

2025-2026 Budget





INTRODUCTION TO THE 2025 - 2026 BUDGET

Under NJSBA's Bylaws, the Association's Finance Committee shall prepare the annual budget, which shall be submitted to the Board of Directors prior to the May/June Delegate Assembly. In addition, the Finance Committee shall, from time to time, advise the Board of Directors on all matters affecting the finances of the Association.

The recommended budget for 2025-2026 projects revenues and expenditures at \$13,232,657. This budget is a balanced budget - revenues are equal to expenditures.

The proposed 2025-2026 budget is based on several assumptions:

- Fast-rising, uncontrollable costs for pension, health care and insurance, similar to the same challenges faced by many
 of our members;
- Maintaining the same staffing level that is included in the 2024 2025 budget;
- Continuing our tradition of hosting an in-person Workshop in 2025;
- Increasing the contribution that non-dues revenues make to fund escalating costs;
- Maintaining the high-quality, mandatory training programs, which are provided at no cost to board of education members, as well as all of the other services provided to our members as part of their dues. These programs include new board member orientation training, in-person Governance training, and online Governance programs;
- The above factors call for an overall increase in members' dues of 1.5%.

NEW JERSEY SCHOOL BOARDS ASSOCIATION STATEMENT OF RECEIPTS AND EXPENDITURES

STATEMENT OF RECEIPTS AND EXPENDITURES AS OF JANUARY 22,2025			
AS OF JANUARI 22,2025			PROPOSED
	ACTUAL	BUDGET	BUDGET
	2023-2024	2024-2025	2025-2026
	2025-2024	2024-2020	2020-2020
MEMBERSHIP DUES	7,606,382	7,761,300	7,877,716
MEMBERSHIP PROGRAMS	362,102	402,964	399,373
TOTAL MEMBERSHIPS RECEIPTS	7,968,484	8,164,264	8,277,089
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MEMBERSHIP EXPENDITURES:			
COMMITTEES	43,267	82,409	80,122
CONFERENCES - DUES BASED, NET	47,617	40,875	46,750
MEMBERSHIP SERVICES & PROGRAMS	41,902	102,299	124,930
PUBLICATIONS INCLUDED WITH MEMBERSHIPS, NET	(479)	27,610	37,710
TRAVEL & LIAISON	115,480	171,287	188,500
TOTAL MEMBERSHIPS EXPENDITURES	247,787	424,480	478,012
	60		
OVERNOAR			1
OVERHEAD: SALARIES	6,117,619	6,800,566	7,218,251
PERSONNEL ADMINISTRATION & TRAINING	2,364,739	2,840,054	3,029,897
HEADOUARTERS HOUSING	382,371	451,744	389,802
INSURANCE	113,111	142,441	146,683
OFFICE EXPENSE	421,358	515,401	596,956
TOTAL OVERHEAD EXPENDITURES	9,399,198	10,750,206	11,381,589
10180 O'DINIDAD DALBITORDS	4,400,100	10,700,200	11,001,000
NET MEMBERSHIPS	(1,678,501)	(3,010,422)	(3,582,512)
WORKSHOP RECEIPTS	2,902,885	2,581,000	2,840,000
WORKSHOP EXPENDITURES	1,035,014	1,181,000	1,214,500
NET WORKSHOP	1,867,871	1,400,000	1,625,500
TOTAL CONTROL OF CONTROL	000 555	##A AAF	
FEE BASED SERVICE RECEIPTS	660,555	573,925	624,250
FEE BASED SERVICE EXPENDITURES	8,995	19,000	19,850
NET FEE BASED SERVICES	651,560	554,925	604,400
CONFERENCE RECEIPTS	122,938	121,305	125,218
CONFERENCE EXPENDITURES	45,643	71,783	63,706
NET CONFERENCES	77.295	49.522	61,512
HET CONFERENCES	11,233	49,522	01,512
NET PUBLICATIONS	3.463	4,475	3,600
	0,700	4,470	0,000
MISC. RECEIPTS INCLUDING INVESTMENT INCOME	698,861	451,500	787,500
FREE BALANCE REVENUE	0	550,000	500,000
NET RECEIPTS OVER EXPENDITURES	1,620,549	0	0
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NEW JERSEY SCHOOL BOARDS ASSOCIATION BUDGET RECAP

