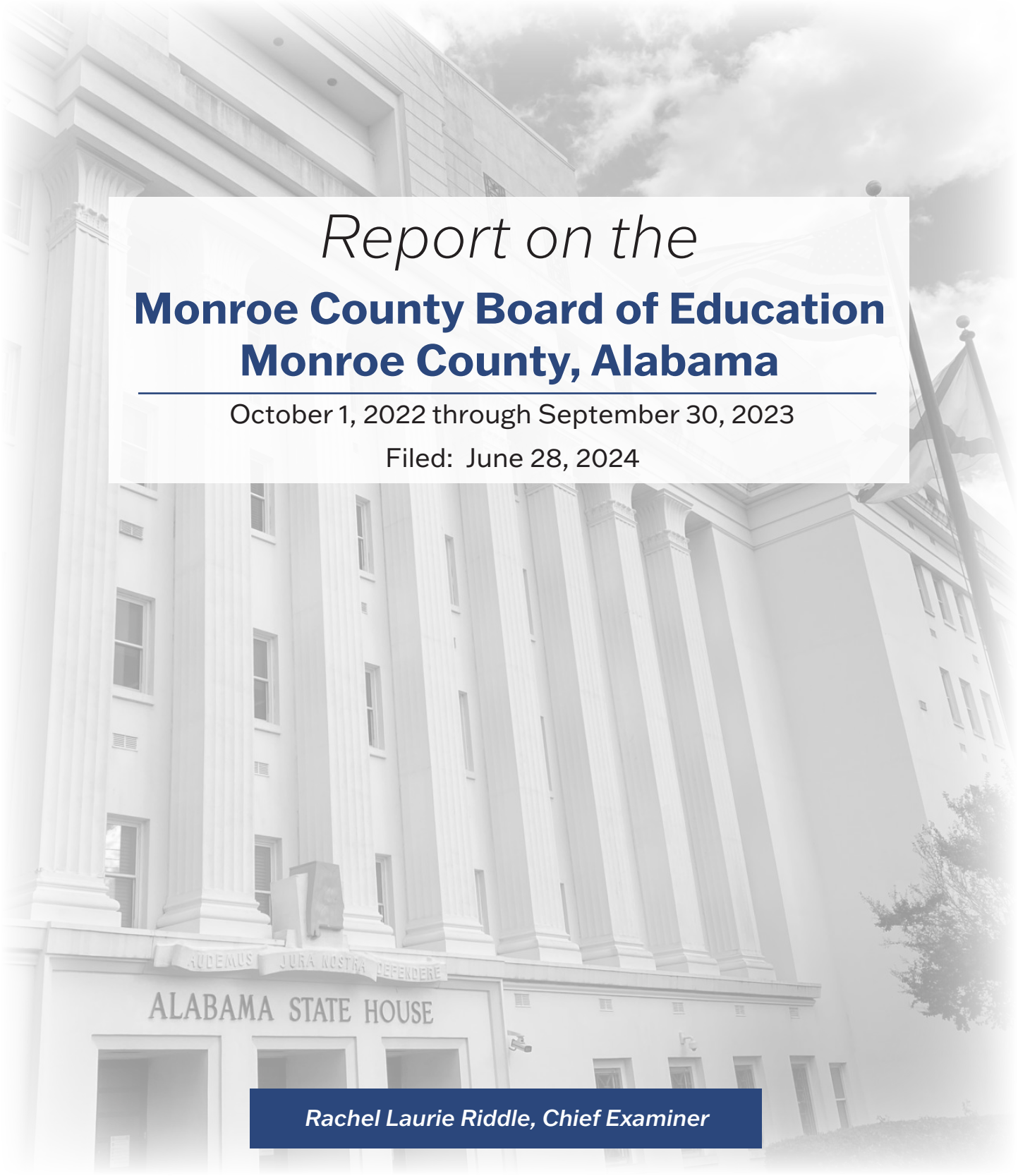
Alabama Department of
Examiners of Public Accounts



Report on the

Monroe County Board of Education
Monroe County, Alabama

October 1, 2022 through September 30, 2023

Filed: June 28, 2024

Rachel Laurie Riddle, Chief Examiner

State of Alabama
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Examiners of Public Accounts
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Rachel Laurie Riddle
Chief Examiner

Honorable Rachel Laurie Riddle
Chief Examiner of Public Accounts
Montgomery, Alabama 36130

Dear Madam:

An audit was conducted on the Monroe County Board of Education, Monroe County, Alabama, for the period October 1, 2022 through September 30, 2023, by Examiners Meagan McDonald and Ryan Beech. I, Meagan McDonald, served as Examiner-in-Charge on the engagement, and under the authority of the ***Code of Alabama 1975***, Section 41-5A-19, I hereby swear to and submit this report to you on the results of the audit.

Respectfully submitted,

Meagan McDonald

Meagan McDonald
Examiner of Public Accounts

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Provides basic information related to the Board, including reports and items required by generally accepted government auditing standards and/or Title 2 U. S. ***Code of Federal Regulations*** Part 200, ***Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*** (*Uniform Guidance*) for federal compliance audits.

Exhibit #14 **Board Members and Administrative Personnel** – a listing of the Board members and administrative personnel. 52

Exhibit #15 **Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With *Government Auditing Standards*** – a report on internal controls related to the financial statements and on whether the Board complied with laws and regulations which could have a direct and material effect on the Board's financial statements. 53

Exhibit #16 **Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance Required by the *Uniform Guidance*** – a report on internal controls over compliance with requirements of federal statutes, regulations, and the terms and conditions of federal awards applicable to major federal programs and an opinion on whether the Board complied with federal statutes, regulations, and terms and conditions of its federal awards which could have a direct and material effect on each major program. 56

Exhibit #17 **Schedule of Findings and Questioned Costs** – a schedule summarizing the results of audit findings relating to the financial statements as required by ***Government Auditing Standards*** and findings and questioned costs for federal awards as required by the *Uniform Guidance*. 61

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Department of
Examiners of Public Accounts

SUMMARY

Monroe County Board of Education
October 1, 2022 through September 30, 2023

The Monroe County Board of Education (the "Board") is governed by a five-member body elected by the citizens of Monroe County. The members and administrative personnel in charge of governance of the Board are listed on Exhibit 14. The Board is the governmental agency that provides general administration and supervision for Monroe County Public Schools, preschool through high school.

This report presents the results of an audit the objectives of which were to determine whether the financial statements present fairly the financial position and results of financial operations and whether the Board complied with applicable laws and regulations, including those applicable to its major federal financial assistance programs. The audit was conducted in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in ***Government Auditing Standards*** issued by the Comptroller General of the United States, as well as the requirements of the Department of Examiners of Public Accounts under the authority of the ***Code of Alabama 1975***, Section 41-5A-12.

An unmodified opinion was issued on the financial statements, which means that the Board's financial statements present fairly, in all material respects, its financial position and the results of its operations for the fiscal year ended September 30, 2023.

AUDIT FINDINGS

Instances of noncompliance with state and local laws and regulations and other matters were found during the audit as shown on the Schedule of State and Local Compliance and Other Findings and they are summarized below.

- 2023-001: The Superintendent was not bonded in accordance to the ***Code of Alabama 1975***, Section 16-13A-12.

- 2023-002: The Board failed to publish financial information in accordance with the ***Code of Alabama 1975***, Section 16-8-37.

- 2023-003: The Board failed to bid the purchase and installation of HVAC units in accordance with Title 39 of the ***Code of Alabama 1975***. This finding was previously reported as Finding 2022-001.

Problems were found with the Board's internal controls over financial reporting and/or its internal controls over compliance for its federal assistance programs (Exhibit 17) and they are summarized below.

- 2023-004: The Board failed to properly reconcile bank accounts monthly. This finding was previously reported at Finding 2022-004.

- 2023-005: The Board failed to implement internal controls to ensure adequate records are maintained to document salaries paid to all employees.

- 2023-006: The Board did not compensate an employee in accordance with the employee's contract.

- 2023-007: The Board improperly compensated employees using Child Nutrition Cluster funds.

- 2023-008: The Board improperly compensated employees using Special Education Cluster funds.

EXIT CONFERENCE

Board members and administrative personnel, as reflected on Exhibit 14, were invited to discuss the results of this report at an exit conference. Individuals in attendance were Gregory L. Shehan, Superintendent; Board Members Tony K. Powell, Barbara Turner, Martha Jordan and Kenneth Smith; and Rachael Fillmore, Chief School Financial Officer. Also in attendance were the following representatives from the Department of Examiners of Public Accounts: Cindy R. Wilson, Audit Manager; Meagan McDonald, Examiner and Ryan Beech, Examiner.

Schedule of State and Local Compliance and Other Findings

Ref. No.	Finding/Noncompliance
2023-001	**Finding:** Pursuant to the ***Code of Alabama 1975***, Section 16-13A-12, local superintendents of education shall be bonded in amounts fixed by the local board of education and approved by the State Superintendent of Education, with a certified copy of the bond being filed with the State Superintendent of Education. The Superintendent of the Monroe County Board of Education (the "Board") was not bonded for all of fiscal year 2023. The bond of the Superintendent expired July 1, 2023. The Board did not have procedures in place to ensure the Superintendent was bonded in accordance with prevailing statutes. As a result, the Board failed to comply with applicable laws regarding bond requirements for Superintendents, which exposed the Board to potential loss. **Recommendation:** The Superintendent should be bonded in accordance with the ***Code of Alabama 1975***, Section 16-13A-12.
2023-002	**Finding:** The ***Code of Alabama 1975***, Section 16-8-37, provides that "the county board of education shall publish annually in the month of October in the county newspaper at the county seat of each county a full and complete statement of the receipts by source and disbursements by function of the county for the 12 months' period ending September 30." Further, "the county board of education shall also publish annually in the county newspaper at the county seat of each county in the month of October, a statement of the outstanding indebtedness of the board of education on September 30." The Monroe County Board of Education (the "Board") did not publish the financial statements and statement of outstanding indebtedness for the fiscal year ended September 30, 2023 until March 14, 2024. Policies and procedures were not in place to ensure the Board complied with the applicable statute. Therefore, the Board failed to comply with the ***Code of Alabama 1975***, Section 16-8-37. **Recommendation:** The Chief School Financial Officer should ensure financial information is published in a timely manner in accordance with the ***Code of Alabama 1975***, Section 16-8-37.

Ref. No.	Finding/Noncompliance
2023-003	**Finding:** The ***Code of Alabama 1975***, Section 39-2-1(6), defines public works as, "The construction, installation, repair, renovation, or maintenance of public buildings, structures, sewers, waterworks, roads, curbs, gutters, side walls, bridges, docks, underpasses, and viaducts as well as any other improvement to be constructed, installed, repaired, renovated, or maintained on public property and to be paid, in whole or in part, with public funds or with financing to be retired with public funds in the form of lease payments or otherwise." The ***Code of Alabama 1975***, Section 39-2-2(a)(1), requires the awarding authority to advertise for sealed bids before entering into any contracts for public works involving an amount in excess of fifty thousand dollars ($50,000). In fiscal year 2023, the Monroe County Board of Education (the "Board") purchased and installed multiple Heating, Ventilation and Air Conditioning systems ("HVAC"). The total cost of the HVACs and installation of the HVACs over the fiscal year was $100,736.00. The Board did not bid the HVACs and installation under the Public Works Law (Title 39). The Board did not have procedures in place to ensure Title 39 was considered for the HVACs and installation. As a result, the Board failed to comply with Title 39 regarding the bidding of public works projects exceeding $50,000. This finding was previously reported as Finding 2022-001. **Recommendation:** The Board should ensure applicable projects are bid under Title 39 (Public Works Law).

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Independent Auditor's Report

Independent Auditor's Report

Members of the Monroe County Board of Education,
Superintendent and Chief School Financial Officer
Monroeville, Alabama

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Monroe County Board of Education, as of and for the year ended September 30, 2023, and related notes to the financial statements, which collectively comprise the Monroe County Board of Education's basic financial statements as listed in the table of contents as Exhibits 1 through 6.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, each major fund, and the aggregate remaining fund information of the Monroe County Board of Education, as of September 30, 2023, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in ***Government Auditing Standards***, issued by the Comptroller General of the United States (***Government Auditing Standards***). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Monroe County Board of Education and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Monroe County Board of Education's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and ***Government Auditing Standards*** will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and ***Government Auditing Standards***, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Monroe County Board of Education's internal control. Accordingly, no such opinion is expressed.

- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Monroe County Board of Education's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis (MD&A), the Schedule of the Employer's Proportionate Share of the Collective Net Pension Liability, the Schedule of the Employer's Proportionate Share of the Collective Net Other Postemployment Benefits (OPEB) Liability, the Schedules of the Employer's Contributions and the Schedules of Revenues, Expenditures and Changes in Fund Balances – Budget and Actual (Exhibits 7 through 12), be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Management has omitted the Management's Discussion and Analysis (MD&A) that accounting principles generally accepted in the United States of America require to be presented to supplement the basic financial statements. Such missing information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. Our opinions on the basic financial statements are not affected by this missing information.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the Monroe County Board of Education's basic financial statements. The accompanying Schedule of Expenditures of Federal Awards (Exhibit 13) as required by Title 2 U. S. ***Code of Federal Regulations*** Part 200, ***Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*** (*Uniform Guidance*), is presented for the purpose of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the Schedule of Expenditures of Federal Awards is fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with ***Government Auditing Standards***, we have also issued our report dated June 6, 2024, on our consideration of the Monroe County Board of Education's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the Monroe County Board of Education's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with ***Government Auditing Standards*** in considering the Monroe County Board of Education's internal control over financial reporting and compliance.

Rachel Laurie Riddle
Chief Examiner
Department of Examiners of Public Accounts

Montgomery, Alabama

June 6, 2024

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Basic Financial Statements

Statement of Net Position
September 30, 2023

	Governmental Activities
Assets	
Cash and Cash Equivalents	$ 12,909,356.70
Investments	26,400.00
Ad Valorem Property Taxes Receivable	2,958,008.31
Receivables (Note 4)	5,630,268.85
Inventories	167,916.73
Other Assets	2,888.20
Capital Assets (Note 5):	
Nondepreciable	4,098,683.17
Depreciable, Net	22,654,396.41
Total Assets	48,447,918.37
Deferred Outflows of Resources	
Employer Pension Contribution	2,875,019.20
Proportionate Share of Collective Deferred Outflows Related to Net Pension Liability	11,722,000.00
Employer Other Postemployment Benefits (OPEB) Contribution	465,601.00
Proportionate Share of Collective Deferred Outflows Related to Net Other Postemployment Benefits (OPEB) Liability	7,689,645.00
Total Deferred Outflows of Resources	22,752,265.20
Liabilities	
Payables	406,822.13
Unearned Revenue	51,508.81
Salaries and Benefits Payable	3,400,112.91
Long-Term Liabilities (Note 9):	
Portion Due or Payable Within One Year	445,398.36
Portion Due or Payable After One Year	56,906,924.69
Total Liabilities	61,210,766.90
Deferred Inflows of Resources	
Unavailable Revenue - Property Taxes	2,958,008.31
Proportionate Share of Collective Deferred Inflows Related to Net Pension Liability	1,447,000.00
Proportionate Share of Collective Deferred Inflows Related to Net Other Postemployment Benefits (OPEB) Liability	22,684,114.00
Total Deferred Inflows of Resources	$ 27,089,122.31

The accompanying Notes to the Financial Statements are an integral part of this statement.

