

# Operating Budget



**2024 – 2025 Fiscal Year**

**Ozarka College  
Unrestricted Funds  
2024 - 2025 Operating Budget**

**Revenues:**

Tuition & Related Fees	2,291,900
Other Program/Course Related Fees	1,679,980
Testing Services	261,290
Sales Tax Proceeds	679,380
Interest Income	45,500
Other Income	104,520
General Revenue	3,248,285
Workforce 2000 Funding	1,271,840
Tech Center Revenues	252,165
Auxiliary Income - Culinary Café	6,500
Auxiliary Income - Student Housing	96,000
<b>Total Unrestricted Revenues</b>	<b><u>9,937,360</u></b>

**Expenses:**

Regular Salaries	5,078,040
Extra Help Salaries	78,800
Fringe Benefits	1,699,830
Travel	88,275
Supplies & Services	2,036,665
Capital Outlay	51,000
Utilities	519,450
Bond Payments - 2021 Issue	354,400
Loan Payments - AF Tech Center	30,900
<b>Total Unrestricted Expenditures</b>	<b><u>9,937,360</u></b>

Required Balance to Maintain 6% of Current Op Budget	596,240
Current Operating Reserve Balance	550,090
Funding needed for 2025 Minimum Op Reserve Requirement	<u>46,150</u>

# **Operating Budget Restricted Funds**



**2024 – 2025 Fiscal Year**

**Ozarka College  
Restricted Funds  
2024 - 2025 Budget**

**Revenues:**

	<b>Student Aid Revenues</b>	
AR Challenge	85,000	
AR Concurrent Challenge	85,000	
AR Workforce Challenge	10,000	
AR Future Grant	1,200,000	
Federal Work Study	48,635	
FSEOG Awards	40,000	
PELL Grant	2,450,000	
Student Loans - Federal	810,000	
Student Loans - Private	9,385	
<b>Student Aid Revenues</b>	<b>4,738,020</b>	<b>4,738,020</b>
	<b>Federal Grant Revenues</b>	
Career Pathways	437,850	
Carl Perkins	110,875	
Direct & Equitable Grant	51,205	
Delta Regional	437,130	
TRIO Grant	331,435	
<b>Federal Grant Revenues</b>	<b>1,368,495</b>	<b>1,368,495</b>
	<b>State Grant Revenues</b>	
Adult Basic Education Grant	173,460	
Career Coach	89,470	
Education and Training Grant	22,975	
General Adult Education Grant	74,080	
<b>State Grant Revenues</b>	<b>359,985</b>	<b>359,985</b>
<b>Total Restricted Revenues</b>	<b>6,466,500</b>	<b>6,466,500</b>

**Expenditures:**

	<b>Student Aid Expenditures</b>	
AR Challenge Awards	85,000	
AR Concurrent Challenge	85,000	
AR Workforce Challenge	10,000	
AR Future Grant	1,200,000	
Federal Work Study	48,635	
FSEOG Awards	40,000	
PELL Grant	2,450,000	
Student Loans - Federal	810,000	
Student Loans - Private	9,385	
<b>Student Aid Expenditures</b>	<b>4,738,020</b>	<b>4,738,020</b>
	<b>Federal Grant Expenditures</b>	
Career Pathways	437,850	
Carl Perkins	110,875	
Direct & Equitable Grant	51,205	
Delta Regional	437,130	
TRIO Grant	331,435	
<b>Federal Grant Expenditures</b>	<b>1,368,495</b>	<b>1,368,495</b>
	<b>State Grant Expenditures</b>	
Adult Basic Education Grant	173,460	
Career Coach	89,470	
Education and Training Grant	22,975	
General Adult Education Grant	74,080	
<b>State Grant Expenditures</b>	<b>359,985</b>	<b>359,985</b>
<b>Total Restricted Expenditures</b>	<b>6,466,500</b>	<b>6,466,500</b>

# **Operating Budget Plant & Equipment Funds**



**2024 – 2025 Fiscal Year**

**Ozarka College  
Plant & Equipment Funds  
2024 - 2025 Budget**

**Current Balance**

**Plant Funds - Institutional Funds**

Future Construction, Renovation & Equipment Reserve Fund	1,216,029
<b>Total Plant Funds - Institutional Funds</b>	<u><b>1,216,029</b></u>

