

Agenda

1. Call to Order
 - 1.1. Recognition of Public Notice of Open Meeting
 - 1.2. Recognition of Posted Notice of the Open Meetings Law
2. Roll Call
 - 2.1. Americanism Quote:

Samuel Adams (known as the father of the American Revolution): "We have appealed to heaven for the justice of our cause, and in heaven we have placed our trust."
3. Minutes of the Previous Regular Meetings
4. Bills As Presented By the Superintendent
 - 4.1. Board needs to consider paying the credit card as presented.
5. Financial Report
6. Communications from the Public
7. New Business
 - 7.1. The Board needs to consider the request of the coalition to speak to the board about a social worker.
 - 7.2. Superintendent Sick and vacation log

 - 7.3. Board Goals
 - 7.4. The board needs to re-approve the Drug Testing Policy and add Art club to the activities list.
 - 7.5. The board needs to consider approving the contract with Sport Safe Testing for the 21-22 school year.
 - 7.6. The board needs to consider the "reopening procedure" for St. Paul Public School.
 - 7.7. Board needs to consider the plan for ESSER III funds.
 - 7.8. Board needs to approve the contract for Adam Patrick to be Superintendent of Schools.
 - 7.9. The Board needs to consider approving the contract for the Early Child Foundation for the use of part of the old Heritage building.
 - 7.10. Board needs to consider adopting the Option report as presented.
 - 7.11. The board needs to consider approving Mr. Chad Bauder as a local substitute teacher.
 - 7.12. The board needs to consider approving Brad Wells as a volunteer coach for the girls basketball team.
 - 7.13. Principal's Report.

Mr. Peters and Mrs. Hagen will speak
 - 7.14. Superintendent's Report

- 7.14.1. Executive session for negotiations.
- 7.15. Review Board Calendar
- 8. Adjournment

Special Meeting of the St. Paul Board of Education

The St. Paul School Board met in special session on November 8, 2021 at 5:30 PM. The following board members were in attendance: Shelly Hueftle: Present, Jason Meinecke: Absent, Janelle Morgan: Present, Marty Mrkvicka: Present, Dan Scheer: Present, Philip Thede: Present.

The meeting was called to order at 5:30pm.

The president stated that the meeting was properly published in the Phonograph Herald, and/or in 3 public places, per policy

The president stated that the Open Meetings Law is posted on the wall of the meeting room.

Motion to excuse the absence of Jason Meinecke passed with a motion by Marty Mrkvicka and a second by Dan Scheer.

Hueftle: Yea, Morgan: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea

Yea: 5, Nay: 0

Marcia Herring and Kari Stephens from Nebraska Association of School Boards were present to discuss the results of the Needs Analysis as well as the Strategic Plan Framework. Jason Meinecke arrived at 5:47pm.

The meeting adjourned at 6:47pm.

Shelly Hueftle
Secretary

Special Meeting of the St. Paul Board of Education

The St. Paul School Board met in special session on November 8, 2021 at 6:55 PM. The following board members were in attendance: Shelly Hueftle: Present, Jason Meinecke: Present, Janelle Morgan: Present, Marty Mrkvicka: Present, Dan Scheer: Present, Philip Thede: Present.

The meeting was called to order at 6:55pm.

The president stated that the meeting was properly published in the Phonograph Herald, and/or in 3 public places, per policy.

The president stated that the Open Meetings Law is posted on the wall of the meeting room.

Student Fee Policy was presented. It was noted that drug testing costs would be the District's responsibility if the student request a fee waiver based on free and reduced status.

The meeting adjourned at 6:58pm.

Shelly Hueftle
Secretary

Regular Meeting of the St. Paul Board of Education

7:00 PM

November 8, 2021

Board Room, St. Paul Public School

The St. Paul School Board met in regular session on November 8, 2021 at 7:00 PM. The following board members were in attendance: Shelly Hueftle: Present, Jason Meinecke: Present, Janelle Morgan: Present, Marty Mrkvicka: Present, Dan Scheer: Present, Philip Thede: Present.

President Mrkvicka noted that notice of the meeting was properly published in the Phonograph Herald and/or in 3 public places, per policy.

President Mrkvicka noted that the Open Meetings Law is posted on the wall of the meeting room.

Vice-President Scheer read the Americanism quote. "Duty is ours, results are God's." John Quincy Adams

President Mrkvicka asked if there were any additions or corrections to the minutes of the previous meeting. None were made, and the minutes were declared approved.

The motion to approve the bills as presented by Superintendent Poppert passed with a motion by Shelly Hueftle and a second by Philip Thede.

Hueftle: Yea, Meinecke: Yea, Morgan: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea

Yea: 6, Nay: 0

Motion to approve the credit card bill as presented passed with a motion by Janelle Morgan and a second by Jason Meinecke.

Hueftle: Yea, Meinecke: Yea, Morgan: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea

Yea: 6, Nay: 0

The Superintendent presented the Financial Report.

Trenton Tophoj spoke.

Superintendent Poppert noted that the IT Job description has been finalized, and the strategic planning report has been submitted and will continue to move forward with parent data.

Motion to accept the resignation of Rebecca Knox passed with a motion by Marty Mrkvicka and a second by Philip Thede.

Hueftle: Yea, Meinecke: Yea, Morgan: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea

Yea: 6, Nay: 0

Motion to accept Joe Smydra as a volunteer coach for Robotics, and Marty Mrkvicka, Mike Baker and Chris Svoboda for wrestling, passed with a motion by Jason Meinecke and a second by Shelly Hueftle.

Hueftle: Yea, Meinecke: Yea, Morgan: Yea, Mrkvicka: Abstain (With Conflict), Scheer: Yea, Thede: Yea
Yea: 5, Nay: 0, Abstain (With Conflict): 1

Motion to approve extracurricular drug testing policy as presented, effective 1-4-2021, passed with a motion by Marty Mrkvicka and a second by Janelle Morgan.

Hueftle: Yea, Meinecke: Yea, Morgan: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0

Motion to approve the Student Fee Policy as presented passed with a motion by Janelle Morgan and a second by Shelly Hueftle.

Hueftle: Yea, Meinecke: Yea, Morgan: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0

AD Report:

Amber Kosmicki----Softball All State 2nd team--All Heartland 1st Team

All State Choir--Ben Feeken and Carmen Kosmicki

District Livestock Judging--2nd place Jr. High Team--Jalee Haggerty--Keislyn Poss--Christain Lemburg--Layne Baker

2nd Place Jr. Division--Garrett Didier 1st place--Abby Hirschman, Tylee Petersen, and Cody Kuszak

The Veterans Day program is Thursday.

Building Committee Report: The bid from Jerry's Sheet Metal for WAC ventilation to address moisture issues was discussed. The electrical portion of the new air conditioning system will be bored into the building in the next couple of weeks. The units will arrive in late January and air conditioning should be available in the big gym in February.

Superintendent's Report: State conference schedule and accommodations were discussed.

Motion to enter executive session for negotiations to protect the public interest passed with a motion by Shelly Hueftle and a second by Marty Mrkvicka.

Hueftle: Yea, Meinecke: Yea, Morgan: Yea, Mrkvicka: Yea, Scheer: Yea, Thede: Yea
Yea: 6, Nay: 0

The president repeated the motion and stated that negotiations would be the only item discussed. The Board entered executive session at 7:45 and came out of executive session at 9:27pm. No action was taken.

Meeting adjourned at 9:27pm.

