	1.0%	52	\$1,135.49	\$3,120	\$21.84	
		ES		AVERAGE PF	\$2,239.17	\$4,534.29	\$30.28	1

Staff Appreciation and Refreshment Spending FY18

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School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
545	Watkins Mill	HS	52.5%	207	\$11,886.17	\$12,420	\$57.42	
815	John F. Kennedy	HS	50.3%	215	\$9,484.88	\$12,900	\$44.12	
796	Northwood	HS	49.3%	208	\$12,779.38	\$12,480	\$61.44	
782	Wheaton	HS	49.3%	216	\$14,312.98	\$12,960	\$66.26	x
798	Springbrook	HS	46.9%	204	\$14,231.23	\$12,240	\$69.76	x
551	Gaithersburg	HS	42.1%	306	\$8,909.11	\$18,360	\$29.11	
789	Albert Einstein	HS	42.0%	231	\$11,262.18	\$13,860	\$48.75	
104	Seneca Valley	HS	36.3%	164	\$8,839.89	\$9,840	\$53.90	x
757	Montgomery Blair	HS	35.7%	305	\$17,169.21	\$18,300	\$56.29	x
230	Rockville	HS	35.5%	205	\$9,657.67	\$12,300	\$47.11	
321	James Hubert Blake	HS	35.0%	176	\$6,736.51	\$10,560	\$38.28	
315	Paint Branch	HS	34.2%	227	\$12,038.58	\$13,620	\$53.03	
510	Col. Zadok Magruder	HS	33.3%	185	\$12,638.82	\$11,100	\$68.32	
249	Clarksburg	HS	27.0%	229	\$9,964.70	\$13,740	\$43.51	
246	Northwest	HS	24.8%	234	\$14,844.29	\$14,040	\$63.44	
125	Quince Orchard	HS	22.8%	214	\$12,961.54	\$12,840	\$60.57	
201	Richard Montgomery	HS	19.7%	232	\$14,039.35	\$13,920	\$60.51	x
503	Sherwood	HS	17.1%	196	\$11,648.00	\$11,760	\$59.43	
701	Damascus	HS	15.2%	146	\$7,440.74	\$8,760	\$50.96	
406	Bethesda-Chevy Chase	HS	10.9%	191	\$11,502.09	\$11,460	\$60.22	
424	Walter Johnson	HS	7.0%	234	\$15,724.38	\$14,040	\$67.20	x
152	Poolesville	HS	6.4%	118	\$7,261.80	\$7,080	\$61.54	
234	Thomas S. Wootton	HS	5.1%	202	\$13,859.60	\$12,120	\$68.61	x
602	Winston Churchill	HS	3.8%	214	\$10,881.09	\$12,840	\$50.85	
427	Walt Whitman	HS	2.0%	214	\$12,518.12	\$12,840	\$58.50	
748	Thomas Edison	HS		43	\$3,603.53	\$2,580	\$83.80	
		HS		AVERAGE PF	\$11,392.15	\$12,267.69	\$57.04	7

