

Board of Education Regular Meeting

Monday, December 9, 2024 6:00 PM

Room 810, Elm Creek High School
230 Calkins Avenue
Elm Creek, NE 68836

1. **OPEN THE MEETING**
 - 1.1. **Call to Order**
 - 1.1.1. **Publication of Meeting**
 - 1.1.2. **Nebraska Open Meetings Law**
 - 1.1.3. **Pledge of Allegiance**
 - 1.1.4. **District Mission Statement**
 - 1.2. **Board Member Roll Call**
2. **CELEBRATION OF EXCELLENCE (staff & student presentations, etc.)**
3. **PUBLIC COMMENT (agenda item specific)**
4. **INFORMATION ITEMS**
 - 4.1. **Administrator Reports**
 - 4.1.1. **Superintendent Report - Mrs. Beran**
 - 4.1.1.1. **Legislative Updates for 2024**
 - 4.1.1.2. **Review Board Members Participating in Insurance Policy 2016**
 - 4.1.2. **Principal/AD Report - Mr. Marquez**
 - 4.1.3. **Principal Report - Mrs. Williams**
 - 4.1.4. **Strategic Plan Update/District Goals Update**
 - 4.1.4.1. **Review of AQuESTT Designations**
 - Elementary = Great
 - JH = Excellent
 - HS = Good
 - District = Great
 - 4.1.4.2. **Review Financial Literacy Courses**
 - 4.2. **Board Committee Reports**
 - 4.2.1. **Building, Grounds, and Transportation**
 - 4.2.2. **Finance and Personnel**
 - 4.2.3. **Policy and Negotiations**
 - 4.2.4. **Curriculum and Technology**
 - 4.2.5. **Americanism**
5. **CONSENT AGENDA**
 - 5.1. **Prior Meeting Minutes**
 - 5.2. **Policy Final Reading and Adoption Including all New Policy Updates**
 - 5.3. **Financial Reports and Claims according to Review of Bills policy 3007**
6. **Consider Closed Session to Hold a Strategy Session with Respect to Collective Bargaining that is Clearly Necessary for the Protection of the Public Interest.**
7. **ACTION ITEMS**

- 7.1. **Discuss & Consider Accepting Teacher Negotiations Package for 2025-2026 School Year**
- 7.2. **Discuss & Consider Adopting Elementary new Math Materials (Eureka Math Squared) for the sum of \$68,105.15**
- 7.3. **Discuss & Consider Adopting JH/HS new Math Materials (Reveal Math) for the sum of \$30,698.03**
- 7.4. **Discuss & Consider Student "A" for Early Graduation**
- 7.5. **Discuss & Consider Student "B" for Early Graduation**
8. **SCHEDULE NEXT REGULAR BOARD MEETING**
9. **ADJOURN**
10. ****CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**
11. ****SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: _____

Revised on: _____

Reviewed on: _____

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

**Mrs. Beran's BOE Report
December 9, 2024**

Important Dates:

- NRCSA Conference in Kearney, March 20-21

Information:

- Will be meeting with Calendar Team to start discussing 2025-2026 School Calendar
- Boiler replacement balance is \$40,766.57. They say it will be completed by the end of December
- Committees will be meeting with BD on Dec. 16th to discuss items from the project. The balance to complete the project is approximately \$571,000
- Fuel pump, bearings, & a few other miscellaneous items had to be fixed on the mower. It is starting to need more frequent maintenance & repairs.

Repeal of the Opportunity Scholarships Act (*LB 1402 – Operative July 19, 2024*)

LB 1402 repeals the Opportunity Scholarships Act and appropriates funds to the State Treasurer for the purpose of providing education scholarships. Beginning October 31, 2024, the Nebraska Department of Revenue (DOR) will no longer certify any Scholarship- Granting Organizations (SGO) or accept any Forms NSGO-IC/X submitted by an SGO. Taxpayers who contributed to an SGO before October 31, 2024, and received a receipt from an SGO will remain eligible to claim the tax credit on their 2024 Nebraska Income Tax Returns. Any unused credit on the 2024 return may be carried forward for an additional five years.

Relocation Incentive Act (*LB 1023 – Sections 1 through 6, Operative for Taxable Years Beginning on or After January 1, 2025*)

Employer Credit

An employer that pays relocation expenses for a qualified employee may receive a refundable credit. A qualified employee is an individual who moves to Nebraska for the purpose of accepting a position of employment. The credit is equal to 50% of the relocation expenses paid during the tax year and is limited to \$5,000 for each qualified employee. The refundable credit may be used to offset income taxes, franchise taxes imposed under **Neb. Rev. Stat. §§ 77-3801 to 77-3807**, and premium taxes, including retaliatory taxes under **Neb. Rev. Stat. §§ 44-150, 77-908, or 81-523**.

The employer must file an application with DOR requesting credits provided under the Nebraska Relocation Incentive Act (NRIA). DOR will approve the NRIA credits requested if the:

- Employer files a complete application;
- Employee is a qualified employee;
- Employee's annual salary is from \$70,000 to \$250,000 (2025 tax year);
- Employer pays relocation expenses for a qualified employee;
- Credit requested for each qualified employee does not exceed \$5,000; **and**
- Calendar-year credit limitation of \$5 million has not been reached.

For tax years beginning on or after January 1, 2026, the annual salary thresholds will be adjusted each tax year by the same percentage used to adjust the individual income tax brackets.

NRIA credits may be recaptured from the employer if the qualified employee moves out of Nebraska within two years after the employer claimed the credit. The recaptured amount is an underpayment of tax and is due and payable on the tax return due immediately following the qualified employee's loss of residency.

LB 34 implements the Property Tax Growth Limitation Act and the School District Tax Relief Act (*LB34 – Operative August 20, 2024*)

For fiscal years starting on or after July 1, 2025, the Property Tax Growth Limitation Act places limitations on how much cities, villages, and counties can increase their property tax request authority from year to year. The Act limits increases in property tax request authority for these political subdivisions to the amount of property taxes levied in the prior fiscal year decreased by any property tax request authority limitation exceptions utilized for the amount of property taxes budgeted for approved bonds and declared emergencies in the prior year, increased by political subdivision's growth percentages and the greater of zero or the inflation percentage.

A political subdivision may increase its property tax request authority over the stated increase limitation by the amount of property taxes budgeted for 1) approved bonds, 2) declared emergencies in the prior year, 3) services related to threats to public safety, 4) public safety services, 5) county attorneys and public defenders. This limitation may also be exceeded by the amount of a political subdivision's unused property tax request authority and by increases in property tax request authority which are approved by voters.

LB 34 establishes the School District Property Tax Relief Act and creates the School District Property Tax Relief Credit Fund.

The Act applies to fiscal year 2024-25 and each year after. The total amount of relief granted for each fiscal year under the Act will be as follows:

- Fiscal year 2024-25: \$750 million
- Fiscal year 2025-26: \$780 million
- Fiscal year 2026-27: \$808 million
- Fiscal year 2027-28: \$838 million
- Fiscal year 2028-29: \$870 million
- Fiscal year 2029-30: \$902 million
- Fiscal year 2030-31 and each tax year after: The total amount of relief from the prior year increased by 3 percent.

The relief will be in the form of property tax credits which appear on property tax statements. Property tax credits granted will be credited against the amount of property taxes owed to a school district or multiple-district school system, excluding property taxes levied by a school district for bonds or as a result of a property tax levy override approved by voters.

To determine the amount of property tax credit per parcel, the county treasurer will multiply the amounts disbursed to the county by the ratio of the school district taxes levied in the prior year on the parcel to the school district taxes levied in the prior year on all real property in the county. The amount determined shall be the property tax credit for the parcel.

To determine the amount of property tax disbursed to each county, the Property Tax Administrator will multiply the amount of credits available for each fiscal year by the ratio of the school district taxes levied in the prior year on all real property in the county to the school district taxes levied in the prior year on all real

property in the state. The amount determined shall be the property tax credit amount for the county and such county amounts will be determined by the Property Tax Administrator starting September 15, 2024, and by September 15 of each year after.

If the real property owner qualifies for a homestead exemption, the owner will also be qualified for this property tax credit to the extent of any remaining liability after calculation of the homestead exemption. If the property tax credit results in a property tax liability on the homestead that is less than zero, the amount of the credit which cannot be used by the taxpayer will be turned to the Property Tax Administrator by July 1 of the year the amount disbursed to the county was disbursed. The Property Tax Administrator will immediately credit any funds returned to the School District Property Tax Relief Credit Fund.

If actual General Fund net receipts for the most recently completed fiscal year exceed 103% of the actual General Fund net receipts for the previous fiscal year, the amount transferred to the cash reserve will be reduced by the excess amount and the excess amount will be transferred to the School District Property Tax Relief Credit Fund.

The bill makes changes to the Nebraska Property Tax Incentive Act by removing the definition of allowable growth percentage and sunsets the school district property tax credit after tax year 2023.

The bill removes limits on a transfer occurring regarding the Nebraska Transformational Project Fund where previously the total amount of refundable credits granted annually under the Nebraska Property Tax Incentive Act had to reach \$375 million before such a transfer could take place.

2016

Participation in Insurance Program by Board Members

Members of the board of education may participate in the school district's health and life insurance plans which are provided to school district employees. A board member electing to participate in the insurance program of the school district shall pay both the employee and the employer portions of the premiums to the district in advance of any payments being due from the district to the insurance carrier.

Every three months, the board will place on its agenda a report identifying the board members who have elected to purchase insurance coverage through the district. This report shall be made available in the school district office for review by the public upon request.

