



# Cov Lus Siv Xyoo 25 Rau Nyiaj Txiag

**Allocation:** Ib pob nyiaj tshwj tseg rau ib qhov hauj lwm.

**Appropriation** Ib qho nyiaj uas faib tawm hauv pob nyiaj loj mus siv ua ib qho hauj lwm.

## **Authorized Headcount (Suav Ib Tug Zuj Zus)**

Qhov hauj lwm hauv lub hauv paus tsev kawm ntawv ntiav tau neeg los ua txoj hauj lwm. Tej zaum yuav tsis muaj neeg nyob hauv tej txoj haum lwm raws li suav, vim muaj tus tawm, tseem nrhiav neeg hauj lwm thiab lwm yam.

## **Attrition (Neeg Hauj Lwm Tsawg Lawm)**

Yog qhov uas neeg hauj lwm tsawg lawm vim muaj tus tawm hauj lwm, so, tag sim neej thiab hloov chaw lawm.

## **Average Daily Membership (ADM) (Txhua Hnub Coob Li Cas)**

ADM yog hais txog ib ntu sij hawm ntawm lub xyoo tub ntxhais kawm ntawv coob li cas, tsis yog hais tias tuaj sau npe coob li cas. (Mus saib kev sau npe kawm ntawv.) Lub xeev siv qhov uas ib hnub coob li cas los pab nyiaj.

## **Benefits (Nyiaj Pab)**

Xam tag nrho FICA, nyiaj so hauj lwm, nyiaj txhawm thaum ua tsis tau hauj lwm, nyiaj kho mob thiab so hauj lwm ntxov.

## **Board of Education (Pawg Tsav Xwm)**

Ib pawg neeg raug xaiv hauv zos, muaj li peb mus txog xya leej, los pab npaj nyiaj, dej num, coj qhia thiab sau cai kom haum rau tub ntxhais kawm ntawv. Pawg tsav xwm no qhia lub hauv paus tsev kawm ntawv ua dej num, ntiav thiab tso tus tuam thawj xib fwb tawm dej num thiab pom zoo rau pob nyiaj thiab khom nqi nrog cov neeg hauj lwm lub koom haum union.

## **Budget (Nyiaj Txiag)**

Lub tswv yim npaj nyiaj rau lub hauv paus tsev kawm ntawv cov dej num, qhov kev siv nyiaj loj, hloov nyiaj, yuav tau nyiaj qhov twg los, lwm qhov kev tau nyiaj los thiab siv nyiaj.

## **Capital Projects and Building Construction Fund (Nyiaj Rau Cov Dej Num Loj thiab Ua Vaj Ua Tsev)**

Cov nyiaj uas yuav coj mus yuav los sis ua vaj ua tsev los sis siv rau hauv lub hauv paus tsev kawm ntawv cov tsev kawm ntawv. Txoj kev tsim kom muaj cov nyiaj no yog los ntawm sawv daws kev pom zoo rau tes dej num thiab kev nrhiav nyiaj.

## **Collective Bargaining (Sawv Daws Sib Tham Kom Haum)**

Tus txheej txheem hais kom haum ntawm lub hauv paus tsev kawm ntawv thiab cov neeg hauj lwm lub koom haum/union khom nyiaj hauj lwm.

## **Community Service Fund (Cov Nyiaj Pab Hauv Zej Zos)**

Cov nyiaj pab rau hauv zej zos kom muaj kev ua ub ua no, pab tub ntxhais kawm ntawv, cov neeg laus los sis khoos kas rau me nyuam yaus thiab lwm yam thooj li hais no.

#### Cost-of-Living Adjustment (COLA) (*Nce Nyiaj Kom Txaus Kev Noj Nyob*)

Lub xeev thiab tsoom fww nce nyiaj rau tsev kawm ntawv pab rau qhov uas nyiaj tsis muaj nqis.

#### District Leadership (*Thawj Coj Hauv Lub Hauv Paus Tsev Kawm Ntawv*)

Tus tuam thawj xib fwb, pawg thawj coj thiab cov thawj coj saib lwm fab dej num hauv lub hauv paus tsev kawm ntawv.

