

Board of Education Regular Meeting
Wednesday, February 15, 2023 7:00 PM
HS CONFERENCE ROOM
705 N 9th Street
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.
 - Resignations:
 - Hires:
 - Reassignments:
4. CURRICULUM/INSTRUCTION REPORTS
 - * 5th Grade
 - * Family Consumer Science (FCS)
5. PRINCIPALS' REPORTS
 - 5.1. Mrs. Morgan's Elementary Report
 - 5.2. Mr. Pfingsten's Secondary report
 - 5.3. Mr. Shada's Activity Report
6. SUPERINTENDENT'S REPORT
 - 6.1. Legislation Updates
 - 6.2. NRCSA and NASB Updates
 - 6.3. Enrollment Report
 - 6.4. Report on ECF computers:
 - 120 student computers for total of \$43,800
 - 6.5. Discuss Snow Day and Projected End of the School Year
 - 6.6. Recap and Discussion of Community Engagement Meeting
7. COMMITTEE AND REPRESENTATIVE REPORTS
 - 7.1. Buildings and Grounds Committee:
 - While the committee has not formally met, several board members have met with Dr. Lewis regarding facilities, so we will report on this
 - 7.2. Negotiations Committee
8. UNFINISHED BUSINESS
 - 8.1. Discussion and Update on Fence/Fire Marshall Compliance for Fuel Tank
9. NEW BUSINESS

9.1. Discuss, Consider, and Approve Negotiated Master Agreement with Arlington Education Association for the 2023-2024 School Year

9.2. Discuss and Consider Changes to Policy 5007 Foreign Exchange Students

9.3. Review Policies 6300-6500's:

- 6300-Review of Instructional Materials
- 6310-Textbook Loan
- 6320-Parent Requests for Exclusion
- 6360-Recognition of Religious Beliefs and Customs
- 6370-Multicultural Education
- 6380-Affirmative Action Instruction Program
- 6390-Controversial Issues
- 6391-Controversial Issues in the Classroom
- 6400-Parental Involvement
- 6410-Family Engagement Policy from NDE
- 6500-Free and Reduced Price Meals

9.4. Discuss, Consider and Approve Administrator Contracts for 2023-2024:

- Mr. Pfingsten
- Mrs. Morgan
- Mr. Shada
- Mrs. Wolf

10. ADJOURNMENT

Monday, January 9, 2023 7:00 PM Central

1. OPENING PROCEDURES

1.1. Call Meeting to Order

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

1.2. Roll Call

Jason Arp: Present, Cassie Flesner: Present, Chase Kratochvill: Present, Brian Laaker: Present, Matt O'Daniel: Present Shanon Willmott: Present

Also Present: Dawn Lewis, Superintendent, Principals Jacque Morgan, Aaron Pfingsten, and recording Secretary Jennifer Arp

Mr Shada was absent due to other athletic events going on this evening.

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 Chase Kratochvil and a second by Shanon Willmott.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

2. WELCOME TO GUESTS AND PUBLIC FORUM

DLR was here to thank the School and Board, for all the help and willingness to work with them on the new addition project.

Michael Dwyer was also here to speak on welcoming the new board members, and to offer his support the new board members, he expressed his desire to make sure that everyone work together as the board members and the community.

Mr. Dwyer also spoke to the political side of education and to just urge the Board members to be as transparent as possible on all issues.

3. ANNUAL BUSINESS

3.1. Administer Oath of Office to New Elected Members

New oath was administered to the new members:

Jason Arp: reelected member, Cassie Flesner: New board member,

Brian Laaker: New Board member

3.2. Election of Officers

Nominations for board officers:

President: Jason Arp Nominated Matt O'Daniel and Brian Laaker seconded it vote was unanimous

Vice President: Cassie Flesner Nominated Chase Kratchovill

Vote was unanimous

3.3. Appointment of Board Committees

Negotiations: Chase Kratchovil, Cassie Flesner, and Matt O'Daniel (Chair)

Building and grounds : Jason Arp, Brian Laaker, Shanon Willmott (Chair)

Finance : Chase Kratchovil, Jason Arp, Matt O'Daniel (Chair)

Curriculum and Civics: Cassie Flesner, Brian Laaker, Shanon Willmott (chair)

St Paul Liaison : Brian Laaker & Chase Kratchovil

3.4. 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 Jason Arp and a second by Matt O'Daniel.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

3.5. Appoint First State Bank and Trust as Official Depository for All District Funds

Motion to appoint First State/Two Rivers Bank as official depository of district funds. Passed with a motion by Matt O'Daniel and a second by Cassie Flesner.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

3.6. Distribute Conflict of Interest Forms for Board Members

3.7. 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 Chase Kratochvil and a second by Shanon Willmott.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

3.8. 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 Jason Arp.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

3.9. Appoint Supt as Secretary and Business Manager as Recording Secretary to the Board of Education

To appoint Superintendent as secretary and business manager as recording secretary to the board Passed with a motion by Chase Kratochvil and a second by Brian Laaker.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

4. CONSENT AGENDA

Motion to approve the consent agenda as presented Passed with a motion by Jason Arp and a second by Chase Kratochvil.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

4.1. Minutes of the Previous Board Meeting(s)

4.2. Monthly Financial Reports

4.3.

Resignations:

Hires:

Reassignments:

5. CURRICULUM/INSTRUCTION REPORTS

5.1.

Business Curriculum Report

4th Grade Curriculum Report

Mrs. Koger presented the business report

Mrs. Prenzlou, Mrs. Sanders, and Mrs. Stork were all present from the 4th grade.

6. PRINCIPALS REPORTS

6.1. Mr Shada's Activity Report

6.2. Mr. Pfingsten's Secondary Report

6.3. Mrs. Morgan's Elementary Report

7. SUPERINTENDENT'S REPORT

7.1. Review Supt Leave Log

Dr Lewis shared her leave log it has been updated to up to date through the end of December 2022.

7.2. NRCSA and NASB Updates

7.3. Legislative Updates

Nebraska Plan (Proposed Funding Formula)

8. COMMITTEE AND REPRESENTATIVE REPORTS

8.1. Negotiations Committee

The negotiation committee has been meeting with AEA with ongoing negotiations, Upcoming meeting will be on Jan 25th .

9. UNFINISHED BUSINESS

9.1. Finalize Format/Plan for Community Engagement Meeting to Be Held January 30

A community engagement meeting is planned for Jan 30th-

Items that the public wants to hear about:

The board wants to make this an informal meeting with engagement from the community. Would like to get feedback from the community at the end of the meeting. Meeting will be set up with discussion from the board at the beginning of the meeting covering topics, and then switching over to small round table discussion with all in attendance to finish up the night. A survey will be sent out and made available to find out what the public would like to see and discuss at the meeting.