**Designated For Specific Projects/Transfer**

Designated for Mandatory Maintenance Transfer	103,110
Designated for Admin Building Roof Replacement	250,000
<b>Total Plant Funds - Designated For Specific Projects/Transfer</b>	<u><b>353,110</b></u>

<b>Total Plant Funds - Undesignated and Available for Future Projects</b>	<u><u><b>862,919</b></u></u>
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# **Operating Budget Salary & Benefits Schedule**



**2024 – 2025 Fiscal Year**

Unrestricted Salary Summary	2024 Salary	2024 Career Service	2023 Salary & Career Service	Social Security Matching	Retirement Matching	Health Insurance Matching	Dental Insurance Matching	Disability Insurance Matching	Workers' Comp Matching	AR State Unemploy Matching	Premium Tax Matching	Total Benefits	Total Salary and Benefits
<b>Academic Support</b>													
Nonclassified Employees	111,785	1,500	113,285	8,666	13,594	18,792	720	266	396	-	30	42,465	155,750
Classified Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra Help Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Academic Support</b>	<b>111,785</b>	<b>1,500</b>	<b>113,285</b>	<b>8,666</b>	<b>13,594</b>	<b>18,792</b>	<b>720</b>	<b>266</b>	<b>396</b>	<b>-</b>	<b>30</b>	<b>42,465</b>	<b>155,750</b>
<b>Departmental Operations</b>													
Nonclassified Employees	156,727	2,400	159,127	12,173	19,095	18,650	1,440	374	557	-	42	52,331	211,458
Classified Employees	28,200	-	28,200	2,157	-	-	-	-	99	-	7	2,263	30,463
Extra Help Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Departmental Operations</b>	<b>184,927</b>	<b>2,400</b>	<b>187,327</b>	<b>14,331</b>	<b>19,095</b>	<b>18,650</b>	<b>1,440</b>	<b>374</b>	<b>656</b>	<b>-</b>	<b>49</b>	<b>54,595</b>	<b>241,922</b>
<b>Institutional Support</b>													
Nonclassified Employees	1,024,901	10,000	1,034,901	79,170	134,093	115,166	3,960	2,432	3,622	-	273	338,717	1,373,617
Classified Employees	188,685	1,000	189,685	14,511	22,762	27,060	1,800	446	664	-	50	67,293	256,978
Extra Help Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Institutional Support</b>	<b>1,213,586</b>	<b>11,000</b>	<b>1,224,586</b>	<b>93,681</b>	<b>156,855</b>	<b>142,226</b>	<b>5,760</b>	<b>2,878</b>	<b>4,286</b>	<b>-</b>	<b>323</b>	<b>406,009</b>	<b>1,630,595</b>
<b>Instruction</b>													
Nonclassified Employees	2,611,059	800	2,611,859	199,807	345,705	239,300	13,500	6,138	9,142	-	690	814,281	3,426,140
Classified Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra Help Employees	26,400	-	26,400	2,020	-	-	-	-	92	-	7	2,119	28,519
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Instruction</b>	<b>2,637,459</b>	<b>800</b>	<b>2,638,259</b>	<b>201,827</b>	<b>345,705</b>	<b>239,300</b>	<b>13,500</b>	<b>6,138</b>	<b>9,234</b>	<b>-</b>	<b>697</b>	<b>816,400</b>	<b>3,454,659</b>
<b>Organized Activities</b>													
Classified Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra Help Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Organized Activities</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Physical Plant</b>													
Nonclassified Employees	58,262	800	59,062	4,518	7,087	5,412	360	139	207	-	16	17,739	76,801
Classified Employees	308,271	1,800	310,071	23,720	37,208	58,694	3,600	729	1,085	-	82	125,119	435,189
Extra Help Employees	13,200	-	13,200	1,010	-	-	-	-	46	-	3	1,059	14,259
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Physical Plant</b>	<b>379,733</b>	<b>2,600</b>	<b>382,333</b>	<b>29,248</b>	<b>44,295</b>	<b>64,106</b>	<b>3,960</b>	<b>867</b>	<b>1,338</b>	<b>-</b>	<b>101</b>	<b>143,917</b>	<b>526,250</b>
<b>Public Service</b>													
Nonclassified Employees	205,367	1,000	206,367	15,787	29,890	24,204	1,080	485	722	-	54	72,222	278,589
Classified Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
Extra Help Employees	-	-	-	-	-	5,412	-	-	-	-	-	5,412	5,412
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Public Service</b>	<b>205,367</b>	<b>1,000</b>	<b>206,367</b>	<b>15,787</b>	<b>29,890</b>	<b>29,616</b>	<b>1,080</b>	<b>485</b>	<b>722</b>	<b>-</b>	<b>54</b>	<b>77,634</b>	<b>284,001</b>
<b>Student Services</b>													
Nonclassified Employees	256,677	1,450	258,127	19,747	31,292	34,906	1,620	607	903	-	68	89,143	347,270
Classified Employees	133,355	2,200	135,555	10,370	18,561	37,584	1,440	319	474	-	36	68,783	204,338
Extra Help Employees	11,000	-	11,000	842	-	-	-	-	39	-	3	883	11,883
Retired Employees	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Student Services</b>	<b>401,032</b>	<b>3,650</b>	<b>404,682</b>	<b>30,958</b>	<b>49,853</b>	<b>72,490</b>	<b>3,060</b>	<b>925</b>	<b>1,416</b>	<b>-</b>	<b>107</b>	<b>158,809</b>	<b>563,491</b>
<b>Grand Totals</b>	<b>5,133,888</b>	<b>22,950</b>	<b>5,156,838</b>	<b>394,498</b>	<b>659,288</b>	<b>585,180</b>	<b>29,520</b>	<b>11,933</b>	<b>18,049</b>	<b>-</b>	<b>1,361</b>	<b>1,699,830</b>	<b>6,856,668</b>

