

Board of Education Regular Meeting  
Monday, February 8, 2021 7:00 PM  
Elementary Multipurpose Gym  
705 N 9th St  
Arlington, NE 68002

1. OPENING PROCEDURES
  - 1.1. Call Meeting to Order
  - 1.2. Roll Call
  - 1.3. Pledge of Allegiance
  - 1.4. Approval of Regular Meeting Agenda
2. WELCOME TO GUESTS AND PUBLIC FORUM
3. CONSENT AGENDA
  - 3.1. Minutes of the Previous Board Meeting(s)
  - 3.2. Monthly Financial Reports
  - 3.3. Accept Resignation for purpose of Retirement from Floyd Everitt
  - 3.4. Approve hiring of Curriculum Director Tashia Wolf
4. CURRICULUM/INSTRUCTION REPORTS
  - 4.1. 5Th Grade Curriculum Report
  - 4.2. Family Consumer Science Curriculum Report
5. PRINCIPALS' REPORTS
  - 5.1. Mrs. Morgan's Elementary Report
  - 5.2. Mr. Shada'a Activity Report
  - 5.3. Mr. Pfingsten's Secondary Report
6. SUPERINTENDENT'S REPORT
  - 6.1. NASB Board Quicks

[https://nasb.envisiams.com/docs/default-source/board-quicks/board-quicks---feb-2021.pdf?sfvrsn=3b7b6977\\_4](https://nasb.envisiams.com/docs/default-source/board-quicks/board-quicks---feb-2021.pdf?sfvrsn=3b7b6977_4)

- 6.2. NRCSA Update
- 6.3. Discussion of Legislative Bills to watch:
  - **LB529 (Lottery \$)**
  - **LB83 (Open Meetings Act)**
  - **LB361 (ESU Core Service \$)**
  - **LB642 (School Mental Health)**
  - **LB322 (School Safety)**
  - **LB135 (Sped \$)**
  - **LB473 (Sped \$)**
  - **LB388 (Broadband)**
  - **LB623 (Remote Learning)**
  - **LB132 (School Finance Commission)**
- 6.4. Review of COVID risk dials and plan/protocols
7. COMMITTEE AND REPRESENTATIVE REPORTS
  - 7.1. Negotiations Committee

8. UNFINISHED BUSINESS
9. NEW BUSINESS
  - 9.1. Approve Early Retirement Incentive Program Applications as Presented.  
Harris  
Everitt
  - 9.2. Discuss, Consider, and Approve Contracts for Secondary Principal, Elementary Principal, and Assistant Principal as presented.
  - 9.3. Discuss and Consider Contract for Superintendent
  - 9.4. Discuss and Approve bid for 2009 Maroon Dodge Caravan (not in working order)
  - 9.5. Discussion, Consider, and Approve Purchase of Family Consumer Science Curriculum
  - 9.6. Discuss, Consider and Approve Purchase of Health Curriculum
10. EXECUTIVE SESSION
11. ACTION ON EXECUTIVE SESSION ITEMS
12. ADJOURNMENT

1. OPENING PROCEDURES

1.1. Call Meeting to Order

Matt O'Daniel called the meeting to order at 7:00.

1.2. Roll Call

Board members present were Matt O'Daniel, Shanon Willmott, Janet Warner, Bruce Scheer, Chase Kratochvil, and Jason Arp. Also present were Superintendent Dr. Dawn Lewis, Elementary Principal Jacqueline Morgan, High School Principal Aaron Pfingsten, Athletic Director James Shada and recording secretary Jenny Hansen.

1.3. Pledge of Allegiance

1.4. Approval of Regular Meeting Agenda

Motion to approve the regular meeting agenda as presented Passed with a motion by Bruce Scheer and a second by Janet Warner.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

1.5. Administer Oath of Office for Newly Elected Members

New board member Chase Kratochvil read the oath aloud and signed it at end of the meeting.

1.6. Recognition of Out-Going Board Member

Thank you to Jessi Scheer for serving on the BOE.

2. ANNUAL BUSINESS

2.1. Election of Officers

Matt O'Daniel was elected Board President and Shanon Willmott was elected Vice President.

2.2. Appointment of Board Committees.

Reassignments were discussed and agreed upon.

2.3. Appoint KSB and PGH&G Law Firms as Official Legal Counsel to Board and Superintendent

Motion to appoint KSB and Perry Law Firm as Official Legal Counsel to Board and Superintendent Passed with a motion by Bruce Scheer and a second by Matt O'Daniel.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

2.4. Appoint Two Rivers Bank as Official Depository for All District Funds

Motion to appoint Two River Bank as official depository of district funds. Passed with a motion by Bruce Scheer and a second by Janet Warner.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

2.5. Distribute Conflict of Interest Forms for Board Members

Board members were all given a copy and they will sign and return to Dr. Lewis.

2.6. Approve Arlington Citizen as Official Newspaper of the Board of Education

Motion to appoint Arlington Citizen as official newspaper of the district. Passed with a motion by Janet Warner and a second by Bruce Scheer.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

2.7. Appoint Superintendent as District Non-Discrimination Compliance Coordinator  
Motion to appoint Dr. Lewis as District Non-Discrimination Compliance Coordinator. Passed with a motion by Matt O'Daniel and a second by Bruce Scheer.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

### 3. WELCOME TO GUESTS AND PUBLIC FORUM

No public speakers.

### 4. CONSENT AGENDA

Motion to approve the consent agenda as presented Passed with a motion by Matt O'Daniel and a second by Bruce Scheer.

Jason Arp: Yea, Chase Kratochvil: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

#### 4.1. Minutes of the Previous Board Meeting(s)

#### 4.2. Monthly Financial Reports

#### 4.3. Accept Resignation for Purpose of Retirement from Kerri Harris with Regrets

### 5. CURRICULUM/INSTRUCTION REPORTS

#### 5.1. 4th Grade Curriculum Report

Lisa Stork and Sandy Sanders presented for 4th grade.

#### 5.2. MS. HS. Business Curriculum Report

Shawna Koger presented for business.

### 6. PRINCIPALS REPORTS

#### 6.1. Mrs. Morgan's January Elementary Report

Mrs. Morgan reported on student data comparing the fall Maps test to the winter test.

#### 6.2. Mr. Shada's January Activity Report

James Shada spoke regarding upcoming events and Academic All-State students to be recognized. The NSAA has loosened restrictions so our home event crowd capacities will be changing for future activities.

#### 6.3. Mr. Pfingsten's January Secondary Report

PT conferences will be virtual again this semester. Upcoming events include prom, graduation, musical, and state conventions, we plan on all happening but might look different than usual due to Covid.

### 7. SUPERINTENDENTS REPORT

#### 7.1. NASB Update

NASB board quicks are attached.

#### 7.2. Set Date for Board Retreat/Workshop

The board retreat is set for February 3 at 5:30 at the Fremont Golf Club.

#### 7.3. Update on Lease-Purchase Process

Process has started in contacting lenders to get the best rate.

### 8. COMMITTEE AND REPRESENTATIVE REPORTS

#### 8.1. Negotiations Committee

The committee met on Dec 21st

### 9. UNFINISHED BUSINESS

#### 9.1. Review COVID-19 Plan

No changes or recommendations from Three Rivers. No changes will be made at this time.

#### 9.2. Report on Progress of Dugout Construction

### 10. NEW BUSINESS

#### 10.1. Discuss, Consider and Approve 2021-2022 Master Agreement with Certificated Staff

Motion to Approve 2021-2022 Master Agreement with Certificated Staff as presented. Passed with a motion by Matt O'Daniel and a second by Bruce Scheer. Chase Kratochvil: Abstain

(Without Conflict), Jason Arp: Yea, Matt O'Daniel: Yea, Bruce Scheer: Yea, Janet Warner: Yea, Shanon Willmott: Yea

10.2. Review Policies 1000-1120:

- 1010--Visiting School
- 1020--Communication to Board
- 1030/1030A--Public Complaints and Form
- 1040--Annual Report
- 1050--Access to Records
- 1060--Advertising and Promotion
- 1070--Publications Radio TV
- 1080--School Directory
- 1100/1100A(B)(C)--Community Use of School Facilities and Forms
- 1120-Tobacco

10.3. Discuss, Consider, and Approve Necessary Steps for Building/Renovation Project  
Boyd Jones representatives joined via zoom, and provided the board with information and any updates.

11. EXECUTIVE SESSION

12. ACTION ON EXECUTIVE SESSION ITEMS

13. ADJOURNMENT

Matt O'Daniel adjourned the regular meeting at 8:38.

\_\_\_\_\_  
Matt O'Daniel, Board President

\_\_\_\_\_  
Dawn Lewis, Board Secretary

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**Arlington Public Schools**  
**January 31, 2021**

Fund Name 2 Rivers Bank	Starting Balance	Receipts	Disbursements	Interfund Transfers	Ending Balance
General Fund - 864	\$ 229,959.00	\$ 659,152.71	\$ 627,165.01	\$ 36,031.54	\$ 297,978.24
Activities - 109	\$ 104,772.54	\$ 13,678.34	\$ 14,335.12	\$ -	\$ 104,115.76
Activities Saving - 713	\$ 219.97	\$ -	\$ -	\$ -	\$ 219.97
Activities CD - 5826	\$ 104,951.35	\$ 732.76	\$ -	\$ -	\$ 105,684.11
		1/30/19-7/30/21		Total Activities:	\$ 210,019.84
Sweep - 956	\$ 2,486,055.50	\$ 397.07		\$ (10,427.36)	\$ 2,476,025.21
Hot Lunch - 487	\$ 140,182.58	\$ 2,855.99	\$ -	\$ (25,604.18)	\$ 117,434.39
Employee Benefit Fund	\$ 841.95	\$ -	\$ -	\$ -	\$ 841.95
Depreciation Fund	\$ 1,776,556.70	\$ 283.54	\$ 63,854.28	\$ -	\$ 1,712,985.95
Depreciation CD - 5826	\$ 250,000.00	\$ 3,400.91	\$ -	\$ -	\$ 253,400.91
		1/15/20-1/15/21		Total Depreciation:	\$ 1,966,386.86
2017 Bond Refunding	\$ 469,278.02	\$ 31,112.23	\$ 1,175.52	\$ -	\$ 499,214.73
QCPUF	\$ 127,149.44	\$ 28,560.22	\$ 733.39		\$ 154,976.27
Spec Bldg Fund	\$ 1,292,611.54	\$ 76,711.29	\$ 1,328.98	\$ -	\$ 1,367,993.84
Sp Building CD - 5826	\$ 253,488.01	\$ 1,182.02	\$ -	\$ -	\$ 254,670.03
		1/15/20-4/15/21		Total Spec Bldg:	\$ 1,622,663.87
Total Special Funds	\$ 4,169,925.65	\$ 141,250.20	\$ 67,092.17	\$ -	\$ 4,244,083.68

**ARLINGTON PUBLIC SCHOOLS  
GENERAL FUND  
January 31, 2021**

<b>Beginning Fund Balance</b>	12/31/2020	\$ 2,716,014.50
Receipts		\$ 659,549.78
Disbursements		\$ (162,055.39)
Payroll Taxes and Electronic Submissions		\$ (129,252.94)
Net Payroll		\$ (335,856.68)
Outstanding Liabilities		
Adjustments **		\$ 25,604.18
 <b>Ending Fund Balance</b>	 1/31/2021	 \$ 2,774,003.45
 <b>FUND BALANCE ASSETS</b>	 1/31/2021	
Two Rivers Bank		
General Fund Checking		\$ 297,978.24
General Fund Sweep Account		\$ 2,476,025.21
 <b>TOTAL GENERAL FUND ASSETS</b>		 \$ 2,774,003.45

\*\*

HL transfer

**ARLINGTON PUBLIC SCHOOLS  
SPECIAL FUND  
January 31, 2021**

<b>Beginning Fund Balance</b>	12/31/2020	\$ 4,169,925.65
Receipts		\$ 141,250.20
Disbursements		\$ (67,092.17)
Adjustments **		
<b>Ending Fund Balance</b>	1/31/2021	\$ 4,244,083.68
 <b>FUND BALANCE ASSETS</b>	 1/31/2021	
Two Rivers Bank Balance	Special Funds	\$ 3,736,012.74
	CD - Spec Bldg	\$ 254,670.03
	CD - Depreciation	\$ 253,400.91
		\$ 4,244,083.68