****Monday Jan 30th, 6:30pm in blue gym.**

10. NEW BUSINESS

10.1. Review Policies 6000-6290:

- 6010-Scope of Instructional Program
- 6020-The Program of Instruction
- 6110-Calendar
- 6111-Classroom Environment
- 6112-School Day for Students
- 6113-School Day for Staff
- 6114-Emergencies
- 6115-Fire Drills, Emergency Plans
- 6116-Emergency Dismissal or Cancelation
- 6117-Ceremonies and Observances and Pledge
- 6120-Safe Schools Policy
- 6121-Curriculum Review Cycle
- 6200-Objectives of the Instructional Program
- 6210-Curriculum-Development and Adoption
- 6211-Curriculum - Assessments
- 6212-Assessments--Academic Content Standards
- 6213-Reading Instruction and Improvement
- 6220-Experimental Innovative Program
- 6230-Curriculum Guides
- 6240-Homework
- 6241-Purpose of Homework
- 6260-Guidance

- 6270-Field Trips and Administrative Regulation
- 6280-Activities
- 6281-Activity Funds Management
- 6282-School Colors
- 6283 and 6283(A)-Return to Learn Concussions and Protocols
- 6284-Initiations and Hazing
- 6286-Return to Learn from Cancer
- 6290-Dedications and Commencement

10.2. Set Date and Location for Annual Board Retreat

Board Retreat to be set on Feb 1st @ 5:00pm Fremont Country Club

10.3. Discuss and Consider Sale/Disposal of Surplus Kitchen Equipment

Motion to declare the following equipment as surplus and authorize Superintendent to sell or dispose of: Milk Cooler Serving Line Components Planetary Mixer Passed with a motion by Shanon Willmott and a second by Chase Kratochvil.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

10.4. Discuss, Consider, and Take Necessary Action to Approve Work to Bring Fuel Tank to Compliance

Motion to Approve site work for the fuel tank not to exceed \$10,644: Board President, Matt O'Daniel suggested we table this until we have some more bids for the project

Board would like to table the bid for the bus barn at this time, would like to get other bids for the work on enclosing the fuel tank at the bus barn. These will be discussed and next board meeting.

10.5. Discuss and Consider and Alternate Date or Time for February Board Meeting

The February board meeting will fall on a night that might conflict with SUB- District basketball games. Board is seeking on changing the date of the meeting instead of moving the time up, to accommodate the public and trying to enable them to be present at the meeting.

Board agreed to move the meeting to Wednesday February 15th at 7:00

11. ADJOURNMENT

Matt O'Daniel adjourned the meeting at 8:05pm

Matt O'Daniel, Board President

Dawn Lewis, Board Secretary

Date

Date

Arlington Public Schools
January 31, 2023

Fund Name 2 Rivers Bank	Bank Statement Starting Balance	Receipts	Disbursements	Interest	Interfund Transfers	Bank Statement Ending Balance
General Fund - 864	\$ 1,036,836.36	\$ 1,171,607.98	\$ 836,335.79	\$ 2,045.77	\$ 28,835.99	\$ 1,402,990.31
Activities - 109	\$ 237,397.71	\$ 22,237.53	\$ 23,350.98	\$ 408.61	\$ -	\$ 236,692.87
Activities Saving -CLOSED	\$ -		\$ -		\$ -	\$ -
Hot Lunch - 487	\$ 297,231.89	\$ 28,747.46	\$ 34,449.40	\$ 478.19	\$ (28,835.99)	\$ 263,172.15
Depreciation Fund	\$ 793,911.99		\$ -	\$ 2,055.54	\$ -	\$ 795,967.53
Depreciation CD - 5826	\$ 255,627.35		\$ -	\$ 83.76	\$ -	\$ 255,711.11
				Total Depreciation:		\$ 1,051,678.64
2017 Bond Refunding	\$ 227,281.04	\$ 50,601.28	\$ -	\$ 445.13	\$ -	\$ 278,327.45
QCPUF	\$ 197,311.27	\$ 34,412.99	\$ -	\$ 386.44		\$ 232,110.70
Spec Bldg Fund	\$ 1,350,148.63	\$ 4,537.98	\$ -	\$ 2,644.29	\$ -	\$ 1,357,330.90
Sp Bldg CD (none for now)	\$ -	\$ -	\$ -		\$ -	\$ -
				Total Spec Bldg:		\$ 1,357,330.90
Total Special Funds	\$ 2,824,280.28	\$ 89,552.25	\$ -	\$ 5,531.40	\$ -	\$ 2,919,447.69
Total SF minus CD's	\$ 2,568,652.93					\$ 2,663,736.58

CHECK REGISTER FOR February 2023 BOARD MEETING

(Includes special fund checks)

PAYEE NAME	DESCRIPTION	AMOUNT
American Broadband	Telephone service	\$ 410.44
Airgas	welding tank rental	\$ 148.39
Awards Unlimited	Name plates for board members	\$ 25.90
AKRS equipment	repair work on equip	\$ 1,000.72
Bobcat of Omaha	parts	\$ 81.57
Blair Community School	OT Agreement	\$ 1,294.07
Capital One (Walmart)	supplies	\$ 239.12
Martin Clausen	pest control services	\$ 92.64
Carolina Biological	Science supplies (Back ordered from July)	\$ 76.00
DB Nebraska	repair on hv/ac- ignition switch	\$ 313.00
Dennis Supply	Ignition Control for hv/ac	\$ 275.35
Dodge County Clerk	Postcards and election fee	\$ 238.53
sid Dillion	Oil change	\$ 70.06
Embroidery Connection	1/4 zips logo for board	\$ 63.00
Eagle Auto	repairs for vans	\$ 1,891.99
Enterprise Publishing	Legals and minutes for paper	\$ 399.61
Enterprise Publishng	Progress ad in Paper	\$ 575.25
5th Sason	New year contract for grounds	\$ 7,423.20
HyVee	food supplies	\$ 594.56
Hireright	drug testing	\$ 73.62
Hansen Tire	repairs for buses	\$ 666.44
Hometown Leasing	Copier Lease for December	\$ 1,810.93
Jamie Huss	Athletic Trainer December	\$ 3,400.00
Hobby Lobby	life skills supplies	\$ 24.42
Integrated Life Choices	2nd quarter services for student	\$ 2,555.82
Jostens	Certificate of completion for sudent	\$ 17.40
Nichole Kern	Reimburse for science supplies	\$ 36.70
Knudsen's	Fuel for fuel tank (Buses)	\$ 9,337.94
KSB school Law	legal services	\$ 1,040.00
Lou's Sporting Goods	Girls wrestling shorts	\$ 472.12
Learn 2 Move	PT services	\$ 158.25
Metal Door & Hardware	fix west gym doors and new exit sign	\$ 440.00
Menards	Parts and supplies for maintenance repairs	\$ 272.93
Menards	Maintenance	\$ 132.95
NASCD	renewal for superintendent	\$ 40.00
NCS Pearson	Monthly Psych testing supplies	\$ 51.40
NASB	annual board membership	\$ 4,862.00
NASB	online superintendent evaluation fee	\$ 300.00
Nebraska council on ECON Ed	stock teams for business classes	\$ 150.00
O'Reillys	parts for buses	\$ 171.83
Omaha Truck Center	bus parts and repairs	\$ 240.92
OPPD	electricity	\$ 8,588.03
One Source	Background check service	\$ 55.50
J.W. Pepper	music	\$ 36.49
Payflex	Fee for account managing	\$ 100.00
Quill	Copy Paper and supplies for teachers	\$ 4,221.96
Ralston Public Schools	Deaf and Hard of hearing services	\$ 16,292.25
United Private Networks	Distance Learning Subscription	\$ 555.34
Village Of Arlington	Water	\$ 822.94
Ventris Learning	UFLI teacher manual for elementary	\$ 90.00
Winnelson	parts	\$ 379.27
Wood River	Natural Gas	\$ 18,336.49
Visa (General Supplies)	Various Items for General Fund	\$ 4,689.91
Waste Connections	Trash service	\$ 637.42
WestOmaha Winsupply	Parts for maintenance- bathroom and salt	\$ 1,289.69
Total Payables (GF checks not mailed until approved by the BOE)		\$ 97,564.36