Unrestricted Salary Benefit Summary



Last Name	First Name	NACUBO Category	2025 Salary	2025 Career Service	2025 Salary & Career Service	Total Benefits	Total Salary and Benefits
Carlile	Daniel	Academic Support	67,626		67,626	19,474	87,100
Lindsey	Dan	Academic Support	44,159	1,500	45,659	22,991	68,650
		<b>Academic Support Total</b>	<b>111,785</b>	<b>1,500</b>	<b>113,285</b>	<b>42,465</b>	<b>155,750</b>
Dawe	Richard	Institutional Support	191,547	1,000	192,547	52,753	245,300
Coleman	Chaney	Institutional Support	47,842	1,200	49,042	25,305	74,347
Cowan	Kelly	Institutional Support	61,100	800	61,900	20,171	82,071
Long	Valerie	Institutional Support	36,924		36,924	15,621	52,545
Lorch	Chris	Institutional Support	123,235	800	124,035	42,592	166,628
Lovelace	Kim	Institutional Support	53,581	1,000	54,581	18,468	73,049
Orf	Marcus	Institutional Support	67,120		67,120	19,371	86,491
Pinkston	Scott	Institutional Support	105,486	1,500	106,986	35,417	142,403
Smith	Dylan	Institutional Support	31,973		31,973	13,312	45,285
Spurlock	James	Institutional Support	65,583	1,200	66,783	13,577	80,360
Steed	DeEdra	Institutional Support	65,578	1,000	66,578	27,230	93,807
Wheelis	Tina	Institutional Support	132,068	1,500	133,568	40,443	174,010
Wilson	Kim	Institutional Support	42,864		42,864	14,457	57,321
		<b>Institutional Support Tot</b>	<b>1,024,901</b>	<b>10,000</b>	<b>1,034,901</b>	<b>338,717</b>	<b>1,373,617</b>
Adjunct/Overload	Faculty	Instruction	600,000		600,000	139,568	739,568
Continuing Ed	Faculty	Instruction	15,000		15,000	3,489	18,489
Baldrige	Jennifer	Instruction	49,866		49,866	15,876	65,741
Baltz	Stephen	Instruction	51,746		51,746	17,809	69,554
Bunting	Wes	Instruction	43,721		43,721	16,082	59,803
Conner	Crystal	Instruction	40,800		40,800	14,039	54,839
Counts	Joann	Instruction	46,800		46,800	9,888	56,688
Crow	Colton	Instruction	45,900		45,900	9,706	55,606
Davis	Sterling	Instruction	40,000		40,000	13,877	53,877
Donahoe	River	Instruction	57,018		57,018	17,325	74,343
Donaldson	Britnee	Instruction	40,800		40,800	14,039	54,839
Eakin	Travis	Instruction	48,800		48,800	15,660	64,460
Edwards	Brioney	Instruction	45,000		45,000	14,890	59,890
Gore	Brandy	Instruction	48,800		48,800	17,124	65,924
Gore	Stacy	Instruction	38,243	800	39,043	14,854	53,897
Harness	Jacob	Instruction	45,900		45,900	15,072	60,972
Hollaway	Charles	Instruction	48,826		48,826	23,273	72,099
Houlthouser	Brad	Instruction	48,224		48,224	15,543	63,766
Jackson	Clinton	Instruction	84,443		84,443	22,881	107,324
Kinder	Jesse	Instruction	42,864		42,864	14,457	57,321