Adopted on: December 14, 2020

Revised on: _____

Reviewed on: May 9, 2022, September 9, 2024, December 9, 2024

BOE Member's Name	Medical Insurance	Life Insurance
Alicia Beavers	No	No
Cole Brodine	No	No
Morgan Fouts	No	No
Hannah Hild	No	No
Lynette Mitchell	No	No
JC Ourada	Yes	No
Morgan Meier	Yes	No



Elm Creek Public Schools

AQuESTT School
Designations



What is AQuESTT?

- AQuESTT
 - Accountability for a Quality Education System, Today and Tomorrow
- AQuESTT classifies all schools into four performance levels:
 - 4-Excellent
 - 3-Great
 - 2-Good
 - 1-Needs Improvement (select schools become Priority Schools)



Elm Creek Public Schools: AQuESTT 2024

**AQuESTT uses 2023-2024 NCSAS & ACT scores & academic growth from year-to-year. Also factored in is: attendance rate, graduation rate, drop out rate, & college going rate.*

- Elm Creek Public Schools: **Great (3)**
- Elm Creek High School : **Good (2)**
 - *HS was 1 student away from being great*
- Elm Creek Middle School: **Excellent (4)**
- Elm Creek Elementary School: **Great (3)**



District Achievement 2022-2023:

- Number of students proficient in both reading and math: 62 %
- Reading: 60%
- Math: 64%
- Science: 75%

District Achievement 2023-2024:

- Number of students proficient in both reading and math : 65.27%
- Reading: 71%
- Math: 64%
- Science: 96%

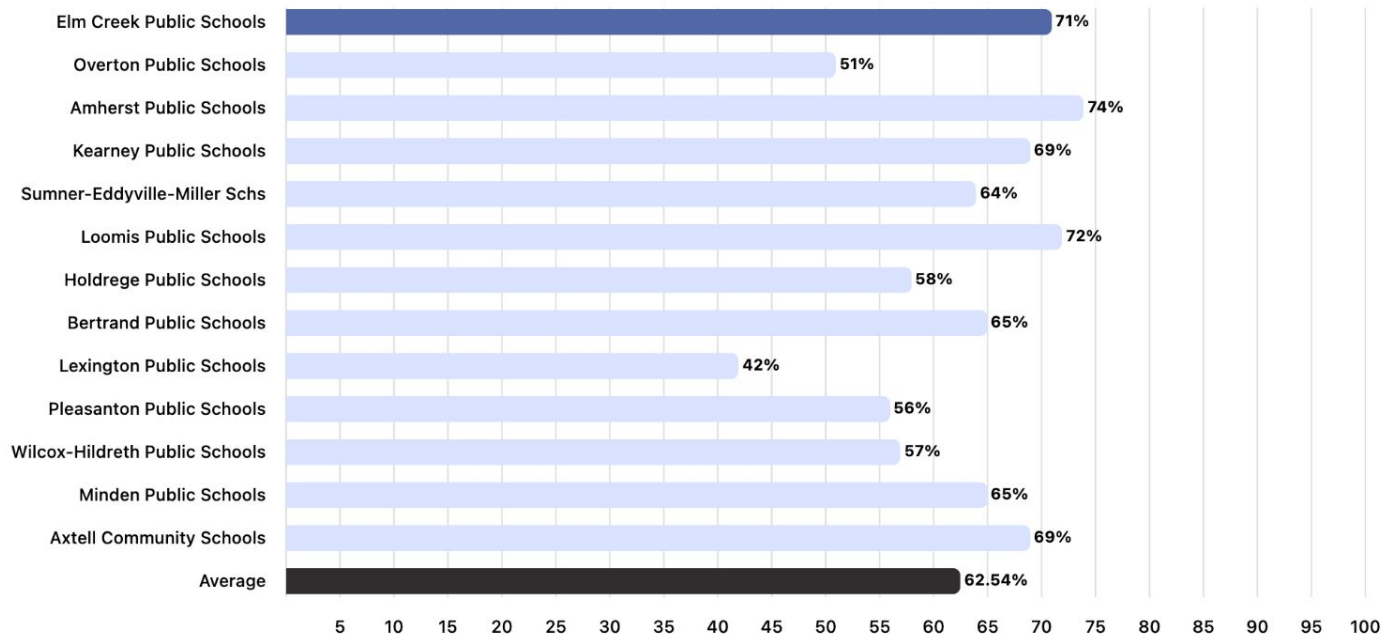
District Data Comparison (geographical peers)

NSCAS English Language

Arts



State 59%



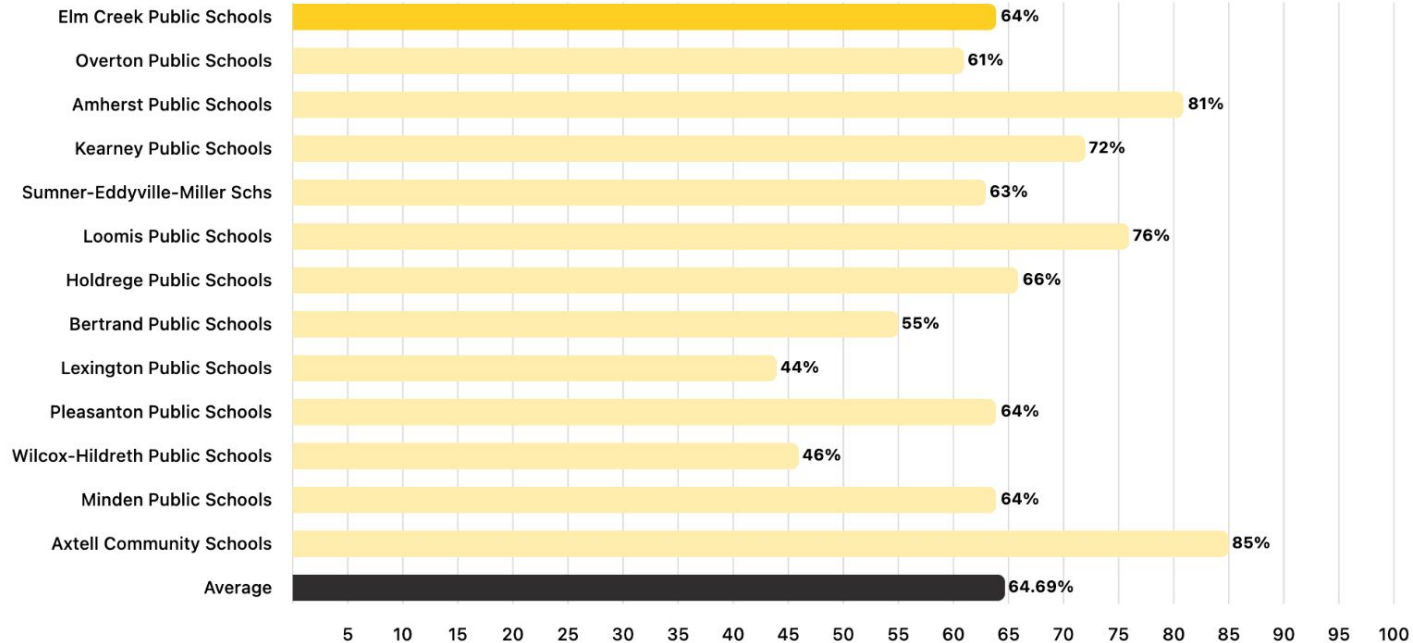
* denotes an agency with masked data or no available data

District Data Comparison (geographical peers)

NSCAS Mathematics



State 58%



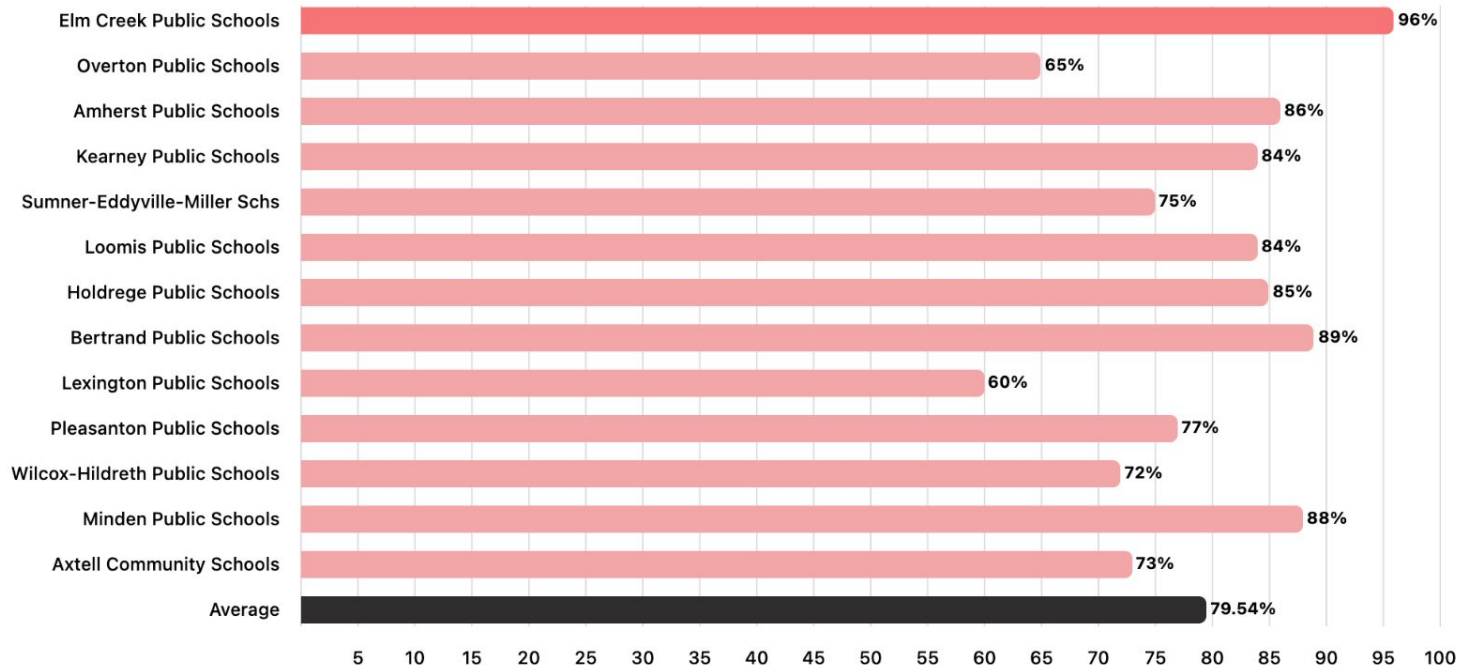
* denotes an agency with masked data or no available data