See attached itemized list for VISA

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

Warren Scheer	Electricity usage for bus	\$	124.49
Casey's	Fuel for vans	\$	414.16
Waste Connections	didn't have total before Dec board meeting	\$	643.87
Wesley Martens	Books for basketball games	\$	260.00
Nebraska FBLA	Sponsor Registration	\$	116.00

Total Hand payables \$ **1,558.52**

Total General Fund \$ **99,122.88**

SPECIAL FUNDS (Building, Bond, QCPUF, Dep checks)

\$ -

Total Special Funds

\$ -

Hot Lunch Expenses

CWD (Cash-Wa)	Food for Hot Lunch	\$	7,245.50
Bimbo's Bakery	Bakery Goods for Hot Lunch	\$	602.44
Hiland Dairy	Milk Products for hot Lunch	\$	3,047.84
Jackson Services	Kitchen Supplies	\$	434.97
Sysco	Food for Hot Lunch	\$	2,279.28
US Foods	Food order for Hot Lunch	\$	5,306.51
Midwest Distributing	ice machine and floor bn	\$	7,945.09
		\$	-
		\$	-
	Hot Lunch Total	\$	26,861.63

EFINANCE - POWERSCHOOL
DATE: 02/09/2023
TIME: 17:04:29

ARLINGTON PUBLIC SCHOOL
CHECK REGISTER

PAGE NUMBER: 1
VENCHK11
ACCOUNTING PERIOD: 6/23

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
47917			4607 VISA		VOID: MULTI STUB CHECK	
47918			4607 VISA		VOID: MULTI STUB CHECK	
47919	9001	02/09/23	4607 VISA	2610	1/4 ZIPS FOR BOARD MEMBER	129.04
47919	9001	02/09/23	4607 VISA	2734	2 EPSON 535W REMAN PROJEC	628.24
47919	9001	02/09/23	4607 VISA	2734	50 FT OF HDMI CABLE FOR T	47.97
47919	9001	02/09/23	4607 VISA	2640	AMAZON - A BOY CALLED SLO	5.59
47919	9001	02/09/23	4607 VISA	2640	AMAZON - A DROP OF WATER:	1.59
47919	9001	02/09/23	4607 VISA	2640	AMAZON - ALEX THE PARROT:	5.69
47919	9001	02/09/23	4607 VISA	2640	AMAZON - BRUNO AND TITCH	9.76
47919	9001	02/09/23	4607 VISA	2640	AMAZON - FLIGHT OF THE HO	2.99
47919	9001	02/09/23	4607 VISA	2640	AMAZON - HAYDN'S FAREWELL	2.11
47919	9001	02/09/23	4607 VISA	2640	AMAZON - HENRY THE IMPATI	1.99
47919	9001	02/09/23	4607 VISA	2640	AMAZON - HUNGRY ROSCOE	2.73
47919	9001	02/09/23	4607 VISA	2640	AMAZON - IF: A MIND-BLOWI	6.49
47919	9001	02/09/23	4607 VISA	2640	AMAZON - INSIDE THE BEES'	26.53
47919	9001	02/09/23	4607 VISA	2640	AMAZON - JASPER JOHN DOOL	8.64
47919	9001	02/09/23	4607 VISA	2640	AMAZON - JUBILEE! ONE MAN	5.59
47919	9001	02/09/23	4607 VISA	2640	AMAZON - KATIE MEETS THE	4.24
47919	9001	02/09/23	4607 VISA	2640	AMAZON - LIFE IN THE OCEA	1.51
47919	9001	02/09/23	4607 VISA	2640	AMAZON - MILLIONS, BILLIO	1.79
47919	9001	02/09/23	4607 VISA	2640	AMAZON - MY PET BOOK	9.23
47919	9001	02/09/23	4607 VISA	2610	AMAZON - NOISE REDUCTION	23.99
47919	9001	02/09/23	4607 VISA	2640	AMAZON - PAPA'S MECHANICA	7.34
47919	9001	02/09/23	4607 VISA	2640	AMAZON - PAUL BUNYAN	1.59
47919	9001	02/09/23	4607 VISA	2640	AMAZON - PINDULI	5.59
47919	9001	02/09/23	4607 VISA	2640	AMAZON - SECRET PIZZA PAR	8.49
47919	9001	02/09/23	4607 VISA	2640	AMAZON - SMALL WONDERS: J	9.34
47919	9001	02/09/23	4607 VISA	2640	AMAZON - STAND STRAIGHT,	5.33
47919	9001	02/09/23	4607 VISA	2640	AMAZON - THE HONEYBEE MAN	9.77
47919	9001	02/09/23	4607 VISA	2640	AMAZON - THE MERMAID AND	5.59
47919	9001	02/09/23	4607 VISA	2640	AMAZON - THE WONDERFUL FL	6.99
47919	9001	02/09/23	4607 VISA	2640	AMAZON - TINY CREATURES:	2.08
47919	9001	02/09/23	4607 VISA	2640	AMAZON - TRICKING THE TAL	1.36
47919	9001	02/09/23	4607 VISA	2640	AMAZON - WHEN THE BEAT WA	5.99
47919	9001	02/09/23	4607 VISA	2640	AMAZON - WOODEN HORSE OF	4.19
47919	9001	02/09/23	4607 VISA	2610	AMERICAN FLAGS	140.00
47919	9001	02/09/23	4607 VISA	2640	BOOK STUDY BOOK FOR GUIDA	7.99
47919	9001	02/09/23	4607 VISA	2610	CAR WASH FOR MINIVAN	9.07
47919	9001	02/09/23	4607 VISA	2610	CLIPBOARDS FOR STUDENTS A	27.90
47919	9001	02/09/23	4607 VISA	2640	ESTIMATED SHIPPING/HANDLI	5.99
47919	9001	02/09/23	4607 VISA	2640	ESTIMATED SHIPPING/HANDLI	27.86
47919	9001	02/09/23	4607 VISA	2640	ESTIMATED SHIPPING/HANDLI	7.98
47919	9001	02/09/23	4607 VISA	2640	ESTIMATED SHIPPING/HANDLI	3.99
47919	9001	02/09/23	4607 VISA	2640	ESTIMATED SHIPPING/HANDLI	7.98
47919	9001	02/09/23	4607 VISA	2640	ESTIMATED SHIPPING/HANDLI	3.99
47919	9001	02/09/23	4607 VISA	2610	FILL RITE SYSTEM FOR FUEL	85.00
47919	9001	02/09/23	4607 VISA	2610	FUEL TANK STICKERS, BUS S	34.29
47919	9001	02/09/23	4607 VISA	2734	HDMI CABLES FOR TECH	31.98
47919	9001	02/09/23	4607 VISA	2650	HP X360 REPLACEMENT SCREE	154.00
47919	9001	02/09/23	4607 VISA	2610	LABELER TAPE FOR ELEMENTA	29.99
47919	9001	02/09/23	4607 VISA	2610	LEGAL SHIELD MEMBERSHIP F	14.95
47919	9001	02/09/23	4607 VISA	2431	LICENSE PLATE COVERS FOR	35.88
47919	9001	02/09/23	4607 VISA	2580	LUNCH FOR NSAA MEETING	19.26
47919	9001	02/09/23	4607 VISA	2890	MAP FOR HALLSTROM	39.49