\*\*

**CHECK REGISTER FOR FEB 2021 BOARD MEETING**

(Includes special fund checks)

<b>PAYEE NAME</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
All Systems	Kitchen Maintenance	\$ 305.74
Ace Hardware	Dist Office Supplies	\$ 2.19
American Broadband	Telephone service	\$ 497.63
AKRS	Training for Maint. Staff	\$ 299.00
Airgas Inc	Monthly tank rental	\$ 293.22
Border States Industries	Training for Maint. Staff	\$ 105.00
BTTR LLC	Bus Maintenance	\$ 353.58
Cartwright, Dave	Elem classrooms and office cupboards	\$ 14,830.00
Countryside Repair	Tire and Maintenance on garden tractor	\$ 84.33
Clausen, Martin	Chem Tech Pest Solutions	\$ 92.64
Cashwa Distributing	Food Order	\$ 5,576.01
Enterprise Publishing	Help Wanted ad for Psych	\$ 284.80
Enterprise Publishing	Regular board meeting notice	\$ 11.70
ESU #2	Psych services	\$ 17,982.00
ESU #2	Psych services	\$ 18,539.00
ESU #3	Tax Forms 2020	\$ 91.63
Egan Supply	Maintenance Supplies	\$ 4,166.91
Egan Supply	Maintenance Supplies	\$ 384.96
Egan Supply	Maintenance Supplies	\$ 222.99
Enterprise Publishing	Legals, Minutes, retreat notice	\$ 138.60
Earthgrains (Bimbo Bakeries)	Food Order	\$ 1,247.98
Frontline Technologies	Aplicant Tracking Renewal	\$ 2,198.70
Follett School Solutions	Library	\$ 844.00
Follett School Solutions	Library	\$ 948.36
Fort Calhoun Community Schools	OT Services January	\$ 2,470.58
Foundation for Ed Svcs	Web Hosting svcs	\$ 2,745.00
5th Season	Lawn contract 2021-2022	\$ 3,942.50
Grefe Excavating	Dugout sand	\$ 648.70
Hometown Leasing	Printer Copier Lease	\$ 1,723.15
Hiland Dairy	Milk/Dairy Order	\$ 1,995.18
HyVee	Staff lunch	\$ 158.59
Huss, Jamie	Athletic Svcs January	\$ 3,000.00
Jackson Service	Kitchen Supplies	\$ 108.20
Knudsen Oil	Fuel for Buses	\$ 1,278.42
Knudsen Oil	Fuel for Buses	\$ 1,167.82
Lou's Sporting Goods	Eagle Masks	\$ 550.00
McKinnis Roofing	Access and Repair roof leaks	\$ 1,208.59
Menards	Maintenance supplies	\$ 90.77
Menards	Maintenance Supplies	\$ 59.59
NASB	Laws Book	\$ 25.00
Nebr Council on Economic Education	40 stock teams	\$ 400.00
Nebr Secretary of State	Biannual Nonprofit Corp report	\$ 20.00
Omaha Truck	Bus Maintenance	\$ 89.52
Omaha Truck	Bus Maintenance	\$ 135.68
OWH	Help Wanted ad for Psych	\$ 1,575.00
OPPD	Electricity	\$ 8,092.61
One Source	Driver Background checks	\$ 46.00
O'Reilly Auto Parts	Wash and Wax	\$ 11.58
Payflex	Payflex	\$ 100.00
Quill Corp	Laminate for HS office, pallet of paper	\$ 1,350.84
Shaw Hull Navarette	Completion of financial statements for 20	\$ 1,588.00

Symmetry Energy Solutions (BHE)	Natural Gas	\$ 2,273.75
Sysco Pegler	Food Order	\$ 2,236.74
Two Rivers Bank	Direct Deposit Payment Fee	\$ 18.00
Taese / USU	Tri State Law Conf - Sarah Sharp	\$ 200.00
Thermal King Christiansen	Supplies for buses	\$ 670.74
Two Rivers Bank	Safe Deposit Box	\$ 30.00
United Private Networks	Distance Learning	\$ 559.33
US Foods	Food Order	\$ 2,099.57
Village of Arlington	Water	\$ 724.85
VISA	Supplies	2823.3
Walmart	supplies	279.74
Waste Connections	Trash Service	481.68
Winnelson	Plumbing Supplies	\$ 145.64
Winnelson	Plumbing Supplies	\$ 50.22

\$ 787.00  
 \$ 3,365.32  
 \$ 1,110.14  
 \$ 466.00  
 \$ 844.56

**Total Payables** (checks not mailed until approved by the BOE) **\$123,248.87**

**HANDPAYABLES** (Paid and mailed after previous board meeting but before this board meeting)

Wex Bank	Shell Bill	\$ 1,309.81
----------	------------	-------------

**Total Handpayables** **\$ 1,309.81**

**Total General Fund** **\$124,558.68**

**SPECIAL FUNDS** (Cut in previous month but may not have cleared bank yet)

DLR Group	Architectural Services	\$ 26,808.71
DLR Group	Architectural Services	\$ 42,740.32

**Total Special Funds** **\$ 69,549.03**

EFINANCE - POWERSCHOOL  
 DATE: 02/02/2021  
 TIME: 16:23:52

ARLINGTON PUBLIC SCHOOL  
 CHECK REGISTER

PAGE NUMBER: 1  
 VENCHK11  
 ACCOUNTING PERIOD: 6/21

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
41710			4607 VISA		VOID: MULTI STUB CHECK	
41711	9001	02/02/21	4607 VISA	2650	15' VGA CABLES	19.98
41711	9001	02/02/21	4607 VISA	2739	2 WAY RADIO BATTERY FOR M	84.99
41711	9001	02/02/21	4607 VISA	2610	AMAZON - BABY BELUGA: A M	40.79
41711	9001	02/02/21	4607 VISA	2610	AMAZON - DISPOSABLE SKIN	52.15
41711	9001	02/02/21	4607 VISA	2733	AMAZON - MAINSTAY BUTTERF	35.50
41711	9001	02/02/21	4607 VISA	2330	AMAZON - OPTIMIZING FISCA	43.46
41711	9001	02/02/21	4607 VISA	2610	AMAZON - SING A SONG OF A	29.95
41711	9001	02/02/21	4607 VISA	2610	AMAZON - TWO FOR THE SHOW	26.03
41711	9001	02/02/21	4607 VISA	2650	BATTERIES FOR FACULTY HP4	56.85
41711	9001	02/02/21	4607 VISA	2430	CAR WASH FOR MINIVAN #1	17.12
41711	9001	02/02/21	4607 VISA	2650	DESKTOP SPEAKERS FOR JENN	19.99
41711	9001	02/02/21	4607 VISA	2610	FOOT STOOL FOR STUDENT	10.99
41711	9001	02/02/21	4607 VISA	2626	FUEL FOR BUS FOR ACTIVITY	74.64
41711	9001	02/02/21	4607 VISA	2626	FUEL FOR OUT OF TOWN - BU	78.94
41711	9001	02/02/21	4607 VISA	2650	HEADSETS FOR ELPA21 TESTI	95.94
41711	9001	02/02/21	4607 VISA	2610	MOM'S POPCORN- 100 BAGS F	157.50
41711	9001	02/02/21	4607 VISA	2810	NEBRASKA STATE LITERACY A	35.00
41711	9001	02/02/21	4607 VISA	2610	PLAQUE FOR JESSI SCHEER-	117.95
41711	9001	02/02/21	4607 VISA	2610	PRE STAMPED ENVELOPES FOR	1,585.40
41711	9001	02/02/21	4607 VISA	2650	REPLACEMENT LAPTOP LCD PA	53.36
41711	9001	02/02/21	4607 VISA	2890	STUDY.COM MONTHLY SUBSCRI	59.99
41711	9001	02/02/21	4607 VISA	2650	TONER FOR SARA O'CONNELL	61.80
41711	9001	02/02/21	4607 VISA	2610	TPT - 4TH-8TH GRADE MATH	12.00
41711	9001	02/02/21	4607 VISA	2610	TPT - KINDERGARTEN MORNIN	12.00
41711	9001	02/02/21	4607 VISA	2610	TPT - THE ESCAPE ROOM BUN	6.00
41711	9001	02/02/21	4607 VISA	2610	TPT - THE GIRL WHO DRANK	10.00
41711	9001	02/02/21	4607 VISA	2735	USB AUDIO LAPTOP ADAPTER	9.99
41711	9001	02/02/21	4607 VISA	2735	USB C LAPTOP KEYBOARD	14.99
			TOTAL CHECK			2,823.30
			TOTAL FUND			2,823.30
			TOTAL REPORT			2,823.30

## ACTIVITY BALANCE as of 1/31/2021

Source Code:	Account	Beginning Bal	YTD Revenues	YTD Expenditures	Balance
701	One School One Team	\$ 881.20	\$0.00	\$0.00	\$ 881.20
736	Activities Interest	\$ 8,486.00	\$1,511.46	\$0.00	\$ 9,997.46
702	Always For Kids	\$ 41,079.07	\$2,285.01	\$3,103.95	\$ 40,260.13
703	Art Class	\$ 8,173.26	\$515.80	\$1,327.03	\$ 7,362.03
704	Art Club	\$ 2,791.26	\$99.95	\$1,561.90	\$ 1,329.31
705	Athletics	\$ (7,944.06)	\$44,323.75	\$53,128.70	\$ (16,749.01)
706	Band	\$ 5,479.32	\$1,173.72	\$868.50	\$ 5,784.54
789	Baseball Fund	\$ 4,896.53	\$0.00	\$811.21	\$ 4,085.32
762	Baylor/ACT	\$ 2,979.09	\$0.00	\$0.00	\$ 2,979.09
708	Book Club	\$ 270.55	\$0.00	\$0.00	\$ 270.55
790	Boys Basketball	\$ 1,323.06	\$5,345.00	\$4,308.17	\$ 2,359.89
783	Boys Golf	\$ 1,250.35	\$60.00	\$0.00	\$ 1,310.35
709	Cheerleading	\$ 317.65	\$1,843.13	\$1,079.78	\$ 1,081.00
734	Class of 2018	\$ 1,453.91	\$0.00	\$0.00	\$ 1,453.91
765	Class of 2019	\$ 1,016.13	\$0.00	\$0.00	\$ 1,016.13
770	Class of 2020	\$ 646.85	\$0.00	\$0.00	\$ 646.85
771	Class of 2021	\$ 734.77	\$0.00	\$0.00	\$ 734.77
768	Class of 2022	\$ 4,352.77	\$0.00	\$0.00	\$ 4,352.77
772	Class of 2023	\$ 1,759.20	\$1,838.15	\$320.50	\$ 3,276.85
773	Class of 2024	\$ 481.35	\$505.90	\$0.00	\$ 987.25
720	Concessions	\$ (4,476.00)	\$11,407.91	\$10,488.12	\$ (3,556.21)
785	Cross Country	\$ 2,853.59	\$1,432.00	\$2,001.63	\$ 2,283.96
721	Dance Squad	\$ 732.05	\$2,457.91	\$1,375.93	\$ 1,814.03
722	Drama	\$ 402.73	\$85.20	\$150.77	\$ 337.16
724	Elem Lounge	\$ (55.16)	\$0.00	\$0.00	\$ (55.16)
732	Fam Cons Science	\$ 2,683.23	\$580.00	\$39.76	\$ 3,223.47
726	FBLA	\$ 15,654.83	\$1,658.63	\$1,240.37	\$ 16,073.09
766	FFA	\$ 10,667.39	\$2,562.20	\$1,882.71	\$ 11,346.88
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
727	Football	\$ 2,500.50	\$314.00	\$229.73	\$ 2,584.77
791	Girls Basketball	\$ 834.74	\$490.00	\$883.13	\$ 441.61
784	Girls Golf	\$ 2,953.08	\$168.00	\$0.00	\$ 3,121.08
735	Honor Society	\$ 1,215.16	\$343.80	\$366.90	\$ 1,192.06
761	Honors History	\$ 0.09	\$0.00	\$0.00	\$ 0.09
744	HS Lounge	\$ 581.60	\$10.98	\$71.86	\$ 520.72
740	Industrial Tech / Woods	\$ 1,285.63	\$2,045.00	\$1,576.55	\$ 1,754.08
739	Library Fund Elem/HS	\$ 3,457.43	\$107.00	\$634.68	\$ 2,929.75
764	Metro	\$ 47,277.01	\$0.00	\$0.00	\$ 47,277.01
792	MS Girls Basketball	\$ 120.14	\$0.00	\$0.00	\$ 120.14
723	MS STEM	\$ 144.33	\$117.74	\$0.00	\$ 262.07
737	MS Student Council	\$ 3,871.41	\$170.90	\$0.00	\$ 4,042.31
787	MS Track	\$ 222.12	\$0.00	\$0.00	\$ 222.12
756	Pepsi	\$ 1,728.76	\$800.00	\$0.00	\$ 2,528.76
742	Quiz Bowl	\$ 1,139.64	\$0.00	\$0.00	\$ 1,139.64