Shelly Hueftle
Secretary

12/09/2021 3:44 PM

Posted - All; Batch Description 2 Records Selected; Processing Month 12/2021

User ID: JLC

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>CC:</u>	<u>Invoice Amount</u>
ALPHAREHAB	Alpha Rehabilitation, PC	3340-0001	Student Services	12/31/2021	12/16/2021	1	57573		351.76
AXTELLCOMM	Axtell Community School Dist 501	1121-0001	Student Services	12/01/2021	12/16/2021	1	57574		3,641.40
BCNTELEC	BCN TELECOM	23221955-0001	Telecommunications	12/01/2021	12/16/2021	1	57575		70.52
BESTBUY	Best Buy Stores, L.P.	241117759	ESSER III Classroom Screens	12/01/2021	12/16/2021	1	57534		19,499.70
BESTBUY	Best Buy Stores, L.P.	241209003	ESSER III Classroom Screens	12/01/2021	12/16/2021	1	57534		2,475.00
BLACKHILLS	Black Hills Energy	11292021-0002	Natural Gas	12/29/2021	12/16/2021	1	57576		2,666.70
NOVUSBC	Boggy Creek Express LLC	7035052	Windshield Repair	10/14/2021	12/16/2021	1	57535		45.00
BOMGAARS	BOMGAARS	11162021-0001	Ag/Maint. Supplies	12/16/2021	12/16/2021	1	57577		684.43
BOYSTOWN	Boys Town	NIE0001858-0001	Tuition	10/31/2021	12/16/2021	1	57578		6,400.00
BREHMS	BREHMS HEALTH MART	10312021	Athletics Supplie	10/31/2021	12/16/2021	1	57536		17.95
CEISECURIT	CEI SECURITY AND SOUND	WO-1396	Board Replacement	11/10/2021	12/16/2021	1	57537		1,281.50
CENTNEBRRE	Central Nebraska Rehabilitation Services	11052021-0001	OT/PT Services	11/05/2021	12/16/2021	1	57579		5,022.62
CULLIGAN	Central Nebraska Water Conditioning Inc	11302021	Office Supplies	11/30/2021	12/16/2021	1	57538		320.00
CENTLINK	CENTURY LINK	11102021-0001	Phone Service 308-754-6006	11/10/2021	12/16/2021	1	57580		125.42
CENTLINK	CENTURY LINK	11102021a-0001	Phone Bill - 308-754-4433	11/10/2021	12/16/2021	1	57580		256.70
CITYOFST	CITY OF ST. PAUL	11302021-0001	Electric, Water, Sewer	11/30/2021	12/16/2021	1	57581		9,517.39
CONTPAPE	CONTRACT PAPER GROUP, INC	43008419501	Bulk Paper Order	11/03/2021	12/16/2021	1	57539		6,110.00
CRANERIVER	Crane River Theater Company	1737	Touring Production for 7-12	12/07/2021	12/16/2021	1	57540		850.00
DANA	DANA F. COLE & COMPANY	3355149	Auditing Services - Final Bill	11/09/2021	12/16/2021	1	57541		1,536.00
DASSTACC	DAS State Accounting-Central Finance OCIO	1292071-0001	Educational Services	11/08/2021	12/16/2021	1	57582		259.49
DASSTACC	DAS State Accounting-Central Finance OCIO	1296237-0001	Educational Services	12/08/2021	12/16/2021	1	57582		259.49
EAKES	EAKES OFFICE SOLUTIONS	8381191-0	BOE Supplies - Checks	12/07/2021	12/16/2021	1	57542		209.55
ESU10	EDUCATIONAL SERVICE UNIT	12012021-0001	Audiology/Vision/Training	12/01/2021	12/16/2021	1	57583		709.71
EMPOWERU	EmpowerU, Inc.	6231533934	SEL Curriculum - \$17,000 Reimbursed	11/01/2021	12/16/2021	1	57543		22,896.00
EWELLEDUCA	EWELL EDUCATIONAL SERVICES	NE0094 - 2021	Ag Education	11/19/2021	12/16/2021	1	57544		325.00
FLINSCIE	FLINN SCIENTIFIC, INC.	2647486	Chemistry Supplies	11/10/2021	12/16/2021	1	57545		45.85
GLAZIERCLI	GLAZIER CLINICS	7398	2022 Staff Season Pass	10/24/2021	12/16/2021	1	57546		399.00
PHONOGRAPH	Happ, Michael	11302021-0001	Notices/Minutes	11/30/2021	12/16/2021	1	57584		485.11
HEARTDISPO	Heartland Disposal	116430-0001	Monthly Service Fee	11/26/2021	12/16/2021	1	57585		272.00
HEARTDISPO	Heartland Disposal	116930-0001	Trash Disposal Compactor Pull Fee	11/29/2021	12/16/2021	1	57585		283.61
HOMEDEPO	Home Depot Pro, The	651684979	Maint. Supplies	11/08/2021	12/16/2021	1	57547		24.24
HOMEDEPO	Home Depot Pro, The	654654581	Maint. Supplies	11/23/2021	12/16/2021	1	57547		3,248.84
HOMEDEPO	Home Depot Pro, The	657183224	Maint. Supplies	12/08/2021	12/16/2021	1	57547		53.85
HOMEMARK	HOMETOWN MARKET	11052021	FCS/Backpack/	11/05/2021	12/16/2021	1	57548		1,012.15
HOTSYEQUIP	Hotsy Equipment Co	319019	Transportation Parts	11/29/2021	12/16/2021	1	57549		35.25
HOUGMIFF	HOUGHTON MIFFLIN CO.	955377511	Intro to Lit Curriculum - Final Bill	12/07/2021	12/16/2021	1	57550		1,326.00

Invoice Listing - Summary

Posted - All; Batch Description 2 Records Selected; Processing Month 12/2021

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>CC:</u>	<u>Invoice Amount</u>
INTEALLB	INTERSTATE ALL BATTERY CENTER	1905801007185	Maint. Supplies	12/06/2021	12/16/2021	1	57551		41.94
JOHNDEERFI	John Deere Financial	2970796	Maint. Parts/Repairs	10/29/2021	12/16/2021	1	57552		628.60
JWPEPPER	JW PEPPER & SON, INC.	363758957	Music Supplies	11/04/2021	12/16/2021	1	57553		118.19
JWPEPPER	JW PEPPER & SON, INC.	363786242	Music Supplies	11/14/2021	12/16/2021	1	57553		99.98
JWPEPPER	JW PEPPER & SON, INC.	363796819	Music Supplies	11/17/2021	12/16/2021	1	57553		34.85
JWPEPPER	JW PEPPER & SON, INC.	363828656	Music Supplies	12/02/2021	12/16/2021	1	57553		64.94
JWPEPPER	JW PEPPER & SON, INC.	363828793	Music Supplies	12/02/2021	12/16/2021	1	57553		48.40
JWPEPPER	JW PEPPER & SON, INC.	363832850	Music Supplies	12/03/2021	12/16/2021	1	57553		10.25
JWPEPPER	JW PEPPER & SON, INC.	363837780	Music Supplies	12/06/2021	12/16/2021	1	57553		12.99
KIDACADEMY	Kid Academy	0037/0038/0039	Preschool Shared Expenses	11/30/2021	12/16/2021	1	57554		535.50
KSBSCHOLAW	KSB School Law	11085	Legal Services	12/01/2021	12/16/2021	1	57555		96.00
MARRIOTT	MARRIOTT HOTELS	7172/8106	All State Choir Lodging	12/09/2021	12/16/2021	1	57556		896.00
MCGRHILL	MCGRAW-HILL EDUCATION, INC	119937978001	Language Arts Curriculum	10/01/2021	12/16/2021	1	57557		1,387.93
MIDAMRESCH	Mid-American Research Chemical	0746931-IN	Maint. Supplies	11/05/2021	12/16/2021	1	57558		309.44
MIDAMRESCH	Mid-American Research Chemical	0747804-IN	Maint. Supplies	11/12/2021	12/16/2021	1	57558		393.60
MIDAMRESCH	Mid-American Research Chemical	0748318-IN	Maint. Supplies	12/19/2021	12/16/2021	1	57558		279.18
MIDWESTA	Midwest Alarm Services	366460	Semi Annual Fire Alarm Inspection	12/02/2021	12/16/2021	1	57559		65.00
MIDWAFIRE	Midwest Automatic Fire Sprinkler Co.	15235	Backflow Repair	11/10/2021	12/16/2021	1	57560		637.00
MORRISPLUM	Morris Plumbing, Inc.	1634	Sewer Line Repair	10/31/2021	12/16/2021	1	57561		1,192.60
MORRISPLUM	Morris Plumbing, Inc.	1647	Plumbing Fountain 2nd Story	12/01/2021	12/16/2021	1	57561		416.97
NASCO	NASCO	172399a	General Supplies	11/22/2021	12/16/2021	1	57562		51.49
NEBRSPOR	NEBRASKA SPORTS	NNC756289-AX07	Volleyball Uniforms	11/11/2021	12/16/2021	1	57563		1,067.06
OFFICENET	OFFICENET	IIN87100EL-0001	Elementary Copier	11/30/2021	12/16/2021	1	57586		273.25
OFFICENET	OFFICENET	IN87100-0001	Tech Hallway/Super Office - SPED Use	11/30/2021	12/16/2021	1	57586		248.93
OFFICENET	OFFICENET	IN871007HS-0001	HS Workroom Copies	11/30/2021	12/16/2021	1	57586		433.41
OFFICENET	OFFICENET	IN87100t-0001	Terri T Office Copier	11/30/2021	12/16/2021	1	57586		236.92
OVERHEAD	OVERHEAD DOOR	45094	Bus Barn Door Repair	11/01/2021	12/16/2021	1	57564		1,805.00
PARTSBIN	PARTS BIN, INC., THE	11302021-0001	Transportation/Maint. Supplies	11/30/2021	12/16/2021	1	57587		366.18
PRESTOX	PRESTO-X COMPANY	4457288-0001	Pest Maint. Service	11/22/2021	12/16/2021	1	57588		105.00
PRESTOX	PRESTO-X COMPANY	4461131-0001	Pest Control Service- Preschool	11/23/2021	12/16/2021	1	57588		37.00
RISERINCOR	Riser Incorporated	2850	Bleacher Repair	11/15/2021	12/16/2021	1	57565		1,487.00
SESMITH	S.E. SMITH & SONS	11252021-0001	Maint./Ag Supplies	11/25/2021	12/16/2021	1	57589		35.07
SIEMINDU	SIEMENS INDUSTRY INC.	5330145606	HVAC Repair	11/30/2021	12/16/2021	1	57566		1,712.00
SMITWELD	SMITH WELDING	12012021	Maint. Supplies	12/01/2021	12/16/2021	1	57567		551.93
STPAULPU	ST. PAUL DIST REIMBURSE ACCT	11302021-0001	Supplies/Postage/Grant Refund	11/30/2021	12/16/2021	1	57590		3,940.94
STUHRMUS	STUHR MUSEUM OF PRAIRIE PION	1011	Elementary Field Trip	09/23/2021	12/16/2021	1	57568		500.00
SUPRSCHO	SUPREME SCHOOL SUPPLY	135671	SPED Supplies	11/18/2021	12/16/2021	1	57569		180.00