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ARLINGTON PUBLIC SCHOOL
CHECK REGISTER

PAGE NUMBER: 2
VENCHK11
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FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
47919	9001	02/09/23	4607 VISA	2810	NATIONAL SPANISH EXAM REG	355.00
47919	9001	02/09/23	4607 VISA	2330	NETA REGISTRATION FOR	378.00
47919	9001	02/09/23	4607 VISA	2530	PIONEER LONG DISTANCE	72.15
47919	9001	02/09/23	4607 VISA	2530	POSTAGE FOR DISTRICT OFFI	120.00
47919	9001	02/09/23	4607 VISA	2734	REPLACEMENT SYSTEM BOARDS	237.48
47919	9001	02/09/23	4607 VISA	2610	SANDWHICHES FOR STAFF	145.90
47919	9001	02/09/23	4607 VISA	2610	SOUP MIXES FOR STAFF HOLI	36.62
47919	9001	02/09/23	4607 VISA	2610	SPEDED ENVELOPES FOR DIS	12.00
47919	9001	02/09/23	4607 VISA	2610	STAMPED ENVELOPES FOR DIS	687.40
47919	9001	02/09/23	4607 VISA	2610	STAMPED ENVELOPES FOR DIS	687.40
47919	9001	02/09/23	4607 VISA	2610	SUPPLIES FOR LIFE SKILLS	253.21
47919	9001	02/09/23	4607 VISA	2610	TPT - KINDERGARTEN MATH W	17.80
					TOTAL CHECK	4,689.91
					TOTAL FUND	4,689.91
					TOTAL REPORT	4,689.91

**General Fund
2022-2023**

<u>Receipts</u>	<u>Budgeted</u>	<u>Actual Receipts</u>	<u>% Received</u>	<u>Last Year At this time %</u>
Property Taxes	\$ 7,259,435.00	\$ 2,524,209.36	34.77%	38.10%
Carline Taxes	\$ 4,000.00	\$ 733.37	18.33%	31.64%
Motor Vehicle	\$ 380,000.00	\$ 183,031.57	48.17%	53.30%
PreSchool Tuition	\$ 15,000.00	\$ 11,950.00	79.67%	67.67%
County Sources	\$ 25,000.00	\$ 31,400.61	125.60%	94.43%
State Aid	\$ 1,189,903.00	\$ 595,089.00	50.01%	50.00%
Sped SA Revenue	\$ 400,000.00	\$ 267,171.73	31.18%	41.68%
Federal & all other	\$ 428,750.00	\$ 534,546.34	124.68%	
Transfer From Depreciation	\$ -	\$ -	-	
	\$9,702,088.00	\$4,148,131.98	42.76%	42.55%

<u>Expenditures:</u>	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>	
<u>General Fund Totals</u>				
Elementary	\$ 4,069,804.58	\$ 1,660,716.66	40.81%	37.51%
Secondary	\$ 4,508,413.27	\$ 1,628,974.42	36.13%	38.99%
District	\$ 2,210,342.50	\$ 709,894.40	32.12%	27.37%
Total	\$ 10,788,560.35	\$ 3,999,585.48	37.07%	35.25%

General Fund Categories of Particular Interest

<u>Special Education</u>				
Elementary	\$ 726,928.19	\$ 207,491.77	28.54%	31.45%
Secondary	\$ 500,005.10	\$ 161,271.53	32.25%	36.17%
<u>Transportation</u>				
Elementary	\$ 176,150.46	\$ 40,615.21	23.06%	27.59%
Elem Transportation Maint.	\$ 90,644.32	\$ 40,136.29	44.28%	30.84%
Secondary	\$ 93,747.01	\$ 24,008.19	25.61%	30.46%
HS Transportation Maint.	\$ 22,661.08	\$ 21,456.66	94.69%	66.57%

District Level Categories of Particular Interest

<u>Facilities and Operations</u>				
Operat of Building	\$ 542,992.32	\$ 183,856.85	33.86%	33.59%
Building Maint.	\$ 414,666.61	\$ 91,138.69	21.98%	4.67%
Grounds Maint	\$ 102,850.00	\$ 10,369.32	10.08%	6.90%