	Governmental Activities
Net Position	
Net Investment in Capital Assets	$ 21,705,126.84
Restricted for:	
Fleet Renewal	754,950.93
Capital Projects	777,118.06
Child Nutrition	1,029,764.62
Other Purposes	2,881,658.89
Unrestricted	(44,248,324.98)
Total Net Position	$ (17,099,705.64)

Statement of Activities
For the Year Ended September 30, 2023

Functions/Programs	Expenses	Program Revenues: Charges for Services	Program Revenues: Operating Grants and Contributions	Program Revenues: Capital Grants and Contributions	Net (Expenses) Revenues and Changes in Net Position: Total Governmental Activities
Governmental Activities					
Instruction	$ 22,090,138.43	$ 450,198.00	$ 23,124,620.33	$ 985,211.69	$ 2,469,891.59
Instructional Support	7,277,094.63	274,980.57	5,990,124.79		(1,011,989.27)
Operation and Maintenance	4,054,229.13	89,744.59	1,036,519.89	80,235.11	(2,847,729.54)
Auxiliary Services:					
Student Transportation	2,556,113.84	184,709.88	2,183,657.11	643,107.00	455,360.15
Food Service	2,502,268.90	2,243,052.47	270,081.78		10,865.35
General Administrative and Central Support	1,769,494.93	83.65	730,927.64		(1,038,483.64)
Other Expenses	295,177.95	327,588.98	1,656,474.03		1,688,885.06
Interest and Fiscal Charges	2,054,833.95				(2,054,833.95)
Total Governmental Activities	$ 42,599,351.76	$ 3,570,358.14	$ 34,992,405.57	$ 1,708,553.80	(2,328,034.25)

General Revenues:	
Taxes:	
Property Taxes for General Purposes	3,312,020.28
Property Taxes for Specific Purposes	164,290.00
Sales Tax	2,827,453.84
Other Taxes	57,638.43
Grants and Contributions Not Restricted for Specific Programs	84,820.00
Investment Earnings	13,808.07
Miscellaneous	1,131,904.86
Total General Revenues	7,591,935.48
Changes in Net Position	5,263,901.23
Net Position - Beginning of Year	(22,363,606.87)
Net Position - End of Year	$ (17,099,705.64)

The accompanying Notes to the Financial Statements are an integral part of this statement.

Balance Sheet
Governmental Funds
September 30, 2023

	General Fund	Special Revenue Fund	Capital Projects Fund	Total Governmental Funds
Assets				
Cash and Cash Equivalents	$ 4,693,204.01	$ 2,124,707.39	$ 6,091,445.30	$ 12,909,356.70
Investments	25,000.00	1,400.00		26,400.00
Ad Valorem Property Taxes Receivable	2,837,055.64		120,952.67	2,958,008.31
Receivables (Note 4)	369,656.72	5,260,612.13		5,630,268.85
Interfund Receivables	5,282,436.69			5,282,436.69
Inventories		167,916.73		167,916.73
Other Assets	2,888.20			2,888.20
Total Assets	13,210,241.26	7,554,636.25	6,212,397.97	26,977,275.48
Liabilities, Deferred Inflows of Resources and Fund Balances				
Liabilities				
Payables	169,178.17	237,643.96		406,822.13
Interfund Payables		5,282,436.69		5,282,436.69
Unearned Revenue		51,508.81		51,508.81
Salaries and Benefits Payable	3,291,064.14	109,048.77		3,400,112.91
Total Liabilities	3,460,242.31	5,680,638.23		9,140,880.54
Deferred Inflows of Resources				
Unavailable Revenue - Property Taxes	2,837,055.64		120,952.67	2,958,008.31
Total Deferred Inflows of Resources	2,837,055.64		120,952.67	2,958,008.31
Fund Balances				
Nonspendable:				
Inventories		167,916.73		167,916.73
Restricted for:				
Fleet Renewal	355,029.00		399,921.93	754,950.93
Child Nutrition Program		861,847.89		861,847.89
Capital Projects			5,691,523.37	5,691,523.37
Other Purposes	2,886,742.69	2,236.50		2,888,979.19
Assigned:				
Local Schools		841,996.90		841,996.90
Unassigned	3,671,171.62			3,671,171.62
Total Fund Balances	6,912,943.31	1,873,998.02	6,091,445.30	14,878,386.63
Total Liabilities, Deferred Inflows of Resources and Fund Balances	$ 13,210,241.26	$ 7,554,636.25	$ 6,212,397.97	$ 26,977,275.48

The accompanying Notes to the Financial Statements are an integral part of this statement.

Reconciliation of the Balance Sheet of Governmental Funds to the Statement of Net Position
September 30, 2023

Total Fund Balances - Governmental Funds (Exhibit 3)		$ 14,878,386.63
Amounts reported for governmental activities in the Statement of Net Position (Exhibit 1) are different because:		
Capital assets used in governmental activities are not financial resources and, therefore, are not reported as assets in governmental funds.		
The Cost of Capital Assets is	$ 48,183,610.90	
Accumulated Depreciation is	(21,430,531.32)	
		26,753,079.58
Deferred Outflows and Inflows of Resources related to pensions and Other Postemployment Benefits (OPEB) are applicable to future periods and, therefore, are not reported in the governmental funds.		
Deferred Outflows Related to Defined Benefit Pension Plan	$ 14,597,019.20	
Deferred Outflows Related to OPEB	8,155,246.00	
Deferred Inflows Related to Defined Benefit Pension Plan	(1,447,000.00)	
Deferred Inflows Related to OPEB	(22,684,114.00)	
		(1,378,848.80)
Long-term liabilities, including net pension and OPEB obligations and warrants payable, are not due and payable in the current period and, therefore, are not reported as liabilities in the funds.		
Current Portion of Long-Term Debt	$ 445,398.36	
Noncurrent Portion of Long-Term Debt	56,906,924.69	
		(57,352,323.05)
Total Net Position - Governmental Activities (Exhibit 1)		$ (17,099,705.64)

The accompanying Notes to the Financial Statements are an integral part of this statement.

Statement of Revenues, Expenditures and Changes in Fund Balances
Governmental Funds
For the Year Ended September 30, 2023

	General Fund	Special Revenue Fund	Capital Projects Fund	Total Governmental Funds
Revenues				
State	$ 25,833,028.79	$	$ 1,351,340.80	$ 27,184,369.59
Federal	241,842.27	11,414,950.43		11,656,792.70
Local	6,816,402.93	1,859,104.22	164,607.52	8,840,114.67
Other	137,553.41	39,612.62		177,166.03
Total Revenues	33,028,827.40	13,313,667.27	1,515,948.32	47,858,442.99
Expenditures				
Current:				
Instruction	17,591,362.03	4,577,207.87		22,168,569.90
Instructional Support	5,718,901.47	1,745,457.98		7,464,359.45
Operation and Maintenance	3,211,896.29	699,148.27	167,354.76	4,078,399.32
Auxiliary Services:				
Student Transportation	2,471,601.46	128,469.09		2,600,070.55
Food Service		2,768,444.86		2,768,444.86
General Administrative and Central Support	1,392,441.55	255,766.57	139,507.73	1,787,715.85
Other	834,791.20	1,330,753.81		2,165,545.01
Capital Outlay	561,555.68	2,446,998.95	184,764.86	3,193,319.49
Debt Service:				
Principal Retirement			417,279.03	417,279.03
Interest and Fiscal Charges			199,688.75	199,688.75
Total Expenditures	31,782,549.68	13,952,247.40	1,108,595.13	46,843,392.21
Excess (Deficiency) of Revenues Over Expenditures	1,246,277.72	(638,580.13)	407,353.19	1,015,050.78
Other Financing Sources (Uses)				
Indirect Cost	159,933.79			159,933.79
Long-Term Debt Issued			5,240,000.00	5,240,000.00
Transfers In	53,829.67	700,842.00		754,671.67
Other Financing Sources	4,810.00			4,810.00
Transfers Out	(700,842.00)	(53,829.67)		(754,671.67)
Discounts on Long-Term Debt Issued			(95,489.20)	(95,489.20)
Total Other Financing Sources (Uses)	(482,268.54)	647,012.33	5,144,510.80	5,309,254.59
Net Changes in Fund Balances	764,009.18	8,432.20	5,551,863.99	6,324,305.37
Fund Balances - Beginning of Year	6,148,934.13	1,865,565.82	539,581.31	8,554,081.26
Fund Balances - End of Year	$ 6,912,943.31	$ 1,873,998.02	$ 6,091,445.30	$ 14,878,386.63

The accompanying Notes to the Financial Statements are an integral part of this statement.

Reconciliation of the Statement of Revenues, Expenditures and Changes in Fund Balances of Governmental Funds to the Statement of Activities For the Year Ended September 30, 2023

Net Changes in Fund Balances - Total Governmental Funds (Exhibit 5)		$ 6,324,305.37
Amounts reported for governmental activities in the Statement of Activities (Exhibit 2) are different because:		
Capital outlays to purchase or build capital assets are reported in governmental funds as expenditures. However, in the Statement of Activities, the cost of those assets is allocated over their estimated useful lives as depreciation expense. This is the amount by which depreciation expense differs from capital outlays in the period.		
Capital Outlays	$ 3,193,319.49	
Depreciation Expense	(1,255,892.76)	1,937,426.73
Repayment of debt principal is an expenditure in the governmental funds, but it reduces long-term liabilities in the Statement of Net Position and does not affect the Statement of Activities.		417,279.03
Discounts on debt issuance are recorded as financing uses/expenditures in the governmental funds, but reduces long-term liabilities in the Statement of Net Position but does not affect the Statement of Activities.		95,489.20
Proceeds from the issuance of debt are reported as financing sources in governmental funds and thus contribute to the change in fund balance. Issuing long-term debt increases liabilities in the Statement of Net Position but does not affect the Statement of Activities.		(5,240,000.00)
Some expenses reported in the Statement of Activities do not require the use of current financial resources and, therefore, are not reported as expenditures in governmental funds.		
Amortization of Bond Discount	$ (95,489.20)	
Pension Expense, Current Year Increase/(Decrease)	(1,992,001.90)	
Other Postemployment Benefits (OPEB) Expense, Current Year Increase/(Decrease)	3,816,892.00	
		1,729,400.90
Change in Net Position of Governmental Activities (Exhibit 2)		$ 5,263,901.23

The accompanying Notes to the Financial Statements are an integral part of this statement.

Note 1 – Summary of Significant Accounting Policies

The financial statements of the Monroe County Board of Education (the "Board") have been prepared in conformity with generally accepted accounting principles (GAAP) as applied to governmental units. The Governmental Accounting Standards Board (GASB) is the accepted standard-setting body for establishing governmental accounting and financial reporting principles. The more significant of the government's accounting policies are described below.

A. Reporting Entity

The Board is governed by a separately elected board composed of five members elected by the qualified electors of the County. The Board is responsible for the general administration and supervision of the public schools for the educational interests of the County.

Generally accepted accounting principles (GAAP) require that the financial reporting entity consist of the primary government and its component units. Accordingly, the accompanying financial statements present the Board (a primary government).

Component units are legally separate organizations for which the elected officials of the primary government are financially accountable and other organizations for which the nature and significance of their relationship with the primary government are such that exclusion would cause the reporting entity's financial statements to be misleading or incomplete. Based on the application of these criteria, there are no component units which should be included as part of the financial reporting entity of the Board.

B. Government-Wide and Fund Financial Statements

Government-Wide Financial Statements

The Statement of Net Position and the Statement of Activities display information about the Board. These statements include the financial activities of the overall government. Eliminations have been made to minimize the double counting of internal activities. Governmental activities generally are financed through taxes, intergovernmental revenues, and other nonexchange transactions.

The Statement of Activities presents a comparison between direct expenses and program revenues for each function of the Board's governmental activities. Direct expenses are those that are specifically associated with a program or function and, therefore, are clearly identifiable to a particular function. The Board does not allocate indirect expenses to the various functions. Program revenues include (a) charges to customers or applicants who purchase, use or directly benefit from goods, services, or privileges provided by a given function or program and (b) grants and contributions that are restricted to meeting the operational or capital requirements of a particular program. Revenues that are not classified as program revenues, including all taxes, are presented as general revenues.

Fund Financial Statements

The fund financial statements provide information about the Board's funds. The emphasis of fund financial statements is on major governmental funds, each displayed in a separate column.

The Board reports the following major governmental funds:

- ***General Fund*** – The General Fund is the primary operating fund of the Board. It is used to account for all financial resources except those required to be accounted for in another fund. The Board primarily receives revenues from the Education Trust Fund (ETF) and local taxes. Amounts appropriated from the ETF were allocated to the school board on a formula basis.

- ***Special Revenue Fund*** – This fund is used to account for and report the proceeds of specific revenue sources that are restricted or committed to expenditure for specified purposes other than debt service or capital projects. Various federal and local funding sources are included in this fund. Some of the significant federal funding sources include the federal funds that are received for Special Education, Title I, COVID-19 funding and the Child Nutrition Program in addition to various smaller grants, which are required to be spent for the purposes of the applicable federal grants. Also included in this fund are the public and non-public funds received by the local schools which are generally not considered restricted or committed.

- ***Capital Projects Fund*** – This fund is used to account for and report financial resources that are restricted, committed, or assigned to expenditure for capital outlay, including the acquisition or construction of capital facilities and other capital assets. Also included in this fund are Alabama Department of Education appropriations which are restricted to their use.

C. Measurement Focus, Basis of Accounting and Financial Statement Presentation

The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting. Revenues are recorded when earned and expenses are recorded at the time liabilities are incurred, regardless of the timing of related cash flows. Nonexchange transactions, in which the Board gives (or receives) value without directly receiving (or giving) equal value in exchange, include property taxes, grants, entitlements, and donations. On an accrual basis, revenue from grants, entitlements, and donations is recognized in the fiscal year in which all eligibility requirements have been satisfied. Revenue from property taxes is recognized in the fiscal year for which the taxes are levied.

As a general rule, the effect of interfund activity has been eliminated from the government-wide financial statements.

Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the Board considers revenues to be available when they are collected within sixty (60) days of the end of the current fiscal year. Expenditures are recorded when the related fund liability is incurred, except for principal and interest on general long-term debt, claims and judgments, and compensated absences, which are recognized as expenditures to the extent they have matured. General capital asset acquisitions are reported as expenditures in governmental funds. General long-term debt issued and acquisitions under notes from direct borrowings issued are reported as other financing sources.

Under the terms of grant agreements, the Board funds certain programs by a combination of specific cost-reimbursement grants, categorical block grants, and general revenues. Thus, when program expenses are incurred, there is both restricted and unrestricted net position available to finance the program. It is the Board's policy to first apply cost-reimbursement grant resources to such programs, followed by categorical block grants and then by general revenues.

D. Assets, Deferred Outflows of Resources, Liabilities, Deferred Inflows of Resources and Net Position/Fund Balances

1. Deposits and Investments

Cash and cash equivalents include cash on hand, demand deposits and short-term investments with original maturities of three months or less from the date of acquisition.

Statutes authorize the Board to invest in obligations of the U. S. Treasury, obligations of any state of the United States, general obligations of any Alabama county or city board of education secured by the pledge of the three-mill school tax and certificates of deposit. Investments, which consisted of certificate of deposits, are reported at cost.

2. Receivables

Sales tax receivables are based on the amounts collected within 60 days after year-end.

Millage rates for property taxes are levied at the first regular meeting of the County Commission in February of the initial year of the levy. Property is assessed for taxation as of October 1 of the preceding year based on the millage rates established by the County Commission. Property taxes are due and payable the following October 1 and are delinquent after December 31. Amounts receivable, net of estimated refunds and estimated uncollectible amounts, are recorded for the property taxes levied in the current year. However, since the amounts are not available to fund current year operations, the revenue is deferred and recognized in the subsequent fiscal year when the taxes are both due and collectible and available to fund operations.

Receivables due from other governments include amounts due from grantors for grants issued for specific programs.

3. Inventories

Inventories are valued at cost, which approximates market, using the first-in/first-out (FIFO) method. Inventories of governmental funds are recorded as expenditures when consumed rather than when purchased.

4. Restricted Assets

Certain funds received from the State Department of Education for capital projects and improvements, included in cash and cash equivalents on the financial statements, are considered restricted assets because they are maintained separately, and their use is limited. The Public School Capital Projects and Fleet Renewal funding sources are used to report proceeds that are restricted for use in various construction projects and the purchase of school buses.

5. Capital Assets

Capital assets, which include property and equipment, are reported in the government-wide financial statements. Such assets are valued at cost where historical records are available and at an estimated historical cost where no historical records exist. Donated fixed assets are valued at their estimated fair market value on the date received. Additions, improvements, and other capital outlays that significantly extend the useful life of an asset are capitalized. Other costs incurred for repairs and maintenance are expensed as incurred. Major outlays of capital assets and improvements are capitalized as projects are constructed.

Depreciation on all assets is provided on the straight-line basis over the assets estimated useful life. Capitalization thresholds (the dollar values above which asset acquisitions are added to the capital asset accounts) and estimated useful lives of capital assets reported in the government-wide statements are as follows:

	Capitalization Threshold	Estimated Useful Life
Land and Inexhaustible Land Improvements	$ 1	N/A
Exhaustible Land Improvements	$50,000	20 years
Buildings	$50,000	25 – 50 years
Building Improvements	$50,000	5 – 30 years
Equipment and Vehicles	$ 5,000	5 – 20 years

6. Deferred Outflows of Resources

Deferred outflows of resources are reported in the Statement of Net Position. Deferred outflows of resources are defined as a consumption of net position by the government that is applicable to a future reporting period. Deferred outflows of resources increase net position, similar to assets.