728	Reimbursement (general	\$	6,771.00	\$0.00	\$0.00	\$	6,771.00
714	SKILLS	\$	679.48	\$0.00	\$0.00	\$	679.48
788	Softball	\$	(653.69)	\$1,457.60	\$60.00	\$	743.91
746	Spanish Club	\$	181.94	\$0.00	\$0.00	\$	181.94
794	Sped	\$	-	\$154.00	\$115.65	\$	38.35
747	Speech	\$	942.06	\$0.00	\$0.00	\$	942.06
748	Spring Musical	\$	4,443.86	\$370.20	\$40.00	\$	4,774.06
749	Student Council	\$	4,146.52	\$0.00	\$337.57	\$	3,808.95
750	Student Vending	\$	1,396.71	\$22.69	\$0.00	\$	1,419.40
793	Striv	\$	150.00	\$0.00	\$0.00	\$	150.00
751	Swing Choir	\$	2,091.67	\$2,244.20	\$2,193.49	\$	2,142.38
786	Track Fund	\$	1,513.82	\$0.00	\$0.00	\$	1,513.82
717	Transition	\$	1,613.51	\$0.00	\$0.00	\$	1,613.51
782	Volleyball	\$	2,612.28	\$1,527.02	\$2,293.17	\$	1,846.13
710	Welding	\$	(353.79)	\$0.00	\$0.00	\$	(353.79)
733	Wrestling	\$	4,404.67	\$476.99	\$1,609.53	\$	3,272.13
753	Yearbook	\$	4,757.21	\$3,095.00	\$2,720.96	\$	5,131.25
	Totals		<b>\$211,347.76</b>	<b>\$93,600.84</b>	<b>\$96,822.25</b>		<b>\$208,126.35</b>



705 N. 9th St. • P. O. Box 580 • Arlington, NE 68002 • Fax (402)478-4176 • www.apseagles.org • AA/EOE

Dear AHS Administration Team and Board of Education,

I would like to inform you that I am officially resigning from my position at Arlington Public School, effective the end of this school year. Working here has been such a wonderful experience, and I will cherish the memories forever.

Life is fleeting, so I have decided to retire and leave the workforce so I can enjoy my grandchildren and just enjoy traveling with my wife. I have worked at Arlington for the past 15 years, and although those were some of the best years of my life, I am looking forward to the next chapter.

I want to personally thank you for the many opportunities you have given me over the years. I have grown personally and professionally, and am very pleased with the work I have done, the students I have been privileged to work with, and the relationships that I have developed. I have thoroughly enjoyed my time with my coworkers and superiors, and I do hope that we will all keep in touch.

If I can be of any help during this transitional time, please let me know. Thank you again for your understanding, and I wish you all the best.

Sincerely,

Floyd Everitt  
7-12 School Counselor  
Arlington High School

Dr. Dawn Lewis  
Superintendent  
dawn.lewis@apseagles.org  
(402)478-4173

Aaron Pflingsten  
Secondary Principal  
aaron.pflingsten@apseagles.org  
(402)478-4171

James Shada  
Assistant Secondary Principal / AD  
james.shada@apseagles.org  
(402)478-4171

Jacqueline Morgan  
Elementary Principal  
jacqueline.morgan@apseagles.org  
(402)478-4121

## 5<sup>th</sup> Grade Team

### *5<sup>th</sup> Grade Language Arts Board Report* February, 2021

#### 1. **Multi-cultural Aspect:**

- Discuss word origins in spelling
- Ask students to draw from a variety of aspects of their lives for essay topics
- Mentor texts that use different cultures and values to model good writing
- Stories with multiple cultures represented

#### 2. **What do we want students to learn?**

- Standards based-Neb. State Standards
- Scholastic writing program/Article a Day sets
- More in-depth studies of and discussions surrounding grammar application
- Application of more technology in mini lessons and publishing works
- Application of what we've learned – How does it affect our lives and what life lesson should we learn from our studies?

#### 3. **How do we know students are learning?**

- Spelling activities/tests
- Observation and conferencing
- Grammar and spelling mini lessons
- Quizzes on Grammar skills/Post tests for spelling
- Discussions
- rubrics for formal writing assignments
- Guided reading groups
- Daily practice of skills taught
- Weekly & Unit skills tests
- Weekly Story Comprehension tests

#### 4. **How do we respond when students are not learning?**

- Mini lessons to whole group
- Re-teach to small group or individuals
- Conference
- Lunch one-on-one for more practice

#### 5. **How do we extend or enrich the learning for students who exceed proficiency?**

- Writing alternative options
- Challenging essay prompts
- Pretest Spelling and 100% scores pass out-alternate challenge lists
- Readers choose books in their level for independent reading goals
- After exceeding the Guided reading cut-off point, novel units are used in group

## 6. **Other Information**

### **Grammar**

5	Q1	Q2
A	27	23

<b>B</b>	6	11
<b>C</b>	6	7
<b>D</b>	1	2
<b>F</b>	0	0

## **Reading**

<i>5</i>	<b>Q1</b>	<b>Q2</b>
<b>A</b>	16	11
<b>B</b>	22	23
<b>C</b>	5	6
<b>D</b>	6	6
<b>F</b>	1	2

### ***5<sup>th</sup> Grade Social Studies Board Report February, 2021***

#### **1. Multi-cultural Aspect:**

**5<sup>th</sup>**

- Native American tribes in each region and their remaining influence
- European and Asian influences on exploration
- English, French, Dutch, and Spanish cultures and influences in the New World
- History of slavery and African culture in America
- Different roles multicultural groups played in the Revolution
- The influence of groups in the formation of our new nation
- Effects of westward expansion on Native Americans
- Lands gained by the United States and their accompanying cultures

#### **2. What do we want students to learn?**

- Standards based
- More in-depth studies of and discussions surrounding economics
- Real-life simulations (elections, business, etc.)
- Application of more technology in projects for research and application
- Application of what we've learned to today – How does it affect our lives and what life lesson should we learn from our studies?

#### **3. How do we know students are learning?**

- L to J
- Observation
- In class activities with checklists
- Partner and group work
- Discussions
- Study guide completion
- Review games
- Chapter assessments
- Projects with rubrics
- Readings and note packet completion from power points

#### **4. How do we respond when students are not learning?**

- Graphic organizers and other visuals and sketches in notes

- Check study guides for correct answers
- Eliminate test questions
- Circle main concept in a test question
- Quizlet – adds a visual to key concepts for studying
- Learning Lab study groups
- L to J study packets
- Learning Lab extension activities

5. **How do we extend or enrich the learning for students who exceed proficiency?**

- Projects
- Guest speakers
- Essays
- You Tube videos and other media connections
- Visuals and props in room
- Story book and novel connections
- Movie connections
- Plays and skits
- Tutoring opportunities to work with classmates

6. **Other Information:** *Projects that allow students to go above and beyond using a variety of mediums, skills, and knowledge*

- Ancient artifacts
- Totem poles
- Buffalo products posters
- Explorer power points
- 13 Colonies brochures
- Colonial life models
- Branches of government trees
- Space Nation
- A Day in the Life of Lewis and Clark

**Social Studies**

5	Q1	Q2
A	22	22
B	19	21
C	9	7
D	4	4
F	2	2

**Science 5th Grade Board Report**

**Multi-cultural Aspect:** The science curriculum has multicultural aspects throughout.

- In our science books and videos include experiences of scientists from different countries, ethnic backgrounds and social structures.
- Study how inventions from the past have made our lives easier

**What do we want students to learn?**

New concepts or changes in your curriculum include:

- Use of existing and newest technologies
- Google Classroom
- Canvas Learning Management System
- Stewards of the Earth

Additions to the Curriculum:

- Creating practice tests that are similar to the NSCAS tests
- With science college and career standards we are also creating lessons to fulfill those phonemon based learning

Essential Learning:

- Displaying daily learning objectives
- Savvas Realize - more website curriculum with textbook support
- Generating practice tests to guide what skills may need reteaching
- Cooperative grouping (following covid guidelines) for hands on learning and application during science labs

### **How do we know students are learning?**

Best practices implemented:

As professionals, we interpret data and scores to provide direction as we plan our unit lessons. The data we use include our practice tests, lab notes, worksheets and previous year's NSCAS tests. All science concepts are assessed daily, formal and informal, via assigned work, which is monitored in SIMS gradebook.

Types of assessments used to gather data:

- Daily Grading
- Lab participation
- Informal observation
- Science Notebooks
- MAPs Tests
- Topic Tests
- L to J Vocabulary Quizzes

We measure student growth by looking at the above data collected.

### **How do we respond when students are not learning?**

Implemented Best Practice Strategies:

A best practice is to provide students with a quiet work environment. We give opportunities in various places which includes time with the teacher before school, during recess or after school. Lastly, informing parents of areas that student science skills which may need extra practice.

Measurable Data that Indicates Improvement in Student Learning:

- L to J vocabulary quiz

- Checklist of Learning (standards)
- Topic tests
- MAPs test taken in fall, winter, spring

Determining factors that show improvements:

- The quality of work turned in by student on daily assignments
- Student application of learned skills on project, for example; writing an essay answer on a science test using effective writing skills
- These are measured through rubrics and grading
- District and statewide assessment results

**How do we extend or enrich the learning for students who exceed proficiency?**

Implemented Best Practice Strategies:

- Quest in our Savvas Realize curriculum
- Virtual Labs used more this to year per covid restrictions
- Students are given projects to do during free time and have the choice to share to the class
- Enrichment websites, activities, and assignments are provided to parents and students

Measurable Data that Indicates Improvement in Student Learning:

- Topic assessment data
- L to J vocabulary Quiz
- Lab grades in SIMS Gradebook

**Other Information**

Content that reflects the creative lessons/units that you are facilitating in your classes.

- Technology - Brain Pop, Google Classroom
- Use outdoor setting to extend science learning
- Writing matrix

5	Q1	Q2
A	60	61
B	3	3
C		
D		
F		

**Math 5th Grade Board Report**

1. **Multi-cultural Aspect:**

We use the Savvas Realize curriculum to guide our lessons. In math class throughout the year, we read books that relate to the different cultures incorporating mathematical terms and concepts. The books relate to students where math

concepts originated and how to use the concepts.

- Textbook images and real-world story problems bring in a variety of cultures
- History of measurement systems
- Measurement Olympics

2. **What do we want students to learn?**

All lessons and planning are based on the state standards to prepare for the NSCAS test. In addition to memorizing facts and formulas, our students will become stronger mathematicians by showing his/her understanding of numbers through visual models, word problems, and manipulatives.

- Center based math activities
- Guided Math/Rotations
- Operations - decimal, fractions
- Algebra
- Fractions
- Geometry
- Measurement and Data
- Application of Math to Word Problems

3. **How do we know students are learning?**

Throughout the year several types of assessment are used including: daily observation, daily homework, IXL math, MAPs assessments, projects, and NSCAS test. Our guided math structure in the classroom allows teachers to form small student groups. The size of groups helps us to assess and provide additional support of math skills.

- Topic assessments
- MAP assessment data
- Daily math work
- Math talk conversations with students
- Level of Learning exit ticket

4. **How do we respond when students are not learning?**

After we review the student data, we create small student groups to intervene and provide additional practice and support. Our math curriculum has a spiral review component that could be accessed to support students. If necessary, parents are contacted and a team approach is taken. We also share the strategies and teaching with students and parents via Canvas and/or Zoom.

- Additional math time added throughout the day as needed
- Number Talk curriculum to support number sense
- Teacher created academic games to motivate skill practice
- Co-teaching models in classroom with special education teacher and students

5. **How do we extend or enrich the learning for students who exceed proficiency?**

We have projects that involve recording and graphing data. We take advantage of the school's access to technology through coding activities, IXL, Prodigy, and Khan. These programs all advance student understanding of concepts.