Activity Balances as of		1/31/2023			
Source Code:	Account	Beginning Bal	YTD Revenues	YTD Expenditures	Balance
701	One School One Team	\$ 3,963.75	\$12,545.00	\$14,989.00	\$ 1,519.75
702	Always For Kids ELEM	\$ 33,257.52	\$1,656.43	\$7,512.54	\$ 27,401.41
702	HS Always for Kids	\$ 3,622.04	\$200.00	\$2,044.99	\$ 1,777.05
703	Art Class	\$ 13,032.17	\$767.72	\$7,414.74	\$ 6,385.15
704	Art Club	\$ 1,632.03	\$0.00	\$0.00	\$ 1,632.03
705	Aihletics	\$ 7,714.00	\$46,788.11	\$66,794.74	\$ (12,292.63)
706	Band	\$ 7,266.24	\$4,174.50	\$3,781.32	\$ 7,659.42
708	Book Club	\$ 270.55	\$0.00	\$0.00	\$ 270.55
709	Cheerleading	\$ 2,255.82	\$3,128.00	\$2,337.88	\$ 3,045.94
710	Welding	\$ 456.15	\$90.00	\$0.00	\$ 546.15
714	SKILLS	\$ 1,070.14	\$540.00	\$0.00	\$ 1,610.14
717	Transition	\$ 1,613.51	\$0.00	\$0.00	\$ 1,613.51
720	Concessions	\$ 2,836.00	\$23,655.04	\$23,760.93	\$ 2,730.11
721	Dance Squad	\$ 3,130.76	\$2,693.14	\$2,198.74	\$ 3,625.16
722	Drama	\$ 461.35	\$2,013.44	\$913.86	\$ 1,560.93
723	MS STEM	\$ 59.75	\$0.00	\$0.00	\$ 59.75
724	Elem Lounge	\$ (55.16)	\$55.16	\$0.00	\$ -
726	FBLA	\$ 13,562.37	\$20,377.84	\$15,914.90	\$ 18,025.31
727	Football	\$ 12,728.91	\$1,709.25	\$1,652.54	\$ 12,785.62
728	Reimbursement (genera	\$ 370.33	\$1,427.47	\$841.22	\$ 956.58
732	Fam Cons Science	\$ 1,532.52	\$465.00	\$904.76	\$ 1,092.76
733	Wrestling	\$ 2,172.38	\$2,841.00	\$1,871.38	\$ 3,142.00
735	Honor Society	\$ 1,171.06	\$494.50	\$0.00	\$ 1,665.56
736	Activities Interest	\$ (41.61)	\$41.61	\$0.00	\$ -
737	MS Student Council	\$ 2,234.91	\$695.00	\$0.00	\$ 2,829.91
739	Library Fund Elem/HS	\$ 2,448.12	\$1,674.43	\$1,156.77	\$ 2,965.78
740	Industrial Tech / Woods	\$ 1,614.56	\$1,200.00	\$2,237.36	\$ 577.20
742	Quiz Bowl	\$ 970.82	\$0.00	\$0.00	\$ 970.82
744	HS Lounge	\$ 251.17	\$0.00	\$0.00	\$ 251.17
746	Spanish Club	\$ 149.97	\$0.00	\$0.00	\$ 149.97
747	Speech	\$ 840.60	\$185.00	\$215.00	\$ 810.60
748	Spring Musical	\$ 8,023.61	\$6,826.90	\$8,270.90	\$ 6,579.61
749	Student Council	\$ 4,324.40	\$3,603.16	\$1,797.46	\$ 6,130.10
750	Student Vending	\$ 1,403.01	\$0.00	\$0.00	\$ 1,403.01
751	Swing Choir	\$ 895.51	\$0.00	\$0.00	\$ 895.51
753	Yearbook	\$ 5,199.96	\$3,870.00	\$5,000.00	\$ 4,069.96
756	Pepsi	\$ (297.15)	\$1,884.73	\$532.63	\$ 1,054.95
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
761	Honors History	\$ -	\$0.00	\$0.00	\$ -
762	Baylor/ACT	\$ 2,981.09	\$216.00	\$216.00	\$ 2,981.09
764	Metro	\$ 31,850.84	\$0.00	\$1,049.99	\$ 30,800.85
766	FFA	\$ 23,063.40	\$29,084.00	\$23,224.38	\$ 28,923.02
768	Class of 2022	\$ 962.37	\$0.00	\$0.00	\$ 962.37
770	K3 Basketball Camp	\$ -	\$2,130.00	\$1,826.88	\$ 303.12
772	Class of 2023	\$ 2,945.98	\$0.00	\$0.00	\$ 2,945.98
773	Class of 2024	\$ 4,916.15	\$80.00	\$0.00	\$ 4,996.15
774	Class of 2025	\$ 2,420.98	\$2,464.42	\$483.12	\$ 4,402.28
775	Class of 2026	\$ -	\$839.90	\$0.00	\$ 839.90
782	Volleyball	\$ 4,369.61	\$1,965.30	\$1,325.84	\$ 5,009.07
783	Boys Golf	\$ 1,830.56	\$1,153.00	\$0.00	\$ 2,983.56
784	Girls Golf	\$ 4,236.21	\$1,173.00	\$324.00	\$ 5,085.21
785	Cross Country	\$ 3,754.88	\$4,989.00	\$5,329.12	\$ 3,414.76
786	Track Fund	\$ 1,354.58	\$1,153.00	\$0.00	\$ 2,507.58
787	MS Track	\$ 222.12	\$0.00	\$0.00	\$ 222.12
788	Softball	\$ 1,575.92	\$2,347.90	\$1,562.68	\$ 2,361.14
789	Baseball Fund	\$ 3,976.58	\$1,240.60	\$1,463.99	\$ 3,753.19
790	Boys Basketball	\$ 4,262.32	\$4,483.25	\$1,112.67	\$ 7,632.90
791	Girls Basketball	\$ 384.56	\$1,892.25	\$1,184.98	\$ 1,091.83
792	MS Girls Basketball	\$ (24.00)	\$24.00	\$0.00	\$ -
793	Striv	\$ 400.00	\$0.00	\$0.00	\$ 400.00
794	Sped	\$ 420.25	\$1,250.20	\$516.97	\$ 1,153.48
795	Wellness (District)	\$ 900.00	\$5,810.00	\$4,231.03	\$ 2,478.97
796	Elementary Activity	\$ -	\$0.00	\$0.00	\$ -
799	Girls On The Run	\$443.75	\$0.00	\$0.00	\$ 443.75
	Totals	\$239,818.17	\$207,798.25	\$215,995.31	\$231,621.11

February 2023 5th Grade Board Report

5th Grade Language Arts Board Report

1. Multi-cultural Aspect:

- Discuss word origins
- 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
- MyView Curriculum Reading & Writing (multiple formats)
- Grammar Application
- Application of more technology in mini lessons and publishing works
- Application of what we've learned – apply to students experiences

3. How do we know students are learning?

- Weekly Skill Quizzes
- Observation and conferencing
- Discussions
- Rubrics for formal writing assignments
- Guided reading groups
- Daily practice of skills taught
- IXL Website
- Weekly Story Comprehension tests
- Screener Assessments (NSCAS & FastBridge)

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

- Mini lessons to whole group
- Re-teach to small group or individuals
- Conference
- Biweekly Intervention times

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

- Writing alternative options
- Challenging essay prompts
- Readers choose books in their level for independent reading goals
- After exceeding the Guided reading cut-off point, novel units are used in group
- Scholastic News

5th Grade Social Studies Board Report

1. Multi-cultural Aspect:

- 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 –connects to students' experiences

3. How do we know students are learning?

- 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
- Study packets

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
- Ellis Island Stimulation

5th Grade Science Board Report

1. **Multi-cultural Aspect:**

- 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

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

New concepts or changes in your curriculum include:

- Use of existing and newest technologies
- Stewards of the Earth
- Phenomenon driven science lessons

Additions to the Curriculum:

- With science college and career standards we are also creating lessons to fulfill those phenomenon based learning
- Teaming up with the 4 H extension office for science lessons

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 for hands on learning and application during science labs

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

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 MAP/ NSCAS tests. The science skill/concepts are assessed daily, formal and informal, via assigned work, which is monitored in PowerSchool gradebook.

Types of assessments used to gather data:

- Daily Grading
- Lab participation
- Informal observation
- Science Notebooks

- MAPs Tests
- Topic Tests
- Vocabulary Quizzes

How do we respond when students are not learning?

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. The daily schedule provides intervention time for student clarification.. Lastly, informing parents of areas that student science skills may need extra practice.