7. Long-Term Obligations

In the government-wide financial statements, long-term debt and other long-term obligations are reported as liabilities in the Statement of Net Position.

8. Deferred Inflows of Resources

Deferred inflows of resources are reported in the government-wide and fund financial statements. Deferred inflows of resources are defined as an acquisition of net position/fund balances by the government that is applicable to a future reporting period. Deferred inflows of resources decrease net position/fund balances, similar to liabilities.

9. Net Position/Fund Balances

Net position is reported on the government-wide financial statements and is required to be classified for accounting and reporting purposes into the following categories:

- ***Net Investment in Capital Assets*** – Capital assets minus accumulated depreciation and outstanding principal balances of debt attributable to the acquisition, construction or improvement of those assets plus or minus any deferred outflows of resources and deferred inflows of resources that are attributable to those assets or related debt. Any significant unspent related debt proceeds and any deferred outflows or inflows at year-end related to capital assets are not included in this calculation.

- ***Restricted*** – Constraints imposed on net position by external creditors, grantors, contributors, laws or regulations of other governments, or law through constitutional provision or enabling legislation.

- ***Unrestricted*** – The net amount of assets, deferred outflows of resources, liabilities, and deferred inflows of resources that are not included in the determination of net investment in capital assets or the restricted portion of net position. Assignments and commitments of unrestricted net position should not be reported on the face of the Statement of Net Position.

Fund balance is reported in governmental funds in the fund financial statements under the following five categories:

A. Nonspendable fund balances include amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact. Examples of nonspendable fund balance reserves for which fund balance shall not be available for financing general operating expenditures include inventories, prepaid items, and long-term receivables.

B. Restricted fund balances consist of amounts that are subject to externally enforceable legal restrictions imposed by creditors, grantors, contributors, or laws and regulations of other governments; or through constitutional provisions or enabling legislation.

C. Committed fund balances consist of amounts that are subject to a purpose constraint imposed by formal action or resolution of the Board, which is the highest level of decision-making authority, before the end of the fiscal year and that require the same level of formal action to remove or modify the constraint.

D. Assigned fund balances consist of amounts that are intended to be used by the Board for specific purposes. The Board authorized the Superintendent or Chief School Finance Officer to make a determination of the assigned amounts of fund balance. Such assignments may not exceed the available (spendable, unrestricted, uncommitted) fund balance in any particular fund. Assigned fund balances require the same level of authority to remove the constraint.

E. Unassigned fund balances include all spendable amounts not contained in the other classifications. This portion of the total fund balance in the General Fund is available to finance operating expenditures.

When an expenditure is incurred for purposes for which both restricted and unrestricted (committed, assigned, or unassigned) amounts are available, it shall be the policy of the Board to consider restricted amounts to have been reduced first. When an expenditure is incurred for the purposes for which amounts in any of the unrestricted fund balance classifications could be used, it shall be the policy of the Board that committed amounts would be reduced first, followed by assigned amounts and then unassigned amounts.

E. Pensions

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, the Teachers' Retirement System of Alabama (the "Plan") financial statements are prepared using the economic resources measurement focus and accrual basis of accounting. Contributions are recognized as revenues when earned, pursuant to Plan requirements. Benefits and refunds are recognized as revenues when due and payable in accordance with the terms of the Plan. Expenses are recognized when the corresponding liability is incurred, regardless of when the payment is made. Investments are reported at fair value. Financial statements are prepared in accordance with requirements of the Governmental Accounting Standards Board (GASB). Under these requirements, the Plan is considered a component unit of the State of Alabama and is included in the State's Annual Comprehensive Financial Report.

F. Postemployment Benefits Other Than Pensions (OPEB)

The Alabama Retired Education Employees' Health Care Trust (the "Trust") financial statements are prepared by using the economic resources measurement focus and accrual basis of accounting. This includes for purposes of measuring the net OPEB liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net position of the Trust and additions to/deductions from the Trust's fiduciary net position. Plan member contributions are recognized in the period in which the contributions are due. Employer contributions are recognized when due pursuant to plan requirements. Benefits are recognized when due and payable in accordance with the terms of the plan. Subsequent events were evaluated by management through the date the financial statements were issued.

Note 2 – Stewardship, Compliance, and Accountability

Budgets

Budgets are adopted on a basis of accounting consistent with accounting principles generally accepted in the United States of America (GAAP) for the General Fund and Special Revenue Fund with the exception of salaries and benefits, which are budgeted only to the extent expected to be paid rather than on the modified accrual basis of accounting. The Capital Projects Fund adopts project-length budgets. All appropriations lapse at fiscal year-end.

On or before October 1 of each year, each county board of education shall prepare and submit to the State Superintendent of Education the annual budget to be adopted by the County Board of Education. The Superintendent or County Board of Education shall not approve any budget for operations of the school for any fiscal year which shall show expenditures in excess of income estimated to be available plus any balances on hand.

Note 3 – Deposits and Investments

Deposits

The custodial credit risk for deposits is the risk that, in the event of a bank failure, the Board will not be able to cover deposits or will not be able to recover collateral securities that are in the possession of an outside party. The Board's deposits at year-end were entirely covered by federal depository insurance or by the Security for Alabama Funds Enhancement Program (SAFE Program). The SAFE Program was established by the Alabama Legislature and is governed by the provisions contained in the ***Code of Alabama 1975***, Sections 41-14A-1 through 41-14A-14. Under the SAFE Program all public funds are protected through a collateral pool administered by the Alabama State Treasurer's Office. Under this program, financial institutions holding deposits of public funds must pledge securities as collateral against those deposits. In the event of failure of a financial institution, securities pledged by that financial institution would be liquidated by the State Treasurer to replace the public deposits not covered by the Federal Deposit Insurance Corporation (FDIC). If the securities pledged fail to produce adequate funds, every institution participating in the pool would share the liability for the remaining balance.

All of the Board's investments were in certificates of deposit. These certificates of deposit are classified as "Deposits" in order to determine insurance and collateralization. However, they are classified as "Investments" on the financial statements.

Note 4 – Receivables

On September 30, 2023, receivables for the Board's individual major funds are as follows:

	General Fund	Special Revenue Fund	Total
Receivables:			
Accounts Receivables	$ 949.75	$	$ 949.75
Intergovernmental	368,706.97	5,256,542.13	5,625,249.10
Other		4,070.00	4,070.00
Total Receivables	$369,656.72	$5,260,612.13	$5,630,268.85

Note 5 – Capital Assets

Capital asset activity for the year ended September 30, 2023, was as follows:

	Balance 10/01/2022	Additions/ Reclassifications (*)	Retirements/ Reclassifications (*)	Balance 09/30/2023
Governmental Activities:				
Capital Assets, Not Being Depreciated:				
Land	$ 380,420.58	$	$	$ 380,420.58
Land Improvement – Inexhaustible	812,847.65			812,847.65
Construction in Progress	527,149.42	2,905,414.94	(527,149.42)	2,905,414.94
Total Capital Assets, Not Being Depreciated	1,720,417.65	2,905,414.94	(527,149.42)	4,098,683.17
Capital Assets Being Depreciated:				
Land Improvements – Exhaustible	677,812.67			677,812.67
Buildings	14,511,603.49	9,476.00		14,521,079.49
Building Improvements	18,923,118.82	697,344.47		19,620,463.29
Equipment and Furniture	9,157,338.78	108,233.50		9,265,572.28
Total Capital Assets Being Depreciated	43,269,873.76	815,053.97		44,084,927.73
Less Accumulated Depreciation for:				
Land Improvements – Exhaustible	(413,443.90)	(32,702.06)		(446,145.96)
Buildings	(7,005,694.00)	(200,144.60)		(7,205,838.60)
Building Improvements	(7,205,193.10)	(488,118.27)		(7,693,311.37)
Equipment and Furniture	(5,550,307.56)	(534,927.83)		(6,085,235.39)
Total Accumulated Depreciation	(20,174,638.56)	(1,255,892.76)		(21,430,531.32)
Total Capital Assets Being Depreciated, Net	23,095,235.20	(440,838.79)		22,654,396.41
Total Governmental Activities Capital Assets, Net	$ 24,815,652.85	$ 2,464,576.15	$(527,149.42)	$ 26,753,079.58

(*) The Additions and Retirements columns include a reclassification in the amount of $527,149.42 from Construction in Progress to Building Improvements.

Depreciation expense was charged to functions/programs of the primary government as follows:

	Current Year Depreciation Expense
Governmental Activities:	
Instruction	$ 739,009.50
Instructional Support	12,873.33
Operation and Maintenance	109,885.88
Auxiliary Services:	
Student Transportation	299,999.31
Food Service	74,527.42
General Administrative and Central Support	19,597.32
Total Depreciation Expense – Governmental Activities	$1,255,892.76

Note 6 – Defined Benefit Pension Plan

A. Plan Description

The Teachers' Retirement System of Alabama (TRS), a cost-sharing multiple-employer public employee retirement plan (the "Plan"), was established as of September 15, 1939, pursuant to the ***Code of Alabama 1975***, Section 16-25-1 through Section 16-25-34 (Act Number 419, Acts of Alabama 1939), for the purpose of providing retirement allowances and other specified benefits for qualified persons employed by State-supported educational institutions. The responsibility for the general administration and operation of the TRS is vested in its Board of Control which consists of 15 trustees. The Plan is administered by the Retirement Systems of Alabama (RSA). The ***Code of Alabama 1975***, Section 16-25-2, grants the authority to establish and amend the benefit terms to the TRS Board of Control. The Plan issues a publicly available financial report that can be obtained at www.rsa-al.gov.

B. Benefits Provided

State law establishes retirement benefits as well as death and disability benefits and any ad hoc increase in postretirement benefits for the TRS. Benefits for TRS members vest after 10 years of creditable service. TRS members who retire after age 60 with 10 years or more of creditable service or with 25 years of service (regardless of age) are entitled to an annual retirement benefit, payable monthly for life. Service and disability retirement benefits are based on a guaranteed minimum or a formula method, with the member receiving payment under the method that yields the highest monthly benefit. Under the formula method, members of the TRS are allowed 2.0125% of their average final compensation (highest 3 of the last 10 years) for each year of service.

Act Number 2012-377, Acts of Alabama, established a new tier of benefits (Tier 2) for members hired on or after January 1, 2013. Tier 2 TRS members are eligible for retirement after age 62 with 10 years or more of creditable service and are entitled to an annual retirement benefit, payable monthly for life. Service and disability retirement benefits are based on a formula method. Under the formula method, Tier 2 members of the TRS are allowed 1.65% of their average final compensation (highest 5 of the last 10 years) for each year of service up to 80% of their average final compensation.

Act Number 2019-316, Acts of Alabama, established the Partial Lump Sum Option Plan (PLOP) in addition to the annual service retirement benefit payable for life for Tier 1 and Tier 2 members of the TRS and ERS. A member can elect to receive a one-time lump sum distribution at the time that they receive their first monthly retirement benefit payment. The member's annual retirement benefit is then actuarially reduced based on the amount of the PLOP distribution which is not to exceed the sum of 24 months of the maximum monthly retirement benefit that the member could receive. Members are eligible to receive a PLOP distribution if they are eligible for a service retirement benefit as defined above from the TRS or ERS on or after October 1, 2019. A TRS or ERS member who receives an annual disability retirement benefit or who has participated in the Deferred Retirement Option Plan (DROP) is not eligible to receive a PLOP distribution.

Members are eligible for disability retirement if they have 10 years of creditable service, are currently in-service, and determined by the RSA Medical Board to be permanently incapacitated from further performance of duty. Preretirement death benefits, equal to the annual earnable compensation of the member as reported to the Plan for the preceding year ending June 30th, are paid to a qualified beneficiary.

C. Contributions

Covered Tier 1 members of the TRS contributed 5% of earnable compensation to the TRS as required by statute until September 30, 2011. From October 1, 2011 to September 30, 2012, covered members of the TRS were required by statute to contribute 7.25% of earnable compensation. Effective October 1, 2012, covered members of the TRS are required by statute to contribute 7.50% of earnable compensation. Certified law enforcement, correctional officers, and firefighters of the TRS contributed 6% of earnable compensation as required by statute until September 30, 2011. From October 1, 2011 to September 30, 2012, certified law enforcement, correctional officers, and firefighters of the TRS were required by statute to contribute 8.25% of earnable compensation. Effective October 1, 2012, certified law enforcement, correctional officers, and firefighters of the TRS are required by statute to contribute 8.50% of earnable compensation.

Effective October 1, 2021, the covered Tier 2 members contribution rate increased from 6.0% to 6.2% of earnable compensation to the TRS as required by statute. Effective October 1, 2021, the covered Tier 2 certified law enforcement, correctional officers, and firefighters contribution rate increased from 7.0% to 7.2% of earnable compensation to the TRS as required by statute.

Participating employers' contractually required contribution rate for the year ended September 30, 2023, was 12.59% of annual pay for Tier 1 members and 11.44% of annual pay for Tier 2 members. These required contribution rates are a percent of annual payroll, actuarially determined as an amount that, when combined with member contributions, is expected to finance the costs of benefits earned by members during the year, with an additional amount to finance any unfunded accrued liability. Total employer contributions to the pension plan from the Board were $2,875,019.20 for the year ended September 30, 2023.

D. Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

At September 30, 2023, the Board reported a liability of $41,555,000.00 for its proportionate share of the collective net pension liability. The collective net pension liability was measured as of September 30, 2022, and the total pension liability used to calculate the collective net pension liability was determined by an actuarial valuation as of September 30, 2021. The Board's proportion of the collective net pension liability was based on the employers' shares of contributions to the pension plan relative to the total employer contributions of all participating TRS employers. At September 30, 2022, the Board's proportion was 0.267391%, which was a decrease of 0.001985% from its proportion measured as of September 30, 2021.

For the year ended September 30, 2023, the Board recognized pension expense of $5,060,000.00. At September 30, 2023, the Board reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 913,000.00	$1,008,000.00
Changes of Assumptions	1,886,000.00	
Net difference between projected and actual earnings on pension plan investments	8,339,000.00	
Changes in proportion and differences between employer contributions and proportionate share of contributions	584,000.00	439,000.00
Employer contributions subsequent to the measurement date	2,875,019.20	
Total	$14,597,019.20	$1,447,000.00

The $2,875,019.20 reported as deferred outflows of resources related to pensions resulting from Board contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability in the year ended September 30, 2024. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ending	
September 30, 2024	$2,927,000
2025	$2,492,000
2026	$1,575,000
2027	$3,281,000
2028	$ 0
Thereafter	$ 0

E. Actuarial Assumptions

The total pension liability as of September 30, 2022, was determined by an actuarial valuation as of September 30, 2021, using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.50%
Investment Rate of Return (*)	7.45%
Projected Salary Increases	3.25% - 5.00%

(*) Net of pension plan investment expense

The actuarial assumptions used in the actuarial valuation as of September 30, 2021, were based on the results of an investigation of the economic and demographic experience for the TRS based upon participant data as of September 30, 2020. The Board of Control accepted and approved these changes in September 2021 which became effective at the beginning of fiscal year 2021.