District Data Comparison (geographical peers)

NSCAS Science 



State 74%



* denotes an agency with masked data or no available data



District Focus on Student Academic Growth

- Adopting new High Quality Instructional Materials
- Focusing on HQIM implementation & professional development (building a strong Tier I for all students)
- Focusing on individual student data and growth (implementing quality MTSS time/intervention time for Tier II & Tier III students)
- Prioritizing a district-wide positive culture
 - No teacher turnover
 - Highly engaged and collaborative educators



Fostering Continued District Student Academic Growth

- Continue following HQIM District Adoption Cycle
- Keep enhancing a strong MTSS/intervention process (enhances tier II & III learning)
- Maintain progress in staff implementation and professional development for HQIM (enhances tier I learning- all students)
- Expand upon analyzing student data
 - Including longitudinal data & incorporating educational decisions centered on cohorts
- Emphasize & continue to build the school improvement process (CIP)
 - Share plan & progress with all stakeholders
- Maintain an emphasis on student attendance to strengthen overall student learning

Financial Literacy: Elm Creek Public Schools Schools

Preschool (3 and 4 year olds)

- Students at preschool level begin their journey to financial literacy with play. This play includes the use of toy money, and the exchange of goods and services through well crafted and purposeful centers.

Elementary

- Students at Elm Creek Elementary learn about financial literacy through their math and social studies curriculum work.
 - The standards in math include:
 - <https://www.education.ne.gov/math/mathematics-standards/>
 - The standards in social studies include:
 - <https://www.education.ne.gov/socialstudies/standards/>

Junior High

- Students at Elm Creek Junior High learn about financial literacy through their math and social studies curriculum work.
 - The standards in math include:
 - <https://www.education.ne.gov/math/mathematics-standards/>
 - The standards in social studies include:
 - <https://www.education.ne.gov/socialstudies/standards/>
- Students at Elm Creek Junior High will also take courses in the area of financial literacy. This course include:
 - Computer (Required)
 - Work with Microsoft Excel and Google Sheets to organize a budget.

High School

- Students at Elm Creek High School learn about financial literacy through their math and social studies curriculum work.

- The standards in math include:
 - <https://www.education.ne.gov/math/mathematics-standards/>
- The standards in social studies include:
 - <https://www.education.ne.gov/socialstudies/standards/>
- Students at Elm Creek High School will also take courses in the area of financial literacy. These courses include:
 - Personal Finance (Required)
 - Accounting and Finance (Not Required)
 - Economics (Not Required)

Elm Creek Public Schools
Building, Grounds, & Transportation Committee
Dec. 4, 2024 Committee Meeting

The committee meeting was called to order by Kim Beran, Superintendent at **5:00** p.m. in the administration office conference room.

Committee Members Present: Morgan Fouts, Lynette Mitchell, Alicia Beavers

Committee Members Absent: None

Also Present: Kim Beran, Superintendent; Terah Williams, Elementary Principal

The Committee Reviewed & Discussed:

- BD - Will be at the meetings on Dec. 16th to discuss drainage & any other issues
 - Multipurpose roof leak
 - PK doors weather sealed?
 - Crack in Shawna's room on the wall
- Rutt's - Will be here Dec. 10th to complete the storm damaged unit on the east end of building
- Boiler - Balance after this month's payment is \$40,766.57. The balancing (has to do with the water flow through the coils) is not completed yet. Need to speed it up. They will have it completed by the end of December.
- Van #6 - Side window was broken when Clint was hauling a compressor. It will cost approximately \$700 to fix.
- Preventative Maintenance Schedule - Very close to completion & we will discuss further in the near future
- Negotiations - Questions about what I sent out?
 - [Negotiations Offer](#)
 - Meet again tomorrow morning
- Track - JEO Consultants will share & Q/A from 5:30-6:00
- Anything else?

Meeting ended at **6:05** p.m.

Elm Creek Public Schools
Finance & Personnel Committee
Dec. 4, 2024

The committee meeting was called to order by Kim Beran, Superintendent at **6:10** p.m. in the administration office conference room.

Committee Members Present: JC Ourada, Cole Brodine

Committee Members Absent: Hannah Hild

Also Present: Kim Beran, Superintendent; Brandon Marquez, HS Principal

The Committee Reviewed & Discussed:

- Track - JEO Consultants will share & Q/A from 6:00-6:30
 - NPPD has a rebate on lights
- BD - Will be at the meetings on Dec. 16th to discuss drainage & any other issues
- Rutt's - Will be here Dec. 10th to complete the storm damaged unit on the east end of building
- Boiler - Balance after this month's payment is \$40,766.57. The balancing (has to do with the water flow through the coils) is not completed yet. Need to speed it up. They will have it completed by the end of December.
- Van #6 - Side window was broken when Clint was hauling a compressor. It will cost approximately \$700 to fix.
- Preventative Maintenance Schedule - Very close to completion & we will discuss further in the near future
- Negotiations - Questions about what I sent out?
 - [Negotiations Offer](#)
 - Meet again tomorrow morning
- Anything else?

Meeting ended at **7:15** p.m.

Negotiated Offer from EC BOE
For 2025-2026
November 19, 2024
December 3, 2024 (updated in red)
December 5, 2024 (changes in purple)

- a. **Base Salary** - The BOE is offering the base salary for 2025-2026 to be \$40,200. This includes insurance increases. **BOTH PARTIES AGREE**

2024-2025 Contract

- b. **Article I, Salaries (F)** - Change the words "sit in" to "substitute". **BOTH PARTIES AGREE**
- c. **Article I, salaries (I)** - Teachers who are appropriately certified and teach a dual credit class will receive a stipend per semester. This stipend will be equal to 1/3 of the college's credit hour cost to an enrolled Nebraska-Resident college student (not a dual-credit student ~~rate~~) (excluding fees) per student enrolled in the course. For example, if the tuition is \$96 per credit hour for a 3 credit course ($\$96 \times 3 = \288) and 7 students are enrolled ($\$288 \times 7 = \2016), the teacher's stipend would be 1/3 of the total tuition amount ($\$2016/3 = \672) per semester. **BOTH PARTIES AGREE**
- d. **Article I, Salary Schedule Provisions (C & *)** - Take out the asterisk statement below C. Change to: Exceptions will be made when a non-qualifying course would permit the teacher to obtain an additional endorsement by contract. **BOTH PARTIES AGREE**
- e. **Article I, Salary Schedule Provisions (D)** - Change D: ~~Graduate classes, including those in administration, that are considered relevant and receive approval from the Superintendent will be eligible for salary schedule advancement.~~ Only graduate courses submitted to the superintendent by the contract renewal date will be eligible for advancement on the salary schedule.
- f. **Article I, Salary Schedule Provisions (E)** - Change E: Teachers will receive their official contract for the upcoming school year at least 7 days before the contract deadline. **BOTH PARTIES AGREE**
- g. **Article II, Health & Dental Insurance (A)** - Add to A: Any teacher requesting cash-in-lieu is required to sign an attestation form to receive the cash payments.- **BOTH PARTIES AGREE**
- ~~h. **Article IV, Leave Policies (A)** - Change PTO to personal leave consistently throughout the document. Wait on this until next year? Also, we need to decide what happens to the 2 unused personal leave days if the employee maxes their 50 sick days & still has unused personal leave days. As well as deciding what happens to extra unused personal leave days upon separation of employment. One solution would be to: Any employee already at the 50 sick day threshold with more than 2 unused personal leave days will be paid \$X for those days (because~~

~~they can't roll into sick); and Any employee with unused personal leave days when they separate from employment with the district will be paid \$Y for those days.~~ **BOTH PARTIES AGREE TO STRIKE THIS CHANGE, WILL BE DISCUSSED FURTHER AT NEXT YEAR'S NEGOTIATIONS.**

- i. **Article IV, Maternity Leave (F)** - Strike this statement. **BOTH PARTIES AGREE**
- j. **Article VI, Grievance Policy (A)** - Change last sentence to: Board policy 4013 is the grievance procedure that governs disputes that arise under this agreement. **BOTH PARTIES AGREE**
- k. **Article VII, ... Non-School Time Workshops (B)** - Change the pay from \$25 per hour to per diem pay. Change the sentence to: ...be paid the employee's per diem rate with a maximum of 8 hours a day. Payment from the district only applies in situations where no other payment is received. **BOTH PARTIES AGREE**
- l. **Add to the Agreement the nondiscrimination clause. BOTH PARTIES AGREE**
 - i. Nondiscrimination. The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.
- m. **Add Safety Committee clause BOTH PARTIES AGREE**
 - i. Safety Committee. The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.
- n. **Add Joint Preparation & Construction clause BOTH PARTIES AGREE**
 - i. Joint Preparation and Construction. This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.
- ~~e. **Add Zipper Clause**~~
 - ~~i. During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the~~

~~contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association. Why? A zipper clause is a clear & express waiver of any bargaining obligation as to non-specified terms & conditions of employment. BOTH PARTIES AGREE~~

- ii. ~~**Admin. Extra Duty Coverage**—Teachers with administrative degrees covering administrative activities will not be a negotiated item, it will go on the Activities Helper Pay List. Kim & Brandon will discuss this further. BOE DECLINES FURTHER NEGOTIATIONS ON THIS ITEM~~

An assistant golf coach will be added, following the same pay schedule as an assistant cross country coach, based on the transportation needs of the number of participating athletes, including one manager. **BOTH PARTIES AGREE**

12-5-24

Association came with the following requests. See purple above.