2024 - 2025 AND 2025 - 2026

REVENUES	2024-2025 BUDGET	2025-2026 BUDGET	INCREASE (DECREASE)	EXPENSES	2024-2025 BUDGET	2025-2026 BUDGET		NCREASE ECREASE)
General Membership Dues	\$ 7,761,300	7,877,716	\$ 116,416	Salary Accounts	\$ 6,800,566 \$	7,218,251	\$	417,685
Affiliate Membership	18,000	18,000	\$ -	Personnel Administration	2,840,054	3,029,897		189,843
Individual Associate Membership	0	0	\$ -	Housing: Trenton Headquarters	451,744	389,802	-	(61,942)
Charter School Assoc. Membership	240,900	240,900	•	Insurance	142,441	146,683		4,242
PAA - ENA Dues	101,063	101,063		Office Expense	515,401	596,956		81,555
AMPSA Dues	43,001	39,410		Committees	82,409	80,122	*	(2,287)
Workshop	2,581,000	2,840,000		Workshop	1,181,000	1,214,500		33,500
Conferences	121,305	125,218		Conferences	112,658	110,456		(2,202)
Advertising	85,000	75,000		Advertising, Promotions & Pub.	112,610	112,710	\$	100
Publications	4,475	3,600	\$ (875)	Membership Services & Programs	102,299	124,930	\$	22,631
Contracted Services	573,925	624,250	\$ 50,325	Contracted Services	19,000	19,850	\$	850
Investment Income	140,000	420,000	\$ 280,000	Travel/Liaison/Training	171,287	188,500	\$	17,213
Miscellaneous	311,500	367,500	\$ 56,000					
Free Balance	550,000	500,000	\$ (50,000)					
TOTAL REVENUES	\$ 12,531,469	\$ 13,232,657	\$ 701,188	TOTAL EXPENSES	\$ 12,531,469 \$	13,232,657	\$	701,188
TOTAL BUDGET	\$ 12,531,469	\$ 13,232,657	\$ 701,188	TOTAL BUDGET	\$ 12,531,469 \$	13,232,657	\$	701,188

	V.			2025-2026 Executive Directo
Account		2023-2024	2024 - 2025	Budget
Number	Descriptions	Actual	Budget	Recommendation
	Membership Dues			
01-01-20-40010-0000	General Membership Dues	7,606,382	7,761,300	7,877,716
	Total Membership Dues	7,606,382	7,761,300	7,877,716
	Membership Programs			
01-02-20-40110-0000	Affiliate Membership	12,000	18,000	18,000
01-02-20-40120-0000	Charter School Assoc. Membership	197,000	240,900	240,900
01-02-70-40125-0000	PAA Membership Dues	112,991	101,063	101,063
01-02-80-40130-0000	AMPSA	40,111	43,001	39,410
	Total Membership Programs	362,102	402,964	399,37
	Total Memberships	7,968,484	8,164,264	8,277,089
	Membership Expenditures:			
	Committees			
01-17-10-60705-0000	Board of Directors	8,890	24,970	20,00
01-17-10-60710-0000	Executive Committee	380	1,400	1,40
01-17-10-60715-0000	Nominating Committee	255	6,069	6,10
01-17-10-60720-0000	Strategic Committees	10,698	11,000	10,00
01-17-20-60735-0000	Finance Committee		250	25
01-17-20-60740-0000	Audit Committee		250	25
01-17-50-60760-0000	Legislative/Resolutions	3,355	8,900	9,20
01-17-50-60765-0000	Federal Relations Network	5,137	7,810	8,16
01-17-50-60770-0000	School Finance Committee		250	
01-17-80-60780-0000	Delegate Assembly	14,552	16,004	19,03
01-17-80-60785-0000	Resolution Subcommittee		3,692	3,87
01-17-80-60790-0000	Special Education Committee		814	84
01-17-95-60800-0000	Urban Boards Committee		1,000	1,00
	Total Committees	43,267	82,409	80,12