Mortality rates for TRS were based on the Pub-2010 Teacher tables with the following adjustments, projected generationally using scale MP-2020 adjusted by 66-2/3% beginning with year 2019:

Group	Membership Table	Set Forward (+)/ Setback (-)	Adjustment to Rates
Service Retirees	Teacher Retiree – Below Median	Male: +2, Female: +2	Male: 108% ages < 63, 96% ages > 67; Phasing down 63 - 67 Female: 112% ages < 69 98% > age 74 Phasing down 69-74
Beneficiaries	Contingent Survivor Below Median	Male: +2, Female: None	None
Disabled Retirees	Teacher Disability	Male: +8, Female: +3	None

The long-term expected rate of return on pension plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target asset allocation and best estimates of geometric real rates of return for each major asset class are as follows:

Asset Class	Target Allocation	Long-Term Expected Rate of Return (*)
Fixed Income	15.00%	2.80%
U. S. Large Stocks	32.00%	8.00%
U. S. Mid Stocks	9.00%	10.00%
U. S. Small Stocks	4.00%	11.00%
International Developed Market Stocks	12.00%	9.50%
International Emerging Market Stocks	3.00%	11.00%
Alternatives	10.00%	9.00%
Real Estate	10.00%	6.50%
Cash Equivalents	5.00%	2.50%
Total	100.00%	

(*) Includes assumed rate of inflation of 2.00%

F. Discount Rate

The discount rate used to measure the total pension liability was 7.45%. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rate and that the employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on those assumptions, components of the pension plan's fiduciary net position were projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

G. Sensitivity of the Board's Proportionate Share of the Collective Net Pension Liability to Changes in the Discount Rate

The following table presents the Board's proportionate share of the collective net pension liability calculated using the discount rate of 7.45%, as well as what the Board's proportionate share of the collective net pension liability would be if it were calculated using a discount rate that is 1-percentage point lower (6.45%) or 1-percentage point higher (8.45%) than the current rate (dollar amounts in thousands):

	1% Decrease (6.45%)	Current Discount Rate (7.45%)	1% Increase (8.45%)
Board's Proportionate Share of Collective Net Pension Liability	$53,770	$41,555	$31,266
(Dollar amounts in thousands)			

H. Pension Plan Fiduciary Net Position

Detailed information about the pension plan's fiduciary net position is available in the separately issued RSA Annual Comprehensive Financial Report for the fiscal year ended September 30, 2022. The supporting actuarial information is included in the GASB Statement Number 67 Report for the TRS prepared as of September 30, 2022. The auditor's report on the Schedule of Employer Allocations and Pension Amounts by Employer and accompanying notes detail by employer and in aggregate information needed to comply with GASB Statement Number 68 as of September 30, 2022, along with supporting schedules is also available. The additional financial and actuarial information is available at http://www.rsa-al.gov/index/php/employers/financial-reports/gasb-68reports/.

Note 7 – Other Postemployment Benefits (OPEB)

A. Plan Description

The Alabama Retired Education Employees' Health Care Trust (the "Trust") is a cost-sharing multiple-employer defined benefit postemployment healthcare plan that administers healthcare benefits to the retirees of participating state and local educational institutions. The Trust was established under the Alabama Retiree Health Care Funding Act of 2007 which authorized and directed the Public Education Employees' Health Insurance Board (PEEHIB) to create an irrevocable trust to fund postemployment healthcare benefits to retirees participating in the Public Education Employees' Health Insurance Plan (PEEHIP). Active and retiree health insurance benefits are paid through PEEHIP. In accordance with GASB, the Trust is considered a component unit of the State of Alabama (the "State") and is included in the State's Annual Comprehensive Financial Report.

The PEEHIP was established in 1983 pursuant to the provisions of the ***Code of Alabama 1975***, Section 16-25A-4, (Act Number 83-455, Acts of Alabama) to provide a uniform plan of health insurance for active and retired employees of state and local educational institutions which provide instruction at any combination of grades K-14 (collectively, eligible employees), and to provide a method for funding the benefits related to the plan. The four-year universities participate in the plan with respect to their retired employees and are eligible and may elect to participate in the plan with respect to their active employees. Responsibility for the establishment of the health insurance plan and its general administration and operations is vested in the PEEHIB. The PEEHIB is a corporate body for purposes of management of the health insurance plan. The ***Code of Alabama 1975***, Section 16-25A-4, provides the PEEHIB with the authority to amend the benefit provisions in order to provide reasonable assurance of stability in future years for the plan. All assets of the PEEHIP are held in trust for the payment of health insurance benefits. The Teachers' Retirement System of Alabama (TRS) has been appointed as the administrator of the PEEHIP and, consequently, serves as the administrator of the Trust.

B. Benefits Provided

PEEHIP offers a basic hospital medical plan to active members and non-Medicare eligible retirees. Benefits include inpatient hospitalization for a maximum of 365 days without a dollar limit, inpatient rehabilitation, outpatient care, physician services, and prescription drugs.

Active employees and non-Medicare eligible retirees who do not have Medicare eligible dependents can enroll in a health maintenance organization (HMO) in lieu of the basic hospital medical plan. The HMO includes hospital medical benefits, dental benefits, vision benefits, and an extensive formulary. However, participants in the HMO are required to receive care from a participating physician in the HMO plan.

The PEEHIP offers four optional plans (Hospital Indemnity, Cancer, Dental, and Vision) that may be selected in addition to or in lieu of the basic hospital medical plan or HMO. The Hospital Indemnity Plan provides a per-day benefit for hospital confinement, maternity, intensive care, cancer, and convalescent care. The Cancer Plan covers cancer disease only and benefits are provided regardless of other insurance. Coverage includes a per-day benefit for each hospital confinement related to cancer. The Dental Plan covers diagnostic and preventative services, as well as basic and major dental services. Diagnostic and preventative services include oral examinations, teeth cleaning, x-rays, and emergency office visits. Basic and major services include fillings, general aesthetics, oral surgery not covered under a Group Medical Program, periodontics, endodontics, dentures, bridgework, and crowns. Dental services are subject to a maximum of $1,250 per year for individual coverage and $1,000 per person per year for family coverage. The Vision Plan covers annual eye examinations, eyeglasses, and contact lens prescriptions.

PEEHIP members may opt to elect the PEEHIP Supplemental Plan as their hospital medical coverage in lieu of the PEEHIP Hospital Medical Plan. The PEEHIP Supplemental Plan provides secondary benefits to the member's primary plan provided by another employer. Only active and non-Medicare retired members and dependents are eligible to enroll in the PEEHIP Supplemental Medical Plan. There is no premium required for this plan, and the plan covers most out-of-pocket expenses not covered by the primary plan. Members who are enrolled in the PEEHIP Hospital Medical Plan (Group 14000), VIVA Health Plan (offered through PEEHIP), Marketplace (Exchange) Plans, State Employees Insurance Board (SEIB), Local Government Board (LGB), Medicare, Medicaid, ALL Kids, Tricare, or Champus as their primary coverage, or are enrolled in a Health Savings Account (HSA) or Health Reimbursement Arrangement (HRA), are not eligible to enroll in the PEEHIP Supplemental Plan. The plan cannot be used as a supplement to Medicare. Retired members who become eligible for Medicare are eligible to enroll in the PEEHIP Group Medicare Advantage (PPO) Plan or the Optional Coverage Plans.

Effective January 1, 2020, Medicare eligible members and Medicare eligible dependents covered on a retiree contract were enrolled in the Humana Group Medicare Advantage plan for PEEHIP retirees. Effective January 1, 2023, United Health Care (UHC) Group replaced the Humana contract. The Medicare Advantage and Prescription Drug Plan (MAPDP) is fully insured by UHC, and members are able to have all of their Medicare Part A (hospital insurance), Part B (medical insurance), and Part D (prescription drug coverage) in one convenient plan. With the UHC plan for PEEHIP, retirees can continue to see their same providers with no interruption and see any doctor who accepts Medicare on a national basis. Retirees have the same benefits in and out-of-network and there is no additional retiree cost share if a retiree uses an out-of-network provider and no balance billing from the provider.

C. Contributions

The ***Code of Alabama 1975***, Section 16-25A-8, and the ***Code of Alabama 1975***, Section 16-25A-8.1, provide the PEEHIB with the authority to set the contribution requirements for plan members and the authority to set the employer contribution requirements for each required class, respectively. Additionally, the PEEHIB is required to certify to the Governor and the Legislature, the amount, as a monthly premium per active employee, necessary to fund the coverage of active and retired member benefits for the following fiscal year. The Legislature then sets the premium rate in the annual appropriation bill.

For employees who retired after September 30, 2005, but before January 1, 2012, the employer contribution of the health insurance premium set forth by the PEEHIB for each retiree class is reduced by 2% for each year of service less than 25 and increased by 2% for each year of service over 25, subject to adjustment by the PEEHIB for changes in Medicare premium costs required to be paid by a retiree. In no case does the employer contribution of the health insurance premium exceed 100% of the total health insurance premium cost for the retiree.

For employees who retired after December 31, 2011, the employer contribution to the health insurance premium set forth by the PEEHIB for each retiree class is reduced by 4% for each year of service less than 25 and increased by 2% for each year over 25, subject to adjustment by the PEEHIB for changes in Medicare premium costs required to be paid by a retiree. In no case does the employer contribution of the health insurance premium exceed 100% of the total health insurance premium cost for the retiree. For employees who retired after December 31, 2011, who are not covered by Medicare, regardless of years of service, the employer contribution to the health insurance premium set forth by the PEEHIB for each retiree class is reduced by a percentage equal to 1% multiplied by the difference between the Medicare entitlement age and the age of the employee at the time of retirement as determined by the PEEHIB. This reduction in the employer contribution ceases upon notification to the PEEHIB of the attainment of Medicare coverage.

D. OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB

At September 30, 2023, the Board reported a liability of $5,834,965.00 for its proportionate share of the collective net OPEB liability. The collective net OPEB liability was measured as of September 30, 2022, and the total OPEB liability used to calculate the Net OPEB liability was determined by an actuarial valuation as of September 30, 2021. The Board's proportion of the collective net OPEB liability was based on the Board's share of contributions to the OPEB plan relative to the total employer contributions of all participating PEEHIP employers. At September 30, 2022, the Board's proportion was 0.33487157%, which was an increase of 0.02383757% from its proportion measured as of September 30, 2021.

For the year ended September 30, 2023, the Board recognized OPEB income of $3,365,841.00 with no special funding situations. At September 30, 2023, the Board reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources:

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ 267,615.00	$11,797,820.00
Changes of Assumptions	4,732,954.00	8,493,143.00
Net difference between projected and actual earnings on OPEB plan investments	733,802.00	
Changes in proportion and differences between employer contributions and proportionate share of contributions	1,955,274.00	2,393,151.00
Employer contributions subsequent to the measurement date	465,601.00	
Total	$8,155,246.00	$22,684,114.00

The $465,601.00 reported as deferred outflows of resources related to OPEB resulting from the Board's contributions subsequent to the measurement date will be recognized as a reduction of the Net OPEB liability in the year ended September 30, 2024.

Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as follows:

Year Ending	
September 30, 2024	$(3,813,100)
2025	$(3,894,440)
2026	$(1,975,211)
2027	$(1,750,075)
2028	$(2,229,893)
Thereafter	$(1,331,750)

E. Actuarial Assumptions

The total OPEB liability was determined by an actuarial valuation as of September 30, 2021, using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.50%
Projected Salary Increases (1)	3.25% - 5.00%
Long-Term Investment Rate of Return (2)	7.00%
Municipal Bond Index Rate at the Measurement Date	4.40%
Municipal Bond Index Rate at the Prior Measurement Date	2.29%
Projected Year for Fiduciary Net Position (FNP) to be Depleted	N/A
Single Equivalent Interest Rate at the Measurement Date	7.00%
Single Equivalent Interest Rate at the Prior Measurement Date	3.97%
Healthcare Cost Trend Rate:	
Initial Trend Rate:	
Pre-Medicare Eligible	6.50%
Medicare Eligible	(**)
Ultimate Trend Rate:	
Pre-Medicare Eligible	4.50% in 2031
Medicare Eligible	4.50% in 2027

(1) Includes 2.75% wage inflation.
(2) Compounded annually, net of investment expense, and includes inflation.
(**) Initial Medicare claims are set based on scheduled increases through plan year 2025.

The rates of mortality are based on the Pub-2010 Public Mortality Plans Mortality Tables, adjusted generationally based on scale MP-2020, with an adjustment of 66-2/3% to the table beginning with the year 2019. The mortality rates are adjusted forward and/or back depending on the plan and group covered, as shown in the table below:

Group	Membership Table	Set Forward (+)/ Setback (-)	Adjustment to Rates
Active Members	Teacher Employee – Below Median	None	65%
Service Retirees	Teacher – Below Median	Male: +2, Female: +2	Male: 108% ages<63, 96% ages>67; Phasing down 63-67 Female: 112% ages <69 98%> age 74; Phasing down 69-74
Disabled Retirees	Teacher Disability	Male: +8, Female: +3	None
Beneficiaries	Teacher Contingent Survivor Below Median	Male: +2, Female: None	None

The decremental assumptions used in the valuation were selected based on the actuarial experience study prepared as of September 30, 2020, submitted to and adopted by the Teachers' Retirement System of Alabama Board on September 13, 2021.

The remaining actuarial assumptions (e.g., initial per capita costs, health care cost trends, rate of plan participation, rates of plan election, etc.) were based on the September 30, 2021 valuation.

The long-term expected return on plan assets is to be reviewed as part of regular experience studies prepared every five years, in conjunction with similar analysis for the Teachers' Retirement System of Alabama. Several factors should be considered in evaluating the long-term rate of return assumption, including long-term historical data, estimates inherent in current market data, and a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected return, net of investment expense and inflation), as developed for each major asset class. These ranges should be combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and then adding expected inflation. The assumption is intended to be a long-term assumption and is not expected to change absent a significant change in the asset allocation, a change in the inflation assumption, or a fundamental change in the market that alters expected returns in future years.

The long-term expected rate of return on the OPEB plan investments is determined based on the allocation of assets by asset class and by the mean and variance of real returns.

The target asset allocation and best estimates of expected geometric real rates of return for each major asset class is summarized below:

Asset Class	Target Allocation	Long-Term Expected Real Rate of Return (*)
Fixed Income	30.00%	4.40%
U. S. Large Stocks	38.00%	8.00%
U. S. Mid Stocks	8.00%	10.00%
U. S. Small Stocks	4.00%	11.00%
International Developed Market Stocks	15.00%	9.50%
Cash	5.00%	1.50%
Total	100.00%	

(*) Geometric mean, includes 2.50% inflation

F. Discount Rate

The discount rate, also known as the Single Equivalent Interest Rate (SEIR), as described by GASB Statement Number 74, used to measure the total OPEB liability at September 30, 2022, was 7.00%. Premiums paid to the Public Education Employees' Health Insurance Board for active employees shall include an amount to partially fund the cost of coverage for retired employees. The projection of cash flows used to determine the discount rate assumed that plan contributions will be made at the current contribution rates. Each year, the State specifies the monthly employer rate that participating school systems must contribute for each active employee. Currently, the monthly employer rate is $800 per active member for participating employers. Approximately, 15.257% of the employer contributions were used to assist in funding retiree benefit payments in 2022, and it is assumed that the 15.257% will increase or decrease at the same rate as expected benefit payments for the closed group with a cap of 20.000%. It is assumed the $800 rate will increase with inflation at 2.50% starting in 2027. Retiree benefit payments for University members are paid by the Universities and are not included in the cash flow projections. The discount rate determination will use a municipal bond rate to the extent the trust is projected to run out of money before all benefits are paid. Projected future benefit payments for all current plan members are projected through 2120.

G. Sensitivity of the Board's Proportionate Share of the Collective Net OPEB Liability to Changes in the Healthcare Cost Trend Rates and in the Discount Rates

The following table presents the Board's proportionate share of the collective net OPEB liability of the Trust calculated using the current healthcare trend rate, as well as what the collective Net OPEB liability would be if calculated using one percentage point lower or one percentage point higher than the current rate:

	1% Decrease (5.50% Decreasing to 3.50% for Pre-Medicare, Known Decreasing to 3.50% for Medicare Eligible)	Current Healthcare Trend Rate (6.50% Decreasing to 4.50% for Pre-Medicare, Known Decreasing to 4.50% for Medicare Eligible)	1% Increase (7.50% Decreasing to 5.50% for Pre-Medicare, Known Decreasing to 5.50% for Medicare Eligible)
Board's Proportionate Share of the Collective Net OPEB Liability	$4,424,666	$5,834,965	$7,564,564

The following table presents the Board's proportionate share of the collective Net OPEB liability of the Trust calculated using the discount rate of 7.00%, as well as what the collective net OPEB liability would be if calculated using one percentage point lower or one percentage point higher than the current rate:

	1% Decrease (6.00%)	Current Discount Rate (7.00%)	1% Increase (8.00%)
Board's Proportionate Share of the Collective Net OPEB Liability	$7,214,072	$5,834,965	$4,677,245

H. OPEB Plan Fiduciary Net Position

Detailed information about the OPEB plan's Fiduciary Net Position is in the Trust's financial statements for the fiscal year ended September 30, 2022. The supporting actuarial information is included in the GASB Statement Number 74 Report for PEEHIP prepared as of September 30, 2022. Additional financial and actuarial information is available at www.rsa-al.gov.