1. Negotiations came back with (a) base salary of \$40,200. (Both parties agreed)
2. (e) no wording change, leave as is (some wording changed, both parties agreed)
3. (o) no zipper clause (Both parties agree)

Board of Education Regular Meeting

Wednesday, November 13, 2024 6:00 PM

1. OPEN THE MEETING

1.1. Call to Order

The meeting was called to order at 6:00 pm by President Alicia Beavers.

1.1.1. Publication of Meeting

1.1.2. Nebraska Open Meetings Law

1.1.3. Pledge of Allegiance

1.1.4. District Mission Statement

1.2. Board Member Roll Call

2. CELEBRATION OF EXCELLENCE

To celebrate the excellence and achievements of our students, sophomore Keyan and Thomas shared their experience at the Youth Science Field Day held at the Buffalo County Fairgrounds.

3. PUBLIC COMMENT

Eight members of the public were present. No public comment was made.

4. INFORMATION ITEMS

4.1. Administrator Reports

4.1.1. Superintendent Report - Mrs. Beran

Mrs. Beran welcomed the newly appointed board members, thanking them for their contributions to the district. She shared information about upcoming dates, including the State Conference and the New Board Member Conferences. Mrs. Beran reminded the board of her upcoming contract renewal for consideration.

4.1.1.1. Reminder Superintendent's Contract Renewal will be on the Agenda for the December Board of Education meeting

4.1.2. Principal/AD Report - Mr. Marquez

In Mr. Marquez's absence, Mrs Williams shared his message highlighting the success of the recent One-Act Festival. He commended Mrs. Keep and Mr. Weber for their excellent organization and execution of the event. Additionally, the festival generated a strong income from the concession stand, contributing to its overall success.

4.1.3. Principal Report - Mrs. Williams

Mrs. Williams updated the Board of Education on her recent focus on the elementary math curriculum, emphasizing its importance for district-wide academic success. She also shared that she has been engaging with the community members through a preschool transportation survey. This survey aims to gather data from families in the district to help improve transportation services for preschool-aged children.

4.1.4. Strategic Plan Update/District Goals Update

Mrs. Beran shared that the staff has completed the baseline survey and is currently awaiting the results. These results will guide her planning for the next steps in achieving the district's goals.

4.2. Board Committee Reports

4.2.1. Building, Grounds, and Transportation

The committee met on November 6th to review and discuss the building and facility projects, grants, and initiative 436.

4.2.2. Finance and Personnel

The Finance and Personnel Committee reviewed and discussed the building and facility projects, and school vehicles.

4.2.3. Policy and Negotiations

Negotiations are underway.

4.2.4. Americanism, Curriculum, and Technology

The Elm Creek Americanism Committee completed the tasks of social studies curriculum guidelines set by the NDE Social Study standards.

5. CONSENT AGENDA

Motion was made to approve the consent agenda as presented. This motion, made by Lynette Mitchell and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

5.1. Prior Meeting Minutes

5.2. Policy Final Reading and Adoption Including all New Policy Updates

5.2.1. Consider and Take any Necessary Action to Adopt the Sharing Mapping Data Policy 6043

5.3. Financial Reports and Claims according to Review of Bills policy 3007

5.4. Approve the Repayment (inter-fund loan) of \$175,000 from the Bond Fund to the Building Fund

6. ACTION ITEMS

Motion was made for the board to discuss action items as presented. This motion, made by Alicia Beavers and seconded by Lynette Mitchell, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

6.1. Consider Approval to Declare Van 6 as Surplus Property and Authorize its Sale

The motion was made to approve the declaration of Van 6 as surplus property and authorize its sale through appropriate channels, such as public auction, online marketplace, or a local dealer. This motion, made by Alicia Beavers and seconded by Lynette Mitchell, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

6.2. Discuss, Consider, & Take any Necessary Action Authorizing Replacement of the Bathroom Tile from the Project at a cost of \$5,195 (\$8,465-\$3,270 = \$5,195)

Motion was made to discuss the action on the bathroom project. This motion, made by JC Ourada and seconded by Lynette Mitchell, Failed.

Alicia Beavers: Nay, Cole Brodine: Nay, Morgan Fouts: Nay, Hannah Hild: Nay, Lynette Mitchell: Nay, JC Ourada: Nay

6.3. Discuss, Consider, & Take any Necessary Action to move the Depreciation Savings Account to a Checking Account

No action taken.

6.4. Appoint Delegate to Attend & Represent the District at the State Conference

Motion was made to appoint a delegate Lynette Mitchell. This motion, made by Alicia Beavers and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

6.5. Approve the Repayment (inter-fund loan) of \$691.08 from the Bond Fund to the General Fund

Motion to approve the repayment of the inter-fund loan. This motion, made by JC Ourada and seconded by Morgan Fouts, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

7. CONSIDER CLOSED SESSION TO HOLD A STRATEGY SESSION FOR COLLECTIVE BARGAINING

Motion was made by Alicia Beavers. Motion Failed.

8. SCHEDULE NEXT REGULAR BOARD MEETING

Next board meeting will be held December 9, 2024 at 6pm.

9. ADJOURN

Meeting was adjourned at 6:25.

Motion was made to adjourn the meeting. This motion, made by Alicia Beavers and seconded by JC Ourada, Passed.

Alicia Beavers: Yea, Cole Brodine: Yea, Morgan Fouts: Yea, Hannah Hild: Yea, Lynette Mitchell: Yea, JC Ourada: Yea

10. **CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.

11. **SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.

Checking Account ID: BUILDING

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
10055	12/09/2024				BDCONST	BD CONSTRUCTION	6,238.22
Check Type Total:			Check			Void Total: 0.00	Total without Voids: 6,238.22
Checking Account Total:			BUILDING			Void Total: 0.00	Total without Voids: 6,238.22
Grand Total:						Void Total: 0.00	Total without Voids: 6,238.22

Checking Account ID: DEPREC

Check Type: Automatic Payment

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
3	12/09/2024				ANDERSONB	ANDERSON BROS.	17,790.17
Check Type Total:		Automatic Payment		Void Total:		0.00	Total without Voids: 17,790.17
Checking Account Total:		DEPREC		Void Total:		0.00	Total without Voids: 17,790.17
Grand Total:				Void Total:		0.00	Total without Voids: 17,790.17

Checking Account ID: STACTIVITY

Check Type: Automatic Payment

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
12	11/30/2024	X			MAGICW	MAGIC WRITER	5.18
Check Type Total:					Automatic Payment	Void Total: 0.00	Total without Voids: 5.18