Invoice Listing - Summary

Posted - All; Batch Description 2 Records Selected; Processing Month 12/2021

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Checking Account ID</u>	<u>Check Number</u>	<u>CC:</u>	<u>Invoice Amount</u>
TRUCCENTOM	Truck Center Companies	XA106037605:01	Bus Filters	11/04/2021	12/16/2021	1	57570		357.11
TRUCCENTOM	Truck Center Companies	XA106039397:01	Bus Parts	11/15/2021	12/16/2021	1	57570		31.56
USBANKCC	U.S. BANK	11302021-0001	Classroom Supplies/BOE Supplies	11/30/2021	12/16/2021	1	57591		8,551.98
UNITEART	UNITED ART AND EDUCATION	INV56308	Art Supplies	11/09/2021	12/16/2021	1	57571		296.13
WEXBANK	WEX Bank	11302021-0001	Fuel	11/30/2021	12/16/2021	1	57592		4,868.09
YANDAS	YANDA'S MUSIC	55211	Music Supplies	10/12/2021	12/16/2021	1	57572		19.95
YANDAS	YANDA'S MUSIC	552111	Music Supplie	10/12/2021	12/16/2021	1	57572		19.95
YANDAS	YANDA'S MUSIC	557076	Music Supplies	11/10/2021	12/16/2021	1	57572		9.25
YANDAS	YANDA'S MUSIC	559972	Music Supplies	11/30/2021	12/16/2021	1	57572		48.00
YANDAS	YANDA'S MUSIC	562118G	Music Supplies	12/07/2021	12/16/2021	1	57572		24.99

Report Total: 127,244.78

Dec. 2021 Credit Card Report

Date	Transaction	Amount	Description
11/19	SP * GLOWFORGE STORE	\$157.50	Ag Supplies
11/11	AMZN MKTP US*Z46510TZ3	\$119.54	Ag Supplies
11/08	AMZN MKTP US*P65FR1BK3	\$74.94	Ag Supplies
11/08	AMZN MKTP US*TJ7QS4FG3	\$90.92	Ag Supplies
10/28	AMZN MKTP US*E968G0LY3	\$84.99	Athletics Supplies
11/11	AMAZON.COM*455PE3N03 AMZN	\$211.67	Activity Center Exhaust Fan
11/18	AMZN MKTP US*IB9228NA3	\$23.98	Maint. Supplies
11/11	AMAZON.COM*YM8OR8UR3	\$56.99	Maint. Supplies
11/08	ONE SOURCE THE BACKGROUND	\$98.00	Background Screening Services
11/09	AMZN MKTP US	-\$14.39	FCS Refund
11/03	AMZN MKTP US*N33V64E83	\$20.47	FCS Supplies
11/03	AMZN MKTP US*WN68X2A63	\$137.52	FCS Supplies
11/23	SCRIPPS SPELLING BEE	\$175.00	Elementary Spelling Bee
11/10	SCRIPPS SPELLING BEE	\$175.00	Elementary Spelling Bee
11/03	AWL*PEARSON EDUCATION	\$200.82	Preschool IDEA 6422
10/29	PYRAMID EDUCATIONAL CONSU	\$537.90	Preschool IDEA 6422
11/14	AMAZON.COM*N09RN61L3 AMZN	\$23.07	Preschool IDEA 6422
11/02	AMAZON.COM*D98JX3R43 AMZN	\$13.99	Preschool IDEA 6422
11/01	AMZN MKTP US*0T7US8I03	\$15.79	Preschool IDEA 6422
11/01	AMZN MKTP US*E27TM0CR3	\$357.33	Preschool IDEA 6422
11/01	AMZN MKTP US*EU1433BE3	\$6.99	Preschool IDEA 6422
11/01	AMZN MKTP US*0O8ZJ2WK3	\$95.79	Preschool IDEA 6422
10/26	AMZN MKTP US*6S71R5XD3	\$82.09	Maker Fair Supplies
10/26	AMZN MKTP US*UE34Y4GG3	\$97.98	Maker Fair Supplies
10/30	<u>OPUSEVENT.COM</u>	\$400.00	Sing Around Nebraska
10/30	<u>OPUSEVENT.COM</u>	\$400.00	Sing Around Nebraska
11/18	NE COUNCILOF SCHOOL ADMN	\$190.00	Principals Conference
11/11	PIZZA HUT # 008322	\$132.88	Ambassadors
10/27	AWL*PEARSON EDUCATION	\$65.00	School Psych Subscription
11/02	SCREENCASTIFY UNLIMITE	\$32.70	Teacher Subscription
10/29	APPY PIE	\$230.00	School App Subscription
11/03	SAMSLUB #6461	\$226.94	Sunshine Committee
11/24	AMZN MKTP US*X837585J3	\$47.98	Classroom Supplies
11/11	AMZN MKTP US*0446C92T3	\$49.74	Classroom Supplies
10/27	COPYCAT PRINTING AND SIGN	\$313.49	Wildcat Notecards
11/23	AMAZON.COM*BT2LS2LD3	\$19.99	Go Bucket Supplies
11/23	AMZN MKTP US*CR25E6HK3	\$75.92	Go Bucket Supplies

11/23	AMZN MKTP US*D32JJ6A33	\$63.55	Go Bucket Supplies
11/22	DOLLAR-GENERAL #7887	\$31.89	Go Bucket Supplies
11/22	AMZN MKTP US*S639X9QT3	\$13.10	Go Bucket Supplies
11/19	CORNHUSKERS SQUARE	\$22.50	All State Choir Parking
11/19	JIMMY JOHNS - 106	\$35.04	All State Choir
11/19	LAZLOS BREWERY & GRILL -	\$89.01	All State Choir
11/17	EXPRESS QUE PLACE	\$11.25	All State Choir Parking
11/12	AMAZON.COM*X03F401X3	\$125.97	Tech Supplies
11/04	AMZN MKTP US*5H3TM6I33	\$94.00	Tech Supplies
10/27	AMZN MKTP US	-\$28.85	Tech Supplies Refund
10/27	AMZN MKTP US*JX8M269V3	\$36.98	Tech Supplies
11/24	AMZN MKTP US*1N9GE5T23	\$20.48	Office Supplies
11/10	AMZN MKTP US*SL5NP0VT3	\$170.98	Office Supplies
11/20	<u>APPLE.COM/BILL</u>	\$10.64	Athletics Subscription
11/03	<u>NFHSNETWORK.COM</u>	\$10.99	Athletics Subscription
11/01	<u>ATHLETIC.NET</u>	\$80.00	Cross Country Athletics Subscription
11/18	REMIND101,* REMIND.COM	\$440.00	FFA Subscription
11/23	NHSGA	\$50.72	Golf Coaches Conference
11/04	<u>SAMSCLUB.COM</u>	\$332.36	Math and Science Clubterri math and science
10/26	<u>SAMSCLUB.COM</u>	\$400.00	Math and Science Club
10/29	SQ *NEBRASKA SCHOOL ACTIV	\$102.50	One Act Registration
11/01	<u>WWW.CREATE-FOUND.ORG</u>	\$200.00	Robotics Tournament
10/28	VEXROBOTICS	\$182.16	Robotics Supplies
11/19	HILTON HOTELS	\$18.00	BOE Conference
11/23	HILTON HOTELS	-\$1.98	BOE Conference
11/19	HILTON HOTELS	\$37.62	BOE Conference
11/19	TST* DJ'S DUGOUT DOWNTOWN	\$100.22	BOE Conference
11/17	HILTON HOTELS	\$2,500.00	BOE Conference
11/18	BROTHER SEBASTIAN'S STEA	\$183.70	BOE Conference

Activity Accounts \$1,809.37

General Fund Accounts \$8,551.98

Grand Total \$10,361.35

MONTHLY FINANCIAL REPORT

November 2021

Number			
100	GENERAL FUND		\$ 6,366.14
101	STUDENT AGENDA		\$ 1,096.48
103	WILDCAT EXPRESS		\$ 1,387.93
104	ELEMENTARY		\$ 2,006.96
105	ESU REIMBURSEMENT		\$ 3,036.03
106	INTEREST		\$ 2,576.02
113	YEARBOOK		\$ 3,768.37
213	CLASS OF 2023 (JUNIORS)		\$ 2,766.38
214	CLASS OF 2021		\$ -
215	CLASS OF 2024 (SOPHOMORES)		\$ 1,858.82
216	CLASS OF 2025 (FRESHMEN)		\$ 796.02
217	CLASS OF 2022 (SENIORS)		\$ 4,402.13
302	CHEER SQUAD		\$ 1,323.59
303	ROBOTICS		\$ 1,935.14
304	DANCE SQUAD		\$ 1,050.97
320	SCHOLARSHIP		\$ 26,166.92
340	VOCAL MUSIC		\$ (909.72)
350	INSTRUMENTAL MUSIC		\$ 48.31
359	ONE ACT		\$ (773.16)
360	MUSICAL-Odd/VARIETY SHOW-Even		\$ 4,128.68
362	ALL SCHOOL PLAY-Even		\$ 1,098.23
370	STUDENT COUNCIL		\$ (160.58)
380	SENIOR ART TRIP		\$ 432.74
381	ART CLUB		\$ 3,582.82
390	TRANSPORTATION FUND		\$ 3,119.23
500	ATHLETICS		\$ 12,954.73
501	WRESTLING - BOLLING		\$ (90.83)
502	WEIGHT ROOM KEYS		\$ 1,827.51
503	FOOTBALL - FULLER		\$ 3,160.75
504	GIRLS BASKETBALL - PETERS		\$ 665.16
505	GIRLS GOLF - LYNCH		\$ 2,227.60
506	BOYS BASKETBALL - FULLER		\$ (307.23)
507	VOLLEYBALL - KOEHN		\$ 1,624.02
508	SOFTBALL - VOLK		\$ 3,039.38
509	CONCESSIONS		\$ 9,807.96
510	TENNIS - SVOBODA		\$ 110.00
600	FFA		\$ 23,378.85
602	MATILDA		\$ 6,850.53
700	FCCLA		\$ 1,979.87
800	FBLA		\$ 2,971.24
801	MATH/SCIENCE CLUB		\$ 8,726.15
			\$ 150,030.14
	2020-2021 BUDGET		\$ 450,000.00
	YEAR TO DATE EXPENSES		\$ 95,288.14
	REMAINING BUDGET		\$ 354,711.86