Note 8 – Construction and Other Significant Commitments

As of September 30, 2023, the Board was obligated under the following significant construction contracts:

	Contract Amount	Remaining Balance
Excel Classroom Roof	$ 674,800.00	$ 36,123.00
Intercom System	$ 598,696.41	$ 265,205.14
Monroe County High School Track	$1,362,500.00	$1,362,500.00
Monroe County High School Stadium Improvements	$ 926,624.00	$ 926,624.00
Window Replacements – Schneider	$5,088,649.00	$2,712,984.80

Note 9 – Long-Term Debt

On August 16, 2017, the Board issued $4,115,000 in Special Tax School Warrants, Series 2017-A, with interest rates of 2.000% to 3.125%. Simultaneously, the Board also issued $2,000,000 in Federal Tax Credit School Warrants, Series 2017-B, which bear no interest. Proceeds of these Warrants are to be used for school improvements. In the event of default of the terms and conditions of the warrant resolution, remedies are limited in the fact that these warrants are special or limited obligations of the Board and may be subject to (1) the provisions of the United States Bankruptcy Code and (2) the provisions of other laws hereafter enacted by the Congress of the United States or the State of Alabama legislature.

On August 1, 2023, the Board issued $5,240,000.00 in Special Tax School Warrants, Series 2023, with an interest rate of 4.000%. Proceeds of these Warrants are to be used for certain capital improvements and to pay cost of issuing the Series 2023 Warrants. In the event of default of the terms and conditions of the warrant resolution, remedies are limited in the fact that these warrants are special or limited obligations of the Board and may be subject to (1) the provisions of the United States Bankruptcy Code and (2) the provisions of other laws hereafter enacted by the Congress of the United States or the State of Alabama legislature.

The following is a summary of long-term obligations for the Board for the year ended September 30, 2023:

	Debt Outstanding 10/01/2022	Issued/ Increased	Repaid/ Decreased	Debt Outstanding 09/30/2023	Amounts Due Within One Year
Governmental Activities:					
Warrants Payable	$ 4,728,333.35	$ 5,240,000.00	$ (283,333.33)	$ 9,685,000.02	$308,333.33
Notes from Direct Borrowing	411,303.73		(133,945.70)	277,358.03	137,065.03
Net Pension Liability	25,376,000.00	16,179,000.00		41,555,000.00	
Net OPEB Liability	16,070,546.00		(10,235,581.00)	5,834,965.00	
Total Governmental Activities Long-Term Liabilities	$46,586,183.08	$21,419,000.00	$(10,652,860.03)	$57,352,323.05	$445,398.36

Payments on the 2023 Warrants and 2017 Warrants are pledged by the local sales tax. Payments on the 2017 Warrants were instead paid by the Board's Public School Fund allocation from the Alabama Department of Education. Payments on the notes from direct borrowing are paid from the Board's fleet renewal allocation received from the Alabama Department of Education.

The Board's outstanding note from direct borrowing, originally issued at $1,265,518.22, is secured with collateral of the title of ownership of the sixteen school buses purchased. The note from direct borrowing contains a provision that in an event of default, the bank may (1) declare outstanding amounts immediately due, (2) take possession of security equipment to sell for repayment of the lease, and (3) require payment by the Board for all legal fees and costs related to the default.

The following is a schedule of debt service requirements to maturity:

	Warrants Payable		Note from Direct Borrowing		Total Principal and Interest Requirements
Fiscal Year Ending	Principal	Interest	Principal	Interest	to Maturity
September 30, 2024	$ 308,333.33	$ 299,032.52	$137,065.03	$6,513.75	$ 750,944.63
2025	313,333.33	295,332.52	140,293.00	3,285.78	752,244.63
2026	313,333.33	291,332.52			604,665.85
2027	318,333.33	287,212.52			605,545.85
2028	323,333.33	282,693.76			606,027.09
2029-2033	1,693,333.37	1,334,645.06			3,027,978.43
2034-2038	1,925,000.00	1,110,183.84			3,035,183.84
2039-2043	2,300,000.00	731,668.80			3,031,668.80
2044-2047	2,190,000.00	229,737.52			2,419,737.52
Totals	$9,685,000.02	$4,861,839.06	$277,358.03	$9,799.53	$14,833,996.64

Pledged Revenues

The Board issued Special Tax School Warrants, Series 2017-A, Federal Tax Credit School Warrants, Series 2017-B, and Special Tax School Warrants, Series 2023 which are pledged to be repaid from its 1% sales tax. Future revenues in the amount of $14,546,839.03 are pledged to repay the principal and interest on the warrants at September 30, 2023. Funds in the amount of $473,389.00 were used to pay principal and interest on the debt during the 2023 fiscal year. This amount represents 16.74% of the pledged funds received by the Board during this fiscal year, although the Board used Public School funds to pay for the current year's principal and interest amounts. The Series 2017-A Warrants will mature in fiscal year 2037, the Series 2017-B Warrants will mature in fiscal year 2032, and the Series 2023 Warrants will mature in 2047.

Note 10 – Risk Management

The Board is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The Board has insurance for its buildings and contents through the State Insurance Fund (SIF) part of the State of Alabama, Department of Finance, Division of Risk Management, which operates as a common risk management and insurance program for state owned properties and county boards of education. The Board pays an annual premium based on the amount of coverage requested. The SIF is self-insured up to $3.5 million per occurrence and purchases commercial insurance for claims in excess of $3.5 million. Errors and omissions insurance is purchased from the Alabama Trust for Boards of Education (ATBE), a public entity risk pool. The ATBE collects the premiums and purchases excess insurance for any amount of coverage requested by pool participants in excess of the coverage provided by the pool. Employee health insurance is provided through the Public Education Employees' Health Insurance Fund (PEEHIF), administered by the Public Education Employees' Health Insurance Board (PEEHIB). The Fund was established to provide a uniform plan of health insurance for current and retired employees of state educational institutions and is self-sustaining. Monthly premiums for employee and dependent coverage are determined annually by the plan's actuary and are based on anticipated claims in the upcoming year, considering any remaining fund balance on hand available for claims. The Board contributes a specified amount monthly to the PEEHIF for each employee of state educational institutions. The Board's contribution is applied against the employees' premiums for the coverage selected and the employee pays any remaining premium.

Settled claims resulting from these risks have not exceeded the Board's coverage in any of the past three fiscal years.

Board employees who are injured while on the job are entitled to salary and fringe benefits of up to ninety working days in accordance with the ***Code of Alabama 1975***, Section 16-1-18.1(d). Any unreimbursed medical expenses and costs which the employee incurs as a result of an on-the-job injury may be filed for reimbursement with the State Board of Adjustment.

Note 11 – Interfund Transactions

Interfund Receivables and Payables

The interfund receivables and payables at September 30, 2023, were as follows:

	Interfund Payables	
	Special Revenue Fund	Totals
Interfund Receivables:		
General Fund	$5,282,436.69	$5,282,436.69
Totals	$5,282,436.69	$5,282,436.69

Interfund Transfers

The amounts of interfund transfers during the fiscal year ended September 30, 2023, were as follows:

	Transfers Out		
	General Fund	Special Revenue Fund	Totals
Transfers In:			
General Fund	$	$53,829.67	$ 53,829.67
Special Revenue Fund	700,842.00		700,842.00
Totals	$700,842.00	$53,829.67	$754,671.67

Note 12 – Subsequent Events

On March 7, 2024, the Board approved to award the bid for a lagoon at J. F. Shields School to the lowest bidder Creel Company for $572,425.00.

On March 7, 2024, the Board approved to award the bid for a field house at Excel School and J. U. Blacksher School to the lowest bidder Hammer, Inc. for $2,257,315.00.

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Required Supplementary Information

Schedule of the Employer's Proportionate Share of the Collective Net Pension Liability
For the Year Ended September 30, 2023
(Dollar amounts in thousands)

	2023	2022	2021	2020	2019	2018	2017	2016	2015
Employer's proportion of the collective net pension liability	0.267391%	0.269376%	0.267791%	0.256322%	0.268094%	0.271180%	0.272360%	0.276485%	0.276395%
Employer's proportionate share of the collective net pension liability	$ 41,555	$ 25,376	$ 33,125	$ 28,341	$ 26,655	$ 26,653	$ 29,486	$ 28,936	$ 25,109
Employer's covered payroll during the measurement period (*)	$ 19,020	$ 19,516	$ 18,968	$ 18,254	$ 17,856	$ 17,921	$ 17,345	$ 17,457	$ 17,531
Employer's proportionate share of the collective net pension liability as a percentage of its covered payroll	218.48%	130.03%	174.64%	155.26%	149.28%	148.72%	170.00%	165.76%	143.23%
Plan fiduciary net position as a percentage of the total collective pension liability	62.21%	76.44%	67.72%	69.85%	72.29%	71.50%	67.93%	67.51%	71.01%

(*) Employer's covered payroll during the measurement period is the total covered payroll. (See GASB Statement Number 82.)
For fiscal year 2023, the measurement period is October 1, 2021 through September 30, 2022.

This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

Schedule of the Employer's Contributions - Pension
For the Year Ended September 30, 2023
(Dollar amounts in thousands)

	2023	2022	2021	2020	2019	2018	2017	2016	2015
Contractually required contribution	$ 2,875	$ 2,303	$ 2,353	$ 2,309	$ 2,228	$ 2,152	$ 2,122	$ 2,048	$ 2,035
Contributions in relation to the contractually required contribution	$ 2,875	$ 2,303	$ 2,353	$ 2,309	$ 2,228	$ 2,152	$ 2,122	$ 2,048	$ 2,035
Contribution deficiency (excess)	$	$	$	$	$	$	$	$	$
Board's covered payroll	$ 21,922	$ 19,020	$ 19,516	$ 18,968	$ 18,254	$ 17,856	$ 17,921	$ 17,345	$ 17,457
Contributions as a percentage of covered payroll	13.11%	12.11%	12.06%	12.17%	12.21%	12.05%	11.84%	11.81%	11.66%

This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

Schedule of the Employer's Proportionate Share of the Collective Net Other Postemployment Benefits (OPEB) Liability
Alabama Retired Education Employees' Health Care Trust
For the Year Ended September 30, 2023
(Dollar amounts in thousands)

	2023	2022	2021	2020	2019	2018
Employer's proportion of the collective net OPEB liability	0.334872%	0.311034%	0.313408%	0.364932%	0.349324%	0.347341%
Employer's proportionate share of the collective net OPEB liability (asset)	$ 5,835	$ 16,071	$ 20,340	$ 13,768	$ 28,710	$ 25,799
Employer's covered-employee payroll during the measurement period (*)	$ 19,020	$ 19,516	$ 18,968	$ 18,254	$ 17,856	$ 17,921
Employer's proportionate share of the collective net OPEB liability (asset) as a percentage of its covered-employee payroll	30.68%	82.35%	107.23%	75.42%	160.79%	143.96%
Plan fiduciary net position as a percentage of the total collective OPEB liability	48.39%	27.11%	19.80%	28.14%	14.81%	15.37%

(*) Employer's covered-employee payroll during the measurement period is the total covered-employee payroll.
For fiscal year 2023, the measurement period is October 1, 2021 through September 30, 2022.

This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

Schedule of the Employer's Contributions - Other Postemployment Benefits (OPEB)
Alabama Retired Education Employees' Health Care Trust
For the Year Ended September 30, 2023
(Dollar amounts in thousands)

	2023	2022	2021	2020	2019	2018
Contractually required contribution	$ 466	$ 655	$ 538	$ 626	$ 1,023	$ 858
Contributions in relation to the contractually required contribution	$ 466	$ 655	$ 538	$ 626	$ 1,023	$ 858
Contribution deficiency (excess)	$	$	$	$	$	$
Employer's covered-employee payroll	$ 21,922	$ 19,020	$ 19,516	$ 18,968	$ 18,254	$ 17,856
Contributions as a percentage of covered-employee payroll	2.13%	3.44%	2.76%	3.30%	5.60%	4.81%

This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

Changes in Actuarial Assumptions

In 2021, rates of withdrawal, retirement, disability, and mortality were adjusted to reflect actual experience more closely. In 2021, economic assumptions and the assumed rates of salary increases were adjusted to reflect actual and anticipated experience more closely.

In 2019, the anticipated rates of participation, spouse coverage, and tobacco use were adjusted to reflect actual experience more closely.

Recent Plan Changes

Beginning in plan year 2021, the Medicare Advantage Plan with Prescription Drug Coverage (MAPD) plan premium rates exclude the Affordable Care Act (ACA) Health Insurer Fee which was repealed on December 20, 2019.

Effective January 1, 2017, Medicare eligible medical and prescription drug benefits are provided through the Medicare Advantage Plan with Prescription Drug Coverage (MAPD).

The Health Plan is changed each year to reflect the Affordable Care Act (ACA) maximum annual out-of-pocket amounts.

Method and Assumptions Used in Calculations of Actuarially Determined Contributions

The actuarially determined contribution rates in the Schedule of Employer's Contributions – Other Postemployment Benefits (OPEB) are calculated as of September 30, 2019, which is three years prior to the end of the fiscal year in which contributions are reported. The following actuarial methods and assumptions were used to determine the most recent contribution rate reported in that schedule:

Actuarial Cost Method	Entry Age Normal
Amortization Method	Level percent of pay
Remaining Amortization Period	22 years, closed
Asset Valuation Method	Market Value of Assets
Inflation	2.75%
Healthcare Cost Trend Rate:	
Pre-Medicare Eligible	6.75%
Medicare Eligible	(*)
Ultimate Trend Rate:	
Pre-Medicare Eligible	4.75%
Medicare Eligible	4.75%
Year of Ultimate Trend Rate	2027 for Pre-Medicare Eligible 2024 for Medicare Eligible
Optional Plans Trend Rate	2.00%
Investment Rate of Return	5.00%, including inflation

(*) Initial Medicare claims are set based on scheduled increases through plan year 2022.

Schedule of Revenues, Expenditures and Changes in Fund Balances
Budget and Actual - General Fund
For the Year Ended September 30, 2023

	Budgeted Amounts		Actual Amounts		Budget to GAAP	Actual Amounts
	Original	Final	Budgetary Basis		Differences	GAAP Basis
Revenues						
State	$ 23,281,488.19	$ 25,593,110.07	$ 25,833,028.79		$	$ 25,833,028.79
Federal			241,842.27			241,842.27
Local	7,111,804.00	6,102,716.86	6,816,402.93			6,816,402.93
Other	93,000.00	93,000.00	137,553.41			137,553.41
Total Revenues	30,486,292.19	31,788,826.93	33,028,827.40			33,028,827.40
Expenditures						
Current:						
Instruction	16,836,783.97	17,146,327.25	17,273,877.28	(1)	317,484.75	17,591,362.03
Instructional Support	5,198,143.45	5,546,025.63	5,760,458.56	(1)	(41,557.09)	5,718,901.47
Operation and Maintenance	2,563,458.45	3,081,665.25	3,248,022.69	(1)	(36,126.40)	3,211,896.29
Auxiliary Services:						
Student Transportation	2,471,643.70	2,362,358.30	2,476,782.04	(1)	(5,180.58)	2,471,601.46
General Administrative and Central Support	1,244,468.75	1,312,026.75	1,449,149.90	(1)	(56,708.35)	1,392,441.55
Other	641,513.00	644,509.00	824,903.03	(1)	9,888.17	834,791.20
Capital Outlay	131,000.00	619,058.00	561,555.68			561,555.68
Total Expenditures	29,087,011.32	30,711,970.18	31,594,749.18		187,800.50	31,782,549.68
Excess (Deficiency) of Revenues Over Expenditures	1,399,280.87	1,076,856.75	1,434,078.22		(187,800.50)	1,246,277.72
Other Financing Sources (Uses)						
Indirect Cost	1,003,091.20	1,002,805.93	159,933.79			159,933.79
Transfers In	23,950.00	22,350.00	53,829.67			53,829.67
Other Financing Sources			4,810.00			4,810.00
Transfers Out	(644,842.00)	(644,842.00)	(700,842.00)			(700,842.00)
Total Other Financing Sources (Uses)	382,199.20	380,313.93	(482,268.54)			(482,268.54)
Net Change in Fund Balances	1,781,480.07	1,457,170.68	951,809.68		(187,800.50)	764,009.18
Fund Balances - Beginning of Year	7,823,324.22	8,733,332.00	9,181,269.01	(2)	(3,032,334.88)	6,148,934.13
Fund Balances - End of Year	$ 9,604,804.29	$ 10,190,502.68	$ 10,133,078.69		$ (3,220,135.38)	$ 6,912,943.31

Schedule of Revenues, Expenditures and Changes in Fund Balances
Budget and Actual - General Fund
For the Year Ended September 30, 2023

Explanation of Differences Between Actual Amounts on Budgetary Basis and Actual Amounts GAAP Basis:

The Board budgets on the modified accrual basis of accounting with the following exception:

(1) The Board budgets for salaries only to the extent expected to be paid, rather than on the modified accrual basis (GAAP).	$ (187,800.50)
Net Change in Fund Balance - Budget to GAAP	$ (187,800.50)

(2) The amount reported as "fund balance" on the budgetary basis of accounting derives from the basis of accounting used in preparing the Board's budget. This amount differs from the fund balance reported in the Statement of Revenues, Expenditures and Changes in Fund Balances because of the cumulative effect of transactions such as those described above.