Checking Account ID: STACTIVITY

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
17563	11/05/2024	X			BSNSPO	BSN SPORTS	157.66
17564	11/05/2024	X			CASHWAACT	CASH-WA DISTRIBUTING	2,760.75
17565	11/05/2024	X			CENTNEB	CENTRAL NEBRASKA REFRIGERATION	5,729.41
17566	11/05/2024	X			KIRKS	KIRK'S SEPTIC SERVICE/JOHNNY ON THE SPOT	560.00
17567	11/05/2024	X			NECOACH	NEBRASKA COACHES ASSN	50.00
17568	11/08/2024	X			ACADEMICH	ACADEMIC HALLMARKS, INC	42.00
17569	11/08/2024	X			BSNSPO	BSN SPORTS	226.77
17570	11/08/2024	X			WALMART	CAPITAL ONE	108.48
17571	11/08/2024	X			CHESTERMAN	CHESTERMAN CO.	859.00
17572	11/08/2024	X			FIRSTIER	FIRSTIER BANK	600.00
17573	11/08/2024				FOSTFAMA	FOSTER'S FAMILY FOODS	40.42
17574	11/08/2024	X			GIBBON	GIBBON PUBLIC SCHOOLS	75.00
17575	11/08/2024	X			LAKEVIEW	LAKEVIEW COMMUNITY SCHOOLS	319.00
17576	11/08/2024	X			LIPS	LIPS PRINTING SERVICE	112.34
17577	11/08/2024	X			MENARD430	MENARDS - KEARNEY	301.02
17578	11/08/2024	X			OGALLALAHS	OGALLALA SCHOOLS	150.00
17579	11/11/2024				CRANDALL	LINDA CRANDALL	200.00
17580	11/11/2024	X			HANSENE	ENID HANSEN	200.00
17581	11/11/2024	X	X	11/12/2024	NAEA	NE AGRICULTURAL EDUCATORS ASSN	127.00
17582	11/11/2024	X			ROSEJ	JANET ROSE	200.00
17583	11/11/2024				TEPLYJ	JANE TEPLY	200.00
17584	11/11/2024				WESTB	BOB WEST	20.00
17585	11/12/2024	X			NAEADIST6	NAEA DISTRICT 6 AGRICULTURE EDUCATION	127.00
17586	11/14/2024	X			AMAZON	AMAZON CAPITAL SERVICES, INC	122.16
17587	11/14/2024	X			AWARDSUN	AWARDS UNLIMITED	155.91
17588	11/14/2024	X			BSNSPO	BSN SPORTS	2,855.07
17589	11/14/2024	X			CENTRALNE	CENTRAL NEBRASKA REFRIGERATION	5,729.41
17590	11/14/2024	X			USBANK	CORPORATE PAYMENT SYSTEMS	3,874.26
17591	11/14/2024	X			FIRSTIER	FIRSTIER BANK	380.00
17592	11/18/2024	X			ALMASCH	ALMA SCHOOLS	60.00
17593	11/25/2024				4N6FAN	4N6 FANATICS.COM, LLC	200.00
17594	11/25/2024				BLUECROS	BLUE CROSS BLUE SHIELD OF NE	4,173.47
17595	11/25/2024				BSNSPO	BSN SPORTS	14,826.92
17596	11/25/2024				CAMBRIDGES	CAMBRIDGE HIGH SCHOOL	75.00
17597	11/25/2024				CLOUSED	DUSTIN CLOUSE	70.00
17598	11/25/2024				ECLUNCH	EC LUNCH FUND	388.05
17599	11/25/2024	X			FIRSTIER	FIRSTIER BANK	1,250.00
17600	11/25/2024				GILLMING	MARK GILLMING	35.00
17601	11/25/2024				ELWOOD	HI-LINE BULLS	30.00
17602	11/25/2024				IMPACT	IMPACT APPLICATIONS, INC	520.00
17603	11/25/2024	X			JOHNSPAT	PATRICK JOHNS	50.00
17604	11/25/2024				LITCHFIELD	LITCHFIELD PUBLIC SCHOOLS	85.00
17605	11/25/2024				OVERTONSCH	OVERTON PUBLIC SCHOOL	75.00
17606	11/25/2024	X			SCHONEMANS	N. SCOTT SCHONEMAN	70.00
17607	11/25/2024				STEINERE	ERIC STEINER	50.00
17608	11/25/2024				WYHES	WYHES CHOICE FUNDRAISING	1,800.00
Check Type Total:					Check	Void Total: 127.00	Total without Voids: 49,914.10
Checking Account Total:					STACTIVITY	Void Total: 127.00	Total without Voids: 49,919.28
Grand Total:						Void Total: 127.00	Total without Voids: 49,919.28

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
FOR DECEMBER 9, 2024
NOVEMBER, 2024 FINANCIALS

GENERAL FUND - ACCT NO. 137766

BALANCE NOVEMBER 1, 2024		\$ 1,182,135.03
	AUDIT ADJUSTMENT	\$ 3,866.00
RECEIPTS		
	BUFFALO COUNTY	\$ 23,519.04
	DAWSON COUNTY	\$ 3,796.39
	DEPOSIT CORRECTION FROM OCTOBER	\$ (200.00)
	ESSER III	\$ 59,474.00
	PHELPS COUNTY	\$ 16,098.14
	PRESCHOOL	\$ 240.00
	STATE OF NEBRASKA - HAL	\$ 3,802.00
	VILLAGE OF ELM CREEK (LICENSE FEES)	\$ 300.00
	TOTAL RECEIPTS	\$ 107,029.57
AVAILABLE BALANCE		\$ 1,293,030.60
DISBURSEMENTS:		
	BILLS PAID NOVEMBER 16, 2024	\$ 82,661.82
	AVEL ECARE (INCORRECT AMOUNT - VOID)	\$ (16,957.00)
	AVEL ECARE - REPLACEMENT CHECK	\$ 9,859.00
	USBANK	\$ 3,386.84
	USBANK DUPLICATE PAYMENT	\$ 6,885.85
	PAYROLL	\$ 381,306.35
	TOTAL DISBURSEMENTS	\$ 467,142.86
	BALANCE NOVEMBER 30, 2024	\$ 825,887.74

DEPRECIATION FUND - ACCT NO 14832

ACCT 14832	BALANCE NOVEMBER 1, 2024	\$ 221,177.02
	ANDERSON BROS.	\$ (129,941.42)
	INTEREST	\$ -
	BALANCE NOVEMBER 30, 2024	\$ 91,235.60
CD 31722	BALANCE NOVEMBER 1, 2024	\$ 536,984.15
	EXPENSES	\$ -
	INTEREST	\$ -
	TRANSFER FROM GENERAL FUNDS	\$ -
	BALANCE NOVEMBER 30, 2024	\$ 536,984.15
	DEPRECIATION BALANCE NOVEMBER 30, 2024	\$ 628,219.75

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
 FOR DECEMBER 9, 2024
 NOVEMBER, 2024 FINANCIALS

<u>UNEMPLOYMENT CD #2232</u>	BALANCE NOVEMBER 1, 2024	\$ 12,176.36
	INTEREST	\$ -
	BALANCE NOVEMBER 30, 2024	\$ 12,176.36
<u>BUILDING FUND</u>	BALANCE NOVEMBER 1, 2024	\$ 278,412.10
	TRANSFER MADE TO GENERAL FUND. DID NOT SHOW UP AS AN EXPENSE IN GENERAL FUND.	\$ (8,336.90)
	BUFFALO COUNTY	\$ 215.50
	DAWSON COUNTY	\$ 79.42
	PHELPS COUNTY	\$ 332.12
	INTEREST	\$ 429.95
	BALANCE NOVEMBER 30, 2024	\$ 271,132.19
BOND FUND OPENED 01/01/2023	BALANCE NOVEMBER 1, 2024	\$ 794,539.74
	BUFFALO COUNTY	\$ 2,352.92
	DAWSON COUNTY	\$ 867.16
	PHELPS COUNTY	\$ 3,626.53
	BOK - BOND PAYMENT	\$ (618,091.25)
	BALANCE NOVEMBER 30, 2024	\$ 183,295.10
ELEM CONSTRUCTION (NLAF)	BALANCE NOVEMBER 1, 2024	\$ 1,241.82
	DIV REINVESTMENT	\$ 4.55
	BALANCE NOVEMBER 30, 2024	\$ 1,246.37
ELEM CONSTRUCTION (FIRSTIER)	BALANCE NOVEMBER 1, 2024	\$ 849,514.82
	INTEREST EARNED	\$ 1,558.87
	INTEREST TO SWEEP ACCOUNT	\$ (2,158.72)
	BD CONSTRUCTION	\$ (618,624.46)
	BALANCE NOVEMBER 30, 2024	\$ 230,290.51
SWEEP SAVINGS ACCOUNT	BALANCE NOVEMBER 1, 2024	\$ 203,826.25
	EARNED INTEREST ON ACCOUNT	\$ -
	INTEREST TRANSFER FROM CONSTRUCTION ACCT	\$ 2,158.72
	BALANCE NOVEMBER 30, 2024	\$ 205,984.97

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
 FOR DECEMBER 9, 2024
 NOVEMBER, 2024 FINANCIALS

LUNCH FUND

<u>BALANCE NOVEMBER 1, 2024</u>		\$		67,474.70
<u>RECEIPTS</u>				
	LUNCH & BREAKFAST SALES		\$	4,053.42
	EFUND PAYMENTS		\$	757.70
	VOIDED CHECKS		\$	-
	FEDERAL REIMBURSEMENT BREAKFAST	SEPT & OCT CLAIMS	\$	3,761.25
	FEDERAL REIMBURSEMENT LUNCH	SEPT & OCT CLAIMS	\$	15,096.91
	STATE REIMBURSEMENT LUNCH		\$	-
	STATE REIMBURSEMENT BREAKFAST		\$	-
	TOTAL RECEIPTS		\$	23,669.28
	AVAILABLE BALANCE		\$	91,143.98
<u>DISBURSEMENTS</u>				
	FOOD/GROCERIES/MILK ETC.		\$	18,111.06
	SUPPLIES		\$	1,664.03
	MISCELLANEOUS	E-funds Fees	\$	0.84
	AUDIT ADJUSTMENT		\$	3,866.00
	PAYROLL		\$	6,715.74
	TOTAL DISBURSEMENTS		\$	30,357.67
	BALANCE NOVEMBER 30, 2024		\$	60,786.31

AUGUST BILLS AS 8/9/2024

		\$		-
BERNARD				
CASHWA		\$		17,178.99
DOLLAR GENERAL		\$		-
FOSTERS		\$		172.29
HILAND DAIRY (MILK)		\$		1,328.00
MIDWEST RESTAURANT SUPPLY KITCHEN DISPOSER		\$		1,590.00
NOVEMBER PAYROLL (ESTIMATE)		\$		7,000.00
US FOODS		\$		-
VILLAGE UNIFORM (TOWELS ETC)		\$		160.06
		\$		27,429.34

ELM CREEK SCHOOL BOARD TREASURER'S REPORTS
 FOR DECEMBER 9, 2024
 NOVEMBER, 2024 FINANCIALS

ACTIVITY FUND (CURRENT CASH BALANCE SUMMARY)