ST. PAUL PUBLIC SCHOOLS

JOHN POPPERT, SUPERINTENDENT
 Jen Hagen, Secondary Principal
 Rick Peters, Assistant Principal/AD
 Sara Paider, Elementary Principal
 Kim Schulte, Special Education Director
 1305 Howard Ave
 PO Box 325
 St. Paul, NE 68873



www.stpaulpublicschools.org
 Telephone: 308-754-4433
 Fax: 308-754-5374

BOARD OF EDUCATION

PAGE 1

December 15, 2021

FINANCIAL REPORT

<u>GENERAL FUND</u>		
BEGINNING BALANCE		\$ 2,356,850.27
RECEIPTS:		
Fee's/Donations/Other	\$ 2,142.94	
State Aid	\$ 210,046.00	
Archer Credit - HAL		
Local Taxes	\$ 102,899.62	
HAL - State	\$5,699.00	
City Permits	\$ 300.00	
EC Endowment		
IDEA	\$ -	
SPED School Age	\$ -	
Dist. Learning Incentive	\$ -	
Voided Check	\$ 313.49	
Greeley County Taxes	\$ -	
Citizens Interest	\$ 1,113.16	
TOTAL RECEIPTS:		\$ 322,514.21
LESS DISBURSEMENTS FOR CURRENT BOARD MEETING:		
Bills		\$ (99,360.93)
Salaries & Benefits		\$ (633,880.33)
		\$ (733,241.26)
GRAND TOTAL GENERAL FUND MONTH ENDED		\$ 1,946,123.22
<i>FUND TOTAL FROM PREVIOUS YEAR</i>		<i>\$ 1,434,358.49</i>

Current Month	
Bills	-\$127,244.78
Salary & Wages	-\$630,961.23
Local Property Taxes	\$66,146.96
	-\$692,059.05
General Fund Account Total**	\$ 1,254,064.17

General Fund Budget	\$ 10,329,878.00	
YEAR TO DATE EXPENDITURES	\$ (3,132,029.12)	-30.32%
Remaining Balance	\$ 7,197,848.88	

BUILDING MAINTENANCE FUND			
CHECKING	BEGINNING BALANCE		\$ 2,029.00
	Transfer from MMA		\$ -
	Vendor Checks		\$ -
	Misc.		\$ -
	Interest		\$ 0.02
	ACCOUNT TOTAL		<u>\$ 2,029.02</u>
MONEY MARKET	BEGINNING BALANCE	\$ 465,830.07	
	Local Taxes	\$ 1,733.05	
	Transfer to Checking Greeley County		
	Interest	\$ 61.35	
	ACCOUNT TOTAL		<u>\$ 467,624.47</u>
	GRAND TOTAL BUILDING MAINTENANCE FUND		<u>\$ 469,653.49</u>

YEAR TO DATE EXPENSES	\$ (40,000.00)
REMAINING BUDGET	\$ (40,000.00)
***Next months tax revenue	\$ 805.75
Fund Account Total**	\$ 470,459.24

DEPRECIATION FUND			
CHECKING	BEGINNING BALANCE		\$ 141.84
	Transfer from MMA		\$0.00
	Expenses		\$0.00
	-		\$0.00
	Interest		\$0.00
	ACCOUNT TOTAL		<u>\$141.84</u>
MONEY MARKET	BEGINNING BALANCE	\$ 80,722.59	
	Transfer to Checking	\$ -	
	Equipment Sold	\$ -	
	Interest	\$ 3.54	
	ACCOUNT TOTAL		<u>\$ 80,726.13</u>
GRAND TOTAL DEPRECIATION FUND		<u>\$ 80,867.97</u>	

YEAR TO DATE EXPENSES	\$ (18,066.71)
REMAINING BUDGET	\$ (18,066.71)

Next Months Information	
	\$ -
	\$0.00
Equipment Sold	\$48.10
	\$0.00
	<u>\$48.10</u>
Fund Account Total**	<u><u>\$ 80,916.07</u></u>

EMPLOYEE BENEFIT FUND			
CHECKING	BEGINNING BALANCE		\$ 257.49
	Interest		\$ -
	ACCOUNT TOTAL		<u>\$ 257.49</u>
MONEY MARKET	BEGINNING BALANCE	\$ 16,163.26	
	Interest	\$ 0.71	
	ACCOUNT TOTAL		<u>\$ 16,163.97</u>
GRAND TOTAL EMPLOYEE BENEFIT FUND		<u>\$ 16,421.46</u>	

		<u>BOND FUND</u>	
CHECKING	BEGINNING BALANCE		\$ 4,662.57
	Transfer from MMA		\$0.00
	Feb. 2022 Payment (\$224,186.50)	\$	-
	Interest	\$	0.04
	ACCOUNT TOTAL		<u>\$ 4,662.61</u>
MONEY MARKET	BEGINNING BALANCE	\$ 299,030.74	
	Local Taxes (Howard)*	\$ 6,344.93	
	Greeley County Taxes	\$0.00	
	Transfer to Checking	\$0.00	
	Interest	\$26.44	
	ACCOUNT TOTAL		<u>\$ 305,402.11</u>
GRAND TOTAL BOND FUND			<u>\$ 310,064.72</u>

2020-2021 BUDGET	
YEAR TO DATE EXPENSES	\$ (472,990.51)
REMAINING BUDGET	\$ (472,990.51)
***Next months tax revenue	\$ 2,928.44
Fund Account Total**	\$ 312,993.16

		<u>HOT LUNCH FUND</u>	
CHECKING	BEGINNING BALANCE		\$ 122,238.56
	Transfer MMA		\$ (50,000.00)
	Other Receipts		\$ 6,042.03
	State/Federal Receipts		\$ 48,264.37
	Interest		\$ 0.71
	Less IC Fee		\$ -
	Insufficient Funds Returned Check		\$ -
	Less Disbursements		\$ (48,174.50)
	ACCOUNT TOTAL		<u>\$ 78,371.17</u>
	MONEY MARKET	BEGINNING BALANCE	\$ 12,112.05
Deposits		\$ -	
Transfer Checking		\$ 50,000.00	
Interest		\$ 2.68	
ACCOUNT TOTAL			<u>\$ 62,114.73</u>
GRAND TOTAL HOT LUNCH FUND			<u>\$ 140,485.90</u>

Budget	\$ 532,129.00
YEAR TO DATE EXPENSES	\$ (143,560.79)
REMAINING BUDGET	\$ 388,568.21

Howard County Coalition (meets monthly)

- **Members:**

- Leaders from Hall County - Connie Holmes and Celeste Heavilin Penner
- Schools - St. Paul, Centura, Elba
- Hospital - 1 Representative
- Parent/Local Attorney
- Parent x2
- DHHS x2
- St. Paul Minister
- County Commissioner
- Law Enforcement
- Live Well Counseling
 - Counselors
 - Administrator

- **Supports that have been added for area schools with Coalition Efforts:**

- School Resource Officer (SRO)
- Grim Reaper Project
- Connection with Live Well Counseling to support students at school (paid for by parents...but we allow students to leave class to attend so that attendance isn't compromised) and mileage covered by Coalition.
- Discussion on using Coalition funds for part-time Social Worker, split time between Centura, Elba, and St. Paul...so 1/3 of a 1/2 time person...during the social worker interview process there were many folks who couldn't afford a 1/2 position... leading discussion to funding for possible need for a full-time person.
 - I (Jen) am unaware of what data was collected during the discussion for a full-time person...I know that there were various stories shared about instances when a social worker would benefit families. I was at the Oct 20th meeting (zoom) for about 10 minutes before I had to leave, and was unable to attend the Nov. 17th meeting. The Coalition will meet again on Dec. 16th.

SPPS Social-Emotional Learning and Behavior (SEL+B) Information:

- **Current SEL+B (Social-Emotional Learning and Behavior) STAFF @ SPPS** - supports in place at SPPS...which includes Coalition supports above:

- School Psychologist - full time
 - Threat assessments
 - Conducts evaluations and provide services for students that have been identified as needing support for behavior and/or social- emotional concerns.
- Live Well Counselors come to school 3x/week and in the summer to meet with students...we've had waiting lists. This goes through a parent's insurance. However, we have students that try to go to the bathroom and hide instead of going to their sessions with counselors, parents that can't afford the service, and parents/students who refuse to get counseling. We also send out a list of counseling options in the area to families, so that they can connect with therapists of their choice.