#### Debt Service Fund (*Cov Nyiaj Them Nuj Nqi*)

Cov nyiaj uas coj mus them tej nuj nqi thiab paj uas tau tiv. Cov nyiaj no yog tau ntawm cov bond los.

#### Deficit Spending (*Siv Nyiaj Tshaj Qhov Tau Los*)

Lub sij hawm siv nyiaj ntau dua qhov tau los mus li ib ntus, muaj nyiaj tsis txaus.

#### English Learner (*Cov Kawm Askiv*)

Cov tub ntxhais kawm uas Askiv tsis yog lawv hom lus thiab tsim nyog txais kev pab ntxiv.

#### Enrollment (*Sau Npe Kawm Ntawv*)

Cov npe uas tuaj sau yuav kawm ntawv rau hauv tsev kawm ntawv thiab hauv lub hauv paus tsev kawm ntawv. Cov npe uas tuaj sau mas feem ntau coob dua cov uas thaum tuaj kawm, vim ib txhia ho tawm los sis hloov mus lwm qhov lawm.

#### Equipment and Facility Maintenance (*Twj Siv thiab Kho Vaj Kho Tsev*)

Kho chaw nres tsheb thiab nkag tsheb, hluav taws xob thiab lwm yam kev piam, kev noj qab nyob zoo thiab kev nyab xeeb, pleev kob, hloov rooj tog hauv chav, kho tej uas haum rau lub nroog thiab yuav twj.

#### Expenditures Per Pupil (*Kev Siv Rau Ib Tug Tub Ntxhais Kawm*)

Kev siv nyiaj rau hauv tsev kawm ntawv yog siv raws li tub ntxhais kawm muaj pes tsawg leej.

#### Federal Programs (*Khoos Kas Tsoom Fww*)

Tsoom fww cov nyiaj yog pab rau cov khoos kas xws li Title (I-X) thiab ntawv tshwj xeeb.

#### Fiscal Cliff (*Nyiaj Tsis Ncav Xyoo*)

Yog qhov uas tau nyiaj thiab siv nyiaj. Yog tsis kho ces cov nyiaj yuav tu ncu.

#### Fiscal Year (*Xyoo Kawm Ntawv*)

Ib lub sij hawm uas muaj kaum ob hlis pib lub Xya Hli tim 1 mus xaus rau lub Rau Hli tim 30. Xyoo 25 ces yog thaum lub Xya Hli tim 1 txog lub Rau Hli tim 30, 2025.

#### Food Service Fund (*Cov Nyiaj Zaub Mov*)

Cov nyiaj tau los thiab siv rau zaub mov.

#### Fund Balance (*Nyiaj tshuav*)

Qee zaum kuj hu ua Nyiaj Tshwj Tseg, cov nyiaj tshuav yog xam tag nrho cov nyiaj uas hauv paus tsev kawm ntawv tshwj tseg rau yav tom ntej, pab them nqi thiab pab rau tej qhov uas nyiaj tsis txaus, thiab tej yam hauj lwm loj los sis lwm yam uas tso yuav paj thiab tej yam uas yuav tau siv nyiaj.

#### Full-time Equivalent (FTE) (*Npaum Li Puv Sij Hawm*)

Muab luj raws li cov neeg ua hauj lwm puv sij hawm hauv ib lub koom haum rau ib lub sij hawm.

### [Fund Accounting \(Nyiaj Nyob Muaj Chaw\)](#)

Minixaustas Fab Kev Kawm Ntawv thiab Tsoom Fwv Kev Tswj (GASB) tus qauv cia nyiaj nyob muaj chaw.

### [General Fund \(Pob Nyiaj Loj\)](#)

Pob nyiaj loj tshaj uas siv ua dej num. Suav txhua yam nyiaj uas tau los, tshwj cov nyiaj uas yuav coj los them lwm yam uas yeej muab cais lawm. Nov yog xam tag nrho kev thauj mus los thiab raug li cas, uas yav tas los yog siv lwm pob nyiaj.