Measurable Data that Indicates Improvement in Student Learning:

- vocabulary quiz
- Checklist of Learning (standards)
- Topic tests
- MAPs test taken in fall and winter
- NSCAS - spring
- 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?

- Quest in our Savvas Realize curriculum
- Virtual Labs from Savvas curriculum
- Hands on labs to see science in action
- 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
- Topic assessment data
- Vocabulary Quiz
- Lab grades in PowerSchool Gradebook

Other Information

- Technology - Brain Pop, Seterra website
- Use outdoor setting to extend science learning
- Writing matrix

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, FastBridge assessments, projects, and NSCAS test. Our guided math structure in the classroom allows teachers to form small student groups. The fewer students in groups helps us to assess and provide additional support for math skills.

- Topic assessments
- FastBridge Assessment
- Daily math work
- Math talk conversations with students
- Level of Learning exit ticket
- NSCAS

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.

- 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)

Family Consumer Science 2023

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 up 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. These students are also teaching the lesson or activity that they have created.

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 bringing in 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, field trips, and guest speakers. I have had speakers from different health care fields come 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 to teach the farmers at a craft that they can continue to create.

6. Other Information

Thanksgiving dinner, Mock-Interviews, Steak Labs, New Classroom, & Getting students real life/hands-on experience.

February Elementary Principal Board Report

Arlington Spelling Bee

Congratulations to all the participants in the Washington County Spelling Bee! Arlington has a strong representation from Honora Andreasen and Brantly Fullner!



Thank you to Mrs. Wolf for organizing the event, Mrs. Gubbels for MCing it and Mrs. Johnson and Mrs. Reed as judges.

Donation

We had a generous donation that provided us with a new American flag and Nebraska state flag for the Elementary!



100th Day of School!

The elementary school celebrated the 100th day of school by turning 100!!



Math Adoption Process

February-March 2023

- Looking at four different Curriculum
 - "What We Need"
 - "What We Can Do Without"
 - "What We Like"

April-May 2023

- Pick Pilot Products

August-December 2023

- Pilot

February 2024

- Purchase Curriculum

May-June 2024

- Training
- Scope and Sequence

National Guidance Counselor Week

We recognized Liz Fedde this past week for the tireless work she puts in for our students. We are Fortunate to have Mrs. Fedde! The week was filled with fortunes of gratitude from the students.



Secondary Principal's Report February 2023 Board Meeting

Spelling Bee

Congratulations to all of our spelling bee participants. Our three students who qualified to represent Arlington in the Washington County Spelling Bee are:

Champion - Brantley Fullner (grade 6)

Runner Up - Honora Andreasen (grade 8)

Honorable Mention - Clayton Coe (grade 8)



PTC

Parent-teacher conferences were held Wednesday, February 8 and Thursday, February 9.

MOS Certification

We had 29 students obtain their Microsoft Office Specialist certification in Microsoft Excel and 12 students obtain their Microsoft Office Specialist certification in Microsoft Word.

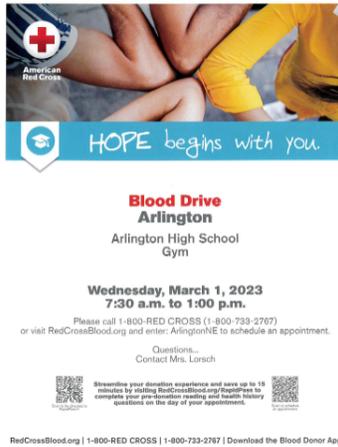
Livestock Judging

Congratulations to both the junior and senior livestock judging teams on qualifying for state at the District III contest.



NHS - Blood Drive

On March 1, the NHS will host our annual Blood Drive.



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. By providing this experience for our students, we are enhancing the connection between their interests, their future goals, and their four-year plans.

Proposed New Courses

Mr. Pfingsten will present information on the following new courses for the board to consider approving:

Middle School Exploratory - Library Media Skills

FCS - Introduction to Sports Medicine

Agriculture Education - Nursery and Landscape, Crop Management/Agronomy, and CASE Natural Resources and Ecology



Class C Baseball

2023 Class C Baseball Classification

	Team Name	Total Boy Enrollment	CLASS	Co-ops *the head school is bolded
1	Central City/Fullerton/Centura	190	C	Central City (93), Fullerton (29), Centura (68)
2	Plattsmouth	184	C	
3	Concordia/Brownell Talbot/Omaha Christian Acad.	166	C	Omaha Concordia (103), Brownell Talbot (36), OCA (27)
4	Platteview	159	C	
5	Omaha Roncalli Catholic	157	C	
6	GACC-SS-WPB	140	C	West Point-Beemer (85), GACC (44), Scribner-Snyder (11)
7	Douglas County West	129	C	
8	Thurston-Cuming County	122	C	Bancroft-Rosalie (41), Pender (43), LDNE (38)
9	St. Paul / Palmer	121	C	St. Paul (92), Palmer (29)
10	Louisville	120	C	Louisville (80), Weeping Water (40)
11	Wayne	104	C	
12	Adams Central	103	C	
13	Auburn	100	C	
14	Fort Calhoun	98	C	
15	Lincoln Christian	96	C	
16	Raymond Central	93	C	
17	Fairbury	92	C	
18	Falls City	89	C	
19	Arlington	85	C	
20	Twin River	79	C	Twin River (51), Osceola (28)
21	Maxwell-St. Pat's	78	C	Maxwell (42), North Platte St. Patrick's (36)
22	Malcolm	74	C	
23	Centennial	61	C	

- The NSAA has adopted class C baseball for the first time in our state's history.
- Above are the schools in class C this year. This number is expected to grow in the next few years.
- We were excited to be a part of this NSAA by – law change with several other class C schools.



After a business fall of projects and community service opportunities, Arlington FBLA has been working on numerous competitive events in preparation for the SLC. SLC will be held April 3-5 in Kearney, Nebraska. There are approximately 40 students who are attending this conference. Kevin Flesner has spent the year serving as Vice President and Bailey Taylor is the parliamentarian. Arlington has two state officer candidate for the 2023 SLC. Members plan to participate in the Midland Business Day competition on February 28th.



Corn Challenge Team - State Winners!