- Elementary and 7-12 Counselors (Guidance Classes and individual sessions based on DESSA in elementary and small groups for 7-12 based on DESSA)
- Part-time Assistant Principal to assist with needs
- Elementary, 7-12 Principal, and Special Education Director meet with students in crisis or need of support (HHS contacts, Threat Assessments for EPCs, anytime a student needs to talk they will come to the principal's office.
- Students who are on Safety Plans choose a Teacher to check-in with before and after school.
- **Current SEL+B Processes/Curriculum supports in place @ SPPS:**
 - SmartHealth - K-12 PE...part of the health curriculum
 - Second Step - K-6 Guidance Curriculum
 - EverFi (SEL Digital Life)- 7-8 Computers - Free Resource
 - Mindfulness - K-6 w/i Guidance
 - Cheri Lovre - Give me 5
 - Morning Meeting K-6
 - SHIPS
 - Rock'n Prevention K-6
 - All Stars K-6 (\$400-\$600)
 - Habitudes Curriculum - Ag Program
 - Ambassadors for 7-8 w/ 10-12th grade students (meets first week then on Tue. mornings through Nov. 1st.)
 - Annually QPR trained
 - SEL+B Topics (drug/alcohol, fixed vs. growth mindset, iceberg self-evaluation, etc.)
 - DESSA K-12 - SEL+B screener and curriculum (used by counselors and school psych) - \$9,015
 - Monthly Parent videos about topics at school relating to different SEL+B issues (cutting, etc.)
 - MTSS/SAT Process - to address concerns K-12...individual student monitoring
 - EduClimber Technology K-12 - \$21,947
 - Behavior contracts available
 - Anonymous report for for bullying/anything doesn't look right
 - Computer Filter System on Chromebooks - If triggered by key word for harassment, self-harm, etc... the student email is sent to principals... 24/7. So there are weekends and evenings where we will be in contact w/ LE to do a wellness check. - \$5330
 - Schoolwide Camera System for Safety -
 - Teammates Mentoring Program (90+matches) - \$1500
 - 7th Grade Courage Retreat - \$3500
 - 9th Grade Respect Retreat - \$3500
 - 8th Grade UNL Challenge Course - \$20 per student
 - Gallup Strengthfinder Coach for approximately 40 Ambassadors - \$1500
 - 7-12 Mentoring/Tutoring Program during Study Hall
 - EmpowerU 7-12 - \$22,896
 - When we had 3B weekly/monthly - SEL+B lessons for 7-12 (grounding techniques, etc.)
 - Speakers we've had over the years (none through Covid):
 - Coach Kush - \$2,648
 - School Lawyers - laws and consequences (multiple times)
 - Set Me Free - Sex Trafficking Speaker
 - Vaping Speaker
 - Gruen Von Behrens -Tobacco Speaker
 - NE Attorney General - Drinking, drugs, etc.
 - Brought in by Judge Nokes - Drinking and Driving Speaker

- Chris Eberhardt - Self - Image
- Miss Nebraska - Bullying
- Seven Project 4-12 - Bullying
- DeMoine Adams - 3-12 Alcohol/Drugs/Motivation

- **Current SEL+B SPPS Staff Training/Supports:**

- Annual QPR Training
- Trauma Informed Care Training
- Compassion Fatigue Training
- 40 Developmental Assets Training
- MDT - Building Resilience Training
- For Admin - Annual sessions at Administrator Days and Principal/SPED Director Conferences on SEL+B.
- Crisis Training and/or Threat Assessment Training for K-12 Team annually
-

Extracurricular Drug Testing Program

The school district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities, grades 7-12, shall be subject to mandatory and random testing for the presence of tobacco/nicotine, alcohol, or illegal drugs.

1. Purpose of Random Drug Testing

- a.** The school district has recognized that observed and suspected drug, alcohol, and tobacco/nicotine use and abuse has increased among the student population, including students participating in extracurricular activities.
- b.** The school district seeks to provide safe, substance-free schools.
- c.** The school district seeks to deter the use of illegal and prohibited drugs, alcohol, and tobacco/nicotine among students.
- d.** The school district recognizes that students who use illegal and prohibited substances pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- e.** The school district believes that the drug, alcohol, and tobacco/nicotine problem among the student body will be addressed by making sure that the large number of students participating in extracurricular activities do not use drugs, alcohol, and tobacco/nicotine and have an ongoing reason to say, "No," when presented with a chance to use.

2. Notice. Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student handbook.

3. Drug Testing Coordinator. The Drug Testing Coordinator shall be the Activities Director.

4. Advisory Committee: Committee selected by the Board of Education including the building Principal, Athletic Director, a faculty member, and a member of the School Board that may be called upon to review unique and extenuating individual positive cases.

5. Extracurricular Activities. This policy applies to any activity that

meets the guidelines of an extracurricular activity (ungraded co-curricular) at the school district which includes but is not necessarily limited to the following:

Basketball	Competition Band	Student Council
Wrestling	Ambassadors	Baseball
Cheerleading	One Act	Swim Team
Tennis	Musical/Variety Show	School Sponsored
National Honor Society		Dances
FCCLA	Dance	Art Club
FBLA	Show Choir	Math & Science Club
FFA	Volleyball	Quiz Bowl
Football	Softball	Robotics
Golf	Speech	All School Play
Cross Country	Track	Competition Choir
Journalism	Competition Web Design	Competition Video Production

6. **Students Who Are Required to Submit to Drug Testing**

- a. Grades.** All students in grades 7-12 who participate in any extracurricular activity or competition are part of the pool subject to random drug testing.
- b. Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to try out for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.
- c. Selection Pool Eligibility.** Students shall remain in the selection pool for an entire school year from the date the consent form is received by the school district until the last day of school; except students who quit during the season or activity (prior to being selected for testing) or students who are dismissed from an activity will be removed from the testing pool.
- d. Withdrawal.** Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year. A student who files a Withdrawal of Student from Activity form after selected for a random drug test but before submitting to the test or after testing

positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Testing Coordinator.

7. **Drugs.** Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drug, alcohol, and tobacco/nicotine present in their system. For purposes of this policy, "drugs" means:

- a. Any substance considered illegal by the Uniform Controlled Substances Act, NEB. REV. STAT. § 28-401 *et seq.*
- b. Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
- c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in NEB. REV. STAT. § 48-1902(1);
- d. Any tobacco or other substance which introduces nicotine and other tobacco-related substances into the body, including alternative nicotine products, vapor products, or electronic nicotine delivery systems ingested in any way, such as by use of an e-cig, vape pen, or Juul.

8. **Testing Procedures**

- a. **Student Selection.** All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable.
- c. **Parental Request.** Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardians may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as

practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.

- d. Type of Test.** The school district reserves the right to utilize breath, saliva, hair, urinalysis, or any other reliably recognized testing procedures. St. Paul Public Schools will utilize urine samples. Urine samples which screen positive will be confirmed by Gas Chromatography/Mass Spectroscopy (GC/MS).
- e. Collection Site.** The Drug Testing Coordinator will designate a discrete collection site on campus at which students will provide specimens.
- f. Collection Procedures.** The school board will select a Drug Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list on up to a bi-weekly basis anytime during the school year.

 - (i) The DPA will arrange with the Drug Testing Coordinator a day and time to do the collection of specimens. The schedule will not follow any recognizable pattern. The selected student names will be given to the Drug Testing Coordinator, who will arrange for these students to report to the collection area.
 - (ii) The DPA will oversee the collection of urine specimens. Chain of Custody forms will be provided by DPA that meet the criteria of this Policy and that of the testing laboratory.
 - (iii) The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy.
 - (iv) The DPA and the school district will provide a copy of the collection procedures upon request.
- g. Collection Process.**

 - ❖ Selected students are escorted from class to the collection site. A specimen of urine is collected following this process:
 - ❖ No purses, bags or containers may be taken into the collection area with the student. All extra coats, vests, jackets, sweaters, etc., are to be removed before entering the collection area.

- ❖ The collector adds a blueing agent (food coloring) to the water in the urinal or toilet.
- ❖ Students are asked to rinse their hands and dry them. If no water is easily accessible, a non-alcoholic wipe may be used instead.
- ❖ The drug testing custody and control form is initiated by the student and collector.
- ❖ The student is told to urinate directly into the provided container and should provide a sufficient amount of urine (at least 45ml) in one attempt. The student is also told they are to hand the container of urine to the collector upon completion.
- ❖ The student enters a closed stall to collect the specimen, then hands the container to the collector.
- ❖ The collector checks the volume, reads and records the temperature within four minutes of collection, and looks for evidence of tampering
- ❖ If tampering is suspected, a second specimen will be requested. A second suspected tampered specimen will be considered **a refusal to test** and the Drug Testing Coordinator notified.
- ❖ With the student watching, the collector will pour the specimen into the two bottles and recap the specimen bottles tightly.
- ❖ The collector takes the bottle seals and places them over the caps and sides of the bottles and requests they be properly dated and initiated by the student.
- ❖ The sealed bottles are placed inside the transport bag.
- ❖ The top lab copy of the drug testing custody and control form is folded with the top portion visible to the outside and placed in the Requisition Pouch.
- ❖ The transport bag and pouch are sealed as indicated. The student completes the COC and is given a copy of the form.
- ❖ The Student may wash their hands and is then sent back to class.
- ❖ The collector distributes the remaining copies of the form as required, being responsible for getting the appropriate copy of the form to the MRO in a timely manner.
- ❖ The Drug Testing Coordinator will be notified immediately of any student who refuses to give a urine sample or is suspected of adulteration.

h. Drugs. Students may be randomly tested for any drugs, including but not limited to nicotine, alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper

authorization.