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
311	Francis Scott Key	MS	74.2%	116	\$5,138.85	\$6,960	\$44.30	
557	Montgomery Village	MS	66.2%	105	\$5,463.21	\$6,300	\$52.03	
818	Col. E. Brooke Lee	MS	65.2%	102	\$4,095.33	\$6,120	\$40.15	
115	Neelsville	MS	60.1%	113	\$3,796.81	\$6,780	\$33.60	
811	White Oak	MS	59.8%	105	\$3,894.26	\$6,300	\$37.09	
787	A. Mario Loiederman	MS	58.2%	114	\$6,439.52	\$6,840	\$56.49	
248	Forest Oak	MS	56.4%	112	\$2,128.66	\$6,720	\$19.01	
823	Argyle	MS	54.1%	109	\$3,943.69	\$6,540	\$36.18	
812	Parkland	MS	50.1%	112	\$5,946.28	\$6,720	\$53.09	
333	Benjamin Banneker	MS	49.2%	104	\$2,986.43	\$6,240	\$28.72	
107	Dr. Martin Luther King,	MS	49.0%	86	\$2,974.40	\$5,160	\$34.59	
554	Gaithersburg	MS	47.0%	128	\$3,467.35	\$7,680	\$27.09	
792	Newport Mill	MS	45.9%	89	\$1,322.90	\$5,340	\$14.86	
335	Briggs Chaney	MS	45.4%	117	\$5,456.42	\$7,020	\$46.64	
775	Eastern	MS	44.0%	125	\$5,887.56	\$7,500	\$47.10	
778	Sligo	MS	43.3%	105	\$3,345.89	\$6,300	\$31.87	
521	Shady Grove	MS	42.4%	94	\$5,438.42	\$5,640	\$57.86	
562	Redland	MS	40.9%	75	\$3,652.40	\$4,500	\$48.70	
647	Silver Spring Internatio	MS	39.8%	138	\$6,182.83	\$8,280	\$44.80	
820	Earle B. Wood	MS	37.6%	137	\$5,408.26	\$8,220	\$39.48	
157	Roberto Clemente	MS	31.4%	146	\$7,231.38	\$8,760	\$49.53	
105	Ridgeview	MS	28.7%	91	\$4,741.69	\$5,460	\$52.11	
755	Takoma Park	MS	27.2%	111	\$5,342.57	\$6,660	\$48.13	
211	Julius West	MS	24.7%	132	\$6,379.80	\$7,920	\$48.33	
522	Lakelands Park	MS	23.3%	131	\$7,538.61	\$7,860	\$57.55	
707	Rocky Hill	MS	22.6%	97	\$2,877.95	\$5,820	\$29.67	
705	John T. Baker	MS	19.8%	104	\$2,951.81	\$6,240	\$28.38	
708	Kingsview	MS	19.4%	105	\$3,893.58	\$6,300	\$37.08	
345	Hallie Wells	MS	17.7%	92	\$5,749.72	\$5,520	\$62.50	
507	William H. Farquhar	MS	13.7%	85	\$5,136.76	\$5,100	\$60.43	
232	Tilden	MS	11.8%	111	\$6,063.37	\$6,660	\$54.62	
247	John Poole	MS	11.1%	50	\$3,029.92	\$3,000	\$60.60	
412	Westland	MS	10.8%	118	\$4,106.63	\$7,080	\$34.80	
155	Rosa M. Parks	MS	10.1%	93	\$8,687.98	\$5,580	\$93.42	
606	Cabin John	MS	8.0%	121	\$4,783.30	\$7,260	\$39.53	
413	North Bethesda	MS	6.5%	113	\$5,873.86	\$6,780	\$51.98	
237	Robert Frost	MS	6.1%	101	\$5,352.89	\$6,060	\$53.00	
228	Herbert Hoover	MS	2.7%	112	\$6,242.23	\$6,720	\$55.73	
428	Thomas W. Pyle	MS	1.5%	149	\$3,307.41	\$8,940	\$22.20	
835	Silver Creek	MS		66	\$1,594.78	\$3,960	\$24.16	
		MS	AVERAGE PP		\$4,696.39	\$6,471.00	\$43.93	0