Schedule of Revenues, Expenditures and Changes in Fund Balances
Budget and Actual - Special Revenue Fund
For the Year Ended September 30, 2023

	Budgeted Amounts		Actual Amounts		Budget to GAAP	Actual Amounts
	Original	Final	Budgetary Basis		Differences	GAAP Basis
Revenues						
Federal	$ 17,026,498.87	$ 17,597,840.08	$ 11,414,950.43		$	$ 11,414,950.43
Local	1,617,107.63	1,556,006.13	1,859,104.22			1,859,104.22
Other	29,400.00	37,269.40	39,612.62			39,612.62
Total Revenues	18,673,006.50	19,191,115.61	13,313,667.27			13,313,667.27
Expenditures						
Current:						
Instruction	8,442,120.04	5,828,166.02	4,577,207.87			4,577,207.87
Instructional Support	2,035,117.40	2,454,978.98	1,745,457.98			1,745,457.98
Operation and Maintenance	142,760.18	156,260.18	699,148.27			699,148.27
Auxiliary Services:						
Student Transportation	93,392.30	106,992.30	128,469.09			128,469.09
Food Service	2,412,459.93	2,455,833.75	2,772,180.65	(1)	(3,735.79)	2,768,444.86
General Administrative and Central Support	1,024,493.57	246,931.01	255,766.57			255,766.57
Other	735,565.78	2,682,783.87	1,330,753.81			1,330,753.81
Capital Outlay	4,545,197.71	5,616,043.43	2,446,998.95			2,446,998.95
Total Expenditures	19,431,106.91	19,547,989.54	13,955,983.19		(3,735.79)	13,952,247.40
Excess (Deficiency) of Revenues Over Expenditures	(758,100.41)	(356,873.93)	(642,315.92)		3,735.79	(638,580.13)
Other Financing Sources (Uses)						
Transfers In	676,542.00	644,842.00	700,842.00			700,842.00
Transfers Out	(55,650.00)	(22,350.00)	(53,829.67)			(53,829.67)
Total Other Financing Sources (Uses)	620,892.00	622,492.00	647,012.33			647,012.33
Net Changes in Fund Balances	(137,208.41)	265,618.07	4,696.41		3,735.79	8,432.20
Fund Balances - Beginning of Year	1,145,800.55	1,744,541.41	1,978,350.38	(2)	(112,784.56)	1,865,565.82
Fund Balances - End of Year	$ 1,008,592.14	$ 2,010,159.48	$ 1,983,046.79		$ (109,048.77)	$ 1,873,998.02

Schedule of Revenues, Expenditures and Changes in Fund Balances
Budget and Actual - Special Revenue Fund
For the Year Ended September 30, 2023

Explanation of Differences Between Actual Amounts on Budgetary Basis and Actual Amounts GAAP Basis:

Except for the following, the Board budgets on the modified accrual basis of accounting:

(1) The Board budgets for salaries and benefits only to the extent expected to be paid, rather than on the modified accrual basis (GAAP).	$	3,735.79
Net Change in Fund Balance - Budget to GAAP	$	3,735.79

(2) The amount reported as "fund balance" on the budgetary basis of accounting derives from the basis of accounting used in preparing the Board's budget. This amount differs from the fund balance reported in the Statement of Revenues, Expenditures and Changes in Fund Balances because of the cumulative effect of transactions such as those described above.

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Supplementary Information

Schedule of Expenditures of Federal Awards
For the Year Ended September 30, 2023

Federal Grantor/ Pass-Through Grantor/ Program Title	Federal Assistance Listing Number	Pass-Through Grantor's Number	Total Federal Expenditures
U. S. Department of Education			
Direct Program			
Indian Education - Grants to Local Educational Agencies	84.060	N.A.	$ 42,000.00
U. S. Department of Education			
Passed Through Alabama Department of Education			
Special Education Cluster:			
Special Education - Grants to States	84.027	N.A.	743,822.15
COVID-19 Special Education - Grants to States	84.027X	N.A.	55,789.89
Special Education - Preschool Grants	84.173	N.A.	26,500.00
COVID-19 Special Education - Preschool Grants	84.173X	N.A.	9,357.15
Sub-Total Special Education Cluster			835,469.19
Title I Grants to Local Educational Agencies	84.010	N.A.	1,637,673.31
Career and Technical Education - Basic Grants to States	84.048	N.A.	74,448.00
Rehabilitation Services - Vocational Rehabilitation Grants to States	84.126	N.A.	55,028.54
Education for Homeless Children and Youth	84.196	N.A.	12,500.00
Rural Education	84.358	N.A.	79,248.90
Supporting Effective Instruction State Grants	84.367	N.A.	209,020.46
Student Support and Academic Enrichment Program	84.424	N.A.	76,800.45
COVID-19 Education Stabilization Fund:			
COVID-19 Elementary and Secondary School Emergency Relief (ESSER) Fund	84.425D	N.A.	3,038,481.41
COVID-19 American Rescue Plan - Elementary and Secondary School Emergency Relief (ARP ESSER) Fund	84.425U	N.A.	3,180,074.28
Sub-Total COVID-19 Education Stabilization Fund			6,218,555.69
Total U. S. Department of Education			9,240,744.54
U. S. Department of Agriculture			
Passed Through Alabama Department of Education			
Child Nutrition Cluster:			
National School Lunch Program:			
Cash Assistance	10.555	N.A.	1,425,211.73
Non-Cash Assistance (Commodities)	10.555	N.A.	174,801.90
COVID-19 Cash Assistance	10.555	N.A.	95,279.88
Sub-Total National School Lunch Program			1,695,293.51
School Breakfast Program - Cash Assistance	10.553	N.A.	689,563.08
Summer Food Service Program for Children	10.559	N.A.	30,371.57
Sub-Total Child Nutrition Cluster			2,415,228.16
Total U. S. Department of Agriculture			2,415,228.16
Sub-Total Forward			$ 11,655,972.70

Schedule of Expenditures of Federal Awards
For the Year Ended September 30, 2023

Federal Grantor/ Pass-Through Grantor/ Program Title	Federal Assistance Listing Number	Pass-Through Grantor's Number	Total Federal Expenditures
Sub-Total Brought Forward			$ 11,655,972.70
Social Security Administration			
Passed Through Alabama Department of Education			
Social Security - Disability Insurance	96.001	N.A.	820.00
Total Expenditures of Federal Awards			$ 11,656,792.70

N.A. = Not Available or Not Applicable

The accompanying Notes to the Schedule of Expenditures of Federal Awards are an integral part of this schedule.

Notes to the Schedule of Expenditures of Federal Awards

For the Year Ended September 30, 2023

Note 1 – Basis of Presentation

The accompanying Schedule of Expenditures of Federal Awards (the "Schedule") includes the federal award activity of the Monroe County Board of Education under programs of the federal government for the year ended September 30, 2023. The information in this Schedule is presented in accordance with the requirements of Title 2 U. S. ***Code of Federal Regulations*** Part 200, ***Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*** *(Uniform Guidance)*. Because the Schedule presents only a selected portion of the operations of the Monroe County Board of Education, it is not intended to and does not present the financial position or changes in net position of the Monroe County Board of Education.

Note 2 – Summary of Significant Accounting Policies

Expenditures reported on the Schedule are reported on the modified accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the *Uniform Guidance* wherein certain types of expenditures are not allowable or are limited as to reimbursement.

Note 3 – Indirect Cost Rate

The Monroe County Board of Education has not elected to use the 10-percent de minimis indirect cost rate as allowed in the *Uniform Guidance*.

Additional Information

Board Members and Administrative Personnel

October 1, 2022 through September 30, 2023

Board Members		**Term Expires**
Hon. Tony K. Powell	Chairman	2024
Hon. Barbara Turner	Vice-Chairman	2028
Hon. Martha Jordan	Member	2026
Hon. Sabrina Kidd	Member	2028
Hon. Kenneth Smith	Member	2024
Administrative Personnel		
Gregory L. Shehan	Superintendent	2025
Lizzie Ingram	Chief School Financial Officer	03/10/2023
Rachael Fillmore	Chief School Financial Officer	06/30/2026

Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With Government Auditing Standards

Independent Auditor's Report

Members of the Monroe County Board of Education,
Superintendent and Chief School Financial Officer
Monroeville, Alabama

We have audited in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in ***Government Auditing Standards*** issued by the Comptroller General of the United States (***Government Auditing Standards***), the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information of the Monroe County Board of Education, as of and for the year ended September 30, 2023, and the related notes to the financial statements, which collectively comprise the Monroe County Board of Education's basic financial statements, and have issued our report thereon dated June 6, 2024.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the Monroe County Board of Education's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Monroe County Board of Education's internal control. Accordingly, we do not express an opinion on the effectiveness of the Monroe County Board of Education's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses or significant deficiencies may exist that have not been identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We identified certain deficiencies in internal control, described in the accompanying Schedule of Findings and Questioned Costs as Findings 2023-004, 2023-005 and 2023-006 that we consider to be significant deficiencies.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Monroe County Board of Education's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under ***Government Auditing Standards***. However, we noted certain matters that we have reported to the management of the Monroe County Board of Education in the Schedule of State and Local Compliance and Other Findings.

Monroe County Board of Education's Response to the Findings

Government Auditing Standards requires the auditor to perform limited procedures on the Monroe County Board of Education's response to the findings identified in our audit and described in the accompanying Schedule of Findings and Questioned Costs. The Monroe County Board of Education's response to the findings identified in our audit are described in the accompanying Auditee Response/Corrective Action Plan. The Monroe County Board of Education's response was not subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance With Government Auditing Standards

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with ***Government Auditing Standards*** in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Rachel Laurie Riddle
Chief Examiner
Department of Examiners of Public Accounts

Montgomery, Alabama

June 6, 2024

Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance Required by the Uniform Guidance

Independent Auditor's Report

Members of the Monroe County Board of Education,
Superintendent and Chief School Financial Officer
Monroeville, Alabama

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited the Monroe County Board of Education's compliance with the types of compliance requirements identified as subject to audit in the ***OMB Compliance Supplement*** that could have a direct and material effect on each of the Monroe County Board of Education's major federal programs for the year ended September 30, 2023. The Monroe County Board of Education's major federal programs are identified in the Summary of Examiner's Results Section of the accompanying Schedule of Findings and Questioned Costs.

In our opinion, the Monroe County Board of Education complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended September 30, 2023.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in ***Government Auditing Standards*** issued by the Comptroller General of the United States (***Government Auditing Standards***); and the audit requirements of Title 2 U. S. ***Code of Federal Regulations*** Part 200, ***Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*** (*Uniform Guidance*). Our responsibilities under those standards and the *Uniform Guidance* are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of the Monroe County Board of Education and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the Monroe County Board of Education's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules and provisions of contracts or grant agreements applicable to the Monroe County Board of Education's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the Monroe County Board of Education's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, ***Government Auditing Standards***, and the *Uniform Guidance* will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material, if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the Monroe County Board of Education's compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with GAAS, ***Government Auditing Standards***, and the *Uniform Guidance*, we

- exercise professional judgment and maintain professional skepticism throughout the audit.

- identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the Monroe County Board of Education's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.

- obtain an understanding of the Monroe County Board of Education's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the *Uniform Guidance*, but not for the purpose of expressing an opinion on the effectiveness of the Monroe County Board of Education's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Other Matters

The results of our auditing procedures disclosed instances of noncompliance, which are required to be reported in accordance with the Uniform Guidance and which are described in the accompanying Schedule of Findings and Questioned Costs as Findings 2023-007 and 2023-008. Our opinion on each major federal program is not modified with respect to these matters.

Government Auditing Standards requires the auditor to perform limited procedures on Monroe County Board of Education's response to the noncompliance findings identified in our compliance audit described in the accompanying Schedule of Findings and Questioned Costs. The Monroe County Board of Education's response to the noncompliance findings identified in our audit is described in the accompanying Auditee Response/Corrective Action Plan. The Monroe County Board of Education's response was not subjected to the other auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on the response.

Report on Internal Control Over Compliance

Our consideration of internal control over compliance was for the limited purpose described in the Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance and therefore, material weaknesses or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, as discussed below, we did identify certain deficiencies in internal control over compliance that we consider to be significant deficiencies.

A *deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance. We consider the deficiencies in internal control over compliance described in the accompanying Schedule of Findings and Questioned Costs as Findings 2023-007 and 2023-008, to be significant deficiencies.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

Government Auditing Standards requires the auditor to perform limited procedures on Monroe County Board of Education's response to the internal control over compliance findings identified in our compliance audit described in the accompanying Schedule of Findings and Questioned Costs. The Monroe County Board of Education's response to the internal control over compliance findings identified in our audit is described in the accompanying Auditee Response/Corrective Action Plan. The Monroe County Board of Education's response was not subjected to the other auditing procedures applied in the audit of compliance and, accordingly, we express no opinion on the response.

Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance Required by the Uniform Guidance

The purpose of this report on internal control over compliance is solely to describe the scope of our testing on internal control over compliance and the results of that testing based on the requirements of the *Uniform Guidance*. Accordingly, this report is not suitable for any other purpose.

Rachel Laurie Riddle
Chief Examiner
Department of Examiners of Public Accounts

Montgomery, Alabama

June 6, 2024

Section I – Summary of Examiner's Results

Financial Statements

Type of report the auditor issued on whether the audited financial statements were prepared in accordance with GAAP:	Unmodified	
Internal control over financial reporting:		
Material weakness(es) identified?	_____ Yes	__X__ No
Significant deficiency(ies) identified?	__X__ Yes	_____ None reported
Noncompliance material to financial statements noted?	_____ Yes	__X__ No

Federal Awards

Internal control over major federal programs:		
Material weakness(es) identified?	_____ Yes	__X__ No
Significant deficiency(ies) identified?	__X__ Yes	_____ None reported
Type of auditor's report issued on compliance for major federal programs:	Unmodified	
Any audit findings disclosed that are required to be reported in accordance with 2 CFR 200.516(a) of the *Uniform Guidance*?	__X__ Yes	_____ No

Identification of major federal programs:

Assistance Listing Numbers	Name of Federal Programs or Clusters
84.425	COVID-19 Education Stabilization Fund
84.027 and 84.173	Special Education Cluster
10.553, 10.555 and 10.559	Child Nutrition Cluster

Dollar threshold used to distinguish between Type A and Type B programs:	$750,000.00	
Auditee qualified as low-risk auditee?	_____ Yes	__X__ No

Section II – Financial Statement Findings (GAGAS)

Reference Number: 2023-004
Type of Finding: Internal Control
Internal Control Impact: Significant Deficiency
Compliance Impact: None

The Board did not properly reconcile bank account balances to cash each month.

Finding

The ***Code of Alabama 1975***, Section 16-13A-1, requires a local board of education to ensure the sound fiscal management of board finances and, upon recommendation of the local superintendent, adopt fiscal management policies which comply with generally accepted accounting principles, including, but not limited to, policies related to the regular reconciliation of bank statements. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual requires all Board and school accounts to be reconciled to the financial records. Bank reconciliations prepared by the Board for September 30, 2023, contained numerous other reconciling items. The majority of the other reconciling items were transfers between accounts that were not recorded properly on the Board's general ledger. Procedures were not in place to ensure transactions were properly recorded in the general ledger and bank accounts were accurately reconciled to the general ledger each month. As a result, bank account reconciliations were not accurately prepared each month and errors could occur that were not detected and corrected. This finding was previously reported as Finding 2022-004.

Recommendation

The Board should ensure the bank accounts are properly reconciled to the general ledger cash balances each month.

Views of Responsible Officials of the Auditee

We agree with this finding and the intended corrective action plan is included in the Corrective Action Plan.