King	Samantha	Instruction	40,800		40,800	17,761	58,561
Layne	Chris	Instruction	45,254		45,254	22,909	68,164
Lester	Ashton	Instruction	44,800		44,800	14,849	59,649
May	Brittany	Instruction	49,866		49,866	17,531	67,397
Mayes	Meagon	Instruction	48,400		48,400	15,579	63,979
Mendoza	Whitney	Instruction	49,866		49,866	18,244	68,109
Mitchell	David	Instruction	65,583		65,583	27,028	92,611
Morris	Tracie	Instruction	50,800		50,800	17,751	68,551
Nicholson	Jeremy	Instruction	65,583		65,583	26,668	92,251
O'Brien	Jedidiah	Instruction	48,800		48,800	15,660	64,460
Petty	Kylie	Instruction	34,680		34,680	7,433	42,113
Pinkston	Lance	Instruction	45,900		45,900	9,346	55,246
** Rush	Krystal	Instruction	22,666		22,666	7,479	30,145
Sandlin	Jill	Instruction	44,400		44,400	10,734	55,134
Selph	Colton	Instruction	41,616		41,616	14,204	55,820
Sisk	Felicia	Instruction	58,939		58,939	17,714	76,652
Smith	Caroline	Instruction	40,800		40,800	14,039	54,839
Smith	Todd	Instruction	49,187		49,187	15,738	64,926
Stroud	Shannon	Instruction	40,800		40,800	14,039	54,839

Last Name	First Name	NACUBO Category	2025 Salary	2025 Career Service	2025 Salary & Career Service	Total Benefits	Total Salary and Benefits
Thielemier	Susan	Instruction	51,000		51,000	18,473	69,473
Ward	Justin	Instruction	48,800		48,800	15,660	64,460
Wilson	Katie	Instruction	72,142		72,142	30,521	102,663
Yates	Jamie	Instruction	67,626		67,626	19,474	87,100
		<b>Instruction Total</b>	<b>2,611,059</b>	<b>800</b>	<b>2,611,859</b>	<b>814,281</b>	<b>3,426,140</b>
McFarlin	Marty	Physical Plant	58,262	800	59,062	17,739	76,801
		<b>Physical Plant Total</b>	<b>58,262</b>	<b>800</b>	<b>59,062</b>	<b>17,739</b>	<b>76,801</b>
Killian	April	Public Service	61,200		61,200	20,008	81,208
Norris	Katie	Institutional Support	46,080		46,080	15,108	61,188
Wilson	Josh	Advancement	98,087	1,000	99,087	37,106	136,193
		<b>Public Service Total</b>	<b>205,367</b>	<b>1,000</b>	<b>206,367</b>	<b>72,222</b>	<b>278,589</b>
Herekamp	Dylan	Student Services	53,581		53,581	16,628	70,209
Mosley	Chris	Student Services	45,900		45,900	15,072	60,972
* Miller	Tiffney	Student Services	9,291	250	9,541	4,285	13,826
* Smith	Kendra	Student Services	10,535	200	10,735	5,610	16,345
Wallace	Tania	Student Services	48,223		48,223	15,543	63,765
Wilkerson	Zeda	Student Services	89,148	1,000	90,148	32,005	122,153
		<b>Student Services Total</b>	<b>256,677</b>	<b>1,450</b>	<b>258,127</b>	<b>89,143</b>	<b>347,270</b>
		<b>Grand Total</b>	<b>4,268,050</b>	<b>15,550</b>	<b>4,283,600</b>	<b>1,374,567</b>	<b>5,658,167</b>