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
219	Farmland	ES	7.1%	75	\$7,828.44	\$4,500	\$104.38	x
653	Stone Mill	ES	10.4%	76	\$5,339.86	\$4,560	\$70.26	
405	Somerset	ES	6.0%	63	\$4,132.13	\$3,780	\$65.59	
309	Burnt Mills	ES	66.8%	72	\$4,652.05	\$4,320	\$64.61	
518	Brooke Grove	ES	28.7%	66	\$3,966.16	\$3,960	\$60.09	
216	Travilah	ES	7.8%	48	\$2,856.93	\$2,880	\$59.52	
422	Wyngate	ES	1.6%	70	\$4,069.54	\$4,200	\$58.14	
304	JoAnn Leleck ES	ES	91.8%	113	\$6,514.19	\$6,780	\$57.65	
302	Burtonsville	ES	46.1%	65	\$3,728.65	\$3,900	\$57.36	
153	Poolesville	ES	11.5%	46	\$2,635.64	\$2,760	\$57.30	
784	Highland View	ES	43.2%	58	\$3,139.91	\$3,480	\$54.14	
570	Diamond	ES	9.7%	81	\$4,376.96	\$4,860	\$54.04	
401	Bethesda	ES	7.3%	78	\$4,058.56	\$4,680	\$52.03	
235	Wayside	ES	4.1%	77	\$3,950.51	\$4,620	\$51.31	
749	Piney Branch	ES	32.0%	66	\$3,380.34	\$3,960	\$51.22	
511	Cashell	ES	26.4%	63	\$3,189.54	\$3,780	\$50.63	
601	Potomac	ES	2.1%	45	\$2,248.75	\$2,700	\$49.97	
822	Strathmore	ES	62.8%	68	\$3,272.82	\$4,080	\$48.13	
652	Monocacy	ES	17.3%	30	\$1,443.20	\$1,800	\$48.11	
310	Cannon Road	ES	64.6%	63	\$3,030.12	\$3,780	\$48.10	
513	Belmont	ES	7.4%	37	\$1,749.79	\$2,220	\$47.29	
817	Glenallan	ES	61.1%	97	\$4,571.19	\$5,820	\$47.13	
207	Beall	ES	24.9%	91	\$4,267.07	\$5,460	\$46.89	
241	DuFief	ES	12.5%	55	\$2,555.87	\$3,300	\$46.47	
158	Ronald A. McNair	ES	26.8%	82	\$3,803.87	\$4,920	\$46.39	
764	Woodlin	ES	23.1%	67	\$3,101.29	\$4,020	\$46.29	
244	Thurgood Marshall	ES	33.8%	77	\$3,510.92	\$4,620	\$45.60	
761	Pine Crest	ES	48.0%	55	\$2,429.82	\$3,300	\$44.18	
336	Little Bennett	ES	16.1%	78	\$3,314.12	\$4,680	\$42.49	
425	Ashburton	ES	12.4%	88	\$3,642.84	\$5,280	\$41.40	
756	East Silver Spring	ES	56.9%	80	\$3,298.65	\$4,800	\$41.23	
410	Bradley Hills	ES	1.1%	58	\$2,370.01	\$3,480	\$40.86	
772	Viers Mill	ES	61.3%	98	\$3,945.63	\$5,880	\$40.26	
206	Twinbrook	ES	69.6%	80	\$3,197.37	\$4,800	\$39.97	
109	Waters Landing	ES	50.5%	91	\$3,608.90	\$5,460	\$39.66	
788	Wheaton Woods	ES	81.1%	89	\$3,511.37	\$5,340	\$39.45	
506	Flower Valley	ES	25.2%	68	\$2,671.21	\$4,080	\$39.28	
774	Highland	ES	81.5%	89	\$3,382.03	\$5,340	\$38.00	
603	Seven Locks	ES	4.2%	49	\$1,857.37	\$2,940	\$37.91	
783	Kensington Parkwood	ES	8.8%	63	\$2,360.33	\$3,780	\$37.47	
156	Lois P. Rockwell	ES	19.5%	65	\$2,408.27	\$3,900	\$37.05	
351	Darnestown	ES	7.2%	38	\$1,401.93	\$2,280	\$36.89	
786	Georgian Forest	ES	100.0%	88	\$3,239.84	\$5,280	\$36.82	
312	William Tyler Page	ES	50.2%	56	\$2,057.21	\$3,360	\$36.74	
238	Cold Spring	ES	1.2%	37	\$1,349.96	\$2,220	\$36.49	
767	Glen Haven	ES	61.0%	78	\$2,816.24	\$4,680	\$36.11	
159	Rachel Carson	ES	20.1%	97	\$3,460.51	\$5,820	\$35.68	
111	Captain James E. Daly	ES	72.5%	84	\$2,962.88	\$5,040	\$35.27	
568	Stedwick	ES	59.7%	82	\$2,892.02	\$4,920	\$35.27	
703	Cedar Grove	ES	9.8%	66	\$2,310.37	\$3,960	\$35.01	
706	Clearspring	ES	29.2%	80	\$2,784.02	\$4,800	\$34.80	
770	Flora M. Singer	ES	40.7%	107	\$3,596.78	\$6,420	\$33.61	