- Design projects that bridge math and science together to extend learning
- Design a pool project
- Measurement Olympics

6. **Other Information:**

- Collaboration with STEM program (Mrs. Klein)

<i>5</i>	<b>Q1</b>	<b>Q2</b>
<b>A</b>	26	23
<b>B</b>	23	22
<b>C</b>	4	5
<b>D</b>		
<b>F</b>		

## **FAMILY CONSUMER SCIENCE REPORT**

### **1. Multi-Cultural Aspect:**

There are a variety of classes that I teach that incorporate multiculturalism into the classroom. Intro to Health Sciences discusses working and treating people from different cultures and belief systems. Intro to Education discusses working with children and students from a variety of different backgrounds and from a variety of different home lives. Advanced Foods discusses all the different regions and areas of the world, while discussing these regions and areas we talk about how different areas were affected by different cultures and how that affects the foods that are made within that region or area.

### **2. What do we want students to learn?**

Family Consumer Science Curriculum is based on the Nebraska State Standards. I have incorporated the Nebraska Career and College Readiness State Standards into all classes. This allows me to provide opportunities for students to develop skills for lifelong learning.

### **3. How do we know students are learning?**

I use a variety of assessments in my classroom to evaluate the student learning. In Advanced Foods the students are producing food as an end product from a region or country they just studied. In Experiencing Education/Teaching the students are creating lesson plans for a lesson or activity.

### **4. How do we respond when students are not learning?**

For students that are not performing at the expected level, I look at presenting the material in a different way. This may be grouping the students differently, using projects, or setting up a Zoom with guest speakers. Some of the guest speakers are experts in their fields, and provide more information to the students. If a student is not performing to the expected level in my classroom, and is in other classrooms I will discuss with that staff member what they are doing to help the student be successful. As an educator our purpose is to provide an opportunity for continued growth with all students.

### **5. How do we extend to enrich the learning for students who exceed proficiency?**

For students that exceed the expectations, I provide many opportunities for them to enrich their learning. These may include observation opportunities, virtual field trips, and Zooming with guest speakers. I have had speakers from different healthcare fields Zoom in to talk with the Intro to Health Science class. The observation experience gives students in the Education Pathway the opportunity to observe the staff here at Arlington Public Schools and apply the information from the observation to the content within the classroom. There have also been a variety of different educators and administration come in to talk with the Intro to Education and Experiencing Education classes. The Education Best Practices students have worked with Roots to Wings in the past to teach the farmers at a craft that they can continue to create.

### **6. Other Information**

New textbooks, Zoom Mock-Interviews and Steak Labs

# February Elementary Principal Board Report

## **Arlington Spelling Bee**

Congratulations to Arlington Public Schools spelling bee contestants:  
Kingston Kunes, Everett Jensen, Jax Tighe, Quinn Wilmott, Jack Landauer,  
Brooklyn Ruskamp, Kallan Reed, Waytt Flesner, Joe Burns, Colton Willmott



The following students will represent Arlington at the Washington County Spelling Bee in Blair on Wednesday, Feb. 11th at 2021 at 9:00.

Joe Burn

Wyatt Flesner

Colton Willmott

## **ELA Adoption Process**

February-March 2021

- Table Of Specs/Standards
- Prioritize TOS/Standards
- Vertical and Horizontal Alignment
- Gaps in Current Curriculum
- “What We Like”

April-May 2021

- Begin Looking at Materials

August-December 2021

- Pilot

February 2022

- Purchase Curriculum

May-June 2022

- Training?

August - December 2023

- Scope and Sequence



James Shada  
Board Report  
February



The FBLA Conference has gone virtual this year. We have been unable to hold any events in person outside of our regular school. The state leadership conference is scheduled for April 12-14. The Arlington Village is going to allow us to utilize the auditorium for our conference. Students will participate in live sessions that will be delivered via zoom. All testing and performance events will be held prior to the actual event. Students will be taking tests and uploading presentation videos throughout March. Finalists will present during the event to judges via zoom. Students will qualify for nationals as they have in the past. Nationals has already been transitioned to a virtual event as it was scheduled for Anaheim, California.



**LDEs: Held Virtually over Zoom**

Blain Vogt- Blue - Jr. Public Speaking

Landon Olson - Blue - Creed Speaking

Taylor Arp - Blue - Creed Speaking

Eliza Ricker - Blue - Discovery Speaking

Braden Monke - Blue - Employment Skills

Jake Bartosh- Purple - Employment Skills

Libby Hegemann - Purple - Ag Literacy Speaking - Alternate to State

## **Livestock Evaluation at Northeast Community College - 2/2/21**

### **Jr. Team: 3rd Place - STATE QUALIFIERS!**

4th: Brooke Hilgenkamp

5th: Lizzie Meyer

6th: Braden Monke

38th: Taylor Arp

41st: Kayla Schwedhelm

55th: Blaine Vogt

78th: Landon Olson

### **Sr. Team: 10th Place**

16th: Cassidy Arp

27th: Kyle Quinn

29th: Alaina Schwedhelm

71st: Lane Johannes

- FFA has been able to participate in some in person contests this year. These contests have been organized so our students can have these opportunities. The leaders of the events have done some creative structuring so all students and staff are safe and still getting a quality experience.
- State FFA will be all virtual this year. The contest will start March 22<sup>nd</sup> and run through April 7<sup>th</sup>.

### **Up Coming Events**

- State Wrestling February 19<sup>th</sup>, 20<sup>th</sup> at the CHI Health Center
- Sub-Districts and District Finals for Girls Basketball: 2/15, 2/16, and 2/18 at highest seed.
- Sub-Districts and District Finals for Boys Basketball: 2/23, 2/25, 3/1 at highest seed.
- 2/15 Band and Choir Soup Supper – we will not be serving food this year. The concerts will be in the main gym and the band boosters will be having a silent auction that families can participate in during the evening!
- 2/17 State Dance Competition in Grand Island
- 2/20 State Cheer Competition in Grand Island



# Secondary Principal's Report

## February 2021 Board Meeting

### Electives Fair

In an effort to deepen students' involvement and understanding of all the course offerings we have, we will be hosting an Electives Fair again this year. Students will be able to learn about the vast array of courses that we offer and make a more informed decision while selecting courses that meet their post-secondary goals. Though it will be organized differently this year, by providing this experience for our students we are enhancing the connection between their interests, their future goals, and their four-year plans.

### PTC

Parent-teacher conferences will be held virtually again this spring. Parents will have the option to choose whether they would like to visit with their child's teachers via zoom, phone, email, or no contact necessary. Conferences are held Wednesday, February 10 and Thursday, February 11 from 5:00-8:00pm.

### Spelling Bee

The annual spelling bee was held Friday, January 29 in Ms. Johnson's classroom. Representing Arlington at the Washington County Spelling Bee on February 11 will be Joe Burns, Wyatt Flesner, and Colton Willmott.



### Cognia Visit

Updated during Board Retreat



<http://members.nasbonline.org/index.php/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.  
If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.



YOUR MONTHLY BOARD AGENDA UPDATE VIDEO LINK FOR FEBRUARY

<http://members.nasbonline.org/index.php/news-resources/videos>

## FEBRUARY

**SCHOOL BOARD MEMBER WEEK | JANUARY 31 TO FEBRUARY 6 | THANK YOU SCHOOL BOARDS!**

THIS  
WEEK!

**NEW BOARD MEMBER WORKSHOPS | MODULE 4 RESUMES FEBRUARY 1 | 5:50 TO 8:30 PM CT**

BOARD LEADERSHIP - FEBRUARY 1, 2, 3 & 4 (CHOOSE ONE EVENING TO ATTEND)

<http://members.nasbonline.org/index.php/new-board-member-workshops>

## MARCH & APRIL

**PRESIDENT'S RETREAT WORKSHOP | MARCH 14-15 | KEARNEY -- PRESIDENT'S RETREAT WEBINAR | MARCH 16**

**NAEP STATE CONVENTION | MARCH 30 | VIRTUAL**

**BUDGET & FINANCE WORKSHOPS | MARCH 31 - NORFOLK | APRIL 7 - GERING | APRIL 20 - LINCOLN**

**NSBA 2021 ONLINE EXPERIENCE | APRIL 8-10**

**NEW BOARD MEMBER WORKSHOP | APRIL 14 | KEARNEY**

## AND BEYOND ...

**GOLF & THE NASB SUMMER CONFERENCE | JUNE 2-3**

**ALICAP WORKSHOPS | JUNE 29 - JUNE 30 - JULY 1**

**AREA MEMBERSHIP MEETINGS | AUGUST TO SEPTEMBER**

**2021 STATE EDUCATION CONFERENCE | NOVEMBER 17-19**

Board Presidents: Check your inbox each month for the monthly 'NASB Update' to include in your meeting agenda.  
Please contact [mbelka@NASBonline.org](mailto:mbelka@NASBonline.org) with any questions, or if you are not receiving them.

Access NASB's Covid-19 Resources page at <http://members.nasbonline.org/index.php/news-resources/covid-19-resources>



**The biggest NRCSA news is that the Executive Committee and I are making plans to have a live, face-to-face Spring Conference this year!** We heard from many of our members who wanted to have a live event and we will do everything we can to make that happen. The Spring Conference is slated for March 25 and 26 at the Kearney Holiday Inn.

On Thursday, March 25, the keynote address will be provided by Dan Meers, better known to sports fans as KC Wolf, mascot for the Kansas City Chiefs. Of course, by the end of this coming weekend, he may be mascot for the two-time Super Bowl Champion Kansas City Chiefs.

On Friday, March 26, the keynote address will be provided by Jen McNally. Many of you already know Jen, as she has been prominent in Nebraska schools. Jen will be presenting on mental health and self-care, a very timely topic.

There will likely be some different health protocols we will follow for the conference, but we hope to have things as “normal” as possible. We meet with staff at the Holiday Inn on Friday, March 5 to discuss protocols they will require and other protocols we may put in place for the conference. I have asked a few Superintendents to take part in this meeting. My reason for asking for Superintendent input is that our schools are facing these issues on a daily basis, whereas I have not.

[2021 NRCSA Spring Conference Registration Form](#) (MS Word version)

[2021 NRCSA Spring Conference Registration Form](#) (online version)

**The NRCSA Legislative Forum, however, will be remote.** The Forum will take place on Tuesday, March 2, beginning at 8:30 a.m. We will be having a reduced amount of time than in our usual forums, likely about 2 to 2.5 hours. Tentatively scheduled to present will be Sen. Lynne Walz (Education Chair), Sen. Lou Ann Linehan (Revenue Chair), Sen. Tom Briese (General Affairs Chair), and Sen. Curt Friesen (Transportation and Communication Chair).

There will be no charge for the Forum this year, but attendees will need to register. Notice on registration will be sent in a few weeks. We do hope to return to a live Legislative Forum next year.

**NRCSA Events**

**NRCSA Legislative Forum**  
*March 2, 2021*  
Presented virtually  
[More about this event](#)

**NRCSA Spring Conference**  
*March 25-26, 2021*  
Holiday Inn in Kearney  
[More about this event](#)

**NRCSA Golf Tournament**  
*July 27, 2021*  
Meadowlark Hills Golf Course in Kearney  
[More about this event](#)

**Committee Meetings**

**NRCSA S & R Committee Meeting**  
*February 17, 2021*  
KSB Law Office in Lincoln  
8:30 AM

**NRCSA Executive Committee Meeting**  
*March 24, 2021*  
Holiday Inn in Kearney

**NRCSA Programs**

- [Global Speech Teletherapy](#)
- [Planning Support Service](#)
- [Scholarship and Awards Programs](#)
- [Superintendent Search Service](#)

**Legislative Contacts**

**U.S. Senators**

- [Deb Fischer](#)
- [Ben Sasse](#)

**U.S. House of Representatives**

- [Don Bacon](#)
- [Jeff Fortenberry](#)
- [Adrian Smith](#)



**In it's January meeting, the Executive Committee discussed the concept of placing a pause on electing new officers for the 2021-22 year.**

Several reasons were discussed for this concept, chief among those being that all Executive Committee work in the past year was done remotely and that the Spring Conference was not held in 2021. A recommendation was made for the Executive Committee to think about the concept, then come back in a special meeting a week or two later. At a special meeting of the Executive Committee it was decided to place a pause on electing new officers for one year and retain all Executive Committee positions for the 2021-22 year. Thus, the next elections will take place in the spring of 2022.