\* Employee salary is split between unrestricted (25%) and grant funds (75%)

\*\* Employee salary is split between unrestricted (50%) and restricted funds (50%)

Last Name	First Name	NACUBO Category	2025 Salary	2025 Career Service	2025 Salary & Career Service	Total Benefits	Total Salary and Benefits
		<b>Academic Support Total</b>	-	-	-	-	-
Dale	Stacy	Departmental Operations	35,706	1,200	36,906	13,250	50,156
Tribble	Kaye	Departmental Operations	32,460	1,200	33,660	7,226	40,887
Mitchell	Susan	Departmental Operations	32,460		32,460	12,349	44,809
Wyatt	Matt	Departmental Operations	56,100		56,100	19,507	75,607
		<b>Departmental Operation</b>	<b>156,727</b>	<b>2,400</b>	<b>159,127</b>	<b>52,331</b>	<b>211,458</b>
Lamb	Erin	Institutional Support	40,800		40,800	14,039	54,839
Raikes	Brianna	Institutional Support	40,800		40,800	14,039	54,839
Williams	Cynthia	Institutional Support	32,460		32,460	12,349	44,809
York	Donna	Institutional Support	34,625	1,000	35,625	12,990	48,615
Vacant	Payroll	Institutional Support	40,000		40,000	13,877	53,877
		<b>Institutional Support Tot</b>	<b>188,685</b>	<b>1,000</b>	<b>189,685</b>	<b>67,293</b>	<b>256,978</b>
Bokker	Stacey	Physical Plant	29,215		29,215	14,059	43,274
Blandon	Danilo	Physical Plant	31,824		31,824	14,588	46,412
Clay	Patrick	Physical Plant	28,133		28,133	11,472	39,605
Edwards	Matt	Physical Plant	29,215		29,215	6,325	35,540
Kinion	Shane	Physical Plant	33,543	800	34,343	20,698	55,041
Long	Glen	Physical Plant	27,581		27,581	5,994	33,575
Moser	Rondal	Physical Plant	33,543		33,543	12,568	46,111
Qualls	Phillip	Physical Plant	32,460		32,460	12,349	44,809
Ramsey	Penny	Physical Plant	34,625	1,000	35,625	20,958	56,583
Smith	Larry	Physical Plant	28,133		28,133	6,106	34,239
		<b>Physical Plant Total</b>	<b>308,271</b>	<b>1,800</b>	<b>310,071</b>	<b>125,119</b>	<b>435,189</b>
Graham	Kelly	Student Services	34,625	1,000	35,625	22,027	57,652
Miller	Pamela	Student Services	35,706	1,200	36,906	22,443	59,349
Savell	Chrisha	Student Services	31,824		31,824	12,220	44,044
Vacant	Recruiter	Student Services	31,200		31,200	12,094	43,294
		<b>Student Services Total</b>	<b>133,355</b>	<b>2,200</b>	<b>135,555</b>	<b>68,783</b>	<b>204,338</b>
		<b>Grand Total</b>	<b>787,038</b>	<b>7,400</b>	<b>794,438</b>	<b>313,526</b>	<b>1,107,964</b>