Staff Appreciation and Refreshment Spending FY18

ATTACHMENT C

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
559	Brown Station	ES	68.1%	93	\$3,121.51	\$5,580	\$33.56	
340	Great Seneca Creek	ES	37.5%	83	\$2,679.35	\$4,980	\$32.28	
607	Bells Mill	ES	9.8%	65	\$2,091.14	\$3,900	\$32.17	
51	Laytonsville	ES	15.2%	59	\$1,879.40	\$3,540	\$31.85	
514	Judith A. Resnik	ES	53.8%	88	\$2,795.69	\$5,280	\$31.77	
242	Dr. Sally K. Ride	ES	49.9%	76	\$2,406.67	\$4,560	\$31.67	
569	Strawberry Knoll	ES	45.6%	104	\$3,234.84	\$6,240	\$31.10	
220	Luxmanor	ES	15.3%	67	\$2,069.14	\$4,020	\$30.88	
502	Olney	ES	20.0%	67	\$2,069.07	\$4,020	\$30.88	
233	Fallsmead	ES	10.4%	56	\$1,717.96	\$3,360	\$30.68	
337	William B. Gibbs, Jr.	ES	32.7%	85	\$2,563.39	\$5,100	\$30.16	
316	Stonegate	ES	22.5%	62	\$1,856.33	\$3,720	\$29.94	
403	Chevy Chase	ES	19.7%	45	\$1,337.07	\$2,700	\$29.71	
229	College Gardens	ES	14.4%	87	\$2,573.00	\$5,220	\$29.57	
704	Woodfield	ES	19.9%	61	\$1,788.46	\$3,660	\$29.32	
564	South Lake	ES	81.7%	113	\$3,233.28	\$6,780	\$28.61	
561	Watkins Mill	ES	99.7%	109	\$3,106.69	\$6,540	\$28.50	
769	Oakland Terrace	ES	34.6%	76	\$2,159.59	\$4,560	\$28.42	
797	Harmony Hills	ES	86.5%	102	\$2,866.83	\$6,120	\$28.11	
204	Garrett Park	ES	17.1%	79	\$2,148.89	\$4,740	\$27.20	
313	Galway	ES	59.1%	102	\$2,684.34	\$6,120	\$26.32	
790	Arcola	ES	76.1%	98	\$2,555.10	\$5,880	\$26.07	
419	BurningTree	ES	5.8%	67	\$1,739.34	\$4,020	\$25.96	
523	Spark M. Matsunaga	ES	21.8%	77	\$1,982.58	\$4,620	\$25.75	
102	Germantown	ES	39.5%	65	\$1,662.78	\$3,900	\$25.58	
415	North Chevy Chase	ES	14.9%	43	\$1,073.48	\$2,580	\$24.96	
100	Clopper Mill	ES	65.3%	84	\$2,093.05	\$5,040	\$24.92	
334	Greencastle	ES	65.2%	90	\$2,204.41	\$5,400	\$24.49	
101	Clarksburg	ES	17.2%	45	\$1,076.64	\$2,700	\$23.93	
512	Greenwood	ES	9.0%	48	\$1,134.80	\$2,880	\$23.64	
805	Kemp Mill	ES	79.8%	75	\$1,742.83	\$4,500	\$23.24	
552	Washington Grove	ES	74.3%	91	\$2,087.49	\$5,460	\$22.94	
106	Fox Chapel	ES	55.2%	75	\$1,693.93	\$4,500	\$22.59	
777	Weller Road	ES	76.2%	101	\$2,221.58	\$6,060	\$22.00	
604	Carderock Springs	ES	1.0%	52	\$1,135.49	\$3,120	\$21.84	
795	Rock View	ES	49.6%	94	\$2,045.94	\$5,640	\$21.77	
766	Oak View	ES	74.4%	60	\$1,288.82	\$3,600	\$21.48	
773	Rock Creek Forest	ES	24.3%	94	\$1,993.23	\$5,640	\$21.20	
501	Sherwood	ES	15.0%	72	\$1,522.44	\$4,320	\$21.15	
803	Forest Knolls	ES	32.9%	100	\$2,060.00	\$6,000	\$20.60	
209	Lakewood	ES	7.7%	58	\$1,154.08	\$3,480	\$19.90	
563	Summit Hall	ES	78.3%	99	\$1,958.80	\$5,940	\$19.79	
779	Sargent Shriver	ES	79.3%	99	\$1,946.97	\$5,940	\$19.67	
505	Lucy V. Barnsley	ES	31.0%	83	\$1,608.37	\$4,980	\$19.38	
807	Brookhaven	ES	70.0%	89	\$1,699.32	\$5,340	\$19.09	
307	Roscoe R. Nix	ES	74.7%	79	\$1,433.98	\$4,740	\$18.15	
776	Montgomery Knolls	ES	63.8%	85	\$1,540.41	\$5,100	\$18.12	
558	Whetstone	ES	62.2%	109	\$1,962.64	\$6,540	\$18.01	
553	Gaithersburg	ES	81.3%	125	\$2,232.60	\$7,500	\$17.86	
212	Meadow Hall	ES	55.4%	79	\$1,373.25	\$4,740	\$17.38	
555	Rosemont	ES	58.0%	105	\$1,780.16	\$6,300	\$16.95	
819	Rock Creek Valley	ES	30.9%	72	\$1,208.15	\$4,320	\$16.78	