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				Executive Director
Account		2023-2024	2024 - 2025	Budget
Number	Descriptions	Actual	Budget	Recommendation
	Conferences - Dues Based, Net			
01-04-60-40341-0000	County Programs	(240)		
01-04-60-40385-0000	Mandatory Training	, ,	(1,000)	
01-18-60-60945-0000	Weekend Orientation Conference	10,961	6,250	6,250
01-18-60-60947-0000	Mandatory Training	1,089	2,500	2,750
11-18-60-60950-0000	One Day Orientation	2,552	3,125	2,750
11-18-60-60959-0000	County Programs	33,255	30,000	35,000
	Total Conferences - Dues Based, Net	47,617	40,875	46,750
	Membership Services & Programs			
01-24-05-62210-0000	NJSBA Web Site	2,504	11,200	14,350
11-24-10-62215-0000	Advocacy	2,764	15,000	5,000
01-24-10-62220-0000	Consultants' Services	16,823	50,000	74,000
01-24-10-62230-0000	NSBA Dues		0	0
1-24-10-62235-0000	Reception at NSBA Convention	6,934	6,000	6,000
)1-24-15-62250-0000	Special Education Week	727	1,750	2,250
)1-24-40-62260-0000	County Assoc. Leadership (CAL)	6,164	3,000	4,000
01-24-50-62265-0000	Association Advocacy		1,500	1,500
01-24-60-62266-0000	Parent Connections	110	1,000	1,000
)1-24-70-62270-0000	PAA	5,876	7,849	16,830
01-24-80-62285-0000	AMPSA On-Line		5,000	0
	Total Membership Services & Programs	41,902	102,299	124,930

	UI.	Air.		2025-2026 Executive Director
Account		2023-2024	2024 - 2025	Budget
Number	Descriptions	Actual	Budget	Recommendation
	Pubs. included with Memberships & Marketing, Net			
01-05-30-40425-0000	New Jersey School Leader Adv. Sales	(65,580)	(65,000)	(63,000)
01-05-30-40427-0000	Online Job Postings Revenues	(21,663)	(20,000)	(12,000)
01-21-10-61505-0000	Executive Office Printed Material	2,094	750	750
01-21-30-61535-0000	Misc. Graphics & Publications	4,400	5,800	5,900
01-21-30-61540-0000	New Jersey School Leader Expenses	43,469	56,360	56,360
01-06-20-40550-0000	Discounts	5,557		
01-21-40-61555-0000	Field Service Printed Material	3,079	1,000	1,000
01-21-40-61565-0000	Field Service Marketing/Advertising		1,000	
01-21-65-61595-0000	Membership & Program Promotion	8,683	40,000	40,000
01-21-65-61605-0000	Marketing - New Project Development	19,482	7,000	8,000
01-21-80-61630-0000	DA Printed Materials		700	700
	Total Publications, net	(479)	27,610	37,710
	Travel & Liaison			
01-22-00-61805-0000	Officer Travel-Out of State	22,891	51,038	50,000
01-22-00-61810-0000	Officer Travel-In State	8,798	15,000	15,000
01-22-05-61815-0000	Information Technology Travel	1,037	500	500
01-22-10-61820-0000	Executive Director Travel	20,913	27,599	40,000
01-22-10-61825-0000	Officer/Exec Liaison-Other Groups		500	3,000
01-22-10-61835-0000	Exec Office Staff Travel excl. Exec. Dir.	3,432	3,500	3,500
01-22-10-61836-0000	Executive Director Subject/Content Meetings	2,983	1,000	1,000
01-22-15-61840-0000	Public Information Office/Travel & Liaison	68	0	
01-22-20-61845-0000	Finance Travel/Training	6,773	2,500	7,000
01-22-40-61860-0000	Field Services - Travel/Liaison/Training	38,518	45,000	50,000