Last Name	First Name	NACUBO Category	2025 Salary	2025 Salary		Total Benefits	Total Salary and Benefits
				2025 Career Service	& Career Service		
Extra Help (1)	Nursing		13,200		13,200	1,059	14,259
Extra Help (1)	Aviation		15,000		15,000	1,204	16,204
		<b>Departmental Op Total</b>	<b>28,200</b>	-	<b>28,200</b>	<b>2,263</b>	<b>30,463</b>
		<b>Institutional Support Tot:</b>	-	-	-	-	-
Extra Help (2)	Fitness Center	Instruction	26,400		26,400	2,119	28,519
		<b>Instruction Total</b>	<b>26,400</b>	-	<b>26,400</b>	<b>2,119</b>	<b>28,519</b>
		<b>Organized Activities Tota</b>	-	-	-	-	-
Extra Help (3)	Physical Plant	Physical Plant	13,200		13,200	1,059	14,259
		<b>Physical Plant Total</b>	<b>13,200</b>	-	<b>13,200</b>	<b>1,059</b>	<b>14,259</b>
Extra Help	Tutors	Student Services	11,000		11,000	883	11,883
		<b>Student Services Total</b>	<b>11,000</b>	-	<b>11,000</b>	<b>883</b>	<b>11,883</b>
		<b>Grand Total</b>	<b>78,800</b>	-	<b>78,800</b>	<b>6,325</b>	<b>85,125</b>

Last Name	First Name	NACUBO Category	2025 Salary	2025 Career Service	2025 Salary & Career Service	Total Benefits	Total Salary and Benefits
Davidson	Suellen	Public Service	-	-	-	5,412	5,412
		<b>Public Service Total</b>	-	-	-	<b>5,412</b>	<b>5,412</b>
		<b>Grand Total</b>	-	-	-	<b>5,412</b>	<b>5,412</b>

# **Operating Budget Fringe Benefits**



**2024 – 2025 Fiscal Year**

**Ozarka College**  
**Notes to Benefit Schedules**  
**Fiscal Year 2024 – 2025**

1. Retirement Plans - Ozarka College participates in a variety of retirement contribution Plans. Employees many choose among the following.

**Teachers Insurance and Annuity Association/College Retirement Equities Fund (TIAA/CREF)**

Ozarka College participates in TIAA/CREF, a defined contribution plan. The plan is a 403(b) program as defined by Internal Revenue Service Code of 1986 as amended, and is administered by TIAA/CREF. TIAA is an insurance company offering participants a traditional annuity with guaranteed principle and a specific interest rate plus the opportunity for additional growth through dividends. CREF is an investment company which offers a variable annuity. Arkansas law authorizes participation in the plan. TIAA/CREF has contributory and non-contributory plans. Contributory members contribute 6% of earnings to the plan. The Institution contributes 12% of earnings for contributory members.

**Arkansas Teacher Retirement System**

Ozarka College contributes to the Arkansas Teacher Retirement System (ATRS), a cost-sharing multiple-employer defined benefit pension plan for employees who do not elect a qualified alternative retirement plan. ATRS provides retirement and disability benefits, annual cost-of-living adjustments, and death benefits to plan members and beneficiaries. Benefit and contribution provisions are established by State law and can be amended only by the Arkansas General Assembly. The Arkansas Teacher Retirement System issues a publicly available financial report that includes financial statements and required supplementary information for ATRS. ATRS has contributory and non-contributory plans. Contributory members are required by law to contribute 7.00% of their salaries. Each participating employer is required by law to contribute at a rate established by the Arkansas General Assembly. The current employer rate is 15.00%.

**Arkansas Public Employees Retirement System**

Ozarka College contributes to the Arkansas Public Employees Retirement System (APERS), a cost-sharing multiple-employer defined benefit pension plan. Employees may elect coverage under APERS as a qualified retirement system. APERS provides retirement and disability benefits, annual cost-of-living adjustments, and death benefits to plan members and beneficiaries. Benefit and contribution provisions are established by State law and can be amended only by the Arkansas General Assembly. The Arkansas Public Employees Retirement System issues a publicly available financial report that includes financial statements and required supplementary information for APERS. APERS has contributory and non-contributory plans. Contributory members are required by law to contribute 5.75% of their salaries. Each participating employer is required by law to contribute at a rate established by the Arkansas General Assembly. The current statutory employer rate is 15.32% of annual covered payroll.

**Alternative Retirement Plan - Variable Annuity Life Insurance Company**

Ozarka College contributes to the Alternative Retirement Plan - Variable Annuity Life Insurance Company, a defined contribution plan. The plan is a 403(b) program as defined by Internal Revenue Service Code of 1986 as amended, and is administered by the Arkansas State Board of Workforce Education and Career Opportunities and Variable Annuity Life Insurance Company (VALIC). VALIC provides insurance policies and annuity contracts and when they are issued they become the property of the participant.