### [Individualized Education Program \(IEP\) \(Daim Ntawv Teev Kev Kawm Rau Tus Kheej\)](#)

Nov yog daim ntawv teev kev kawm tshwj xeeb rau ib tug tub ntxhais kawm uas qhia tias tus tub ntxhais kawm yuav tsum kawm dab tsi rau ib lub sijhawm twg thiab yuav tsum tau txais kev pab cuam dab tsi los txhawb rau nws lub peev xwm los sis kev tsis taus. Cov tub ntxhais kawm uas muaj daim IEP los tej zaum kuj yuav tau txais kev zam los ntawm cov kev xeeb los sis tsim nyog tau txais kev pab raws li tus kheej txoj kev txawj thiab, xws li siv Braille rau kev xeeb ntawv.

### [Lane Change \(Kev Nce Nyiaj Raws Qhov Uas Tus Neeg Hauj Lwm Kawm Ntawv Ntxiv\)](#)

Cov neeg hauj lwm muaj lai xee muaj feem tau txais kev nce nyiaj yog tias lawv kawm ntawv ntxiv, xws li master's degree. Qhov nov yog hu ua hloov kab los yog kev nce nyiaj raws li qhov lawv kawm ntxiv.

### [Mandated Costs \(Tej Yam Uas Yuav Tsum Them\)](#)

Tej yam uas tsoom fwv, lub xeev, thiab tsev plaub ntug, kev tswj tau txiav txim siab kom yuav tsum them.

### [Personnel Costs \(Nyiaj Them Neeg Hauj Lwm\)](#)

Txhua qhov nyiaj uas them ua nyiaj hnuv, nyiaj hli, thiab lwm yam kev pab rau cov neeg hauj lwm.

### [Purchased and Contracted Services \(Yuav thiab Ua Hauj Lwm\)](#)

Cov dej num uas yuav tau ntiav sab nraud xws li luam ntawv, nqi xov tooj, xab tias xa ntawv, neeg hauj lwm tawm ntoj ke, kev kawm rau cov neeg hauj lwm, nrhiav tswv yim, coj tub ntxhais kawm mus sab nraud, kho twj siv thiab ntxiv mus.

### [Return on Investment \(ROI\) \(Tso Peev Tau Paj Rov Qab\)](#)

Ib qho uas siv los saib tej seem uas tso nyiaj pes tsawg ces yuav tau paj li cas rov qab.

### [School Leadership \(Kev Coj Hauv Tsev Kawm Ntawv\)](#)

Cov thawj xib fwb hauv tsev kawm ntawv thiab cov thawj saib cov ntawv kawm.

### [Shortfall \(Nyiaj Tsis Tsaus\)](#)

Cov nyiaj muab faib tsis tsaus mus ua dej num, yuav tsum tau nyiaj ntxiv los sis nyiaj yuav tsis tsaus.

### [Special Education \(Kev Kawm Ntawv Tshwj Xeeb\)](#)

Cov khoos kas uas txheeb xyuas cov me nyuam uas kawm tsis tau ntawv vim pheej tsis mloog los sis muaj kev tsis taus thiab muab kev pab cuam raws li tsim nyog. Tsoom fwv hais tias yuav tsum muaj cov ntawv kom haum rau cov me nyuam muaj kev tsis taus kawm dawb. Tus me nyuam txoj kev kawm zoo li cas yuav tsum npaj cov ntawv kom haum rau lawv kawm (IEP) txij li thaum me nyuam yaus txog 21 xyoos.

### [Step Increase \(Kev Nce Nyiaj Txhua Xyoo\)](#)

Kev nce nyiaj rau tus neeg hauj lwm uas ib lub xyoos twg nws tau ua hauj lwm. Hauv SPPS, qhov nov feem ntau yog ib xyoos nce li 3-4%.

### Supplies (*Khoom Kawm Ntawv*)

Cov khoom siv hauv chav kawm ntawv, cov ntawv nyeem, ntawv thiab twj xov xwm, ntawv xov xwm thiab siv koos pis tawj. Cov khoom kawm ntawv uas siv hauv lub hauv paus tsev kawm ntawv chav hauj lwm.