**The Nebraska Unicameral is rolling forward. Currently all bill hearings are taking place on a full day basis.**

Hearings are somewhat different than normal. For example, hearing room seating is very limited, with only testifiers on a particular bill usually being seated during a hearing on that bill. Someone wishing to be in the testimony record, but not wanting to actually testify has another option: you can drop off your written testimony at the hearing room for the bill between 8:30 a.m. and 9:30 a.m. on the day of the hearing. A person doing so must personally deliver the testimony. Someone else may not drop off that testimony on another person's behalf.

Those wishing to provide input on a bill may still send letters or email to committee members.

**Congratulations goes to Bancroft-Rosalie for being one of two recipients of NRCSA's Closing the Achievement Gap Award plaques.**

Since we did not have a Spring Conference last spring, presentation of award winners are being held differently. Executive Director Jack Moles presented the plaque to Superintendent Jon Cerny and members of the Bancroft-Rosalie administration team and Board of Education at the January Board of Education meeting.

The other plaque and certificate recipients will be announced at the Spring Conference.



**Nebraska Governor**

[Pete Ricketts](#)

**NE State Senators**

[Raymond Aguilar, Dist 35](#)

[Joni Albrecht, Dist 17](#)

[John Arch, Dist 14](#)

[Carol Blood, Dist 3](#)

[Eliot Bostar, Dist 3](#)

[Bruce Bostelman, Dist 23](#)

[Tom Brandt, Dist 32](#)

[Tom Brewer, Dist 43](#)

[Tom Briese, Dist 41](#)

[Machaela Cavanaugh, Dist 6](#)

[John Cavanaugh, Dist 9](#)

[Robert Clements, Dist 2](#)

[Jen Day, Dist 49](#)

[Wendy DeBoer, Dist 10](#)

[Myron Dorn, Dist 30](#)

[Steve Erdman, Dist 47](#)

[Mike Flood, Dist 19](#)

[Curt Friesen, Dist 34](#)

[Suzanne Geist, Dist 25](#)

[Tim Gragert, Dist 40](#)

[Michael Groene, Dist 42](#)

[Steve Halloran, Dist 33](#)

[Ben Hansen, Dist 16](#)

[Matt Hansen, Dist 26](#)

[Mike Hilgers, Dist 21](#)

[Robert Hilkemann, Dist 4](#)

[Dan Hughes, Dist 44](#)

[Megan Hunt, Dist 8](#)



**NRCSA has had a very successful season thus far in assisting Boards of Education in choosing their next Superintendent of Schools.** To date, our consultants have worked with thirteen Boards of Education in the search process. We are still helping the Friend Board of Education in their search process.

Congratulations to the following for being selected through the NRCSA Superintendent Search Service process:

- Amherst--Matt Gordon
- Arapahoe--Brian Gegg (Interim)
- Boyd County--Mike Sanne
- Centennial--Seth Ford
- Creighton--Josh Weber
- Eustis-Farnam--Nick Hodge
- Franklin--Chris Lecher
- Loup City--Dean Tickle
- Oakland-Craig--Jessica Bland
- Sutherland--Steve Bristol
- Syracuse-Dunbar-Avoca--David Kraus
- Wynot--Paul Hans

Thirteen searches is a new high for the NRCSA Superintendent Search Service. Our consultants have done a remarkable job this year in assisting Boards. Thank you to consultants Jim Havelka, Robin Stevens, Cindy Huff, Fred Helmink, Dan Bird, Rob Hanger, Mark Norvell, Caroline Winchester, Jon Habben, and Curtis Cogswell for your outstanding work thus far this year!

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. You can contact Executive Director Jack Moles at [jmoles@nrcea.net](mailto:jmoles@nrcea.net).

- [Mark Kolterman, Dist 24](#)
- [Steve Lathrop, Dist 12](#)
- [Brett Lindstrom, Dist 18](#)
- [Lou Ann Linehan, Dist 39](#)
- [John Lowe Sr., Dist 37](#)
- [John McCollister, Dist 20](#)
- [Mike McDonnell, Dist 5](#)
- [Terrell McKinney, Dist 5](#)
- [Adam Morfeld, Dist 46](#)
- [Mike Moser, Dist 22](#)
- [Dave Murman, Dist 38](#)
- [Rich Pahls, Dist 31](#)
- [Patty Pansing Brooks, Dist 28](#)
- [Rita Sanders, Dist 45](#)
- [Julie Slama, Dist 1](#)
- [John Stinner, Dist 48](#)
- [Tony Vargas, Dist 7](#)
- [Lynne Walz, Dist 15](#)
- [Justin Wayne, Dist 13](#)
- [Matt Williams, Dist 36](#)
- [Anna Wishart, Dist 27](#)

**NRCSA Leadership**

- Ginger Meyer, President  
Chadron Public Schools
- Del Dack, Past President.  
Paxton Consolidated Schools
- Dr. Dawn Lewis, Pres-Elect.  
Arlington Public Schools
- Jane Davis, Secretary.  
Hershey Public Schools



**The NRCSA/ESUCC Remote Learning Project was released on Monday,**

**December 7.** Commissioner of Education Matt Blomstedt had visited with a few administrators and me about the perceived need for such a document for school districts. NRCSA and the ESUCC agreed to take on the project. Work began in late October. A fairly short timeline was established as the goal was to have it to schools prior to entering the winter break. An original target date of Dec. 4 was set, but adjusted to Dec. 7. Thus, a very aggressive timeline that was met. The project was divided among several subject area committees, each headed up by a Superintendent and an ESU Administrator. Included on committees were not only Superintendents/ESU Administrators, but also Principals, Teachers, Staff Developers, SPED Directors, Technology Directors, Teaching Coaches, Mental Health Practitioners, a representative from NDE and a university professor. All brought a different and very valuable angle to the committees.

The project ended up having two sites, both accessible from the other. One is the teacher side of the project. This site has many, many resources for teachers for planning, instruction, assessment, and troubleshooting. The other side is the administrator side. This site has numerous resources for administrators to help their teachers and to coordinate a successful remote learning program. The administrator side also has resources for parents of students in a remote learning setting.

A special highlight of the project are many short videos of Nebraska educators discussing different aspects of remote learning, either from the teacher angle or the administrator angle.

The links for the project:

TEACHER SITE: [bit.ly/TeacherRemoteSupport](http://bit.ly/TeacherRemoteSupport)

ADMINISTRATOR SITE: [bit.ly/AdminRemoteSupport](http://bit.ly/AdminRemoteSupport)

The committees, along with the co-chairs) were:

RESOURCES/PROGRAMS FOR TEACHERS--Amy Shane (O'Neill) and Andrew Easton (ESUCC)

STRATEGIES FOR ADMINISTRATORS TO HELP TEACHERS--Jim Widdifield (Minden) and Deb Paulman (ESU 16)

PROFESSIONAL DEVELOPMENT (Heather Nebesniak of Ord and Gregg Robke of ESU 4)

EVALUATING THE SUCCESS OF REMOTE LEARNING PROGRAMS--Brad Best (Heartland) and Melissa Wheelock (ESU 10)

STRATEGIES FOR PROVIDING SPECIAL SERVICES--Larianne Polk (ESU 7) and Ginger Meyer (Chadron)

STRATEGIES FOR HELPING PARENTS--Brenda McNiff (ESU 5) and Curtis Cogswell (McCool Junction)

CONNECTIVITY--Jon Cerny (Bancroft-Rosalie) and Drew Harris (ESU 9)

A Leadership Committee made up of Kraig Lofquist (ESUCC Executive Director), Vern Fisher (Gibbon Superintendent), John Skretta (ESU 6 Administrator), Andrew Easton (ESUCC Director of Digital Learning) and Jack Moles (NRCSA) helped to guide the work of the committees. A Steering Committee, made up of committee leaders and the

**District Representatives:**

Vacant, West

Dale Hafer, North Central  
Ainsworth Community Schools

Dr. Jon Cerny, Northeast  
Bancroft-Rosalie Community Schs

Paul Sheffield, Southeast  
Exeter-Milligan Public Schools

Jon Davis, South Central  
Alma Public Schools

Alan Garey, Southwest  
Medicine Valley Schools

**Executive Director:**

Jack Moles

**Lobbyists:**

Jon Edwards  
Trent P. Nowka  
Russell Westerhold

**Legislative Co- Chairs:**

Randy Page,  
Thayer Central Community Schs

Dr. Jason Dolliver  
Pender Public Schools

**Scholarship & Recognition Co Chairs:**

Tim Heckenlively,  
Falls City Public Schools

Brian Tonniges,  
High Plains Community Schools



Leadership Committee, met once per week to work on coordination of the project. I am very appreciative of all the leadership that rose up in this project, but especially want to point out the work of Andrew Easton for his dedication to the project. The final product is better than I could have envisioned and much of that can be attributed to Andrew. He and Deb Paulman (ESU 16) were responsible for the final form that the project took.

I am so very proud of the willingness of rural educators to get involved and to take on leadership positions. The collaboration between our rural schools and the ESUs that serve them was very inspiring! Rural education in Nebraska is certainly in good hands! Thank you to all who were involved in this awesome project!

---

**NRCSA has begun a new “service”.** We have been asked by some Superintendents to compile a list of districts that have found it necessary to move to an alternate mode of operations as a result of a COVID related issue. The plan is to send out a questionnaire every two weeks to see what districts may have moved into an alternate education setting. We will then share the report on the following Monday. NRCSA will only share the list with NRCSA-member Superintendents/ESU Administrators. Completing the list will be completely voluntary and is not expected to be very time consuming. It will simply give members someone to talk with if they find themselves needing to make a move.

---

**The password to the ‘Members’ Only’ section of the NRCSA website changed in November.** Members who did not renew no longer have access or receive email communications after the change. The login and password combination are now:

Login: member

Password: recess

---

**NRCSA is proposing changes to its By-Laws.** Most of the changes are technical or corrective in nature, however there are some changes of substance. Voting on these changes was to have taken place at the General Members meeting that was scheduled to be held during the Spring Conference. We then considered holding a General Members meeting at the NASB/NASA Fall Conference, but like the 2020 NRCSA Spring Conference, that did not take place. We will now have the vote on the changes at the 2021 NRCSA Spring Conference in March. The proposed changes will be voted on at that meeting. The document below highlights the proposed changes and the rationale for them.

[Proposed NRCSA By-Law Changes 2020](#)

**Member Spotlight:** Falls City Public Schools



**Mascot:** Tigers

**Location(s):** Falls City, Nebraska

**Enrollment:** 815

**Superintendent:** Tim Heckenlively

**Principal(s):** Gale Dunkhas, High School; Jack Bangert, Middle School; Shelly Leyden, North Elementary; Rob Alderson, South Elementary; Wendy Craig, Special Education Director.

**School Board Members:** John Martin, President; June Bowers, VP; Kevin Scheitel; Scott Hollens; Richard Malcolm; Dan Jones

**Interesting Fact:** Falls City Public Schools, also known as District 56, covers 320 square miles with 305 square miles in Richardson County and 15 square miles in Nemaha County. The school district is in the extreme southeast corner of the state. It borders Kansas to the south and Missouri to the east. The other boundaries of the District are hard to define because they are very uneven. This happened because at the time of the closing of the former Southeast Consolidated Schools, numerous families from that district opted to become District 56 residents. While the district includes the towns of Falls City, Rulo, Salem, Barada, and Verdon, some families with adjacent free-held land in the towns of Dawson and Shubert are now district residents. The district consists of Falls City High School, grades 9-12; Falls City Middle School, grades 6-8; South Elementary, grades 3-5; North Elementary, grades K-2. North Elementary also has an early childhood program for preschool aged students, and the Alternative School.



**Programs**

**Sixpence Falls City - Early Childhood Education**

The Sixpence Board of Trustees continues approval of the School District 56’s grant allocation in the amount of \$465,500 for the 2020-2021 grant term. The grant provides funding for the Home-Based Program and the Childcare Partnership Program. The programs combined to offer support services to children birth-3, their parents, and community-based childcare programs.

**Academic Specialization**

FCPS offers College Dual-Credit Courses; John Baylor ACT Prep; PBiS K-8; Lifeskills Training/Transition; SENCAP Career Academies; FCCLA; Early Childhood Education; FBLA; Speech and Language Therapy; FFA; Blind/Visually Impaired Programming.