Section II – Financial Statement Findings (GAGAS)

Reference Number: 2023-005
Type of Finding: Internal Control
Internal Control Impact: Significant Deficiency
Compliance Impact: None

The Board did not maintain adequate records to substantiate salaries paid to employees.

Finding

The ***Code of Alabama 1975***, Section 16-9-32, gives the county superintendent of education the authority to prepare monthly payrolls. The Monroe County Board of Education's (the "Board") policy regarding employee compensation states that "Board employees will be compensated at rates of pay that are approved by the Board." When testing salaries paid to employees, numerous attempts were made to confirm the salary for an employee who was no longer employed at the Board. Documentation was requested from multiple Board employees to determine if the former employee was paid the correct salary based upon an approved salary schedule. However, accurate documentation to support the salary paid was not provided. The documentation was finally obtained from the Board after the former employee was able to produce it. The Board did not have internal controls in place to ensure adequate records were maintained to document salaries paid to all employees. As a result of the Board's failure to initially provide accurate documentation, it appeared a former employee was paid an incorrect salary when documentation finally produced showed otherwise.

Recommendation

The Board should implement internal controls to ensure adequate records are maintained to document salaries paid to all employees.

Views of Responsible Officials of the Auditee

We agree that internal controls were not in place to ensure adequate records were maintained to document salaries paid to all employees. The intended corrective action plan is included in the Corrective Action Plan.

Section II – Financial Statement Findings (GAGAS)

Reference Number: 2023-006
Type of Finding: Internal Control
Internal Control Impact: Significant Deficiency
Compliance Impact: None

The Board did not compensate an employee in accordance with their contract.

Finding

The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "All compensation must be approved by the Board, regardless of the sources of funding." and "No employee is entitled to compensation except for work performed by the employee in accordance with an approved contract or applicable terms of appointment." An employee was compensated based on a 240-day contract when the employee's contract states "The annual salary shall be paid in twelve monthly installments". Controls were not in place to ensure personnel were compensated in accordance with their contracts. As a result, the employee was paid more than the annual salary in their contract due to the Board calculating based on days worked instead of paying 12 monthly installments as stated in the contract.

Recommendation

The Board should implement controls over payroll to ensure all compensation is paid in accordance with employee contracts.

Views of Responsible Officials of the Auditee

We disagree that the employee was paid more than the annual salary in their contract due to the Board calculating based on days worked instead of paying 12 monthly installments as stated in the contract. The total amount paid to the employee is less than the annual salary in the contract. The board attorney examined the contract for the employee and Board Policy 3.10 Employee Compensation. His conclusion is that the employee was appropriately paid. The employee is a 12 month employee. According to the Monroe County Board of Education contract and leave schedule and work schedule, 12 month employees work 240 days. An employee whose contract runs for an entire academic year i.e. 12 months does not have an issue regarding monthly or daily salary. This employee was not hired under those circumstances. Monroe County Board of Education Policy 3.10.3 requires the Board to prorate compensation to reflect the number of days "actually worked." It also says that personnel should be paid in customary payroll procedures. Since the customary payroll procedures of the Board of Education are that compensation is prorated to reflect the actual number of days worked this employee should have been paid based on the days worked. The employee is required by the contract to abide by the rules, regulations, and policies promulgated by the Board in both Section 2 and Section 4. Section 8 also says that the employee shall receive all benefits the Board grants to classified employees. The Monroe County Board of Education has a long history of paying the other Board employees when this issue arises, on a per diem basis it would therefore be a violation of the contract and/or discrimination against this employee if they were not paid as the Board pays others.

Auditor's Response

We appreciate the Board's response. Our audit position remains that the Board should compensate employees in accordance with the terms of their contract.

Section III – Federal Awards Findings and Questioned Costs

Reference Number:	2023-007
Compliance Requirement:	Allowable Cost/Cost Principles
Type of Finding:	Internal Control and Compliance
Internal Control Impact:	Significant Deficiency
Compliance Impact:	Nonmaterial Noncompliance
AL Number and Title:	10.553, 10.555, 10.559 – Child Nutrition Cluster
Federal Awarding Agency:	U. S. Department of Agriculture
Federal Award Number:	None
Pass-through Entity:	Alabama Department of Education
Pass-through Award Number:	None
Questioned Costs:	None

The Board improperly compensated employees using Child Nutrition Cluster funds.

Finding

Title 2 U. S. ***Code of Federal Regulations***, Part 200, ***Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards*** (*Uniform Guidance*), 2 CFR 200.430(a)(2) outlines the requirements of allowable compensation, and states that the compensation should follow an appointment made in accordance with the non-Federal entity's written policies. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "Except as established and governed by the terms of a special employment contract, Board employees will be compensated at rates of pay that are approved by the Board" and "When required, such salary or compensation rates will be included in a schedule to be developed and adopted by the Board in accordance with state law". When reviewing the Child Nutrition Cluster, sixty expenditures were randomly selected for testing. Five of the sixty expenditures tested included errors related to the calculation of leave and errors in payments of approved salaries. Controls were not in place to ensure personnel were properly compensated in accordance with approved rates of pay and approved salary schedules. As a result, the Monroe County Board of Education (the "Board") did not calculate salaries paid to employees in accordance with the Board's policies, which resulted in the Board incorrectly compensating employees.

Recommendation

The Monroe County Board of Education should implement controls to ensure all compensation is calculated correctly and in accordance with Board policies.

Views of Responsible Officials of the Auditee

We agree with this finding and the intended corrective action plan is listed in the Corrective Action Plan.

Section III – Federal Awards Findings and Questioned Costs

Reference Number:	2023-008
Compliance Requirement:	Allowable Cost/Cost Principles
Type of Finding:	Internal Control and Compliance
Internal Control Impact:	Significant Deficiency
Compliance Impact:	Nonmaterial Noncompliance
AL Number and Title:	84.027, 84.173 – Special Education Cluster
Federal Awarding Agency:	U. S. Department of Education
Federal Award Number:	None
Pass-through Entity:	Alabama Department of Education
Pass-through Award Number:	None
Questioned Costs:	None

The Board improperly compensated employees using Special Education Cluster funds.

Finding

Title 2 U. S. ***Code of Federal Regulations***, Part 200, ***Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards*** (*Uniform Guidance),* 2 CFR 200.430(a)(2) outlines the requirements of allowable compensation, and states that the compensation should follow an appointment made in accordance with the non-Federal entity's written policies. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "Except as established and governed by the terms of a special employment contract, Board employees will be compensated at rates of pay that are approved by the Board" and "When required, such salary or compensation rates will be included in a schedule to be developed and adopted by the Board in accordance with state law". When reviewing the Special Education Cluster, sixty expenditures were randomly selected for testing. Five of the sixty expenditures tested included errors related to the calculation and proration of salaries paid to employees. Controls were not in place to ensure personnel were properly compensated in accordance with approved rates of pay and approved salary schedules. As a result, the Monroe County Board of Education (the "Board") did not calculate salaries paid to employees in accordance with the Board's policies, which resulted in the Board incorrectly compensating employees.

Recommendation

The Monroe County Board of Education should implement controls to ensure all compensation is calculated correctly and in accordance with Board policies.

Views of Responsible Officials of the Auditee

We agree with this finding and the intended corrective action plan is listed in the Corrective Action Plan.

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Summary Schedule of Prior Audit Findings

Monroe County Board of Education

109 Rosenwald Drive • Monroeville, Alabama 36460-1915
Telephone 251-743-2150 • Fax 251-575-9353
Website www.monroe.k12.al.us

Gregory L. Shehan
Superintendent

Summary Schedule of Prior Audit Findings

For the Year Ended September 30, 2023

As required by the *Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards*, 2 CFR 200.511, the Monroe County Board of Education has prepared and hereby submits the following Summary Schedule of Prior Audit Findings as of September 30, 2023.

Finding Ref. No.	Status of Prior Audit Finding
2022-003	The ***Code of Alabama 1975***, Section 16-13A-1, requires a local board of education to ensure the sound fiscal management of board finances and, upon recommendation of the local superintendent, adopt fiscal management policies which comply with generally accepted accounting principles, including, but not limited to, policies related to the deposit of incoming funds. The ***Code of Alabama 1975***, Section 16-13A-6(d), requires all financial documents to be public documents open to inspection and accessible to the public. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "The Chief School Financial Officer will maintain financial records that account for the receipt, obligation, and expenditure of each federal program fund." The Board received checks from the State Department of Education to reimburse federal grant expenditures, but receipts for all federal grants were not maintained and on file for inspection. Internal controls were not in place to ensure receipts for federal grants were properly accounted for and maintained. As a result, there is a potential for material misstatements of the financial statements and for fraudulent activity involving federal funds. Response: All incoming payments are receipted and copied by the central office secretary. They are then brought to the CSFO for any necessary documentation or coding. The receipt/revenue transaction is posted to the general ledger by the system bookkeeper or CSFO when necessary and the deposit to the bank is made by the CSFO.
2022-004	The Code of Alabama 1975, Section 16-13A-1, requires a local board of education to ensure the sound fiscal management of board finances and, upon recommendation of the local superintendent, adopt fiscal management policies which comply with generally accepted accounting principles, including, but not limited to, policies related to regular reconciliation of bank statements. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual requires all Board and schools accounts to be reconciled to the financial records. The following problems were noted with the September 2022 bank account reconciliations:

Tony Powell
426 Powell Road
Uriah, AL 36480

BarbaraTurner
251 Blue Ridge Drive
Monroeville, AL 36460

Martha Jordan
1204 Fred Jordan Road
Monroeville, AL 36460

Kenneth V. Smith
139 Pike Street
Monroeville, AL 36460

Sabrina Kidd
285 Tower Road
Monroeville, AL 36460

- The General bank account was not properly reconciled to cash recorded in the general ledger, with the bank reconciliation reflecting $72,478.19 more than the cash recorded in the general ledger.
- The Federal Funds bank account was not properly reconciled to cash recorded in the general ledger, with the bank reconciliation reflecting $72,337.43 less than the cash recorded in the general ledger.
- The Child Nutrition Program bank account was not properly reconciled to cash recorded in the general ledger, with the bank reconciliation reflecting $137.77 less than the cash recorded in the general ledger.
- The Capital Improvement Funds bank account was not properly reconciled to cash recorded in the general ledger, with the bank reconciliation reflecting $2,252.00 more than the cash recorded in the general ledger.

Procedures were not in place to ensure transactions were properly recorded in the general ledger and bank accounts were accurately reconciled to the general ledger each month. As a result, the amounts reflected as cash on the general ledger were not substantiated by the cash in each bank account and errors occurred that were not detected and corrected.

Response:
The Board contracted with Criterion Consulting to assist in the reconciliation of all bank accounts due to the absence of a CSFO from Jan 2023 – May 2023. The Board also voted at the June 8, 2023 meeting to combine some of the checking accounts. Criterion is still assisting in bringing the bank reconciliations current. The plan to combine the bank accounts is still in process and will be completed before the end of the current fiscal year.

2022-005 The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "All compensation must be approved by the Board, regardless of the sources of funding."; "No employee is entitled to compensation except for work performed by the employee in accordance with an approved contract or applicable terms of appointment."; and "Compensation may be withheld pending the employee's timely, accurate, and complete submission of all required records, data, and reports." Approved contracts with the Alabama State Department of Education for the administration of the Securing Alabama's Facilities of Education (SAFE) Council provided for the Board to "retain and make accessible for audit original and supporting documents that substantiate direct costs charged to this program for five years after final claim…". The following problems were noted in the compensation of Board personnel:

- Employees were compensated in the fulfillment of Alabama State Department of Education SAFE Council contracts. Documentation was not on file at the Board to substantiate those direct costs. These costs totaled $203,088.00
- An employee was compensated by funding received for the School Safety Security and Climate Program without an approved contract. Documentation was not on file at the Board to support the work performed by the employee. These costs totaled $39,999.96.

Controls were not in place to ensure personnel were properly compensated, contracts were properly approved, and appropriate records to support work performed were obtained and on file. As a result, the Board expended $243,087.96 for personnel compensation that was not approved and/or substantiated by appropriate records.

Response:
All contracts must be board approved and signed by the Superintendent. Human Resources is responsible for maintaining copies of all contracts. The contract template has been reviewed by the board attorney for necessary requirements. The compensation amount must be clearly stated when the contract is board approved. All time sheets must be signed by the appropriate supervisor or superintendent before being processed by payroll. The board action is shared with the payroll department after each board meeting to ensure compensation is correct. The payroll department has also been advised/trained that no employee compensation may be added or changed without documentation of board approval.

2022-006 Generally accepted accounting principles require the financial statements to be prepared using the economic resources measurement focus and accrual basis of accounting. This means that revenues are recorded when earned regardless of the timing of related cash flows. The Board failed to record revenues and expenditures in the capital projects fund for the Series 2020-A Bond proceeds issued by the Public School and College Authority on the Board's behalf. These proceeds are not held by the Board and should be recognized as revenues when they are expended on the Board's behalf, and therefore earned. The Board did not have internal controls in place to ensure revenues and expenditures were properly recorded when earned for bond proceeds issued on behalf of the Board. As a result, revenue and expenditure balances were materially misstated. However, once this matter was brought to the Board's attention, the Board made the appropriate adjustments to correct the misstatements on the financial statements.

Response:
All communication with architects and the Public School and College Authority is documented by the CSFO. All entries for these funds will be recorded and included properly in the financial statements.

2022-007 Title 2 U.S. ***Code of Federal Regulations***, Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards (*Uniform Guidance*), 2 CFR 200.430(a)(2) outlines the requirements of allowable compensation specifically that the compensation follows an appointment made in accordance with the non-Federal entity's written policies. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "All compensation must be approved by the Board, regardless of the sources of funding."; "No employee is entitled to compensation except for work performed by the employee in accordance with an approved contract or applicable terms of appointment."; and "Compensation may be withheld pending the employee's timely, accurate, and complete submission of all required records, data, and reports." When reviewing the Education Stabilization Fund, 60 expenditures were randomly selected for testing, in addition to two judgmentally selected expenditures. During the test of expenditures, the following issues were noted:

- Twenty-five payments totaling $24,087.50 were made to personnel for after school tutoring services without proper Board approval. The Board did not provide contracts or other documentation of Board approval for personnel that received compensation for providing after school tutoring. Furthermore, the Board did not approve a specified rate of pay for these services.

- Five payments were made to independent contractors for which compensation did not agree with daily rates of pay specified in the independent contractor agreements.
- An administrative stipend of $1,230 was paid to an employee for serving as the Homeless Liaison Coordinator. Review of the Board minutes indicated that the Board did not approve the payment of the administrative stipend to the employee. A retroactive contract dated November 10, 2021, for Homeless Liaison Coordinator was located in the employee's personnel file, but it was not signed by the Superintendent. Additionally, the contract stated work was to be performed outside of the employee's normal work hours and time worked must be reflected on a sign-in sheet. No documentation was provided to substantiate the hours worked for the expenditure tested.
- Two payments were made to independent contractors for nursing services. Independent contractor agreements were on file for each nurse; however, the Board did not approve the independent contractor agreements in a Board meeting. Per the agreements, the independent contractors agreed to provide adequate documentation of work performed and times worked. The Board did not provide any documentation to work performed or hours worked for one of the independent contractors. Total compensation paid to these two independent contractors for nursing services totaled $159,147.84.
- A payment of $1,265.40 was made for temporary housing of homeless students. The Board did not provide any documentation that students were identified as homeless students or eligible to receive benefits under the Homeless Children and Youth grant.

Controls were not in place to ensure personnel were properly compensated, contracts were properly approved, and appropriate records to support work performed were maintained. Additionally, payments were made for unallowable activities from the federal program. As a result, the Monroe County Board of Education expended $194,009.26 for personnel compensation and contract services that were not approved and/or substantiated by appropriate records and $1,256.40 for unallowable activities from the federal program.

Response:

- The rate of pay for after school tutoring programs has been added to the Board approved salary schedule. The list of employees that will be compensated for after school tutoring is also Board approved. Time sheets are documented and approved by the site supervisor/superintendent. The Board action is shared with the payroll department after each board meeting to ensure compensation is correct. The payroll department has been trained/advised that no compensation for after school tutoring can be made without Board approval and a signed/approved time sheet.
- All contracts are Board approved and signed by the Superintendent. Human Resources is responsible for maintaining copies of all contracts. The contract template has been reviewed by the board attorney for necessary requirements. The compensation amount must be clearly stated when the contract is board approved. Accounts Payable has been trained/advised that no compensation can be made to an independent contractor without Board approval and signed contract with specified rate of pay and documentation of services rendered.