	BALANCE NOVEMBER 1, 2024	\$	81,709.53
RECEIPTS	ATHLETICS & ACTIVITIES	\$	9,344.02
	CLUB & CLASS ACCOUNTS	\$	17,392.58
	DISTRICT ACTIVITIES	\$	10,777.30
	TRANSFER FROM GENERAL	\$	-
	TOTAL RECEIPTS	\$	37,513.90
EXPENSES	ATHLETICS & ACTIVITIES	\$	17,319.75
	CLUB & CLASS ACCOUNTS	\$	16,229.90
	DISTRICT ACTIVITIES	\$	16,369.63
	TOTAL EXPENSES	\$	49,919.28
	BALANCE NOVEMBER 30, 2024	\$	69,304.15

Checking Account ID: GENERAL

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
20453	12/09/2024				ACTINFO	ACT	3,528.00
20454	12/09/2024				AMAZON	AMAZON CAPITAL SERVICES, INC	44.62
20455	12/09/2024				ASKSUP	ASK SUPPLY CO. LLC	519.86
20456	12/09/2024				BLACKHILLS	BLACK HILLS ENERGY	1,341.14
20457	12/09/2024				CENTRALE	CENTRAL ENDOCRINOLOGY & WELLNESS	70.00
20458	12/09/2024				USBANK	CORPORATE PAYMENT SYSTEMS	3,500.63
20459	12/09/2024				COURTYARDM	COURTYARD BY MARRIOTT	1,164.00
20460	12/09/2024				CREATSIT	CREATIVE SITES	5,090.90
20461	12/09/2024				CULLIGAN	CULLIGAN OF KEARNEY	140.00
20462	12/09/2024				DANAF	DANA F COLE & COMPANY, LLP	4,950.00
20463	12/09/2024				DECKER	DECKER EQUIPMENT	107.41
20464	12/09/2024				EAKESOFF	EAKES OFFICE PRODUCTS	1,823.42
20465	12/09/2024				ECOLAB	ECOLAB PEST ELIMINATION	82.06
20466	12/09/2024				ESU10	EDUCATIONAL SERVICE UNIT 10	11,463.71
20467	12/09/2024				ENGINEER	ENGINEERED CONTROLS	140.00
20468	12/09/2024				FIRSTC	FIRST CARE MEDICAL	185.00
20469	12/09/2024				FLINNS	FLINN SCIENTIFIC INC	86.46
20470	12/09/2024				FOSTERC	CURT FOSTER	200.00
20471	12/09/2024				FOSTFAM	FOSTER'S FAMILY FOODS	442.49
20472	12/09/2024				GRACZYKL	GRACZYK LAWN & LANDSCAPE	506.25
20473	12/09/2024				GRACZYKS	GRACZYK SPRINKLER & HANDYMAN	307.00
20474	12/09/2024				HOMETOWN	HOMETOWN LEASING	1,320.00
20475	12/09/2024				PAYFLEX	INSPIRA FINANCIAL	150.00
20476	12/09/2024				ISS	INTEGRATED SECURITY SOLUTIONS	56.00
20477	12/09/2024				JONSREP	JON'S REPAIR	858.88
20478	12/09/2024				PEPPERJW	JW PEPPER	68.48
20479	12/09/2024				KEARNWINN	KEARNEY WINNELSON CO.	34.71
20480	12/09/2024				KELLYSA	KELLY'S SALES & AG SERVICE	576.67
20481	12/09/2024				KSBSCHOOL	KSB SCHOOL LAW, PC LLO	474.00
20482	12/09/2024				LOCKMOBILE	THE LOCKMOBILE	44.80
20483	12/09/2024				LINWELD	MATHESON TRI GAS	898.00
20484	12/09/2024				MENARD430	MENARDS - KEARNEY	280.42
20485	12/09/2024				MOSTEKE	MOSTEK ELECTRIC, INC.	1,104.91
20486	12/09/2024				NPPD	NEBRASKA PUBLIC POWER DISTRICT	4,600.96
20487	12/09/2024				NESAFETY	NEBRASKA SAFETY CENTER	125.00
20488	12/09/2024				NECENTEQ	NEBRASKA/CENTRAL EQUIPMENT, INC.	2,949.74
20489	12/09/2024				ONESOURCE	ONESOURCE	115.00
20490	12/09/2024				OTIS	OTIS ELEVATOR COMPANY	1,944.00
20491	12/09/2024				PHELPSCLER	PHELPS COUNTY CLERK	244.05
20492	12/09/2024				PLATTEGLAS	PLATTE VALLEY GLASS	485.00
20493	12/09/2024				STATENE	STATE OF NEBRASKA	361.28
20494	12/09/2024				STONEC73	CINDY STONE	39.35
20495	12/09/2024				VILLAGEE	VILLAGE OF ELM CREEK	1,183.50
20496	12/09/2024				VILLAGEU	VILLAGE UNIFORM	461.95
20497	12/09/2024				WEATHERC	WEATHERCRAFT - GRAND ISLAND	838.04
20498	12/09/2024				WEXBANK	WEX BANK	1,735.60
20499	12/09/2024				WOODWARDS	WOODWARDS DISPOSAL SERVICE	30.00
20500	12/09/2024				YANDAS	YANDA'S MUSIC	32.00
20501	12/09/2024				INTEGRATED	INTEGRATED LIFE CHOICES	11,843.76
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 68,549.05
Checking Account Total:		GENERAL			Void Total:	0.00	Total without Voids: 68,549.05
Grand Total:					Void Total:	0.00	Total without Voids: 68,549.05

Cash Flow Report

School District #9
12/6/2024

Processing Month

11/2024

Page: 1
User ID: LKJ

FUND NI Account		BEGINNING CASH			ENDING CASH
		09/01/2024	REVENUES	EXPENSES	
01	GENERAL FUND	961,204.15	1,338,179.33	(1,473,495.74)	825,887.74
02	DEPRECIATION	379,511.89	40.33	(288,316.62)	91,235.60
02	DEPRECIATION CD	530,756.06	6,228.09	-	536,984.15
03	EMPLOYEE BENEFIT	12,035.14	141.22	-	12,176.36
05	ACTIVITY FUND	107,875.89	134,540.88	(173,112.62)	69,304.15
06	NUTRITION FUND	97,070.02	44,551.32	(80,835.03)	60,786.31
07	BOND FUND	565,867.11	235,519.24	(618,091.25)	183,295.10
08	BUILDING FUND	256,579.80	22,889.29	(8,336.90)	271,132.19
08	EL BLDG FUND-NLAF	1,231.97	14.40	-	1,246.37
08	EL BLDG FUND-FIRSTIER	1,000,021.32	5,998.11	(775,728.92)	230,290.51
08	EL SWEEP ACCT (INTEREST)	198,991.60	6,993.37	-	205,984.97
		4,111,144.95	1,795,095.58	(3,417,917.08)	2,488,323.45

Negotiated Offer from EC BOE
For 2025-2026
November 19, 2024
December 3, 2024 (updated in red)
December 5, 2024 (changes in purple)

- a. **Base Salary** - The BOE is offering the base salary for 2025-2026 to be \$40,200. This includes insurance increases. **BOTH PARTIES AGREE**

2024-2025 Contract

- b. **Article I, Salaries (F)** - Change the words "sit in" to "substitute". **BOTH PARTIES AGREE**
- c. **Article I, salaries (I)** - Teachers who are appropriately certified and teach a dual credit class will receive a stipend per semester. This stipend will be equal to 1/3 of the college's credit hour cost to an enrolled Nebraska-Resident college student (not a dual-credit student ~~rate~~) (excluding fees) per student enrolled in the course. For example, if the tuition is \$96 per credit hour for a 3 credit course ($\$96 \times 3 = \288) and 7 students are enrolled ($\$288 \times 7 = \2016), the teacher's stipend would be 1/3 of the total tuition amount ($\$2016/3 = \672) per semester. **BOTH PARTIES AGREE**
- d. **Article I, Salary Schedule Provisions (C & *)** - Take out the asterisk statement below C. Change to: Exceptions will be made when a non-qualifying course would permit the teacher to obtain an additional endorsement by contract. **BOTH PARTIES AGREE**
- e. **Article I, Salary Schedule Provisions (D)** - Change D: ~~Graduate classes, including those in administration, that are considered relevant and receive approval from the Superintendent will be eligible for salary schedule advancement.~~ Only graduate courses submitted to the superintendent by the contract renewal date will be eligible for advancement on the salary schedule.
- f. **Article I, Salary Schedule Provisions (E)** - Change E: Teachers will receive their official contract for the upcoming school year at least 7 days before the contract deadline. **BOTH PARTIES AGREE**
- g. **Article II, Health & Dental Insurance (A)** - Add to A: Any teacher requesting cash-in-lieu is required to sign an attestation form to receive the cash payments.- **BOTH PARTIES AGREE**
- ~~h. **Article IV, Leave Policies (A)** - Change PTO to personal leave consistently throughout the document. Wait on this until next year? Also, we need to decide what happens to the 2 unused personal leave days if the employee maxes their 50 sick days & still has unused personal leave days. As well as deciding what happens to extra unused personal leave days upon separation of employment. One solution would be to: Any employee already at the 50 sick day threshold with more than 2 unused personal leave days will be paid \$X for those days (because~~

~~they can't roll into sick); and Any employee with unused personal leave days when they separate from employment with the district will be paid \$Y for those days.~~ **BOTH PARTIES AGREE TO STRIKE THIS CHANGE, WILL BE DISCUSSED FURTHER AT NEXT YEAR'S NEGOTIATIONS.**