### Trust and Agency Fund (*Cov Nyiaj Tuav Tseg thiab Muab Mus*)

Cov nyiaj uas lub hauv paus tsev kawm ntawv tuav thiab ua tus xa mus rau lwm qhov. Muab cov nyiaj tso ua nyiaj memorial thiab scholarship thiab lwm qhov khoos kas uas tsim nyog.

### Utilities and Custodial Services (*Dej Num Tu Vaj Tu Tsev, Kho Dej thiab Hluav Taws Xob*)

Cov nyiaj tu vaj tu tsev, kho dej kho hluav taws xob thiab them rau cov neeg ua tes dej num no.

## Acronyms (Lo lus luv)

### ABE - Adult Basic Education

Ntawv kawm rau cov laus

### ADA - Americans with Disabilities Act

Tsab cai hais txog cov neeg Mekas uas muaj kev tsis taus

### AFSCME - American Federation of State, County and Municipal Employees

Neeg hauj lwm tsoom fww

### ALC - Area Learning Center

Chaw Kawm Ntawv

### AOF - Academy of Finance

Kawm Txog Nyiaj Txiag

### AP - Advanced Placement

Kawm Cov Ntawv Mus Ceev

### ARP - American Rescue Plan

Mekas Qhov Kev Cawm

### ASAP - Association of Supervisory and Administrative Personnel

Koom Haum Thawj Saib Xyuas

### ASCD - Association for Supervision and Curriculum Development

Koom Haum Saib Xyuas thiab Tsim Ntawv Kawm

### ASL - American Sign Language

Cov Ntawv Mekas Piav Tes

### AYP - Adequate Yearly Progress

Kawm Nce Raws Xyoo Lawm

### BOE - Board of Education

Tsav Xwm Kev Kawm

[CE - Community Education](#)  
Ntawv Kawm Hauv Zej Zos

[CET - Center for Employment and Training](#)  
Qhov Chaw Kawm thiab Nrhiav Hauj Lwm

[CGCS - Council of Great City Schools](#)  
Kev Sib Koom Ntawm Cov Chaw Kawm Ntawv Loj

[CIF - Census Information Form](#)  
Daim Ntawv Suav Neeg

[CKC - Core Knowledge Curriculum](#)  
Cov Cag Txuj Kawm

[COB - Committee of the Board](#)  
Cov Neeg Hauv Pawg Tsav Xwm

[COBRA - Consolidated Omnibus Budget Reconciliation Act](#)  
Cov Ntawv Kho Mob COBRA

[DOE - Department of Education](#)  
Fab Kev Kawm Ntawv

[EA - Educational Assistant](#)  
Tus Pab Kev Kawm

[ECFE - Early Childhood Family Education](#)  
Kev Kawm Rau Cov Me Nyuam Tseem Yau thiab Tsev Neeg (ECFE)

[ECS - Education Commission of the States](#)  
Lub Xeev Txoj Hauj Lwm Kev Kawm Ntawv

[ECSE - Early Childhood Special Education](#)  
Kev Kawm Tshwj Xeeb Rau Cov Me Nyuam Uas Tseem Yau

[ELL - English Language Learner](#)  
Cov Neeg Kawm Ntawv Askiv

[EPA - Environmental Protection Agency](#)  
Cov Chaw Hauj Lwm Tiv Thaiv Ib Cheeb Tsam

[ESEA - Elementary and Secondary Education Act](#)  
Txoj Cai Kawm Ntawv Hauv Tsev Kawm Theem Qis thiab Theem Ob

[FAC - Finance Advisory Committee](#)  
Pawg Tawm Tswv Yim Rau Nyiaj Txiag

[FAPE - Free Appropriate Public Education](#)  
Kawm Ntawv Tsoom Fwv Dawb

[FAQ - Frequently Asked Questions](#)

Cov Lus Uas Pheej Nug

[FERPA - Family Educational Rights and Privacy Act](#)

Txoj Cai Tsev Neeg Muaj Feem Kawm Ntawv

[FICA - Federal Insurance Contributions Act](#)

Tsoom Fwv Txoj Cai Txiav Nyiaj Kho Mob

[FTE - Full Time Equivalent](#)

Npaum Li Puv Sij Hawm

[FY - Fiscal Year](#)