- All current supplements have been added to the Board approved salary schedule. The FY24 Salary Schedule was approved at the September 12, 2023 meeting. The list of personnel receiving supplements must be Board approved. The Board action is shared with the payroll department after each board meeting to ensure compensation is correct. The payroll department has been trained/advised that no compensation for supplements can be made without Board approval and a signed/approved time sheet documenting that the required work/duties has been performed.
- All independent contractor contracts must be board approved and signed by the Superintendent. Human Resources is responsible for maintaining copies of all contracts. The contract template has been reviewed by the board attorney for necessary requirements. The compensation amount must be clearly stated when the contract is board approved. Accounts Payable has been trained/advised that no compensation can be made to an independent contractor without Board approval and signed contract with specified rate of pay and documentation of services rendered.
- Documentation must be provided that students were identified as homeless students or eligible to receive benefits under the Homeless Children and Youth grant before any payments can be made. Accounts Payable has been advised/trained that this documentation must be on file and confirmed before any payment is made. The Federal Programs Director is currently serving as the Homeless Liaison Coordinator and is responsible for this documentation.

2022-008 Title 2 U.S. Code of Federal Regulations, Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards (*Uniform Guidance*), 2 CFR 200.303, requires non-Federal entities receiving Federal awards (i.e., auditee management) to establish and maintain effective internal control over the Federal Award that provide reasonable assurance that the non-Federal entity is managing the Federal Award in compliance with Federal statutes, regulations, and the terms and conditions of the Federal Award. In fiscal year 2022, the Monroe County Board of Education (Board) compensated an employee $15,280.00 for work performed on the Twenty-First Century Community Learning Centers Program (the program). The Board received information indicating the employee did not perform the program work for which she was compensated. Management performed an internal investigation and determined the records submitted to support this work were falsified. The Board obtained statements from three other program employees that contradicted the employee's hours worked per timesheets submitted for the program. The Board also obtained a statement from the supervisor whose signature was on nine of the timesheets. The supervisor stated she did not sign any program timesheets for the employee. Additionally, the Alabama Department of Education performed a compliance monitoring review of the program and determined that $22,512.18 of other expenditures paid from the program in fiscal year 2022 were unallowable. The Board subsequently reclassified expenditures totaling $22,512.18 to the General Fund and reimbursed the Alabama Department of Education. An effective system of internal controls was not in place to ensure that expenditures charged to the program were properly supported and allowable. As a result, the Board expended $15,280.00 for personnel compensation from the program and $22,512.18 for other expenditures from the General Fund that were not substantiated by appropriate records and/or properly approved.

Response:
All compensation and supplement rates are included in the Board approved salary schedule. The list of personnel receiving supplements must be Board approved. This applies to all programs regardless of the funding source. The Board action is shared with the payroll department after each board meeting to ensure compensation is correct. The payroll department has been trained/advised that no compensation for supplements can be made without Board approval and a signed/approved time sheet documenting that the required work/duties has been performed. The Monroe County Board of Education is not currently participating in or receiving funds from the Twenty-First Century Community Learning Centers Program. The Alabama State Department investigation into the actions discovered in this program is ongoing. The Board will comply with any future findings and recommendations at the conclusion of this investigation.

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Auditee Response/Corrective Action Plan

Monroe County Board of Education

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Telephone 251-743-2150 • Fax 251-575-9353
Website www.monroe.k12.al.us

Gregory L. Shehan
Superintendent

Response/Corrective Action Plan

For the Year Ended September 30, 2023

As required by the ***Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards***, 2 CFR 200.511(c), the Monroe County Board of Education has prepared and hereby submits the following Corrective Action Plan for the findings which are included in the Schedule of Findings and Questioned Costs for the year ended September 30, 2023.

Finding Ref. No.	Corrective Action Plan Details
2023-004	***Finding:*** The ***Code of Alabama 1975***, Section 16-13A-1, requires a local board of education to ensure the sound fiscal management of board finances and, upon recommendation of the local superintendent, adopt fiscal management policies which comply with generally accepted accounting principles, including, but not limited to, policies related to the regular reconciliation of bank statements. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual requires all Board and school accounts to be reconciled to the financial records. Bank reconciliations prepared by the Board for September 30, 2023, contained numerous other reconciling items. The majority of the other reconciling items were transfers between accounts that were not recorded properly on the Board's general ledger. Procedures were not in place to ensure transactions were properly recorded in the general ledger and bank accounts were accurately reconciled to the general ledger each month. As a result, bank account reconciliations were not accurately prepared each month and errors could occur that were not detected and corrected. This finding was previously reported as Finding 2022-004. ***Recommendation:*** The Board should ensure the bank accounts are properly reconciled to the general ledger cash balances each month. ***Response/Views:*** We agree with this finding and the intended corrective action plan is listed below. ***Corrective Action Planned:*** The Board has contracted with Criterion Consulting to assist in the reconciliation of all bank accounts. The Board also voted at the June 8, 2023 meeting to combine some of the checking accounts. This will decrease the need for the frequent transfers between accounts and also decrease the amount of time required to complete the monthly reconcilements. ***Anticipated Completion Date:*** This plan is already in place and the accounts are being reconciled and combined. ***Contact Person(s):*** Rachael Fillmore

Tony Powell
426 Powell Road
Uriah, AL 36480

BarbaraTurner
251 Blue Ridge Drive
Monroeville, AL 36460

Martha Jordan
1204 Fred Jordan Road
Monroeville, AL 36460

Kenneth V. Smith
139 Pike Street
Monroeville, AL 36460

Sabrina Kidd
285 Tower Road
Monroeville, AL 36460

2023-005 ***Finding:***

The ***Code of Alabama 1975***, Section 16-9-32 gives the county superintendent of education the authority to prepare monthly payrolls. The Monroe County Board of Education's (the Board") policy regarding employee compensation states that "Board employees will be compensated at rates of pay that are approved by the Board." When testing salaries paid to employees, numerous attempts were made to confirm the salary for an employee who was no longer employed at the Board. Documentation was requested from multiple Board employees to determine if the former employee was paid the correct salary based upon an approved salary schedule. However, accurate documentation to support the salary paid was not provided. The documentation was finally obtained from the Board after the former employee was able to produce it. The Board did not have internal controls in place to ensure adequate records were maintained to document salaries paid to all employees. As a result of the Board's failure to initially provide accurate documentation, it appeared a former employee was paid an incorrect salary when documentation finally produced showed otherwise.

Recommendation: The Board should implement internal controls to ensure adequate records are maintained to document salaries paid to all employees.

Response/Views: We agree that internal controls were not in place to ensure adequate records were maintained to document salaries paid to all employees. The intended corrective action plan is listed below.

Corrective Action Planned: The Board approved salary schedule will be maintained in the CSFO's office and provided to the payroll department for calculation as needed. The salary schedule will be Board approved with the annual budget each fiscal year.

Anticipated Completion Date: This plan is already in place.

Contact Person(s): Rachael Fillmore

2023-006 ***Finding:***

The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "All compensation must be approved by the Board, regardless of the sources of funding." and "No employee is entitled to compensation except for work performed by the employee in accordance with an approved contract or applicable terms of appointment." An employee was compensated based on a 240-day contract when the employee's contract states "The annual salary shall be paid in twelve monthly installments". Controls were not in place to ensure personnel were compensated in accordance with their contracts. As a result, the employee was paid more than the annual salary in their contract due to the Board calculating based on days worked instead of paying 12 monthly installments as stated in the contract.

Recommendation:

The Board should implement controls over payroll to ensure all compensation is paid in accordance with employee contracts.

Response/Views: We disagree that the employee was paid more than the annual salary in their contract due to the Board calculating based on days worked instead of paying 12 monthly installments as stated in the contract. The total amount paid to the employee is less than the annual salary in the contract. The board attorney examined the contract for the employee and Board Policy 3.10 Employee Compensation. His conclusion is that the employee was appropriately paid. The employee is a 12 month employee. According to the Monroe County Board of Education contract and leave schedule and work schedule, 12 month employees work 240 days. An employee whose contract runs for an entire academic year i.e. 12 months does not have an issue regarding monthly or daily salary. This employee was not hired under those circumstances. Monroe County Board of Education Policy 3.10.3 requires the Board to prorate compensation to reflect the number of days "actually worked." It also says that personnel should be paid in customary payroll procedures. Since the customary payroll procedures of the Board of Education are that compensation is prorated to reflect the actual number of days worked this employee should have been paid based on the days worked. The employee is required by the contract to abide by the rules, regulations, and policies promulgated by the Board in both Section 2 and Section 4. Section 8 also says that the employee shall receive all benefits the Board grants to classified employees. The Monroe County Board of Education has a long history of paying the other Board employees when this issue arises, on a per diem basis It would therefore be a violation of the contract and/or discrimination against this employee if they were not paid as the Board pays others.

Corrective Action Planned: The General Counsel for the Department of Examiners of Public Accounts suggested that a way to solve the problem and avoid a future finding would be for the Board to establish, officially in some manner, that 12 month employees are expected to work 240 days. Counsel said this could be done either by resolution or by amending the employee's contract. The Board passed a resolution stating that 12 month employees work 240 days at the June 6, 2024 board meeting.

Anticipated Completion Date: This has already been completed.

Contact Person(s): Greg Shehan

2023-007 ***Finding*:**

Title 2 U.S. ***Code of Federal Regulations***, Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards (*Uniform Guidance),* 2 CFR 200.430(a)(2) outlines the requirements of allowable compensation, and states that the compensation should follow an appointment made in accordance with the non-Federal entity's written policies. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "Except as established and governed by the terms of a special employment contract, Board employees will be compensated at rates of pay that are approved by the Board" and "When required, such salary or compensation rates will be included in a schedule to be developed and adopted by the Board in accordance with state law". When reviewing the Child Nutrition Cluster, sixty expenditures were randomly selected for testing. Five of the sixty expenditures tested included errors related to the calculation of leave and errors in payments of approved salaries. Controls were not in place to ensure personnel were properly compensated in accordance with approved rates of pay and approved salary schedules. As a result, the Monroe County Board of Education (the "Board") did not calculate salaries paid to employees in accordance with the Board's policies, which resulted in the Board incorrectly compensating employees.

Recommendation:

The Monroe County Board of Education should implement controls to ensure all compensation is calculated correctly and in accordance with Board policies.

Response/Views: We agree with this finding and the intended corrective action plan is listed below.

Corrective Action Planned: The payroll department will be trained on the proper calculation of salary and compensation rates.

Anticipated Completion Date: This action is currently in place and being practiced.

Contact Person(s): Rachael Fillmore

2023-008 ***Finding*:**

Title 2 U.S. ***Code of Federal Regulations***, Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards (*Uniform Guidance),* 2 CFR 200.430(a)(2) outlines the requirements of allowable compensation, and states that the compensation should follow an appointment made in accordance with the non-Federal entity's written policies. The Monroe County Board of Education's (the "Board") Policies and Procedures Manual states, "Except as established and governed by the terms of a special employment contract, Board employees will be compensated at rates of pay that are approved by the Board" and "When required, such salary or compensation rates will be included in a schedule to be developed and adopted by the Board in accordance with state law". When reviewing the Special Education Cluster, sixty expenditures were randomly selected for testing. Five of the sixty expenditures tested included errors related to the calculation and proration of salaries paid to employees. Controls were not in place to ensure personnel were properly compensated in accordance with approved rates of pay and approved salary schedules. As a result, the Monroe County Board of Education (the "Board") did not calculate salaries paid to employees in accordance with the Board's policies, which resulted in the Board incorrectly compensating employees.

Recommendation:

The Monroe County Board of Education should implement controls to ensure all compensation is calculated correctly and in accordance with Board policies.

Response/Views: We agree with this finding and the intended corrective action plan is listed below.

Corrective Action Planned: The payroll department will be trained on the proper calculation of salary and compensation rates.

Anticipated Completion Date This action is currently in place and being practiced.

Contact Person(s): Rachael Fillmore

Other matters came to our attention while performing our audit that are not included in the Schedule of Findings and Questioned Costs. These matters will be addressed in the Schedule of State and Local Compliance and Other Findings and are included as findings below.

Finding Ref. No.	Corrective Action Plan Details
2023-001	***Finding:*** Pursuant to the ***Code of Alabama 1975***, Section 16-13A-12, local superintendents of education shall be bonded in amounts fixed by the local board of education and approved by the State Superintendent of Education, with a certified copy of the bond being filed with the State Superintendent of Education. The Superintendent of the Monroe County Board of Education (the "Board") was not bonded for all of fiscal year 2023. The bond of the Superintendent expired July 1, 2023. The Board did not have procedures in place to ensure the Superintendent was bonded in accordance with prevailing statutes. As a result, the Board failed to comply with applicable laws regarding bond requirements for Superintendents, which exposed the Board to potential loss. ***Recommendation:*** The Superintendent should be bonded in accordance with the ***Code of Alabama 1975***, Section 16-13A-12. ***Response/Views:*** We agree with this finding and the intended corrective action plan is listed below. ***Corrective Action Planned:*** The renewal for the Superintendent's bond will be maintained in the Administrative Assistant's office. The renewal date will be scheduled to ensure it is paid and renewed at the appropriate time. ***Anticipated Completion Date*** This action is currently in place and being practiced. ***Contact Person(s):*** Rachael Fillmore

2023-002 ***Finding:***

The ***Code of Alabama 1975***, Section 16-8-37, provides that "the county board of education shall publish annually in the month of October in the county newspaper at the county seat of each county a full and complete statement of the receipts by source and disbursements by function of the county for the 12 months' period ending September 30." Further, "the county board of education shall also publish annually in the county newspaper at the county seat of each county in the month of October, a statement of the outstanding indebtedness of the board of education on September 30." The Monroe County Board of Education (the "Board") did not publish the financial statements and statement of outstanding indebtedness for the fiscal year ended September 30, 2023 until March 14, 2024. Policies and procedures were not in place to ensure the Board complied with the applicable statute. Therefore, the Board failed to comply with the ***Code of Alabama 1975,*** Section 16-8-37.

Recommendation:

The Chief School Financial Officer should ensure financial information is published in a timely manner in accordance with the ***Code of Alabama 1975***, Section 16-8-37.

Response/Views: We agree with this finding and the intended corrective action plan is listed below.

Corrective Action Planned: The financial statements were not complete in October due to circumstances related to the absence of a CSFO for five months of the fiscal year. In the future, the CSFO will publish the financial statements and statement of outstanding indebtedness in accordance with the ***Code of Alabama 1975,*** Section 16-8-37.

Anticipated Completion Date This action is currently in place and being practiced.

Contact Person(s): Rachael Fillmore

2023-003 ***Finding:***

The ***Code of Alabama 1975***, Section 39-2-1(6), defines public works as, "The construction, installation, repair, renovation, or maintenance of public buildings, structures, sewers, waterworks, roads, curbs, gutters, side walls, bridges, docks, underpasses, and viaducts as well as any other improvement to be constructed, installed, repaired, renovated, or maintained on public property and to be paid, in whole or in part, with public funds or with financing to be retired with public funds in the form of lease payments or otherwise." The ***Code of Alabama 1975***, Section 39-2-2(a)(1), requires the awarding authority to advertise for sealed bids before entering into any contracts for public works involving an amount in excess of fifty thousand dollars ($50,000). In fiscal year 2023, the Monroe County Board of Education (the "Board") purchased and installed multiple Heating, Ventilation and Air Conditioning systems ("HVAC"). The total cost of the HVACs and installation of the HVACs over the fiscal year was $100,736.00. The Board did not bid the HVACs and installation under the Public Works Law (Title 39). The Board did not have procedures in place to ensure Title 39 was considered for the HVACs and installation. As a result, the Board failed to comply with Title 39 regarding the bidding of public works projects exceeding $50,000. This finding was previously reported as Finding 2022-001.

Recommendation:

The Board should ensure applicable projects are bid under Title 39 (Public Works Law).

Response/Views: We agree with this finding and the intended corrective action plan is listed below.

Corrective Action Planned: The Maintenance Director will discuss with the vendors used for HVAC installation about the documentation included with invoices to ensure the amounts for equipment are properly coded and that no other costs are included. This will ensure compliance with Title 39 39 (Public Works Law).

Anticipated Completion Date This action is currently in place and being practiced.

Contact Person(s): Rachael Fillmore

Tony Powell, Chairman
Monroe County Board of Education