- i. **Article IV, Maternity Leave (F)** - Strike this statement. **BOTH PARTIES AGREE**
- j. **Article VI, Grievance Policy (A)** - Change last sentence to: Board policy 4013 is the grievance procedure that governs disputes that arise under this agreement. **BOTH PARTIES AGREE**
- k. **Article VII, ... Non-School Time Workshops (B)** - Change the pay from \$25 per hour to per diem pay. Change the sentence to: ...be paid the employee's per diem rate with a maximum of 8 hours a day. Payment from the district only applies in situations where no other payment is received. **BOTH PARTIES AGREE**
- l. **Add to the Agreement the nondiscrimination clause. BOTH PARTIES AGREE**
 - i. Nondiscrimination. The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.
- m. **Add Safety Committee clause BOTH PARTIES AGREE**
 - i. Safety Committee. The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.
- n. **Add Joint Preparation & Construction clause BOTH PARTIES AGREE**
 - i. Joint Preparation and Construction. This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.
- ~~e. **Add Zipper Clause**~~
 - ~~i. During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the~~

~~contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association. Why? A zipper clause is a clear & express waiver of any bargaining obligation as to non-specified terms & conditions of employment. BOTH PARTIES AGREE~~

- ii. ~~**Admin. Extra Duty Coverage**—Teachers with administrative degrees covering administrative activities will not be a negotiated item, it will go on the Activities Helper Pay List. Kim & Brandon will discuss this further. BOE DECLINES FURTHER NEGOTIATIONS ON THIS ITEM~~

An assistant golf coach will be added, following the same pay schedule as an assistant cross country coach, based on the transportation needs of the number of participating athletes, including one manager. **BOTH PARTIES AGREE**

12-5-24

Association came with the following requests. See purple above.

1. Negotiations came back with (a) base salary of \$40,200. (Both parties agreed)
2. (e) no wording change, leave as is (some wording changed, both parties agreed)
3. (o) no zipper clause (Both parties agree)



every child
is capable of
greatness

Great Minds Quote

Date	November 18, 2024	Quote Number	00416015
Expiration Date	February 10, 2025	Contact Name	Terah Williams
Prepared By	Jeremy Newth	Phone	(308) 856-4300
Email	jeremy.newth@greatminds.org	Email	terah.williams@elmcreekschools.org
Bill to Name	Terah Williams	Ship to Name	Terah Williams
Bill To	230 Calkins Street Elm Creek, NE 68836	Ship To	230 East Calkins Ave Elm Creek, NE 68836

End User

Make Payment to:
Great Minds PBC Tax ID: 84-3785772
Mail payment to:
Great Minds PBC
P.O. Box 200283
Pittsburgh, PA 15251-0283

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Wire/ACH details are available by visiting this link: <https://digitalsupport.greatminds.org/s/ach-instructions>

Eureka Math 2 - Digital	ISBN	Quantity	List Price	Discounts	Total Price
Grade Multiple					
Eureka Math Squared, Premium Assessment, Grades 1-9: Service End Date (6/30 of School Year 2025 - 2026 unless noted otherwise)	GM-01835	1050.00	\$12.36	10.00%	\$11,680.20

Eureka Math 2 - Kit	ISBN	Quantity	List Price	Discounts	Total Price
Grade K					
Eureka Math Squared Grade K Learn & Digital	978-1-64929-023-6	210.00	\$35.02	10.00%	\$6,618.78

Bundle: Part-Part-Total Modules 1-6					
Eureka Math Squared Grade K Teacher Edition Set: Part-Part-Total Modules 1-6	978-1-64929-036-6	2.00	\$170.00	10.00%	\$306.00
Grade 1					
Eureka Math Squared Grade 1 Learn & Digital Bundle: Units of Ten Modules 1-6	978-1-64929-024-3	210.00	\$35.02	10.00%	\$6,618.78
Eureka Math Squared Grade 1 Teacher Edition Set: Units of Ten Modules 1-6	978-1-64929-037-3	2.00	\$170.00	10.00%	\$306.00
Grade 2					
Eureka Math Squared Grade 2 Learn & Digital Bundle: Ten Tens, Modules 1-6	978-1-64929-025-0	210.00	\$35.02	10.00%	\$6,618.78
Eureka Math Squared Grade 2 Teacher Edition Set: Ten Tens, Modules 1-6	978-1-64929-038-0	2.00	\$170.00	10.00%	\$306.00
Grade 3					
Eureka Math Squared Grade 3 Learn & Digital Bundle: Units of Any Number Modules 1-6	978-1-64929-026-7	210.00	\$35.02	10.00%	\$6,618.78
Eureka Math Squared Grade 3 Teacher Edition Set: Units of Any Number Modules 1-6	978-1-64929-039-7	2.00	\$170.00	10.00%	\$306.00
Grade 4					
Eureka Math Squared Grade 4 Learn & Digital Bundle: Fractional Units Modules 1-6	978-1-64929-027-4	210.00	\$35.02	10.00%	\$6,618.78
Eureka Math Squared Grade 4 Teacher Edition Set: Fractional Units Modules 1-6	978-1-64929-040-3	1.00	\$170.00	10.00%	\$153.00
Grade 5					
Eureka Math Squared Grade 5 Learn & Digital Bundle: Fractions are Numbers Modules 1-6	978-1-64929-028-1	210.00	\$35.02	10.00%	\$6,618.78
Eureka Math Squared Grade 5 Teacher Edition Set: Fractions are Numbers Modules 1-6	978-1-64929-041-0	1.00	\$170.00	10.00%	\$153.00

Eureka Math Kits - Manipulative	ISBN	Quantity	List Price	Discounts	Total Price
Grade K					
Eureka Math Squared - Complete Manipulative Kit, Grade K	GM-602210	2.00	\$710.00	5.00%	\$1,349.00
Grade 1					
Eureka Math Squared - Complete Manipulative Kit, Grade 1	GM-602211	2.00	\$680.00	5.00%	\$1,292.00
Grade 2					
Eureka Math Squared - Complete Manipulative Kit, Grade 2	GM-602212	2.00	\$530.00	5.00%	\$1,007.00
Grade 3					
Eureka Math Squared - Complete Manipulative Kit, Grade 3	GM-602213	2.00	\$675.00	5.00%	\$1,282.50
Grade 4					
Eureka Math Squared - Complete Manipulative Kit, Grade 4	GM-602214	1.00	\$320.00	5.00%	\$304.00
Grade 5					
Eureka Math Squared - Complete Manipulative Kit, Grade 5	GM-602215	1.00	\$315.00	5.00%	\$299.25

Kit	\$45,825.20
Manipulative	\$5,825.00
Digital	\$12,978.00

Solution Subtotal	\$64,628.20
Discount	(\$6,171.57)
Shipping and Handling	\$4,648.52
*Pre-Tax Solution Total	\$63,105.15
Estimated Sales Tax	\$0.00
Estimated S&H Tax	\$0.00
Total Solution:	\$63,105.15

This Quote is governed by the Terms and Conditions at <https://greatminds.org/customer-quote-terms> which are hereby incorporated by reference as if fully set forth herein.

***Tax Exemption: If Customer is exempt from paying any or all taxes, customer shall provide written evidence of such tax exemption issued by the applicable taxing authority.**



every child
is capable of
greatness

Great Minds Quote

Date	November 18, 2024	Quote Number	00416547
Expiration Date	February 15, 2025	Contact Name	Terah Williams
Prepared By	Jeremy Newth	Phone	(308) 856-4300
Email	jeremy.newth@greatminds.org	Email	terah.williams@elmcreekschools.org
Bill to Name	Terah Williams	Ship to Name	Terah Williams
Bill To	230 Calkins Street Elm Creek, NE 68836	Ship To	230 East Calkins Ave Elm Creek, NE 68836

End User

Make Payment to:
Great Minds PBC Tax ID: 84-3785772
Mail payment to:
Great Minds PBC
P.O. Box 200283
Pittsburgh, PA 15251-0283

Phone: 202.223.1854
Email: ordertracking@greatminds.org

Wire/ACH details are available by visiting this link: <https://digitalsupport.greatminds.org/s/ach-instructions>

PD - Services	ISBN	Quantity	List Price	Total Price
Grade Multiple				
Eureka Math Squared - Virtual PD Support Services - 6 Hours	GM-03332	1.00	\$2,500.00	\$2,500.00
Eureka Math Squared - Virtual PD Support Services - 6 Hours	GM-03332	1.00	\$2,500.00	\$2,500.00

Services	\$5,000.00
Solution Subtotal	\$5,000.00
Shipping and Handling	\$0.00
*Pre-Tax Solution Total	\$5,000.00
Estimated Sales Tax	\$0.00
Estimated S&H Tax	\$0.00
Total Solution:	\$5,000.00

This Quote is governed by the Terms and Conditions at <https://greatminds.org/customer-quote-terms> which are hereby incorporated by reference as if fully set forth herein.