				2025-2026
				Executive Directo
Account		2023-2024	2024 - 2025	Budget
Number	Descriptions	Actual	Budget	Recommendation
Travel & Liason Contin	ued:			
01-22-50-61865-0000	Governmental Relations/Staff Travel	2,125	7,000	5,000
01-22-50-61870-0000	Gov Relations Related-Business	1,168	4,150	3,700
01-22-90-61900-0000	Policy Services - Travel		2,000	0
01-22-60-61880-0000	Strategic Development Travel	313	2,000	2,000
01-22-35-61881-0000	Charter School Travel	6		,
01-22-60-61883-0000	Professional Training Travel	173	1,500	1,800
01-22-70-61885-0000	Labor Relations Travel & Expense	3,096	5,000	3,000
01-22-80-61890-0000	Legal Travel Expenses	3,186	3,000	3,000
	Total Travel & Liaison	115,480	171,287	188,500
	Total Membership Expenditures	247,787	424,480	478,012
	Overhead:			
	Salaries			
01-10-20-60035-0000	Base Salaries	6,103,951	6,783,566	7,203,251
01-10-75-60060-0000	Overtime	13,668	17.000	15,000
	Total Salaries	6,117,619	6,800,566	7,218,251
	Personnel Administration & Training			
01-12-20-60110-0000	PERS	806,206	846,516	881,565
01-12-20-60115-0000	Social Security	433,544	521,633	555,989
01-12-20-60120-0000	Health Benefits Program - Active Employees	861,283	1,112,000	1,242,000
01-12-20-60121-0000	Health Benefits Program - Retirees	110,593	114,000	125,000
01-12-20-60122-0000	Section 125/Flexible Spending Acct	,	850	500
01-12-20-60125-0000	Dental Program	34,686	43,000	48,000
01-12-20-60130-0000	Worker's Compensation Insurance	30,513	28,940	23,528
)1-12-20-60135-0000	Unemployment Claims	4,106	1,000	5,000
01-12-25-60140-0000	Temporary Disability & SUI	(5,024)	1,500	1,000
01-12-25-60150-0000	Employment Recruitment	560	2,040	2,040
01-12-25-60160-0000	Temporary Professional Help	27,167	60,000	30,000
01-22-10-61830-0000	Staff Development	61,105	108,575	115,275
	Total Personnel Administration	2,364,739	2,840,054	3,029,897

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Account		2023-2024	2024 - 2025	Budget
Number	Descriptions	Actual	Budget	Recommendation
	·			
	Headquarters Housing			
01-13-05-60205-0000	Computer Network Lines	6,565	43,000	10,000
01-13-20-60215-0000	Telephone Costs	30,671	36,000	34,000
01-13-20-60220-0000	Utilities	102,025	138,000	125,000
01-13-20-60225-0000	Equipment Service Agreement	107,281	100,925	68,722
01-13-20-60227-0000	Telecommunications (Wireless)	40,760	40,000	42,000
01-13-20-60230-0000	Maintenance	39,585	39,210	50,000
01-13-20-60235-0000	Furniture & Equipment	8,256	5,000	5,000
01-13-20-60240-0000	Security	47,228	48,109	54,080
01-13-20-60245-0000	Unrecovered Accounts Receivable		1,500	1,000
	Total Headquarters Housing	382,371	451,744	389,802
	Insurance			
01-15-20-60350-0000	Property and Casualty Liability	55,798	62,468	64,861
01-15-20-60355-0000	Automobile	5,918	6,510	7,553
01-15-20-60360-0000	AD & D Insurance	1,425	1,539	1,496
01-15-20-60365-0000	Directors' & Officers' Liability	42,727	61,556	61,463
01-15-20-60370-0000	Cyber Security Insurance	7,243	10,368	11,310
	Total Insurance	113,111	142,441	146,683

Account Number	Descriptions	2023-2024 Actual	2024 - 2025 Budget	2025-2026 Executive Director Budget Recommendation
	Office Expense			
01-16-00-60405-0000	Outside Legal Counsel	4,617	10,000	10,000
01-16-05-60410-0000	Computer Supplies	602	1,000	C
)1-16-05-60415-0000	Computer Contracts & Maintenance	271,640	266,326	289,826
01-16-05-60420-0000	Computer Hardware & Software Purchases	2,717	3,000	3,000
01-16-10-60430-0000	Executive - Library	9,315	23,515	50,000
01-16-15-60435-0000	Public Information - Subscriptions	2,229	2,465	2,525
01-16-20-60445-0000	Office Expense & Supplies	35,310	35,816	37,500
01-16-20-60450-0000	Payroll Processing Services	9,120	10,000	12,000
01-16-20-60460-0000	Public Advertisements-Purchasing	2,207	13,000	2,500
1-16-20-60465-0000	Mailing & Printing Supplies	4,851	12,000	7,500
01-16-20-60470-0000	Postage	8,401	23,917	15,000
01-16-20-60475-0000	Audit Expense	21,748	22,401	23,267
01-16-20-60480-0000	Copier Rentals	31,962	21,252	32,909
01-16-25-60490-0000	Human Resources - Library		4,656	4,656
01-16-35-60516-0000	Professional Learning Materials		40,000	47,000
01-16-35-60545-0000	Swoogo Licenses Expense			25,000
01-16-50-60510-0000	Governmental Relations - Library/Membership/Sub.	5,729	9,050	9,620
01-16-60-60516-0000	Clickers Turning Point Licenses		2,500	2,500
01-16-60-60517-0000	Professional Training - Library		1,000	
01-16-70-60525-0000	Labor Relations - Library/Memberships		1,657	8,009
01-16-80-60530-0000	Legal - Library	10,910	11,846	14,144
	Total Office Expense	421,358	515,401	596,950
	Total Overhead Expenditures	9,399,198	10,750,206	11,381,589
	MEMBERSHIPS, NET	(1,678,501)	(3,010,422)	(3,582,51