- i. Results.** The DPA shall notify the student's parent(s)/guardian(s) and the Drug Testing Coordinator of any positive test after the initial screening. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be a licensed physician certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Testing Coordinator of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.
- j. MEDICAL REVIEW OFFICER (MRO) RESPONSIBILITIES.**

 - ❖ The MRO will review all results of urine drug testing. Any urine specimen testing positive for illicit drugs, banned substances, or adulteration will be handled in the following manner: The MRO determines if any discrepancies have occurred in the **Chain of Custody.**
 - ❖ Depending on the substances found in the urine, if necessary the parent/guardian/custodian will be contacted to determine if the student is on any prescribed medication from a physician.
 - ❖ If the student is on medication, the parent/guardian/custodian will be asked to obtain a letter from the prescribing physician, within five working days, to document what medications the student is currently taking. Failure to provide such requested information will be considered a positive result.
 - ❖ The MRO will then determine if any of the prescribed medications resulted in the positive drug screen. For example, a drug screen positive for codeine may be ruled negative by the MRO when he receives a letter from the treating physician that the student has been prescribed Tylenol with codeine as a pain medication following tooth extraction. Or, if the student has a positive drug screen for codeine and has no documented physician order for the medication (maybe a parent gave the student one of their pills), this would likely be ruled a positive drug test by the MRO.

- ❖ Drug screens positive for illicit drugs (marijuana, heroin, cocaine or alcohol, etc.) would automatically be considered positive by the MRO.
 - ❖ The MRO may use quantitative results to determine if positive results on repeat tests indicate recent use of illicit or banned substances or the natural decline of levels of the illicit or banned substance from the body. If the MRO feels the quantitative levels determined to be above the established cutoffs do not reflect current use but natural decay, then a negative result may be reported.
- k. Prescription Drug Error Positive.** A student that is determined to have used a prescription drug without a legal prescription in their name will be given a positive test result by the MRO. If in meeting with the Parent/Guardian it is determined that this is the result of a parent/guardian error and not an intended abuse of the substance, the following will occur: The parent will submit, in writing to the Drug Testing Coordinator, an explanation of the error and recognition of the law in regards to prescription drugs. Upon receipt of this document and recognition as a reasonable explanation by the Drug Testing Coordinator, the suspension from activities will be lifted and no assessment or intervention will be required.. The student will undergo a follow-up drug screen at the parent=s expense to ensure the banned substance(s) are gone or in decay. Upon completion of these requirements, this positive test will be removed from the student=s record. This rule may only be applied one time in a student=s enrollment within the school district. Further errors ruled positive by the MRO will constitute the actions listed above.
- l. Request for a Retest.** A split specimen will be collected for all testing methods. A student’s parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The student will remain subject to the consequences of this policy during the retesting procedure.
- 9. Negative Tests.** Students and their parents will not receive verbal or written notice when the student’s test result is negative.

10. **Consequences for Testing Positive.** Whenever the test results indicate the presence of drugs, Drug Testing Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (**All offenses that occur from testing, self-reported or law enforcement are cumulative in grades 7-8. Offenses that occur in grades 7-8 shall not count as offenses in grades 9-12. All offenses are cumulative in grades 9-12.**).

a. First Offense

- i. The student shall miss **10 consecutive days** of participation including all pre-season practices & vacation days during the school year. The student will be suspended from participation in all activities but will continue with practices. The student will not be allowed to attend any school activities unless they are a participating member of the activity.
- ii. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 10 consecutive days or the positive test occurs before the activity season, the days will carry over to the next activity so the student completes the required number of days, within the school year.
- iii. The student shall complete drug, alcohol, and/or tobacco/nicotine counseling or educational program at the student's expense as approved by the Drug Testing Coordinator.
- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will then submit to **3 follow-up drug tests** (at the parent/guardian expense) before returning to the random pool or upon graduation.

b. Second Offense

- i. The student shall miss **21 consecutive days**, including pre-season practice and vacation days during the school year. The student will be suspended from participation in

all activities but will continue with practices. The student will not be allowed to attend any school activities unless they are a participating member of the activity.

- ii. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 21 consecutive days or the positive test occurs before the activity season, the days will carry over to the next activity so the student completes the required number of days, within the school year.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to the Drug Testing Coordinator. The student is required to comply with the assessment recommendations.
- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to **3 follow-up drug tests** (at the parent/guardian expense) before returning to the random pool or end upon graduation.

c. Third Offense

- i. The student shall miss **42 consecutive days**, including pre-season practices and vacation days during the school year. The student will be suspended from participation in all activities but will continue with practices. The student will not be allowed to attend any school activities unless they are a participating member of the activity.
- ii. The day of the positive test result shall be the first day for counting purposes. If the end of the activity precedes the end of the 42 consecutive days or the positive test occurs before the activity season, the days will carry over to the next activity so the student completes the required number of days, within the school year.
- iii. The student shall obtain a drug and alcohol assessment at student's expense from a certified substance abuse

counselor or licensed mental health provider who holds a valid license that includes in its scope of practice the ability to administer substance abuse evaluations and/or treatment. The student shall provide written proof of obtaining the assessment to the Drug Testing Coordinator. The student is required to comply with the assessment recommendations.

- iv. The student must submit to a district administered test and test negative before returning to the activity. The student will be subject to follow-up drug tests for the next **six (6) months** or end upon graduation.

d. Fourth Offense

- i. The student will be ineligible to participate in any extracurricular activity for the remainder of the school year at the school district.

e. Fifth Offense

- i. The student will be ineligible to participate in any extracurricular activity for the remainder of the student's time at the school district.

- f. **Note:** Additional consequences such as suspension, etc. will apply according to the student/parent handbook.

11. Refusal to Test

A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall be considered a positive test and follow the consequences listed above.

12. Tampering

Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the Drug Testing Coordinator or DPA determines that a student tampered with a drug test, the student

shall be deemed to have submitted a positive test.

The use of any such agent or technique shall be treated as a positive test for drugs prohibited by this Policy and shall be subject to the penalties set forth in Section 10 of this Policy.

13. Maintenance of Records

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing Coordinator shall maintain records of positive tests in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug testing results with any law enforcement agencies.

14. Statistical Reporting and Confidentiality of Urine Drug Test Results.

The DPA, testing laboratory, or MRO may not release any statistics on the rate of positive drug tests to any person, organization, news publication or media without expressed written consent of the St. Paul Public School District Board of Education. However, the DPA will provide the Drug Testing Coordinator with an annual report showing the number of tests performed, rate of positive and negative tests, and what substances were found in the positive urine specimens.

15. Appeal.

The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

16. Severability

If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall

remain in full force.

ST. PAUL PUBLIC SCHOOLS

JOHN POPPERT, SUPERINTENDENT

Jen Hagen, Secondary Principal
Rick Peters, Assistant Principal/AD
Sara Paider, Elementary Principal
Kim Schulte, Special Education Director
1305 Howard Ave
PO Box 325
St. Paul, NE 68873



www.stpaulpublicschools.org
Telephone: 308-754-4433
Fax: 308-754-5374

CONSENT TO PERFORM RANDOM DRUG TESTING (This policy becomes effective Jan 4, 2022)

Student Name _____ Grade _____

As a student and parent:

- We understand that participation in extracurricular activities is a privilege that may be withdrawn for violations of the Extracurricular Drug Testing Policy.
- We have read the Extracurricular Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
- We understand that when students participate in any extracurricular activity, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity. We have read this consent statement and agree to its terms.
- We understand this is binding while a student is enrolled in St. Paul Public School District.

CONSENT TO PERFORM DRUG TESTING

We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs, alcohol, and tobacco/nicotine in accordance with the Extracurricular Drug Testing Program adopted by the Board of Education. We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy. We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.

We understand that consent pursuant to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities in which this student might participate during the current school year.

We hereby release the St. Paul Board of Education and its employees from any legal responsibility or liability for the release of such information and records, pursuant to the policy.

Student Signature _____ Date _____

Parent/Guardian Signature _____ Date _____

ST. PAUL PUBLIC SCHOOLS

JOHN POPPERT, SUPERINTENDENT

Jen Hagen, Secondary Principal

Rick Peters, Assistant Principal/AD

Sara Paider, Elementary Principal

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1305 Howard Ave

PO Box 325

St. Paul, NE 68873



WITHDRAWAL OF STUDENT FROM ACTIVITY

(2021-2022)
SCHOOL YEAR

I understand that by signing this form I am rescinding my permission for random drug, alcohol, and tobacco/nicotine screening and no longer wish to participate in any extracurricular activity. I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities for the remainder of the school year at the school district.

Student's Printed Name: _____

Signature: _____

Date: _____

Parent/Guardian's Printed Name: _____

Signature: _____

Date: _____

CONTRACT AGREEMENT WITH SPORT SAFE TESTING SERVICE, INC.

CONTRACT AGREEMENT
WITH SPORT SAFE TESTING SERVICE, INC.

THIS AGREEMENT, is made and entered into this _____ day of _____, 2021 by and between Saint Paul Public Schools (hereinafter "Saint Paul Schools") and SPORT SAFE Testing Service, Inc., (hereinafter "SPORT SAFE").

RECITALS:

WHEREAS, Saint Paul Schools has instituted a Student Drug and Alcohol Testing Policy.