**Member Spotlight: Hemingford Public Schools**



**Mascot:** Bobcats

**Location(s):** Hemingford, Nebraska

**Enrollment:** 380

**Superintendent:** Charles Isom

**Principal(s):** SPED Director, Mandy Plog; PK-6, Eric Arneson; 7-12, Dan Kluver

**School Board Members:** Justin Ansley-President, Brett Cullan, Rick Horstman, Blanche Randolph, Trish Schumacher, Troy Turek



**Interesting Fact:** Hemingford School is neighbors to the Box Butte County Fair. The Ag Society allows the district to utilize a parking area to the west of the school. The district also leases a building that we utilize as a bus barn for 11 months. The 12th month the barn serves as the large animal building/show ring during the fair.

## Programs

CNA Program--Our CNA started off with great success. The six students that were involved in 2019-2020 passed the exam. They were all successful in securing employment as CNA's and starting their career during the 2020 summer.

School within a School--The credit recovery program has helped kids get back on track for graduation. 35 students have successfully recovered credit and got back on track for graduation. This program is run not only during the school year, but also during the summer.

---

## Concussion Coalition

NRCSA has been an invited member of the Nebraska Concussion Coalition. The most recent document produced by the Coalition may be accessed here:

[Get Schooled on Concussions](#)

---

## **The UNL Department of Educational Psychology has received a grant from the Swanson Foundation which allows them to offer mental health services to rural schools.**

From Dr. Michael Scheel, Chair of the UNL Department of Educational Psychology:

*The UNL Department of Educational Psychology would like to offer counseling and psychological services, as well as consultation services to the schools and communities of Southeast Nebraska. We run a mental health counseling and therapy clinic and we are offering counseling and consultation services to teachers, administrators, students, and community members of Southeast Nebraska. Services will be provided through remote and confidential means (i.e., Zoom conferencing). We are hoping that schools, families, and individuals contact us to schedule an appointment for a telehealth counseling or consultation session.*

*We have recently learned that a donor will support our work with individuals living in rural Southeast NE by paying all fees for services. Thus, whoever seeks out our services will simply have to indicate they live in Southeast Nebraska, and any services we provide will be paid for through the UNL Foundation. Individual, couple, and family counseling will be provided without financial expense. Additionally, we can provide teachers, school administrators, school counselors, and school social workers consultation services for students of their schools without charge.*



*We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska rural areas, and our department, our College of Education and Human Sciences, and UNL are highly interested in offering our expertise and resources with the goal of enhancing the well-being of SE Nebraska individuals, schools, and communities. We are a group comprised of licensed psychologists and psychology graduate students who regularly provide services through our clinic to the Lincoln community. We are seeking to reach beyond Lincoln to connect more with surrounding rural areas. We also are acutely aware of the importance of addressing mental health concerns right now as we all are experiencing the stress of going through the COVID-19 pandemic.*

*The Counseling and School Psychology Clinic is a training clinic in which graduate students in counseling and school psychology work with clients under the supervision of licensed psychologists. Services are available to all on a sliding scale. For clients from SE Nebraska communities, services will be paid for through UNL Foundation funds supplied by a donor who cares deeply about the welfare of schools and communities in SE Nebraska. Counseling services are offered to improve well-being, improve academic and behavioral issues, stabilize mood, manage stress, and improve life-adjustment issues.*

*For more information, please visit our clinic website:*

<https://cehs.unl.edu/edpsych/clinic/>

---

**NRCSA would like to congratulate Ed Harris of Falls City for being selected as the 2020 NRCSA Outstanding Board of Education Member Award recipient.** Ed has been on the Falls City Board of Education for 30 years, five of them as the President. His was presented his award by NRCSA Executive Director Jack Moles at the December Board of Education meeting. This was Ed's last meeting as a member of the Board. NRCSA appreciates his long-time commitment to the Falls City district.!





**NRCSA would like to congratulate Jason Vitosh of Falls City for being selected as the 2020 NRCSA Outstanding Secondary Teacher Award recipient.** He is in his 21st year of teaching math at Fall City High School. He also received his award at the Falls City Board of Education's December meeting.



**Falls City became only the second NRCSA-member district to have two NRCSA award recipients in the same year.** Gothenburg in 2010-11 was the only previous district to have earned that distinction. Congratulations Falls City!





**NRCSA would like to congratulate Brad Best for being selected as the 2020 NRCSA Outstanding Superintendent Award recipient.** Brad is the Superintendent for Heartland Community Schools in Henderson. With the Spring Conference cancelled this year, we are working with districts to make most of the awards presentations locally. He was surprised at the Homecoming Pep Rally by NRCSA Executive Director, Jack Moles.



**NRCSA would like to congratulate Danielle Beerbohm for being selected as the 2020 NRCSA Outstanding Principal Award recipient.** Ms. Beerbohm is the Elementary Principal for David City Public Schools. With the Spring Conference cancelled this year, we are working with districts to make most of the awards presentations locally. She was surprised at a special assembly at her school by Superintendent Chad Denker.





**NRCSA would like to congratulate Toby Boss of ESU 6 on being selected as NRCSA's Outstanding ESU Staff Member for 2020.** Dr. Boss was surprised at ESU 6 in Milford during his retirement reception. He was serving as Director of Professional Development and had a profound impact not just on schools within ESU 6, but also on many other school districts across the state. Nicely done, Dr. Boss!



**NRCSA would also like to congratulate Laureen Powell of Cross County Community Schools for being selected as NRCSA's nominee for the NREA Teacher of the Year Award.** Mrs. Powell has taught 5-12 Instrumental Music at Benedict, then Cross County, for 34 years.





**A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax problem.** NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district’s story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE from Open Sky](#)

---

**Board of Education meeting visits.** Beginning last December, I started attending Board of Education meetings in member school districts. Since then, I have attended over 20 such meetings. I have really enjoyed this and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as some legislative news. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I’d like to be able to schedule two or three in the same evening if I can.

With the fall NRCSA District Meetings, I was able to schedule visits to Board of Education meetings once again. On Monday, September 14, I attended the Board meetings at Scribner-Snyder and Pender. I then attended the Board meeting at Ogallala on Wednesday, Sept. 16. As I was in the Kearney area while doing NRCSA District meetings, I attended the Board meetings at Gibbon and Wood River on Monday, October 12. I attended the Elmwood-Murdock BOE meeting on December 9, Falls City on December 14, Weeping Water on December 16, and ESU #10 on December 21. I attended the Wisner-Pilger and Bancroft-Rosalie BOE meetings on January 8, and have plans to attend meetings in Plattsmouth on February 11, and Exeter-Milligan on February 13.

If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. Of course, current conditions may make it more difficult to physically attend your Board of Education meetings. I would be willing to “attend” your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.

---

**I continue to work on a project in which I could use your help.** I would like to have a picture or two from your school or ESU that includes either (1) the school name and/or the mascot name or (2) a source of pride for your district. Ideas:

1. the marquee in front of the school/ESU
2. the entrance to the school/ESU
3. scoreboard
4. student team or group with the name on uniforms



- 5. new building or facilities
- 6. innovative project

Many of you have already responded to my request. To date over 130 schools and ESUs have responded. If you have not yet participated, you can either email the pictures ([jmoles@nrdsa.net](mailto:jmoles@nrdsa.net)) or text them to 402-335-7732. If you are a new member district or ESU, of course, I also would not have pictures from you. Thanks for your help!

---

**We urge you to consider making use of the NRCSA Partner OneCard** as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load it with, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. Great job by all participating districts in protecting the card and program! Don't forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2019-20, the rebate was over \$18,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN!

---

## **SUPERINTENDENT SEARCH & PLANNING**

As we continue with the school year, some Boards of Education may be faced with the prospects of considering new leadership for their districts for next year. NRCSA has a Superintendent Search Service which has been highly successful. Last year the NRCSA Superintendent Search Service assisted in ten Superintendent searches. This year we have already committed to helping 11 Boards of Education with their searches.

It is a common practice for many Boards of Education and the Superintendent to conduct short and long-term planning. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)

---



## National Updates

### **From Dr. Jon Habben, NREA President:**

This Legislative Corps (below) is the latest information received from the AASA and NREAC lobbyists. Other than the transition activities, the continuing work on everything Covid, the impeachment process, the confirmation of a new Education Secretary, the inter-party and intra-party acrimony, the foreign relations latest whodunnits, and the increasing use of Executive Orders, it is pretty slow in Washington D.C. these days. Well, as you are aware, it is all that on steroids. NREA and NREAC are engaged in working in a larger collaboration toward influencing Education Department officials toward stronger support for public education and from our perspective stronger support for rural education. The effort to increase the footprint of rural, including pushing for a rural office within the Department, is at the forefront now because of the reorganization efforts going on. Our next NREAC conference Zoom and NREA Executive Committee Zoom meetings may provide more information. As far as daily developments, keep checking the media. A hint: ignore the adjectives and adverbs inserted into the “news” and you get closer to the reality.

### [Legislative Corps 1-29-21](#)

**The chart available through the link below outlines the primary differences between the Elementary and Secondary School Emergency Relief (ESSER) Fund under the Coronavirus Aid, Relief, and Economic Security (CARES) Act enacted on March 27, 2020, and the ESSER II Fund under the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act, 2021, Public Law 116-260, enacted on December 27, 2020.**

### [ESSER II Fund \(CRRSA Act\)](#)

**From the NREA:** Age of Learning provides schools closed due to the coronavirus with free home access for all affected families to leading digital education programs ABCmouse, Adventure Academy, and ReadingIQ. Programs serve students in preschool / pre-k, elementary school, and middle school.

If you represent a U.S. school or district faced with school closures, please complete the below form.

For affected schools outside the U.S., we have partnered with UNICEF to make our resources available at no cost. We will update this page soon with guidance on how to access that offering.

### [Age of Learning Form](#)

**In light of the Department of Education’s recent announcement to suspend federal student loan payments and waive interest during the outbreak of COVID 19, Best Colleges provided some links to materials that may be helpful to you and your students related to student loans.**



*COVID-19 Student Loans Series*

**Coronavirus Student Loan Suspension Guide:**

<https://www.bestcolleges.com/blog/coronavirus-student-loan-suspension>

**Essentials to Student Loans:**

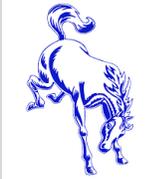
<https://www.bestcolleges.com/resources/what-you-need-to-know-about-college-loans/>

**Refinancing and Consolidating Guide:**

<https://www.bestcolleges.com/financial-aid/student-loan-refinance-consolidation/>

**NRCSA Superintendent Search Service – 2020-21 Searches:**

**Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.**

	<b><u>Superintendent/Elem Principal - Amherst Public Schools</u></b> Search Complete
	<b><u>Superintendent of Schools - Arapahoe-Holbrook Public Schools</u></b> Interim Search Complete
	<b><u>Superintendent of Schools – Boyd County Schools</u></b> Search Complete
	<b><u>Superintendent of Schools – Centennial Public Schools</u></b> Search Complete

	<p><b><u>Superintendent of Schools - Creighton Community Public School</u></b></p> <p>Search Complete</p>	
	<p><b><u>Superintendent of Schools – Eustis-Farnam Public Schools</u></b></p> <p>Search Complete</p>	
	<p><b><u>Superintendent of Schools – Franklin Public Schools</u></b></p> <p>Search Complete</p>	
	<p><b><u>Superintendent of Schools – Friend Public Schools</u></b></p> <p><a href="#">Announcement of Vacancy</a>  <a href="#">Apply for this vacancy</a>          Application Deadline: <b><u>February 17, 2021</u></b></p>	
	<p><b><u>Superintendent of Schools - Loup City Public Schools</u></b></p> <p>Search Complete</p>	
	<p><b><u>Superintendent of Schools – Oakland-Craig Public Schools</u></b></p> <p>Search Complete</p>	
	<p><b><u>Superintendent of Schools – Sutherland Public Schools</u></b></p> <p>Search Complete</p>	
	<p><b><u>Superintendent of Schools – Syracuse-Dunbar-Avooca Public Schools</u></b></p> <p>Search Complete</p>	



Superintendent of Schools – Wynot Public Schools

Search Complete

**Member Employment Postings (not using any search service):**

NRCSA members may advertise their employment postings here FREE OF CHARGE, provided they are using NRCSA Superintendent Search or searching without using any search service to fill their vacancy.

No postings at this time.

**Buy, Sell, Trade**

NRCSA members may advertise jobs or items for sale. This service is completely FREE OF CHARGE to NRCSA members. E-mail [jbundy@nrdsa.net](mailto:jbundy@nrdsa.net) if you would like to post something. Postings will remain in place for one (1) month but may be resubmitted if additional time is needed.