- Aaron Fuchs and Braden Monke participated in the Innovative Youth Corn Challenge during the 2022 growing season and earned **FIRST PLACE in the state for their work and research.**
- They conducted research on the addition of sulfur to a fertilization plan in the corn plot at Fuchs farms.
- They also produced an ag literacy video showcasing their project and **WON the Ag Literacy award.** Check out the Arlington Ag Education Facebook Page to check out their video! (posted in December)



Livestock Evaluation Results - TWO State Qualifying Teams

- 15 members traveled to Northeast Community College to participate in the District III Livestock Evaluation event on January 27, 2023.
- Junior Team - 3rd Place - STATE QUALIFIER
 - Aaron Fuchs - 8th - Purple, Peyton Timm - 15th - Blue, Gracen Adams - 17th - Blue, Lydia Schaapveld - 22nd - Blue, Luke Ott - 68th - White, Shane Japp - 69th - White, John Von Behren - 103rd, Henry Lancaster - 112th
- Senior Team - 5th Place - STATE QUALIFIER
 - Libby Hegemann - 13th - Blue, Lizzie Meyer - 15th - Blue, Kyle Quinn - 20th - Blue, Taylor Arp - 27th - Red, Blaine Vogt - 45th - Red, Landon Olson - 48th - White, Dalton Newcomer - 58th - White



Senior Team



Junior Team

Upcoming Events:

- CDE Competition Dates - Feb. 21st and Feb 27th
- FFA Week - Feb. 20th-24th
- National Ag Week - March 20th-24th
- State FFA Convention - March 29th-31st
- FFA Banquet - May 1st

Link to website: <https://sites.google.com/apseagles.org/arlingtonffa/home>

Up Coming Events

- State Wrestling February 16th- 18th at the CHI Health Center
- Sub-Districts and District Finals for Girls Basketball: 2/13, 2/14, and 2/16 at highest seed.
- Sub-Districts and District Finals for Boys Basketball: 2/20, 2/21, 2/23 at highest seed.

Bills to Watch:

LB 724: Eliminate basic skills and content test requirements for teacher certification

LB 77: Concealed weapons without permits

LB 225: American Civics requirements change (must include a student on the committee)

LB 520: Clarify requirements of the Computer Science component passed last session

LB 679: Establish grant fund for Genocide and Holocaust education/training

LB 638 and 640: K-12 Cybersecurity and Data Protection, Cybersecurity Records

LB 165: Use of College 529 Savings for K-12 Education as well

LB 521: Provide immunity for school personnel administering naloxone

LB 558: Require Schools to pay at least 70% of minimum wage

LB 800: Limit the salary of the superintendent to be no more than 5 times the base salary for beginning teachers

Governor's Education Plan: LB 583, 589 and 681: Provides for foundation aid, places "soft" cap on budget growth, and allocates funds for the plan

LB 201: Require the FAFSA completion to be part of graduation requirement

LB 287, 299, 332: Relating to Joint Public Agencies, and their ability to levy funds toward collective projects

LB 141 Moment of Silence

(LR 24CA) Abolish the State Board of Education/Gov appoint commissioner

LB 53 Adding new holiday (Malcom X, etc)

LB 630 Dress Code Requirement

LB 647 Textbook Loan Program changes

LB 673 Emergency response mapping of facilities

LB 637 Require public comment at every meeting

LB 414: Option Enrollment/Require detailed explanation for IEP applications

LB 528: Tuition account for students to attend private schools if their option applications are denied

LB 550: Eliminates timeline for option applications to be received and the number of times a student may option in or out, selection process must be random and cannot deny for IEP

LB 71/374: Both would modify parental involvement policy



NASB Monthly Update for Board Meeting Agenda Item

February 2023

Monthly Agenda Video Updates

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

(www.NASBonline.org - News & Resources – Video Library)



Latest ‘Board Notes’ – Monthly Newsletters

(www.NASBonline.org - News & Resources - Board Notes)

- *New Faces, New Venue and a Mountain - Your Legislative Issues Conference Wrap-Up*
- *At The Board Table*
- *NASB’s Annual Membership Drive Coming Soon*
- *History 101: State Oversight of Education*
- *Create A Complete, Customized Policy Manual*
- *Your 2023 Membership Guide is Arriving Shortly!*
- *Thank You, Advocate, Engage*
- *Your 2023 NASB Affiliates*
- *This Month In ... And Much More!*



Advocacy

<http://members.nasbonline.org/index.php/government-relations>

(www.NASBonline.org – Government Relations)

1st Day of the 108th Legislature, 1st Session began Wednesday, January 4, 2023

(This will be a 90-Day Session ending roughly June 9th)

843 Bills & Measures were introduced ... NASB is following roughly 120

NASB Legislative Advocacy Day –April 17 in Lincoln

All Dates & Locations Tentative & Subject to Change



“NASB Update – Annual Board Calendar Summary”

View the full detailed calendar at: <http://members.nasbonline.org/index.php/resources>

(www.NASBonline.org – Board Leadership – Resources)

As a board, some items you should doing, or have on the monthly agenda include:

MISSION, VISION & GOALS

- Review update from administration regarding the Strategic Plan Update; District Goals Update.

POLICY GOVERNANCE

- Review, update, and adopt policy per board adopted Policy Review Process.

ACCOUNTABILITY & STUDENT ACHIEVEMENT

- Accountability of school and district performance. Review each school performance score and district performance score measured by graduation rates, student growth and student improvement on the assessment instruments provided in section § 79-760.03, student discipline, and other performance indicators.
- Review the district adopted Mentor Teacher Program. Per NDE developed guidelines. § 79-761
- Review district adopted Staff On-Boarding Process.

ADVOCACY

- Review 2023 Legislative Calendar, discuss NASB Legislative Updates and Legislative Committee Report.

DISTRICT/ESU RESOURCES (BUDGET)

- Collective Bargaining. On or before March 25 (or within 25 days after certification of amounts, whichever occurs last in time). Negotiations, mediation, and fact-finding shall end. If no agreement is reached by this date, either party may, within fourteen days after such date, file a petition with the commission. § 48-818.01
- Budget - Review Monthly Financial Reports and Board Finance Committee Report

REPORTS

- Board Committees; Superintendent; Administrators

BOARD LEADERSHIP DEVELOPMENT

- Review NASB Board Self-Assessment Summary
- NASB President Retreats
- NASB Budget & Finance Workshops

LEARNING COMMUNITY

- Diversity plan; limitations; school building maximum capacity; attendance areas; school board; duties. The board shall provide notice to parent whose student is currently attending a school outside of the attendance area state what school the student shall be allowed to attend as a continuing student. § 79-2110



NASB's Video Resources

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

(www.NASBonline.org – News & Resources – Videos)

Legal Resources, NASB's Live & Learn Series, Member Zoom's, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, Monthly Board Agendas, and MUCH more!



Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

All Dates & Locations Tentative & Subject to Change

NASB Board President Retreats

<http://members.nasbonline.org/index.php/president-retreat>

January 29-30 – York

February 5-6 – Ogallala

New Board Member Workshops – Virtual Webinar

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

February 8 – 7:00 PM CT

Budget & Finance Workshops

<http://members.nasbonline.org/index.php/budget-finance-workshops>

February 8 - Kearney

February 15 – La Vista

NAEP State Convention

<http://members.nasbonline.org/index.php/naep-state-convention>

March 28-29 – Grand Island

NASB Legislative Advocacy Day

<http://members.nasbonline.org/index.php/legislative-advocacy-day>

April 17 - Lincoln

Leadership Workshop

June 7-8 – Lincoln

NASB Member Golf Outing

June 14 – Kearney

School Leaders & Law Conference

June 14-15 - Kearney



NASB Member Virtuals

<http://members.nasbonline.org/index.php/nasb-member-virtuals>

(www.NASBonline.org – Events – NASB Member Virtuals)

- Previous Member Virtuals Available to Watch Include:
 - Gubernatorial Candidates Q&A w/ Blood & Pillen
 - 2022 Legislative Recap & Look Ahead
 - Tough Times & Tough Meetings: The Board’s Role in Navigating Hot Button Issues
 - NASB Member Virtuals w/ Commissioner Blomstedt & Dr. Jeffrey Gold of UNMC, Bryce Wilson of NDE on Cares Act Funds Q&A for School Boards, and More ...