****Tax Exemption: If Customer is exempt from paying any or all taxes, customer shall provide written evidence of such tax exemption issued by the applicable taxing authority.***



Because learning changes everything.®

QUOTE PREPARED FOR:

Elm Creek Sch Dist 9
230 E CALKINS AVE
ELM CREEK, NE 68836
ACCOUNT NUMBER: 477076

SUBSCRIPTION/DIGITAL CONTACT:

Brandon Marquez
brandon.marquez@elmcreekschools.org
(308) 856-4300

CONTACT:

Brandon Marquez
brandon.marquez@elmcreekschools.org
(308) 856-4300

SALES REP INFORMATION:

Amanda Kelly
amanda.kelly@mheducation.com
(720) 601-3265

Section Summary	Value of All Materials	Free Materials	Product Subtotal
REVEAL MATH 2020 (6-YEAR BDLS)	\$0.00	\$0.00	\$0.00
GRADE 6 - COURSE 1	\$4,973.31	(\$240.96)	\$4,732.35
GRADE 7 - COURSE 2	\$3,621.21	(\$240.96)	\$3,380.25
GRADE 8 - COURSE 3	\$3,891.63	(\$240.96)	\$3,650.67
ALGEBRA 1 (6-YEAR HC BDLS)	\$4,157.34	(\$247.59)	\$3,909.75
GEOMETRY	\$6,439.56	(\$245.16)	\$6,194.40
ALGEBRA 2	\$4,116.66	(\$245.16)	\$3,871.50
PRODUCT TOTAL*	\$27,199.71	(\$1,460.79)	\$25,738.92
ESTIMATED S&H**			\$2,059.11
ESTIMATED TAX**			\$0.00
GRAND TOTAL*			\$27,798.03

* Price firm for 120 days from quote date. Price quote must be attached to school purchase order to receive the quoted price and free materials.

**Shipping and handling charges shown are only estimates. Actual shipping and handling charges will be applied at time of order. Taxes shown are only estimates. If applicable, actual tax charges will be applied at time of order.

Comments:

PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER

SEND ORDER TO:

McGraw Hill LLC | PO Box 182605 | Columbus, OH 43218-2605
Email: orders_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 11/11/2024

ACCOUNT NAME: Elm Creek Sch Dist 9

EXPIRATION DATE: 03/11/2025

QUOTE NUMBER: DCONO-11112024082533-001

ACCOUNT #: 477076

PAGE #: 1



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Product Description	ISBN	Qty	Unit Price	Free Materials	Line Subtotal
REVEAL MATH 2020 (6-YEAR BDLs)					
REVEAL MATH 2020 (6-YEAR BDLs) Subtotal:				\$0.00	\$0.00
GRADE 6 - COURSE 1					
REVEAL MATH COURSE 1 STUDENT BUNDLE WITH MH 6YR SUBSCRIPTION	978-1-26-537978-0	35	\$135.21	\$0.00	\$4,732.35
REVEAL MATH COURSE 1 TEACHER DIGITAL LICENSE 6 YEAR SUBSCRIPTION	978-0-07-696286-0	1	\$240.96	\$240.96	*Free Materials
GRADE 6 - COURSE 1 Subtotal:				\$240.96	\$4,732.35
GRADE 7 - COURSE 2					
REVEAL MATH COURSE 2 STUDENT BUNDLE WITH MH 6YR SUBSCRIPTION	978-1-26-538689-4	25	\$135.21	\$0.00	\$3,380.25
REVEAL MATH COURSE 2 TEACHER DIGITAL LICENSE 6 YEAR SUBSCRIPTION	978-0-07-696292-1	1	\$240.96	\$240.96	*Free Materials
GRADE 7 - COURSE 2 Subtotal:				\$240.96	\$3,380.25
GRADE 8 - COURSE 3					
REVEAL MATH COURSE 3 STUDENT BUNDLE WITH MH 6YR SUBSCRIPTION	978-1-26-539044-0	27	\$135.21	\$0.00	\$3,650.67
REVEAL MATH COURSE 3 TEACHER DIGITAL LICENSE 6 YEAR SUBSCRIPTION	978-0-07-696298-3	1	\$240.96	\$240.96	*Free Materials
GRADE 8 - COURSE 3 Subtotal:				\$240.96	\$3,650.67
ALGEBRA 1 (6-YEAR HC BDLs)					
REVEAL ALGEBRA 1 STUDENT HARDCOVER BUNDLE WITH MH 6YR SUBSCRIPTION	978-1-26-547299-3	25	\$156.39	\$0.00	\$3,909.75
REVEAL ALGEBRA 1 TEACHER DIGITAL LICENSE 6 YEAR SUBSCRIPTION	978-0-07-697205-0	1	\$247.59	\$247.59	*Free Materials
ALGEBRA 1 (6-YEAR HC BDLs) Subtotal:				\$247.59	\$3,909.75
GEOMETRY					
REVEAL GEOMETRY STUDENT HARDCOVER BUNDLE WITH MH 6YR SUBSCRIPTION	978-1-26-545726-6	40	\$154.86	\$0.00	\$6,194.40
REVEAL GEOMETRY TEACHER DIGITAL LICENSE 6 YEAR SUBSCRIPTION	978-0-07-697241-8	1	\$245.16	\$245.16	*Free Materials
GEOMETRY Subtotal:				\$245.16	\$6,194.40
ALGEBRA 2					
REVEAL ALGEBRA 2 STUDENT HARDCOVER BUNDLE WITH MH 6YR SUBSCRIPTION	978-1-26-547771-4	25	\$154.86	\$0.00	\$3,871.50
REVEAL ALGEBRA 2 TEACHER DIGITAL LICENSE 6 YEAR SUBSCRIPTION	978-0-07-697433-7	1	\$245.16	\$245.16	*Free Materials
ALGEBRA 2 Subtotal:				\$245.16	\$3,871.50

PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER

SEND ORDER TO:

McGraw Hill LLC | PO Box 182605 | Columbus, OH 43218-2605
 Email: orders_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 11/11/2024

ACCOUNT NAME: Elm Creek Sch Dist 9

EXPIRATION DATE: 03/11/2025

QUOTE NUMBER: DCONO-11112024082533-001

ACCOUNT #: 477076

PAGE #: 2



Because learning changes everything.

QUOTE PREPARED FOR:

Elm Creek Sch Dist 9
230 E CALKINS AVE
ELM CREEK, NE 68836
ACCOUNT NUMBER: 477076

CONTACT:

Brandon Marquez
brandon.marquez@elmcreekschools.org
(308) 856-4300

SUBSCRIPTION/DIGITAL CONTACT:

Brandon Marquez
brandon.marquez@elmcreekschools.org
(308) 856-4300

VALUE OF ALL MATERIALS	\$27,199.71
FREE MATERIALS	(\$1,460.79)
PRODUCT TOTAL*	\$25,738.92
ESTIMATED SHIPPING & HANDLING**	\$2,059.11
ESTIMATED TAX**	\$0.00
GRAND TOTAL	\$27,798.03

Add PD \$1500

Comments:

[Empty comment box]

* Price firm for 120 days from quote date. Price quote must be attached to school purchase order to receive the quoted price and free materials.

**Shipping and handling charges shown are only estimates. Actual shipping and handling charges will be applied at time of order.

Terms of Service:

By placing an order for digital products (the 'Subscribed Materials'), the entity that this price quote has been... and any specific provisions required by Subscriber's state law, each located in the applicable links below. Su... LLC hereby grants to Subscriber a non-exclusive, non-transferable license to allow only the number of Autho... set forth above to access and use the Subscribed Materials under the terms described in the Terms of Servi... located in the applicable links below. The subscription term for the Subscribed Materials shall be as set forth... the initial term shall be one (1) year from the date of this price quote (the 'Initial Subscription Term'), and ther... (each a 'Subscription Renewal Term'), provided MHE has chosen to renew the subscription and has sent an...

Terms Of Service

Provisions required by Subscriber State law

ATTENTION: In our effort to protect our customer's data, we will no longer store credit card data in any man... longer accept credit card orders via email, fax, or mail/package delivery. Credit card orders may be placed c... visiting www.mheducation.com (or www.mhecoast2coast.com).

*Also need CCC
Trig. books \$1400.00*

Total \$30,698.03

School Purchase Order Number: _____

Name of School Official (Please Print)

Signature of School Official

PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER

SEND ORDER TO:

McGraw Hill LLC | PO Box 182605 | Columbus, OH 43218-2605
Email: orders_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 11/11/2024

ACCOUNT NAME: Elm Creek Sch Dist 9

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QUOTE NUMBER: DCONO-11112024082533-001

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PAGE #: 3

[5066](#)
[Early Graduation](#)

General Policy. Students most effectively obtain the skills and experience necessary to graduate from high school by completing grades 9 through 12 over the course of 4 years. Unless otherwise permitted by Board policy or other applicable law, students must finish all 4 grade levels in order to graduate.

Requirements for Application. In unique circumstances, the Board may waive the four-year attendance requirement for high school graduation, provided that the student has met the requirements of this policy.

Students must make an application to the high school principal before they may seek permission to graduate early from the Board. The principal may consult with appropriate instructional and guidance staff members in making the determination. The student's application must include:

1. Proof that the student will meet all academic requirements necessary to graduate on or before the proposed graduation date;
2. A transcript showing that the student has no grade lower than "C" in any required course at the time of application;
3. A detailed essay that (a) addresses the reasons for seeking early graduation and (b) articulates the student's post-graduation plans, including goals and objectives justifying the need to graduate early; and
4. A letter from a parent/guardian supporting the application.

The student may submit any additional materials which support the student's efforts to graduate early. Such materials may include, but are not required to include: letters of support from staff and community members; proof of admission in a postsecondary program; and/or any other materials which the student believes to support the student's application.

Consideration by the Board of Education. The principal will make a written recommendation to the Board based on the submitted application from the student. The Board will consider but is not bound by the principal's recommendation. Along with the application, the Board may consult with members of the administration, staff, or anyone else the Board deems appropriate. The Board will grant a student's application only if it determines that the student is best served by permitting the student to graduate early.

Participation in District Activities. Early graduates will be considered graduates of the district at the time the Board confers such status upon them. Therefore, early graduates will no longer be considered members of the student body and will forfeit those rights and privileges accorded such students.

Adopted on: December 14, 2020

Revised on:

Reviewed on: October 16, 2024

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[Early Graduation](#)

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