No postings at this time.

## **ASSISTANT PRINCIPAL'S CONTRACT OF EMPLOYMENT ARLINGTON PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Arlington Public Schools**, legally known as **Washington County School District 89-0024**, (referred to herein as the "Board" or "District"), and **James Shada**, (referred to herein as the "Assistant Principal.") In accordance with its action taken and recorded in the minutes of its meeting held on **February 8, 2021**, the Board agrees to employ the Assistant Principal, and the Assistant Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Assistant Principal shall be employed for a period of one year beginning on August 1, 2021, and expiring on June 30, 2022, and shall consist of at least 220 working days of service. The Assistant Principal shall keep complete and accurate records of his/her working days and shall provide the Superintendent and the Board of Education with a report of his/her accumulated working days at least quarterly. **Working Days.** The term "working days" shall not include any Saturday, Sunday, or any school vacation days.

**Section 2. Salary.** The annual salary for the position shall be **\$95,500** during the year of employment under this Contract, and shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of August, 2021, and thereafter on the 20<sup>th</sup> day of each month through July 2022. This salary shall not be reduced during the term contract, except for just and sufficient cause as authorized by law.

**Section 3. Deductions.** This Contract shall conform to the statutes and regulations governing deductions from compensation. The school district shall withhold other deductions as the Assistant Principal and Board may agree.

**Section 4. Professional Status.** The Assistant Principal affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this Contract and that throughout the term of this Contract he/she will hold a valid and appropriate certificate to act as an assistant principal of a secondary school, grades 7-12, in the State of Nebraska, which certificate shall be registered in the District's office as required by law.

**Section 5. Assistant Principal's Duties.** The Assistant Principal shall be governed during employment by the policies, rules and regulation of the Board. He shall fulfill all the duties and responsibilities of the position of assistant principal as described by the Board's policies, rules and regulations and shall perform such duties at a professional level of competence. The Assistant Principal is directly responsible to the Superintendent. Specific recommendations on employment, assignment and termination of all of the personnel who work at his/her level will be given to the Superintendent by the Assistant Principal. As the general manager of his/her assigned level, the Assistant Principal is in charge of discipline, planning, operation, supervision and evaluation of the programs and personnel at his/her level. The Assistant Principal is also responsible for all other duties as assigned by the Superintendent.

**Section 6. 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 Assistant Principal'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 Assistant Principal's continued performance of his/her duties; (m) any arrest, criminal charge, or criminal conviction of Assistant Principal or the failure to report the same; (n) any filing against the Assistant Principal under Neb. Rev. Stat. Section 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 school district records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of the District's 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.

**Section 7. Primary Residence/Domicile in School District.** It is the purpose of the Board to encourage the Assistant Principal to live and maintain his/her domicile and primary residence within the boundaries of the school district which more readily allows the Assistant Principal: (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 school district; (3) to be involved in school and community activities bringing them 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 Assistant Principal; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children they teach and are thus less likely to be considered isolated from the communities in which they are an educational leader.

**Section 8. Transportation.** The Board shall provide the Assistant Principal with transportation or reimburse him/her for mileage required in the performance of his/her official duties at the rate approved by the Board.

**Section 9. Fringe Benefits.** The Board shall provide the Assistant Principal with the following fringe benefits:

- a. Health/Dental Insurance.** The District shall pay for and provide health and dental insurance for which the Assistant Principal is qualified for through the District's health insurance carrier.
- b. Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000) with the option to purchase an additional \$50,000 of coverage.
- c. Sick Leave.** The Assistant Principal shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness; when the Assistant Principal's parent, spouse, spouse's parent, or a child is too ill to remain alone and the Assistant Principal is needed to provide care to that family member; the birth and/or adoption of a child; or as otherwise provided in District policy. If the Assistant Principal qualifies for disability pay under the long-term disability policy, he/she shall be required to take the disability pay instead of sick leave pay. The Assistant Principal shall not be compensated for unused days of sick leave upon the ending of his/her employment with the District.
- d. Disability Insurance.** The Assistant Principal shall purchase long-term disability insurance from the school district's carrier

at his/her own expense. The Board will increase his/her salary by the amount of the premium cost.

- e. **Professional Development.** The Assistant Principal is expected to continue his/her professional development and to participate in relevant learning experiences. With the approval of the Board, Assistant Principal may attend appropriate professional meetings at the local, state, regional and national level. Attendance at a national convention is allowed every two years with Superintendent approval. If the Assistant Principal attends a national convention in his/her initial year of service and does not return as an employee of the District the following year, the Assistant Principal agrees to repay the District in full for national convention expenses paid by the District.
- f. **Bereavement Leave.** The Assistant Principal shall be allowed a total of not more than four (4) consecutive days on full pay in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, brother, sister or a person in the same home as part of the family. A total of not more than two (2) consecutive days on full pay is allowed for each employee for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one (1) day per year on full pay is allowed for each employee in the case of death of a close friend or neighbor. Death leave is not limited to four (4) days in one year, but covers each death in the immediate family which occurs during the year.
- g. **Personal Leave.** The Assistant Principal will receive up to three (3) days of paid personal leave for each Contract Year. Personal leave days may be used upon the Superintendent's approval and shall not be used when such use would interfere with his/her ability to carry out his/her duties. Unused personal leave may be carried over from Contract Year to Contract Year. If the Assistant Principal carries forward any personal leave days to any Contract Year, the number of personal leave days he/she shall be awarded in such Contract Year shall be the lesser of (a) three (3) days and (b) the number of days which will bring the Assistant Principal's accumulated unused personal leave days to five (5) days. In no case shall the

Assistant Principal accumulate more than five (5) days of unused personal leave.

- h. Professional Dues.** The Board shall pay dues on the Assistant Principal's behalf for membership in the following professional organizations: Nebraska Council of School Administrators (NCSA), the national affiliate (NASSP or NAESP), and the Association of Supervision and Curriculum Development (ASCD).
- i. Expense Reimbursement.** The Board shall only pay or reimburse the Assistant Principal 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 Assistant Principal secures the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$2,600 or more.

**Section 10. No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Assistant Principal from this Contract; provided, no resignation shall become effective before the expiration date of this Contract unless it is accepted by the Board which shall fix the date at which the resignation shall take effect.

**Section 11. 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 twelve months in the annual salary period in which termination occurs. Any portion of the annual salary paid but not earned prior to the date of termination of this Contract shall be refunded by the Assistant Principal.

**Section 12. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of his/her respective duties and obligations under this Contract.

**Section 13. 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 14. Severability.** If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability 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 8th day of February, 2021.

\_\_\_\_\_  
Secretary, Board of Education

\_\_\_\_\_  
President, Board of Education

Executed by the Assistant Principal this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Assistant Principal

## **SECONDARY PRINCIPAL'S CONTRACT OF EMPLOYMENT ARLINGTON PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Arlington Public Schools**, legally known as **Washington County School District 89-0024**, (referred to herein as the "Board" or "District"), and **Aaron Pfingsten**, (referred to herein as the "Principal.") In accordance with its action taken and recorded in the minutes of its meeting held on **February 8, 2021**, the Board agrees to employ the Principal, and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Principal shall be employed for a period of one year beginning on August 1, 2021, and expiring on June 30, 2022, and shall consist of at least 220 working days of service. The Principal shall keep complete and accurate records of his/her working days and shall provide the Superintendent and the Board of Education with a report of his/her accumulated working days at least quarterly. **Working Days.** The term "working days" shall not include any Saturday, Sunday, or any school vacation days.

**Section 2. Salary.** The annual salary for the position shall be \$111,000 during the year of employment under this Contract, and shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of August, 2021, and thereafter on the 20<sup>th</sup> day of each month through July 2022. This salary shall not be reduced during the term contract, except for just and sufficient cause as authorized by law.

**Section 3. Deductions.** This Contract shall conform to the statutes and regulations governing deductions from compensation. The school district shall withhold other deductions as the Principal and Board may agree.

**Section 4. Professional Status.** The Principal affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this Contract and that throughout the term of this Contract he/she will hold a valid and appropriate certificate to act as a principal of a secondary school, grades 7-12, in the State of Nebraska, in the State of Nebraska, which certificate shall be registered in the District's office as required by law.

**Section 5. Principal's Duties.** The Principal shall be governed during employment by the policies, rules and regulation of the Board. He shall fulfill all the duties and responsibilities of the position of principal as described by the Board's policies, rules and regulations and shall perform such duties at a professional level of competence. The Principal is directly responsible to the

Superintendent. Specific recommendations on employment, assignment and termination of all of the personnel who work at his/her level will be given to the Superintendent by the Principal. As the general manager of his/her assigned level, the Principal is in charge of discipline, planning, operation, supervision and evaluation of the programs and personnel at his/her level. The Principal is also responsible for all other duties as assigned by the Superintendent.

**Section 6. 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 Principal'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 Principal's continued performance of his/her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 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 school district records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of the District's 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.

**Section 7. Primary Residence/Domicile in School District.** It is the purpose of the Board to encourage the Principal to live and maintain his/her domicile and primary residence within the boundaries of the school district which more readily allows the Principal: (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 school district; (3) to be involved in school and community activities bringing them 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 Principal; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children they teach and are thus less likely to be considered isolated from the communities in which they are an educational

leader.

**Section 8. Transportation.** The Board shall provide the Principal with transportation or reimburse him/her for mileage required in the performance of his/her official duties at the rate approved by the Board.

**Section 9. Fringe Benefits.** The Board shall provide the Principal with the following fringe benefits:

- a. Health/Dental Insurance.** The District shall pay for and provide health and dental insurance for which the Principal is qualified for through the District's health insurance carrier.
- b. Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000) with the option to purchase an additional \$50,000 of coverage.
- c. Sick Leave.** The Principal shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness; when the Principal's parent, spouse, spouse's parent, or a child is too ill to remain alone and the Principal is needed to provide care to that family member; the birth and/or adoption of a child; or as otherwise provided in District policy. If the Principal qualifies for disability pay under the long-term disability policy, he/she shall be required to take the disability pay instead of sick leave pay. The Principal shall not be compensated for unused days of sick leave upon the ending of his/her employment with the District.
- d. Disability Insurance.** The Principal shall purchase long-term disability insurance from the school district's carrier at his/her own expense. The Board will increase his/her salary by the amount of the premium cost.
- e. Professional Development.** The Principal is expected to continue his/her professional development and to participate in relevant learning experiences. With the approval of the Board, Principal may attend appropriate professional meetings at the local, state, regional and national level. Attendance at a national convention is allowed every two years with Superintendent approval. If the Principal attends a national convention in his/her initial year of service and does not return

as an employee of the District the following year, the Principal agrees to repay the District in full for national convention expenses paid by the District.

- f. Bereavement Leave.** The Principal shall be allowed a total of not more than four (4) consecutive days on full pay in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, brother, sister or a person in the same home as part of the family. A total of not more than two (2) consecutive days on full pay is allowed for each employee for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one (1) day per year on full pay is allowed for each employee in the case of death of a close friend or neighbor. Death leave is not limited to four (4) days in one year, but covers each death in the immediate family which occurs during the year.
- g. Personal Leave.** The Principal will receive up to three (3) days of paid personal leave for each Contract Year. Personal leave days may be used upon the Superintendent's approval and shall not be used when such use would interfere with his/her ability to carry out his/her duties. Unused personal leave may be carried over from Contract Year to Contract Year. If the Principal carries forward any personal leave days to any Contract Year, the number of personal leave days he/she shall be awarded in such Contract Year shall be the lesser of (a) three (3) days and (b) the number of days which will bring the Principal's accumulated unused personal leave days to five (5) days. In no case shall the Principal accumulate more than five (5) days of unused personal leave.
- h. Professional Dues.** The Board shall pay dues on the Principal's behalf for membership in the following professional organizations: Nebraska Council of School Administrators (NCSA), the national affiliate (NASSP or NAESP), and the Association of Supervision and Curriculum Development (ASCD).

- i. **Expense Reimbursement.** The Board shall only pay or reimburse the Principal 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 Principal secures the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$2,600 or more.

**Section 10. No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Principal from this Contract; provided, no resignation shall become effective before the expiration date of this Contract unless it is accepted by the Board which shall fix the date at which the resignation shall take effect.