The participants' contributions are tax-sheltered and amount to a minimum of 6% of compensation. The Institution's contribution rate is 12%.

2. FICA – all matching is budgeted at the required 7.65% for full-time, part-time, extra help, and adjunct/overload salaries.
3. Medical – the institutional portion of the medical costs for each employee varies with the type of coverage (employee vs. family). For employees hired prior to July 1, 2014, the following annual amounts are paid by the institution:

Employee Only Coverage	\$ 5,412
Family Coverage	\$13,380
Life – Employee Only	\$ 46

The following annual amounts are paid by the institution for employees hired on or after July 1, 2014:

Employee Only Coverage	\$ 5,412
Family Coverage	\$ 7,780
Life – Employee Only	\$ 46

4. Dental – The institution provides dental insurance for the employee through Delta Dental. The annual cost of this benefit is \$360. Family coverage is available at a cost to the employee.
5. Long-Term Disability – Long-term disability is provided for all full-time employees of the College. The current rate is .235 per \$100 of salary.
6. The Worker's Compensation Contribution Rate for the 2024 – 2025 fiscal year is 0.00%.
7. The Unemployment Compensation Rate for the 2024 – 2025 fiscal year is 0.35%.
8. The President's housing allowance is \$1,500 per month.
9. The College offers post employment health insurance coverage for employees who meet the following criteria:
  - a. The employee is retiring from the College at the age of 55 or above.
  - b. The employee's actual age and actual number of years of service to the College at the time of retirement combine to a total of 75 or more.
  - c. The employee is enrolled in health coverage through the College at the time of retirement.

Retirees who are eligible for these benefits will continue to pay the employee cost of the health insurance. This benefit will terminate when the retiree reaches age 65 or becomes eligible for Medicare. The retiree may elect family coverage, but all costs above single coverage will be the responsibility of the retiree.



# **Operating Budget Expenses by Category**



**2024 – 2025 Fiscal Year**

**Ozarka College  
Unrestricted Funds  
2024 - 2025 Expenditures  
Listed by Budget Category**

Category	GL Code	Description	Requested Amount
Capital Outlay	575300	Shop Mach, Equip, Tools >\$250	6,000
Capital Outlay	573100	Vehicles Purchased	45,000
<b>Capital Outlay Total</b>			<b>51,000</b>
Supplies & Services	526010	Admin Fees/Prof Serv Rendered	100,000
Supplies & Services	522200	Advertising, Publicity Pub Info	73,525
Supplies & Services	529520	Allowances & Work Payments	18,000
Supplies & Services	521400	Bk Chgs/Penalt, Mon Order Exp	7,700
Supplies & Services	523100	Building & Grounds Maintenance	98,500
Supplies & Services	534210	Clothing & Related Items	5,900
Supplies & Services	533360	Competency Tests	251,892
Supplies & Services	529510	Contract Labor Services	4,000
Supplies & Services	532310	Credit Card Aviation Fuel	125,000
Supplies & Services	532300	Credit Card Purch - Vehicles	500
Supplies & Services	536100	Data Processing Supplies	50,000
Supplies & Services	561300	Debt Service Paying Agent Fees	1,000
Supplies & Services	529140	Dues - Memb for Prof Org 02	61,650
Supplies & Services	533312	Educational Supplies/Ash Flat Welding	29,500
Supplies & Services	533310	Educational Supplies/Materials	191,950
Supplies & Services	533311	Educational Supplies/Melbourne Welding	29,100
Supplies & Services	533313	Educational Supplies/Mtn View Welding	35,000
Supplies & Services	533110	Expendable Office Supplies	54,405
Supplies & Services	523171	Fire Alarms Inspection	5,050
Supplies & Services	534130	Food, Soft Drinks, Catering, etc	15,725
Supplies & Services	521300	Freight, Express, Hauling, Moving	10
Supplies & Services	523160	Grounds Maintenance Materials	9,000
Supplies & Services	523400	Indus Equip Repair, Ser, Parts	1,500
Supplies & Services	527200	Ins Prem - Autos, Marine, Vehicle	80,000
Supplies & Services	527300	Ins Prem - Building/Contents	55,000
Supplies & Services	523170	Inspection Fees	9,880
Supplies & Services	523230	Inst Equip Repair & Service	22,050
Supplies & Services	534320	Janitorial & Household Supply	31,050
Supplies & Services	529420	Laundry/Dry clean Contr Non St	18,480
Supplies & Services	533140	Library Supplies	1,400
Supplies & Services	554300	Licenses & Permits	105
Supplies & Services	533120	Non-Expendable Office Supplies	2,600
Supplies & Services	523210	Ofc Equip Repair/Service	15,000
Supplies & Services	526019	Other Admin Fees	28,150
Supplies & Services	529900	Other Expenses	6,200
Supplies & Services	526099	Other Honorarium	400
Supplies & Services	527900	Other Insurance	22,500
Supplies & Services	524900	Other Rental Equipment	164,750
Supplies & Services	524490	Other Rentals Incl Lock Boxes	2,250
Supplies & Services	532200	Other Vehicle Supplies - B Fuel	15,250
Supplies & Services	523173	Pest Control Inspections	8,225
Supplies & Services	521100	Postage General	10,890
Supplies & Services	521120	Postage Permits/Fees	1,200