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
210	Maryvale	ES	43.6%	95	\$1,503.73	\$5,700	\$15.83	
780	Bel Pre	ES	69.2%	86	\$1,356.06	\$5,160	\$15.77	
791	New Hampshire Estate	ES	89.4%	82	\$1,248.32	\$4,920	\$15.22	
417	Wood Acres	ES	3.2%	69	\$1,021.77	\$4,140	\$14.81	
702	Damascus	ES	25.9%	51	\$736.50	\$3,060	\$14.44	
308	Cloverly	ES	19.4%	74	\$1,055.26	\$4,440	\$14.26	
556	Mill Creek Towne	ES	49.7%	62	\$836.43	\$3,720	\$13.49	
341	Wilson Wims	ES	10.7%	114	\$1,503.21	\$6,840	\$13.19	
794	Rosemary Hills	ES	28.9%	80	\$1,039.94	\$4,800	\$13.00	
566	Fields Road	ES	42.2%	79	\$1,013.59	\$4,740	\$12.83	
771	Rolling Terrace	ES	72.4%	114	\$1,445.06	\$6,840	\$12.68	
549	Flower Hill	ES	65.5%	73	\$851.58	\$4,380	\$11.67	
305	Jackson Road	ES	76.4%	103	\$1,148.05	\$6,180	\$11.15	
504	Westover	ES	21.5%	49	\$539.25	\$2,940	\$11.01	
517	Sligo Creek	ES	10.4%	69	\$750.96	\$4,140	\$10.88	
226	Beverly Farms	ES	4.7%	55	\$593.55	\$3,300	\$10.79	
110	S. Christa McAuliffe	ES	48.7%	79	\$835.18	\$4,740	\$10.57	
227	Ritchie Park	ES	22.8%	55	\$574.16	\$3,300	\$10.44	
565	Sequoyah	ES	54.4%	59	\$592.26	\$3,540	\$10.04	
747	Dr. Charles R. Drew	ES	49.0%	79	\$771.45	\$4,740	\$9.77	
108	Lake Seneca	ES	55.4%	83	\$784.89	\$4,980	\$9.46	
360	Jones Lane	ES	27.1%	64	\$516.03	\$3,840	\$8.06	
420	Bannockburn	ES	2.2%	45	\$333.05	\$2,700	\$7.40	
546	Goshen	ES	42.5%	84	\$579.12	\$5,040	\$6.89	
508	Candlewood	ES	23.3%	54	\$177.61	\$3,240	\$3.29	
303	Fairland	ES	61.6%	100	\$163.38	\$6,000	\$1.63	
808	Cresthaven	ES	73.1%	72	\$0.00	\$4,320	\$0.00	
754	Takoma Park	ES	33.9%	73	\$0.00	\$4,380	\$0.00	
408	Westbrook	ES	1.7%	64	\$0.00	\$3,840	\$0.00	
		ES		AVERAGE PP	\$2,239.17	\$4,534.29	\$30.28	1