WHEREAS, SPORT SAFE is in the business of promoting and developing drug testing programs for high schools, conduct of drug testing, and providing medical review of drug tests results.

NOW THEREFORE, in consideration of the agreements herein contained, and other good and valuable consideration, the receipt, adequacy and sufficiency of which is hereby acknowledged, the parties hereby agree as follows:

1. Relationship Established: SPORT SAFE is not an employee of Saint Paul Schools for any purpose whatsoever but is an independent medical vendor who shall have control over the manner and means of performing services under this Agreement. Saint Paul Schools shall not have the right to require SPORT SAFE to do anything which would jeopardize the relationship of a medical vendor. SPORT SAFE does not have, nor assumes, any right, power, or authority to create any contract or obligation, either expressed or implied, on behalf of, in the name of, or binding upon Saint Paul Schools. SPORT SAFE shall be solely responsible for complying with all applicable income reporting and withholding requirements of the Internal Revenue Code, State and Local Income Tax laws and regulations, Workers' Compensation laws, Social Security Tax (FICA), Self-Employment Tax, and Unemployment Compensation laws. IT IS EXPRESSLY AGREED AND UNDERSTOOD THAT Saint Paul Schools SHALL **NOT** PROVIDE WORKERS' COMPENSATION COVERAGE OR UNEMPLOYMENT COMPENSATION COVERAGE FOR SPORT SAFE.

2. Term of Agreement: This Agreement shall continue in full force and effect, but may be terminated at any time by the mutual written agreement of both parties hereto.

3. Services: SPORT SAFE shall perform specific services needed by Saint Paul Schools from time to time to consist of:

a. Provide a urine drug testing process for the Student Drug and Alcohol Testing Policy which includes but not limited to:

1. Maintain an eligibility pool of students from provided demographic information consisting of names, student ID numbers, dates of birth, gender, and class year;
2. Perform random selections of eligible students from the pool of students using percentages provided by Saint Paul Schools;
3. Collection or training of collection of urine toxicology specimens from

CONTRACT AGREEMENT WITH SPORT SAFE TESTING SERVICE, INC.

students for each cycle following approved collection protocols; and

b. Provide Medical Review Officer services for all urine drug tests which include but not limited to:

1. Reviewing of all results prior to release to school official;
2. Contacting parents when any positive drug tests occur to determine if any prescribed medication may have caused the positive results;
3. Certifying drug screen results as positive or negative and reporting these results to the appropriate school official in a confidential manner; and

4. **Minimal Requirements:** SPORT SAFE agrees to meet or exceed the following minimum requirements as they pertain to this contract:

a. **Collection of Urine Specimens:** SPORT SAFE will see that the collection of urine specimens as required by the Saint Paul Schools Student Drug and Alcohol Testing Policy follows approved guidelines. SPORT SAFE will provide qualified collectors who will do collections at determined times at the specified location within the Saint Paul Schools. Chain of Custody forms will be provided by SPORT SAFE and/or the contracted laboratory of SPORT SAFE, that meet the criteria of the Saint Paul Schools Student Drug and Alcohol Testing Policy and that of the testing laboratory. Students will be given as much privacy as reasonably possible in the obtaining of the specimen.

b. **Laboratory Qualifications:** SPORT SAFE will have all urine specimens tested for the specified illicit or banned substances by a qualified laboratory certified by the **Substance Abuse and Mental Health Services Administration**. (SAMHSA) The testing laboratory should have greater than 5 years' experience in toxicology testing and chain-of-custody procedures. All specimens must be initially tested using a highly accurate immuno-assay technique, with all presumptive positive results then confirmed by a **Liquid Chromatography/Mass Spectrometry (LC/MS)** or similar confirmatory test. All specimens will undergo validity testing.

The testing laboratory must be able to test, at a minimum, for the following drug classes, substances or their metabolites in collected urine specimens:

Alcohol Amphetamines Anabolic Steroids Barbiturates
Benzodiazepines Cocaine Metabolites LSD Marijuana
Metabolites Methadone Methaqualone Nicotine
Opiates Phencyclidine Propoxyphene Ecstasy

c. **Medical Review Officer Qualifications:** SPORT SAFE will provide MRO services by a licensed physician. The MRO must be certified by the **Medical Review Officer Certification Council (MROCC)** or the **American Association of Medical Review Officers** as having proven by examination to have had the appropriate medical training to interpret and evaluate drug test results and thus qualified for certification as a Medical Review Officer. Additionally, the MRO team must demonstrate a willingness to abide by the Saint Paul Schools Student Drug and Alcohol Testing Policy as to the

evaluation of positive drug tests, contacting of parents/guardians, and reporting findings to the appropriate school official in a timely and confidential manner. All results will be kept on file for a

CONTRACT AGREEMENT WITH SPORT SAFE TESTING SERVICE, INC.

period of 4 years.

d. **Statistical Reporting and Confidentiality of Urine Drug Test Results:** SPORT SAFE, the testing laboratory, or MRO may not release any statistics on the rate of positive drug tests to any person, organization, news publication or media without expressed written consent of the Saint Paul Schools Board of Education. However, SPORT SAFE will provide an annual report showing the number of tests performed, rate of positive and negative tests, and what substances were found in the positive urine specimens to the designated individual(s) from Saint Paul Schools.

5. Payment: Saint Paul Schools agrees to pay SPORT SAFE for all services rendered according to the following fee schedule:

For collections on-site of 15 or more students, screened and confirmed at a SAMHSA lab

Substance Abuse Panel - 13A \$30.00 each

(includes: **Alcohol**, Amphetamines, Barbiturates, Benzodiazepines (Valium), Cocaine, Marijuana, MDMA, Methadone, Opiates (Codeine), Oxycodone, Phencyclidine, and Propoxyphene (Darvon))

Add-ons:

Confirmation Testing - Included

ETG Alcohol at \$10.00 each

Nicotine at \$5.00 each

Commonly Abused Anabolic steroids - \$50.00

Complete NCAA Anabolic Steroid Panel - (Call for Pricing)

Synthetic THC "Spice/K2" - \$40.00 each

Reconfirmation of Positive - \$200.00

Additional Collection fee* - \$30 - \$50 depends Avg # of collections, on collection site fees or distance of travel.

b. Complete MRO services at no additional cost.

c. Validity Testing at no additional cost.

6. Saint Paul Schools to Protect Trade Secrets: Saint Paul Schools hereby acknowledges that the nature of the business in which SPORT SAFE is engaged depends upon the confidentiality of ideas, information, lists, know-how, records or other materials, and intellectual property (hereinafter collectively referred to as "Trade Secrets"), to which Saint Paul Schools may be exposed, which Trade Secrets are among SPORT SAFE's most valuable assets, and that disclosure of any part or portion of the Trade Secrets to any third party or entity either during the term of this Agreement or at any time after the

Termination Date. In the event this Agreement is terminated, Saint Paul Schools shall not take with it, and shall also immediately return to SPORT SAFE, any original copies of any documents, models, or drawings, containing or disclosing any part or portion of the Trade Secrets. The obligations and covenants of Saint Paul Schools pursuant to this paragraph 6 shall survive the term of this Agreement.
CONTRACT AGREEMENT WITH SPORT SAFE TESTING SERVICE, INC.

7. Indemnification

SPORT SAFE will defend, indemnify and hold the school district and its employees harmless against claims and/ or liabilities based on the alleged errors or omissions by SPORT SAFE and its employees and agents in carrying out its functions and responsibilities under this agreement.

8. Miscellaneous:

- a. This Agreement shall be construed, enforced and interpreted in accordance with all applicable State Laws.
- b. No amendment or variation of the terms of this Agreement shall be valid unless made in writing and signed by the parties hereto.
- c. The invalidity or unenforceability of any particular provision of this Agreement shall not affect the other provisions hereof, and this Agreement shall be construed in all respects as if such invalid or unenforceable provision were omitted.
- d. This Agreement shall be binding upon and shall insure to the benefit of the parties and their respective heirs, legal representatives, successors and assigns.

IN WITNESS WHEREOF, the parties hereto hereby enter into and execute this Agreement on the day and year first above written



SPORT SAFE
Testing Service,
Inc.

By: _____
Christopher M. Franz, Director

Saint Paul Public Schools

By: _____

A minimum of 20% of the allocation must be expended to address learning loss. Answer the following questions be detailed.

a. How will 20% of the allocation be used to address student learning loss?

(187 of 2500 maximum characters used)

1. Transformations: K-5 core ELA curriculum \$48,000
2. Into Literature: 6-12 ELA \$54,000
3. LETRS Training: Science of reading staff training - \$20,000
4. Reading Consultant: Provides training and in classroom support to staff: \$15,000
5. DESSA - Social-Emotional Learning & Behavior Screener and Curriculum (K-12) \$3,500
6. Educlimer - Whole child data visualization and MTSS collaboration and management system! - \$21,000

Purchasing curriculum that can be used for on-line and in person learning as well as extended school year opportunities (summer school and after school program). The on-line component will ensure minimal learning loss in the event of a long-term or short-term school closure. We are also looking at utilizing a consultant to help provide additional staff training and support through fidelity to the core program and interventions. LETRS is a staff development program that trains staff on the science of reading. This, in collaboration with our strong core program will be crucial in making reading instruction for our lowest learners the most efficient and effective possible. DESSA SELB screener and curriculum will help us identify students who are struggling with Social-emotional issues as well as behaviors. It will highlight students that need additional support and provide curriculum for our staff to utilize in order to improve student's SELB and therefore be successful in school. Educlimer is a program that imports all areas/sources of data and creates easy to read reports for staff to review. Data can be analyzed at the district, building, grade level and individual student level. It also triangulates data from multiple sources as well. It will keep progress monitoring data and track interventions that are being utilized.

b. At what level of evidence are the specific intervention(s) or strategy(ies) to address learning loss? If the answer is "Demonstrates a Rationale" the District Must upload a file with information about the Evidence Based Rationale.