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Account		2023-2024	2024 - 2025	Budget
Number	Descriptions	Actual	Budget	Recommendation
	Workshop Receipts			
)1-03-20-40215-0000	Workshop Transportation	70,531	35,000	50,00
1-03-60-40230-0000	Registration	1,037,850	980,000	1,000,00
1-03-60-40235-0000	Commercial Exhibits	1,744,122	900,000	1,100,0
01-03-60-40240-0000	Non-Commercial Exhibits		12,000	20,0
01-03-60-40245-0000	Commercial - Extra Exhibitors		10,000	20,0
01-03-60-40250-0000	Program Advertising		22,000	25,0
1-03-60-40260-0000	School Law Forum	50,382	42,000	45,0
1-03-60-40280-0000	Workshop Sponsorships		580,000	580,0
	Total Workshop Receipts	2,902,885	2,581,000	2,840,0
	Workshop Expenditures			
11-19-20-61210-0000	Workshop Transportation	64,894	67,000	70,0
1-19-60-61220-0000	Event Production & Operations	517,944	548,500	570,0
1-19-60-61225-0000	Registration	53,252	70,000	60,0
1-19-60-61235-0000	Event Cancellation Insurance	11,950	15,000	
1-19-60-61245-0000	School Law Forum	9,490	20,000	,
1-19-60-61255-0000	Officers' Expense	1,297	2,500	*
1-19-60-61260-0000	Officers' Reception	32,747	40,000	•
1-19-60-61270-0000	Sponsorships	17,900	30,000	
1-19-60-61290-0000	General Sessions	47,124	60,000	,
)1-19-60-61305-0000	Joint Workshop Registration	88,900	88,000	
11-19-60-61340-0000	Staff Expense	20,437	30,000	,
1-19-60-61345-0000	Workshop Convention Staff Expense	6,594	10,000	12,0
1-19-60-61346-0000	Workshop Food & Beverage	107,120	130,000	135,0
1-19-60-61347-0000	Workshop internet - Telephone	55,365	70,000	70,0
	Total Workshop Expenditures	1,035,014	1,181,000	1,214,
	WORKSHOP, NET	1,867,871	1,400,000	1,625,

				2025-2026 Executive Directo
Account		2023-2024	2024 - 2025	Budget
Number	Descriptions	Actual	Budget	Recommendation
	Contracted Service Receipts			
)1-51-70-40650-0000	Salary Guide: Development & Construction Svcs	20,933	22,425	20,800
1-52-90-40847-0000	Manual Writing Services	39,250	42,500	40,000
1-52-90-40864-0000	Policy Manual Publication	13,965	15,000	19,950
1-52-90-40865-0000	BoardDocs E-Governance Services	211,407	185,000	210,000
1-79-40-40910-0000	Superintendent Searches	206,500	160,000	185,500
1-79-40-40920-0000	Fee Based Service-Strategic Planning	164,000	139,500	143,000
1-79-40-40930-0000	Fee Based Service-Community Planning		1,000	
1-79-40-40935-0000	Fee Based Service-Strategic Plan Renewal		4,500	
1-79-40-40940-0000	Focus Group/Process Facilitation	4,200	4,000	5,000
	Total Fee-Based Service Receipts	660,555	573,925	624,250
	Contracted Service Expenditures			
11-24-90-62561-0000	Online Policy Manual Publications Expense	4,500	5,000	4,000
1-24-90-62562-0000	Policy Aterts and Resources Expenses		5,000	5,000
1-80-40-65110-0000	NJSBA Superintendent Searches	3,313	2,000	5,000
1-80-40-65125-0000	Strategic Planning Fee-Based Service	900	1,000	
1-80-40-65130-0000	FSR Service-Related Expenses		4,650	4,900
1-80-70-65500-0000	L/R Negotiation Services	282	1,100	70
1-80-90-65135-0000	Policy Manual Writing Services		250	25
	Total Fee Based Service Expenditures	8,995	19,000	19,850
	FEE BASED SERVICES, NET	651,560	554,925	604,400