**Ozarka College  
Unrestricted Funds  
2024 - 2025 Expenditures  
Listed by Budget Category**

Category	GL Code	Description	Requested Amount
Supplies & Services	522111	Printing - Agency Contracts	5,500
Supplies & Services	526012	Prof Ser Non-Contr <\$1000 PO	14,300
Supplies & Services	522500	Promotional Items	21,000
Supplies & Services	533400	Public Safety, Military Supply	12,000
Supplies & Services	536110	Purchase DP Software	3,500
Supplies & Services	537100	Purchase For Resales	8,500
Supplies & Services	524520	Rent Copiers	25,775
Supplies & Services	524412	Rent Non State Office	9,700
Supplies & Services	524530	Rent Postage Meters	2,500
Supplies & Services	523900	Repairs & Maint - Data Processing	325
Supplies & Services	523600	Repairs & Maint - Vehicles/Airplanes	142,000
Supplies & Services	554230	Sales & Use Taxes - City	715
Supplies & Services	554220	Sales & Use Taxes - County	490
Supplies & Services	554210	Sales & Use Taxes - State	2,720
Supplies & Services	529450	Security Services Non State	350
Supplies & Services	533610	Shop/Industrial <\$250 >\$25	250
Supplies & Services	524680	Software Maint, Renew Fee - Asset	53,579
Supplies & Services	529390	St Agency - Other Contract Serv	43,200
Supplies & Services	527600	Student Accident Insurance	5,805
Supplies & Services	528801	Student Activity	16,060
Supplies & Services	533700	Subscriptions, Period & Pubs	3,250
Supplies & Services	527100	Surety & Performance Bonds	500
Supplies & Services	529800	Vehicle License/Title Fees/Ste	360
<b>Supplies &amp; Services Total</b>			<b>2,036,666</b>
Travel	525321	Common Out State Off Business	2,525
Travel	529111	Dues/Ed In State Off Business	16,780
Travel	529121	Dues/Ed Out State Off Business	3,850
Travel	525140	Lodging-In State Official Business	18,695
Travel	525142	Lodging-Out of State Official Business	3,060
Travel	525130	Meals-In State Official Business	4,725
Travel	525132	Meals-Out of State Official Business	1,435
Travel	525211	Mileage In State Off Business	33,430
Travel	525221	Mileage Out State Off Business	600
Travel	525710	Non-Emp Travel Intra-State	350
Travel	525911	Other Travel In State Off Bus	1,000
Travel	525921	Other Travel Out State Off Bus	1,825
<b>Travel Total</b>			<b>88,275</b>
Utilities	524100	Electricity - Power Companies	307,500
Utilities	524300	Natural Gas, Oils, Coal, Propane	42,700
Utilities	528500	Telecommunications Serv DCS	75,850
Utilities	521200	Telephone/Other Wire Service	38,900
Utilities	524200	Water - Inc Bottled/Garbage Rem	54,500
<b>Utilities Total</b>			<b>519,450</b>
<b>Grand Total</b>			<b>2,695,391</b>