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
748	Thomas Edison	HS		43	\$3,603.53	\$2,580	\$83.80	
798	Springbrook	HS	46.9%	204	\$14,231.23	\$12,240	\$69.76	x
234	Thomas S. Wootton	HS	5.1%	202	\$13,859.60	\$12,120	\$68.61	x
510	Col. Zadok Magruder	HS	33.3%	185	\$12,638.82	\$11,100	\$68.32	
424	Walter Johnson	HS	7.0%	234	\$15,724.38	\$14,040	\$67.20	x
782	Wheaton	HS	49.3%	216	\$14,312.98	\$12,960	\$66.26	x
246	Northwest	HS	24.8%	234	\$14,844.29	\$14,040	\$63.44	
152	Poolesville	HS	6.4%	118	\$7,261.80	\$7,080	\$61.54	
796	Northwood	HS	49.3%	208	\$12,779.38	\$12,480	\$61.44	
125	Quince Orchard	HS	22.8%	214	\$12,961.54	\$12,840	\$60.57	
201	Richard Montgomery	HS	19.7%	232	\$14,039.35	\$13,920	\$60.51	x
406	Bethesda-Chevy Chase	HS	10.9%	191	\$11,502.09	\$11,460	\$60.22	
503	Sherwood	HS	17.1%	196	\$11,648.00	\$11,760	\$59.43	
427	Walt Whitman	HS	2.0%	214	\$12,518.12	\$12,840	\$58.50	
545	Watkins Mill	HS	52.5%	207	\$11,886.17	\$12,420	\$57.42	
757	Montgomery Blair	HS	35.7%	305	\$17,169.21	\$18,300	\$56.29	x
104	Seneca Valley	HS	36.3%	164	\$8,839.89	\$9,840	\$53.90	x
315	Paint Branch	HS	34.2%	227	\$12,038.58	\$13,620	\$53.03	
701	Damascus	HS	15.2%	146	\$7,440.74	\$8,760	\$50.96	
602	Winston Churchill	HS	3.8%	214	\$10,881.09	\$12,840	\$50.85	
789	Albert Einstein	HS	42.0%	231	\$11,262.18	\$13,860	\$48.75	
230	Rockville	HS	35.5%	205	\$9,657.67	\$12,300	\$47.11	
815	John F. Kennedy	HS	50.3%	215	\$9,484.88	\$12,900	\$44.12	
249	Clarksburg	HS	27.0%	229	\$9,964.70	\$13,740	\$43.51	
321	James Hubert Blake	HS	35.0%	176	\$6,736.51	\$10,560	\$38.28	
551	Gaithersburg	HS	42.1%	306	\$8,909.11	\$18,360	\$29.11	
		HS		AVERAGE PF	\$11,392.15	\$12,267.69	\$57.04	7