Account Number	Descriptions	2023-2024 Actual	2024 - 2025 Budget	2025-2026 Executive Director Budget Recommendation
	Conference Receipts			
01-04-30-40310-0000	Public Relations Forum	11,171	8,250	5,460
01-04-60-40307-0000	IT Conference for Tech. Directors - Revenues			10,000
01-04-60-40305-0000	Spring Workshop Revenues	12,119	25,000	12,500
01-04-60-40326-0000	School Finance Conference Revenues	23,618		
01-04-70-40350-0000	Labor Summit Revenues		12,375	7,425
01-04-60-40353-0000	Spring Conference Revenues	15,981	14,900	12,950
01-04-60-40358-0000	Women's Leadership Conference Revenues	16,080	14,900	21,900
01-04-70-40361-0000	Master Board Program Revenues		10,000	9,900
01-04-80-40375-0000	Spring School Law Forum	19,136	35,880	31,395
1-04-80-40376-0000	Legal Program Revenues - School Law Essentials	9,108	0	1,188
01-04-80-40378-0000	Leadership Series Conference	15,725		12,500
	Total Conference Receipts	122,938	121,305	125,218
	Conference Expenditures			
01-18-50-60905-0000	Legislative Conference	1,275		
01-18-35-60936-0000	IT Conference for Tech. Directors - Expenses			10,000
01-18-60-60940-0000	Spring Workshop Expenses	22,478	17,000	8,000
01-18-60-60941-0000	School Finance Conference Expenses	699		
01-18-60-60952-0000	Women's Leadership Conference Costs	9,750	15,355	10,470
01-18-60-60953-0000	Spring Conference Expenses	10		5,235
01-18-60-60956-0000	Leadership Series Conference Expenses	2,400	12,000	7,000
01-18-70-60961-0000	Master Board Program Expenses		5,000	6,000
01-18-70-60965-0000	Labor Summit Expenses		7,598	4,875
01-18-80-60985-0000	Intermediate School Law Conference Costs	235		
01-18-80-60990-0000	Spring School Law Forum Costs	8,796	8,894	7,915
01-24-30-62255-0000	Public Relations Forum		5,936	4,211
	Total Conference Expenditures	45,643	71,783	63,706
	CONFERENCES, NET	77,295	49,522	61,512

Account Number	Descriptions	2023-2024 Actual	2024 - 2025 Budget	2025-2026 Executive Director Budget Recommendation
	Publications			
01-52-60-40765-0000	Fundamentals of School Board Membership	112		
01-52-70-40785-0000	Labor Relations Online Services	385		
01-52-80-40815-0000	Basic School Law - Vol 1	2,966	1,500	625
01-52-80-40825-0000	School Law Index		2,975	2,975
	PUBLICATIONS, NET	3,463	4,475	3,600
	Misc. Receipts			
01-51-20-40635-0000	Plaque Sales	4,870	4,500	4,500
01-21-20-61525-0000	Plaque Sales, costs	(1,522)	(3,000)	(3,000
01-06-20-40525-0000	Investment Income	235,147	140,000	420,000
01-06-20-40530-0000	Miscellaneous Income	(9,640)		0
01-06-20-40559-0000	Grants Office		3,000	1,000
01-06-20-40564-0000	ACES - Plus	9,604	30,000	25,000
01-06-20-40569-0000	NJSBA Cooperative Purchasing Program	402,224	227,000	290,000
01-06-20-40570-0000	Partners in Education Program	57,167	50,000	50,000
01-06-20-40571-0000	Solar Renewable Energy Credits	1,050		O
	MISC., NET	698,861	451,500	787,500
	Free Balance Revenue		550,000	500,000
	RECEIPTS OVER EXPENDITURES, NET	1,620,549	0	0