**Section 11. 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 twelve months in the annual salary period in which termination occurs. Any portion of the annual salary paid but not earned prior to the date of termination of this Contract shall be refunded by the Principal.

**Section 12. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of his/her respective duties and obligations under this Contract.

**Section 13. 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 14. Severability.** If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability 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 8th day of February, 2021.

Secretary, Board of Education

President, Board of Education

Executed by the Principal this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Principal

**ELEMENTARY PRINCIPAL—SPECIAL EDUCATION DIRECTOR CONTRACT  
OF EMPLOYMENT  
ARLINGTON PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Arlington Public Schools**, legally known as **Washington County School District 89-0024**, (referred to herein as the “Board” or “District”), and **Jacqueline Morgan**, (referred to herein as the “Principal.”) In accordance with its action taken and recorded in the minutes of its meeting held on **February 8, 2021**, the Board agrees to employ the Principal, and the Principal agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Principal—Special Education Director shall be employed for a period of one year beginning on August 1, 2021, and expiring on June 30, 2022, and shall consist of at least 220 working days of service. The Principal shall keep complete and accurate records of his/her working days and shall provide the Superintendent and the Board of Education with a report of his/her accumulated working days at least quarterly. **Working Days.** The term “working days” shall not include any Saturday, Sunday, or any school vacation days.

**Section 2. Salary.** The annual salary for the position shall be \$104,400 during the year of employment under this Contract, and shall be payable in 12 equal installments. The first installment shall be payable on the 20th day of August, 2021, and thereafter on the 20<sup>th</sup> day of each month through July 2022. This salary shall not be reduced during the term contract, except for just and sufficient cause as authorized by law.

**Section 3. Deductions.** This Contract shall conform to the statutes and regulations governing deductions from compensation. The school district shall withhold other deductions as the Principal and Board may agree.

**Section 4. Professional Status.** The Principal affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same terms provided in this Contract and that throughout the term of this Contract he/she will hold a valid and appropriate certificate to act as a principal of an elementary school, grades PS-8, in the State of Nebraska, which certificate shall be registered in the District’s office as required by law.

**Section 5. Principal’s Duties.** The Principal shall be governed during employment by the policies, rules and regulation of the Board. She shall fulfill all the duties and responsibilities of the position of principal as described by the Board’s policies, rules and regulations and shall perform such duties at a

professional level of competence. The Principal is directly responsible to the Superintendent. Specific recommendations on employment, assignment and termination of all of the personnel who work at his/her level will be given to the Superintendent by the Principal. As the general manager of his/her assigned level, the Principal is in charge of discipline, planning, operation, supervision and evaluation of the programs and personnel at his/her level. The Principal is also responsible for all other duties as assigned by the Superintendent.

**Section 6. 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 Principal'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 Principal's continued performance of his/her duties; (m) any arrest, criminal charge, or criminal conviction of Principal or the failure to report the same; (n) any filing against the Principal under Neb. Rev. Stat. Section 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 school district records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of the District's 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.

**Section 7. Primary Residence/Domicile in School District.** It is the purpose of the Board to encourage the Principal to live and maintain his/her domicile and primary residence within the boundaries of the school district which more readily allows the Principal: (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 school district; (3) to be involved in school and community activities bringing them 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 Principal; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children they teach and are thus less likely to

be considered isolated from the communities in which they are an educational leader.

**Section 8. Transportation.** The Board shall provide the Principal with transportation or reimburse him/her for mileage required in the performance of his/her official duties at the rate approved by the Board.

**Section 9. Fringe Benefits.** The Board shall provide the Principal with the following fringe benefits:

- a. Health/Dental Insurance.** The District shall pay for and provide health and dental insurance for which the Principal is qualified for through the District's health insurance carrier.
- b. Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000) with the option to purchase an additional \$50,000 of coverage.
- c. Sick Leave.** The Principal shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness; when the Principal's parent, spouse, spouse's parent, or a child is too ill to remain alone and the Principal is needed to provide care to that family member; the birth and/or adoption of a child; or as otherwise provided in District policy. If the Principal qualifies for disability pay under the long-term disability policy, he/she shall be required to take the disability pay instead of sick leave pay. The Principal shall not be compensated for unused days of sick leave upon the ending of his/her employment with the District.
- d. Disability Insurance.** The Principal shall purchase long-term disability insurance from the school district's carrier at his/her own expense. The Board will increase his/her salary by the amount of the premium cost.
- e. Professional Development.** The Principal is expected to continue his/her professional development and to participate in relevant learning experiences. With the approval of the Board, Principal may attend appropriate professional meetings at the local, state, regional and national level. Attendance at a national convention is allowed every two years with Superintendent approval. If the Principal attends a national convention in his/her initial year of service and does not return

as an employee of the District the following year, the Principal agrees to repay the District in full for national convention expenses paid by the District.

- f. Bereavement Leave.** The Principal shall be allowed a total of not more than four (4) consecutive days on full pay in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, brother, sister or a person in the same home as part of the family. A total of not more than two (2) consecutive days on full pay is allowed for each employee for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one (1) day per year on full pay is allowed for each employee in the case of death of a close friend or neighbor. Death leave is not limited to four (4) days in one year, but covers each death in the immediate family which occurs during the year.
- g. Personal Leave.** The Principal will receive up to three (3) days of paid personal leave for each Contract Year. Personal leave days may be used upon the Superintendent's approval and shall not be used when such use would interfere with his/her ability to carry out his/her duties. Unused personal leave may be carried over from Contract Year to Contract Year. If the Principal carries forward any personal leave days to any Contract Year, the number of personal leave days he/she shall be awarded in such Contract Year shall be the lesser of (a) three (3) days and (b) the number of days which will bring the Principal's accumulated unused personal leave days to five (5) days. In no case shall the Principal accumulate more than five (5) days of unused personal leave.
- h. Professional Dues.** The Board shall pay dues on the Principal's behalf for membership in the following professional organizations: Nebraska Council of School Administrators (NCSA), the national affiliate (NASSP or NAESP), and the Association of Supervision and Curriculum Development (ASCD).

- i. **Expense Reimbursement.** The Board shall only pay or reimburse the Principal 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 Principal secures the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$2,600 or more.

**Section 10. No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Principal from this Contract; provided, no resignation shall become effective before the expiration date of this Contract unless it is accepted by the Board which shall fix the date at which the resignation shall take effect.

**Section 11. 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 twelve months in the annual salary period in which termination occurs. Any portion of the annual salary paid but not earned prior to the date of termination of this Contract shall be refunded by the Principal.

**Section 12. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of his/her respective duties and obligations under this Contract.

**Section 13. 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 14. Severability.** If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability 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 8th day of February, 2021.

\_\_\_\_\_  
Secretary, Board of Education

\_\_\_\_\_  
President, Board of Education

Executed by the Principal this \_\_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Principal

## **SUPERINTENDENT'S CONTRACT OF EMPLOYMENT ARLINGTON PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the Board of Education of Arlington Public Schools, legally known as Washington County School District 89-0024, and referred to as "the Board" and "the School District" respectively, and **Dr. Dawn Lewis**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of its meeting held on February 8, 2021 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 years beginning on July 1, 2021, and expiring on June 30, 2023. References to "contract year" shall mean the period from July 1<sup>st</sup> through June 30<sup>th</sup> 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 2021 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 **one 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 her 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 2021-22 contract year shall be **\$\_153,000\_** which shall be paid in 12 equal monthly installments beginning in the month of July 2021. 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 is subject to the

provisions of 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 Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The School District shall withhold other deductions as the Superintendent and Board may agree.

**Section 5. Professional Status.** The Superintendent affirms that she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, she will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which she will register and maintain on file in the School District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that she registers her certificate. The Superintendent represents that: (1) all information she provided in connection with her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, she will advise the Board immediately; (2) she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) she has not had any professional licenses or certificates suspended or revoked.

**Section 6. Superintendent's Duties.** The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote her time, skill, labor, and attention to her duties throughout the contract term. She shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to her. By agreement with the Board, she may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out her duties and obligations to the School District.

**Section 7. Board-Superintendent Relationship.** The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. She shall organize the administrative and

supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. She is responsible for administering the instruction of students and the business affairs of the School District. The Board members agree, individually and collectively, to promptly 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 her duties; (m) any arrest, criminal charge, or criminal conviction of the Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 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 School District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of the District's 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 her duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

**Section 9. Disability.** If the Superintendent is unable to perform her duties by reason of illness, accident, or other disability beyond her control, and the Superintendent is continuously disabled for a period of 60 consecutive calendar days, has exhausted all available leave, and is unable to return to work on a full-time basis and perform the essential functions of her job with reasonable accommodations, 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 her for mileage required in the performance of her official duties at the rate approved by the Board.

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

- a. Health Insurance.** The District shall pay for and provide health insurance for which the Superintendent is qualified for through the District's health insurance carrier.
- b. Dental Insurance.** The District shall pay for and provide dental insurance for which the Superintendent is qualified for through the District's health insurance carrier.
- c. Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000) with the option to purchase an additional \$50,000 of coverage.
- d. Sick Leave.** The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness or as otherwise provided in the certificated staff agreement. If the Superintendent qualifies for disability pay under the long-term disability policy, she shall be required to take the disability pay instead of sick leave pay. The Superintendent shall not be compensated for unused days of sick leave upon the ending of her employment with the District.
- e. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the School District's carrier at her own expense. The Board will increase her salary by the amount of the premium cost.
- f. Vacation.** The Superintendent shall have fifteen (15) vacation days for the 2021-22 contract year which she may use at times she chooses so long as her absence does not interfere with the proper performance of her 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 2021-22 contract year, the Board shall give the Superintendent the number of days necessary to restore her total to fifteen (15) days. For example, if she uses 12 days of vacation one year, the board will provide her with 3 days the following year to bring her total to 15 days. The Superintendent shall develop a system for recording her use of vacation days and shall keep such records current and on file in the District's central office. Annually, at the Board's regularly scheduled August meeting, and at other times upon the Board's request, the Superintendent shall report to the Board on the number of vacation days she has used. The Board will require her to use her vacation days and shall not compensate her for unused vacation days upon the conclusion of her employment.

**g. Professional Development.** The Superintendent is expected to continue her professional development and to participate in relevant learning experiences. With the approval of the Board, she may attend appropriate professional meetings at the local, state, regional, and national level; and the Board will pay for valid expenses of attendance. Attendance at a national convention is allowed every two years. If the Superintendent attends a national convention in her initial year of employment and does not return as Superintendent following the initial year of employment, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

**h. Professional Dues.** The School District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators (NCSA), the American Association of School Administration (AASA), the Association of Supervision and Curriculum Development and other professional associations with Board approval.

- i. Bereavement Leave.** The Superintendent shall be allowed a total of not more than four (4) consecutive days on full pay in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, brother, sister, or a person in the same home as part of the family. A total of not more than two (2) consecutive days on full pay is allowed for the Superintendent for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one (1) day per year on full pay is allowed the superintendent in the case of death of a close friend or neighbor. Death leave is not limited to four (4) days in one year, but covers each death in the immediate family which occurs during the year.
- j. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. The Superintendent shall receive annually three (3) additional "floating" paid holidays to be used at the Superintendent's discretion.
- k. 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 \$2,600 or more.

**Section 12. Principal Residence/Domicile in School District.** The Superintendent shall have her domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain her domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or

continuation thereof, except as otherwise provided herein. If the Superintendent is in her first year of employment with the District and does not have her domicile and principal place of residence within the District at the time of her employment, the Superintendent shall move her domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain her 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 School District; (3) to be involved in school and community activities bringing her 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 she 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 and Credit for Accrued Vacation.** 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 she was paid but had not earned prior to the date of termination of this contract.

**Section 15. Evaluation.** The Board shall evaluate the Superintendent twice during her 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**; provide Board members with the written evaluation instrument on file with the Nebraska Department of Education; and make her evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them 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 her carrying out her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of her performance of her duties or her position as Superintendent of the District, the Board will provide her with a legal defense to the maximum extent permitted by law so long as she acted in good faith and in a manner which she reasonably believes 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 her conduct was unlawful.

**Section 17. Physical or Mental Examination.** The Superintendent agrees that, at the request of the Board, she will have a comprehensive physical and/or mental examination performed by a licensed physician or physicians of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of her 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 school 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 her of the alleged reasons for the proposed action and provided the opportunity to present her 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 formal 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 \_\_\_\_ day of \_\_\_\_\_, 2021.

\_\_\_\_\_  
Superintendent