School Num	School Name	LVL	FY18 FARMS	Number of FY18 Staff	Total FY18 Spending	FY18 Spending Limit	FY18 Spending per person	FY18 Exception Approved
155	Rosa M. Parks	MS	10.1%	93	\$8,687.98	\$5,580	\$93.42	
345	Hallie Wells	MS	17.7%	92	\$5,749.72	\$5,520	\$62.50	
247	John Poole	MS	11.1%	50	\$3,029.92	\$3,000	\$60.60	
507	William H. Farquhar	MS	13.7%	85	\$5,136.76	\$5,100	\$60.43	
521	Shady Grove	MS	42.4%	94	\$5,438.42	\$5,640	\$57.86	
522	Lakelands Park	MS	23.3%	131	\$7,538.61	\$7,860	\$57.55	
787	A. Mario Loiederman	MS	58.2%	114	\$6,439.52	\$6,840	\$56.49	
228	Herbert Hoover	MS	2.7%	112	\$6,242.23	\$6,720	\$55.73	
232	Tilden	MS	11.8%	111	\$6,063.37	\$6,660	\$54.62	
812	Parkland	MS	50.1%	112	\$5,946.28	\$6,720	\$53.09	
237	Robert Frost	MS	6.1%	101	\$5,352.89	\$6,060	\$53.00	
105	Ridgeview	MS	28.7%	91	\$4,741.69	\$5,460	\$52.11	
557	Montgomery Village	MS	66.2%	105	\$5,463.21	\$6,300	\$52.03	
413	North Bethesda	MS	6.5%	113	\$5,873.86	\$6,780	\$51.98	
157	Roberto Clemente	MS	31.4%	146	\$7,231.38	\$8,760	\$49.53	
562	Redland	MS	40.9%	75	\$3,652.40	\$4,500	\$48.70	
211	Julius West	MS	24.7%	132	\$6,379.80	\$7,920	\$48.33	
755	Takoma Park	MS	27.2%	111	\$5,342.57	\$6,660	\$48.13	
775	Eastern	MS	44.0%	125	\$5,887.56	\$7,500	\$47.10	
335	Briggs Chaney	MS	45.4%	117	\$5,456.42	\$7,020	\$46.64	
647	Silver Spring Internatio	MS	39.8%	138	\$6,182.83	\$8,280	\$44.80	
311	Francis Scott Key	MS	74.2%	116	\$5,138.85	\$6,960	\$44.30	
818	Col. E. Brooke Lee	MS	65.2%	102	\$4,095.33	\$6,120	\$40.15	
606	Cabin John	MS	8.0%	121	\$4,783.30	\$7,260	\$39.53	
820	Earle B. Wood	MS	37.6%	137	\$5,408.26	\$8,220	\$39.48	
811	White Oak	MS	59.8%	105	\$3,894.26	\$6,300	\$37.09	
708	Kingsview	MS	19.4%	105	\$3,893.58	\$6,300	\$37.08	
823	Argyle	MS	54.1%	109	\$3,943.69	\$6,540	\$36.18	
412	Westland	MS	10.8%	118	\$4,106.63	\$7,080	\$34.80	
107	Dr. Martin Luther King,	MS	49.0%	86	\$2,974.40	\$5,160	\$34.59	
115	Neelsville	MS	60.1%	113	\$3,796.81	\$6,780	\$33.60	
778	Sligo	MS	43.3%	105	\$3,345.89	\$6,300	\$31.87	
707	Rocky Hill	MS	22.6%	97	\$2,877.95	\$5,820	\$29.67	
333	Benjamin Banneker	MS	49.2%	104	\$2,986.43	\$6,240	\$28.72	
705	John T. Baker	MS	19.8%	104	\$2,951.81	\$6,240	\$28.38	
554	Gaithersburg	MS	47.0%	128	\$3,467.35	\$7,680	\$27.09	
835	Silver Creek	MS		66	\$1,594.78	\$3,960	\$24.16	
428	Thomas W. Pyle	MS	1.5%	149	\$3,307.41	\$8,940	\$22.20	
248	Forest Oak	MS	56.4%	112	\$2,128.66	\$6,720	\$19.01	
792	Newport Mill	MS	45.9%	89	\$1,322.90	\$5,340	\$14.86	
		MS		AVERAGE PP	\$4,696.39	\$6,471.00	\$43.93	0

STAFF APPRECIATION and REFRESHMENT SURVEY

1 Type of school

	Number of Schools	Number Responding to Survey	Percent of Schools Responding
Elementary	134	74	55.2%
Middle	40	22	55.0%
High	26	14	53.8%
Special	5	2	40.0%
	205	112	54.6%

113, or 54.6%, of the 205 schools responded to the survey.
 Alternative Programs included with principals but not as a separate school.
 Survey open from October 18 through November 9, 2018 (23 days)

2 For which events do you provide refreshments for staff (choose all that apply)?

Staff meetings, end-of-year luncheon, summer leadership, pre-service week.

3 What types of food are purchased for the staff at the events noted (choose all that apply)?

Small snacks, sandwiches, carry out/delivery meals.

4 What types of beverages are purchased for staff events noted in Section 2 (choose all that apply)?

Water, coffee, tea, soda.