[ESSER III - Evidence-Based Interventions - Google Docs](#)

Strong Moderate Promising Demonstrates a Rationale

1. Transformations: Promising
2. Into Literature (6-12): Promising
3. LETRS Training: Moderate
4. Reading Consultant: Moderate
5. DESSA : Promising
6. Educlimer: Promising

c. What evidence does the district have to support the specific intervention(s) or strategy(ies) to address learning loss?

1. Transformations is aligned to the new ELA Nebraska standards. It is also very rigorous and provides for walk to read opportunities within the curriculum. This ensures that all students are being taught at their instructional levels, including our most marginalized populations. Transformations is also very aligned to the NeMTSS process. Transformations can also be taught in an on-line format.
2. Into Literature is aligned to the new ELA Nebraska standards. It also meets the 3-12 grades expectation in all areas in ed reports.
3. LETRS is a professional development course of study for instructors of reading, spelling, and related language skills. It provides teachers with knowledge and tools they can use with any good reading program. They will gain in-depth knowledge based on the most current research regarding what, when, and how language skills need to be taught. They will also learn ways to assess student language development for prevention and intervention. This will be a valuable intervention for our

staff to effectively and efficiently address learning loss for all student, including those in our most marginalized populations.

4. The reading consultant is a valuable piece in implementing a strong reading curriculum. A reading consultant is like fertilizer for crops. They accelerate teaching and learning, which is most beneficial for our lowest ability learners and also our most marginalized populations.
5. DESSA is our social-emotional/behavior screener that we use for all students. If any students assess into the at-risk category, staff members and parents complete a more in-depth screener to help us specifically target areas that the student needs additional support. Due to the effects of COVID on students mental health, this is a crucial piece in helping to address learning loss. Students who have poor mental health also perform poorly in school. Without proper social-emotional support, students' learning loss will continue.
6. Educlimer will provide a one-stop shop for our educators to quickly analyze data and then provide immediate changes to their teaching. With learning loss, time is of the essence and it is imperative that staff are analyzing data in an on-going and consistent fashion. Educlimer will provide this opportunity to our staff, which will increase the effectiveness of our teaching and address learning loss head on.

d. Include the hyperlink to the evidence source.

1. <https://www.mheducation.com/prek-12/program/reading-mastery-transformations/MKTSP-UQV01M01.html?scrllybrkr=b8c9cdae>
2. <https://www.hmhco.com/programs/into-literature>
3. <https://www.voyagersopris.com/professional-development/letrs/overview>
4. Exemplar, Inc. - Meralee Hoffelt
5. <https://apertureed.com/?s=dezza>
6. <https://www.illuminateed.com/products/educlimer/>

e. How are these resources providing support for students that missed instructional time?

1. Due to the rigor of Transformations and Into Literature as well as the mediation/intervention pieces found within each lesson it is a great resource to help make gains for all students who have missed instructional time. Due to placement tests, it places students in the program at their instructional level. This is a great way to ensure that all students have opportunities to learn content that was missed.
3. LETRS training for staff will directly benefit students that have missed instructional time. It will allow teachers to identify the specific skills that students need in order to be successful, which will accelerate the learning process.
4. Meralee Hoffelt with Exemplar, Inc. is an expert in the field of direct instruction. She will be able to help fine tune our staff's direct instruction knowledge and skills to expedite learning for all students, which was due to missed instructional time.
5. DESSA is a screener that assesses students at the foundational level to ensure they can be successful in the classroom.
6. Educlimer will be a huge asset to our district and provide lots of support for students that missed instructional time as we will be able to quickly and efficiently identify what skills/standards students are missing and then using all the above mentioned resources, provide individualized instruction and support to make up the missed instruction.

f. How are these resources providing support for students that have been historically marginalized? (ie: students of color, students who are economically disadvantaged, English learners, and students with disabilities). [Learning Loss Document](#)

All of these resources fit very well into our MTSS process, which identifies all learners who are in need of support, including those who have been historically marginalized. We believe in utilizing resources that are going to provide each student with an equitable education. The resources listed in this document allow us to effectively operate a seamless MTSS process based on data and provide what each student needs using research based strategies and interventions.

- 4 What are the anticipated outcomes for the districts investments? Consider this: If we do x, we expect y to occur, leading to z in regards to student outcome. A district may have multiple theories of action based on the district's investments.

The outcomes that the district expects for its investments is overall academic and social-emotional improvement. Obviously we strive for 85 percent of our student population to perform at benchmark on the MAP assessment. With students who do not meet benchmark, we then strive for individualized students to meet their expected growth target!

(5 of 2500 maximum characters used)

- 5 What student data (ex. Perceptual, Process, Demographic, Achievement) did the district use to determine the priorities? Be specific in your answer.

1. MAP assessment results
2. NSCAS assessment results
3. Mental health referrals
4. DESSA screener results
5. Acadience Data
6. Re-opening Survey completed by parents, students, and staff

(3 of 2500 maximum characters used)

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT ST. PAUL PUBLIC SCHOOLS

THIS CONTRACT is made by and between the Board of Education of St. Paul Public Schools, legally known as Howard County School District 47-0001-000, and referred to as "the Board" and "the District" respectively, and Adam Patrick, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 2 year(s) beginning on July 1, 2022, and expiring on June 30, 2024. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before the seventh day after the regular January 2023 board meeting (and each January thereafter) of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of 1 year from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than its regular December meeting of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular January board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$135,000.00 which shall be paid in 12 equal monthly installments beginning in the month of August 2022. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the

refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than 90 days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse the Superintendent for mileage required in the performance of official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. **Health Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- b. **Dental Insurance.** Dental insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- c. **Sick Leave.** The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of thirty (30) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, the Superintendent shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of sick days accrued and used and shall provide the Board with a report of accumulated sick days at least quarterly and upon request. The Superintendent shall not be compensated for unused days of sick leave upon the ending of employment with the District.
- d. **Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.
- e. **Vacation.** The Superintendent shall have twenty (20) vacation days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the initial contract year, the Board shall give the Superintendent the number of vacation days necessary to restore the total to twenty (20) days. For example, if the Superintendent uses 12 days of vacation one year, the Board will provide the Superintendent with 12 days the following year to bring the total vacation days back to 20. The Superintendent shall develop a system for recording use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all vacation days and shall provide the Board of Education with a report of accumulated vacation days at least quarterly and upon request. The Board may require the Superintendent to use vacation days and shall compensate the Superintendent for unused vacation days upon the conclusion of employment at a rate of \$100.00 per day.
- f. **Professional Dues.** The District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators.

- g. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 et seq.) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$300.00 or more.

Section 12. Residence/Domicile in District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist before the expiration of the first 6 months from the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. It is the purpose of this paragraph to require the Superintendent to, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during the Superintendent's first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the regular December meeting. The Superintendent shall: remind the Board members in writing of this provision no later than its regular November meeting; make the Superintendent evaluation an agenda item for the regular December Board meeting during each year of this contract; and provide the Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this ____ day of _____, 2021.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this 15th day of December, 2021.



Superintendent

the Owner, in as good condition as they now are, the usual wear, inevitable accidents and loss by fire accepted; and that upon non-payment of the whole or any portion of the rent at the time when the same is above promised to be paid, the Owner may at their election distrain for rent due, or declare this lease at an end and recover possession as if the same was held by forcible detainer; the Tenant hereby waiving any notice of such election or any demand for the possession of the said premises.

10. Time of Essence: It is further agreed that time is an essential element in this contract and it is further agreed that in case either party hereto fails to perform the terms of this contract, or any part of the same, the failing party shall pay one month's rent on the lease as liquidated damages for breach of the contract.

11. Binding Effect: The covenants herein extend to and one binding upon the heirs, executors and administrators of the parties to this lease.

Witness the hands and seals of the parties aforesaid.

John Poppert, Superintendent
St. Paul Public School, OWNER
1305 Howard Avenue
St. Paul, NE 68873
(308)754-4422

Dream Solko, President
St. Paul Early Childhood Education Inc., TENANT
1502 Howard Avenue
St. Paul, NE 68873
(308)750-3693

STATE OF NEBRASKA)
) ss.
COUNTY OF HOWARD)

Subscribed and sworn to before me this ____ day of December, 2021, by **John Poppert, Superintendent, St. Paul Public School**, Owner herein.

Notary Public

STATE OF NEBRASKA)
) ss.
COUNTY OF HOWARD)

Subscribed and sworn to before me this ____ day of December, 2021, by **Dream Solko, President of St. Paul Early Childhood Education Inc**, Tenant herein.

Notary Public

2021-2022 Option Students
December 2021

Option In

<u>NAME</u>	<u>GRADE</u>	<u>FROM</u>
Jorja Vokes	8	Wood River
Ariana Whitefoot	9	Palmer

Option Out

<u>NAME</u>	<u>GRADE</u>	<u>TO</u>
Gabriel Parker	2	Centura
Garrett Hansen	11	Palmer