Xyoo Kawm Ntawv

[GAAP - Generally Accepted Accounting Principles](#)

Tus Qauv Cia Nyiaj Uas Siv Tau

[GED - General Educational Development](#)

Cov Ntawv Uas Xeem Dhau Ces Tiav Ntawv

[HIPPA - Health Insurance Portability and Accountability Act](#)

Txoj Cai Ntawm Cov Ntawv Kho Mob Uas Tsis Pub Qhia Tej Yam Mob Los Tau Yog Tsis Tau Kev Tso Cai Ntawm Tus Neeg Mob

[HR - Human Resources](#)

Kev Pab Cuam Rau Neeg Hauj Lwm

[IB - International Baccalaureate](#)

Cov Ntawv Nyuaj Uas Thoob Teb Chaws Pom Zoo

[IDEA - Individuals with Disabilities Education Act](#)

Txoj Cai Rau Cov Neeg Uas Muaj Kev Tsis Taus

[LEP - Limited English Proficiency](#)

Nyeem, Hais, Sau thiab To Taub Askiv Tsis Zoo

[MAP - Measures of Academic Progress](#)

Ntsuas Txoj Kev Kawm Nce Qib

[MCA - Minnesota Comprehensive Assessment](#)

Minixaustas Tus Xeem

[MDE - Minnesota Department of Education](#)

Minixaustas Fab Kev Kawm

[MFT - Minnesota Federation of Teachers \(now known as Education Minnesota\)](#)

Lub Koom Haum Txhawb Xib Fwb (tam sim no hu ua Education Minnesota)

[NCLB - No Child Left Behind](#)

Tsab Cai Tsis Pub Ib Tug Me Nyuam Twg Poob Qab Li

[NAESP - National Association of Elementary School Principals](#)  
Lub Koom Haum Thawj Xib Fwb Tsev Kawm Theem Qis

[NASSP - National Association of Secondary School Principals](#)  
Lub Koom Haum Thawj Xib Fwb Tsev Kawm Theem Ob

[NCES - National Center for Education Statistics](#)  
Qhov Chaw Txheeb Kev Kawm

[NEA - National Education Association](#)  
Lub Koom Haum Kev Kawm Ntawv

[OCR - Office for Civil Rights](#)  
Chav Ua Hauj Lwm Saib Kev Ncaj Ncees

[OSHA - Occupational Safety and Health Administration](#)  
Chav Saib Kev Nyab Xeeb thiab Kev Noj Qab Nyob Zoo

[PEA - Professional Employees Association](#)  
Koom Haum Neeg Hauj Lwm

[PELRA - Public Employment Labor Relations Act](#)  
Txoj Cai Sib Raug Zoo Ntawm Tsev Hauj Lwm thiab Neeg Hauj Lwm

[PELSB - Professional Educator Licensing and Standards Board](#)  
Fab Lai Xee thiab Tus Qauv

[REA - Research, Evaluation and Assessment](#)  
Tshawb Fawb, Ntsuam Xyuas thiab Xeem

[RFP - Requisition For Payment](#)  
Daim Ntawv Thov Kom Them Nyiaj

[PSEO - Post Secondary Enrollment Options](#)  
Xaiv Kawm Cov Ntawv Tom Qab Theem Ob

[SPFT - Saint Paul Federation of Teachers](#)  
Xees Phos Koom Haum Xib Fwb

[SPPA - Saint Paul Principals Association](#)  
Koom Haum Thawj Xib Fwb Hauv Xees Phos

[SPPS - Saint Paul Public Schools](#)  
Xees Phos Tsoom Fwv Tsev Kawm Ntawv

[SPSO - Saint Paul Supervisors Organization](#)  
Koom Haum Thawj Saib Xyuas Hauv Xees Phos

[TA - Teaching Assistant](#)  
Tus Pab Qhia Ntawv

[UFARS - Uniform Financial Accounting and Reporting System](#)  
Tus Qauv Cia Nyiaj thiab Qhia Nyiaj

[WINN - What I Need Now](#)  
Kuv Xav Tau Dab Tsi Tam Sim No