5 What items does your school typically purchase for staff appreciation/recognition (choose all that apply)?

School spirit apparel, plaque, paper weight.

6 What is the highest amount you have spent for an individual staff appreciation item/gift?

			<u>ES</u>	<u>MS</u>	<u>HS</u>	<u>SS</u>
Less than \$10	40	35.4%	32	5	2	1
Between \$10 to \$20	57	50.4%	34	11	10	2
* More than \$20	16	14.2%	8	6	2	
	<u>113</u>					

* Board of Education Policy BBB, *Ethics*, states a gift may be accepted that does not exceed \$20 per item.

7 In what ways have you demonstrated staff appreciation/recognition without the need to purchase items?

Announcements, certificates, newsletters / bulletins.

8 Does your school have sufficient IAF General Funds to expend \$60 per person for staff appreciation/refreshments each year?

			<u>ES</u>	<u>MS</u>	<u>HS</u>	<u>SS</u>
Yes	60	53.1%	43	11	6	
No	<u>53</u>	46.9%	31	11	8	3
	113					

9 What funding sources are available to your school to help pay for staff appreciation/refreshments (choose all that apply)?

			<u>ES</u>	<u>MS</u>	<u>HS</u>	<u>SS</u>
Cell tower revenue only	24	21.2%	17	3	4	
Cell tower, PTSA, other	23	20.4%	13	7	3	
PTSA	30	26.5%	17	9	4	
PTSA, other	11	9.7%	8	2	1	
General, picture, other	15	13.3%	13		2	
No revenue source	<u>10</u>	8.8%	6	1		3
	113					

10 Does your school collect money from staff for staff social club/sunshine activities?

Yes	92	81.4%
No	<u>21</u>	18.6%
	113	

11 If yes, how much is requested from each staff member per year?

	<u>ES</u>	<u>MS</u>	<u>HS</u>	<u>SS</u>
No amount indicated	1			
Less than \$10		1		1
At least \$10, but less than \$20	15	6	3	
At least \$20, but less than \$30	32	8	4	
\$30 or more	19		1	1

12 How are staff social club/sunshine funds used?

For life events, retirements, social gatherings.

13 Does the current \$60 per person spending guideline allow sufficient flexibility for you to provide staff appreciation/refreshments for your staff?

			<u>ES</u>	<u>MS</u>	<u>HS</u>	<u>SS</u>
Yes	69	61.1%	54	13	2	
No	<u>44</u>	38.9%	20	9	12	3
	113					

44 or 21.5% of 205 schools indicated that \$60 per staff was not sufficient.

14 If no, please explain why the spending guideline is not sufficient.

Rising cost of items, lack of PTA support, want to provide more.

15 What changes, if any, do you feel are needed to the spending guideline for staff appreciation/refreshments?

More flexibility, more money, use ICB funds, MCPS budgeted funds.

16 Does your school create a budget plan for staff appreciation/refreshments to keep spending within the established guidelines each school year?

			<u>ES</u>	<u>MS</u>	<u>HS</u>	<u>SS</u>
Yes	81	71.7%	50	18	13	
No	<u>32</u>	28.3%	24	4	1	3
	113					

17 In the past two years, has your school requested an exception to exceed the spending guideline for staff appreciation/refreshments?

			<u>ES</u>	<u>MS</u>	<u>HS</u>	<u>SS</u>
Yes	8	7.1%	1		7	
No	<u>105</u>	92.9%	73	22	7	3
	113					

18 If yes, please explain why it was necessary to spend more than \$60 per staff member.

An increase was requested when we were cited in an audit that the use of funds for refrigerators must come from staff appreciation allocation.

No support from PTSA

When there was a power surge and appliances needed to be replaced.

20+ University Interns were not acknowledged as increasing our budget

Already answered in prior question, but mostly because we have more meetings, recognition, etc...that cause us to go over the limit.

PTSA was supposed to purchase snacks and reimburse us, but they did not. We exceeded the limit by \$200.00---first time ever because we are very careful.

Extra staff

Lack of usual support from outside sources such as PTSA or business partners to match added and unexpected needs