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(www.NASBonline.org – News & Resources – Videos)

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the Board Notes newsletter for “This Month In ...” To access the latest newsletter, click here:

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

(www.NASBonline.org - News & Resources - Board Notes)

Grade Level	2/13/2023	2/15/2022	5/20/2022	10/10/2022	12/6/2022
PS	27	29	29	26	27
KG	44	44	43	42	45
1ST	48	49	48	44	45
2ND	48	35	35	48	48
3RD	38	50	50	36	37
4TH	52	48	48	50	51
5TH	54	46	46	53	54
6TH	49	62	62	47	48
PS-6 TOTAL	360	363	361	346	355
7TH	66	57	57	66	65
8TH	55	48	48	57	57
9TH	54	50	49	54	54
10TH	50	66	66	50	50
11TH	65	54	54	65	65
12TH	53	63	63	53	53
7-12 TOTAL	343	338	337	345	344
PK-12 TOTAL	703	701	698	691	699

OPTION ENROLLMENT

IN/OUT	IN/OUT	IN/OUT	IN/OUT
KG	8/3		
1ST	10/4		
2ND	8/0		
3RD	6/6		
4TH	9/2		
5TH	12/3		
6TH	3/3		
7TH	12/2		
8TH	12/3		
9TH	14/5		
10TH	17/7		
11TH	15/5		
12TH	22/16		
TOTAL	148/59	12.66%	
net positive	89		
Last Years Total In/Out	149/56		

Arlington Public School Calendar 2022-2023

August 2022

Aug 9 - New Teacher Orientation
 Aug 10-12 - Inservice
 August 15 - First Day (1:30 Dismiss)

Student Days: 13
 Teacher Days: 16

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January 2023

Jan 2-4 - No School Students
 Jan 5 - Teacher Inservice
 Jan 6 - Students Return
 Jan 16 - Teacher Inservice

Student Days: 17
 Teacher Days: 19

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

September 2022

Sept 5 - No School Labor Day
 Sept 19 - Teacher Inservice (No Students)

Student Days: 20
 Teacher Days: 21

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

February 2023

Feb 8-9 - PT Conferences
 Feb 10 - No School

Student Days: 19
 Teacher Days: 19

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

October 2022

Oct 14 - End of Q1 (43 Stud. Days)
 Oct 18-20 - PT Conferences
 Oct 21 - No School (Comp Day)

Student Days: 20
 Teacher Days: 21

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

March 2023

March 9-10 - No School (Break)
 Mar 15 - End of Q3 (45 Days)

Student Days: 21
 Teacher Days: 21

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2022

Nov 23-25 - No School (Thanksgiving)

Student Days: 19
 Teacher Days: 19

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

April 2023

April 7-10 - No School (Break)

Student Days: 18
 Teacher Days: 18

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2022

Dec 22-30 - No School (Break)
 Dec 20-21 - 7-12 Finals (1:30 Dismiss PK-12)

Student Days: 15
 Teacher Days: 15
 Quarter 2: 44 Stud. Days
 Semester 1: 87 Stdt / 92 Tchr Days

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

May 2023

May 4 - Track Invite (1:30 Dismiss)
 May 21 - APS Graduation
 May 23-26 - Last Day of School

Student Days: 17
 Teacher Days: 17
 Quarter 4: 47 Days
 Semester 2: 92 Stdt / 94 Tchr Days

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Teacher Inservice
 Students Return
 No School

Parent-Teacher Conferences
 1:30 Dismissal
 Last Day Depending on Snow Days — Last two days 1:30 Dismissal

**2023-2024 MASTER AGREEMENT
PREAMBLE
AA/EOE**

THIS AGREEMENT IS MADE AND ENTERED INTO this 15 day of February, 2023, by and between the Board of Education of the School District of Arlington in the county of Washington, in the state of Nebraska (hereinafter referred to as the "School District" or "District" as the context may require) and the Arlington Education Association (hereinafter referred to as the "Association").

GENERAL PURPOSE

The School District and the Association recognize that the development of a quality educational program for the children attending the public schools of Arlington is a joint responsibility which can best be achieved by agreement that all parties work toward common goals. The School District and the Association enter into this Agreement with mutual dedication, recognizing that the experience, creativity, and judgment of all parties are necessary to reach the educational needs of the community.

**ARTICLE I
Teacher Rights**

- A. Nothing contained in this Agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.
- B. The School District will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the School District, or institution of a grievance relative to the terms of this Agreement.

**ARTICLE II
Association Rights**

- A. Association Use of District Property
 - 1. Representatives of the Association and its affiliates shall be allowed to conduct Association business on school property during school hours, providing such business does not cause undue interruption of the school program.
 - 2. The Association shall be allowed the use of school buildings for meetings, provided that such use does not result in unscheduled maintenance costs, in which case an appropriate fee for that use shall be negotiated between the parties to this Agreement.
 - 3. The Association shall be allowed the use of school equipment including computer hardware and software, duplicating machines, audio-visual equipment, and standard office equipment, provided that the School District may assess the Association a reasonable fee for expendable supplies consumed during such use.
 - 4. The Association shall be allowed to make reasonable use of the school's communication system, including teachers' mailboxes, intercom, teacher bulletins, etc. Such use shall not cause unnecessary interruption of the educational program of the school.

ARTICLE III
Salaries

A. Salary Schedule

The salary of each teacher covered by this agreement shall be determined by the salary schedule attached as Appendix A.

B. Initial Placement on Salary Schedule:

New staff with prior experience not related to a state accredited PK-12 public or private educational entity would be subject to review by the administration.

New staff that have less than 7 (seven) years of experience will be placed on the salary schedule based on their actual years of teaching experience.

New staff members that have more than 7 (seven) years of experience will receive no less than 7 (seven) years up to, but not exceeding, their actual years of teaching experience.

C. Base Salary for 2023-2024:

- a) The base salary for the 2023-2024 school year shall be **\$40,330**

D. Advancement

1. Schedule. Credit for additional hours shall be credited on September 1, and movement on the salary schedule shall take place accordingly.

2. Horizontal Advancement.

Pre-Column MA (Masters). Graduate hours to advance on the salary schedule must be earned upon completion of the Baccalaureate in education degree and upon completion of initial certification with the Nebraska Department of Education. Graduate hours earned after the first nine will be allowed to advance horizontally on the salary schedule. Hours shall be part of an approved program leading to an advanced degree which will be beneficial to the teacher's areas of specialization. Nine hours of graduate credit outside of enrollment in an approved master's program or obtained concurrently while obtaining teacher certification is the maximum allowed for advancement.

a. Beyond Column MA (Masters). All hours to advance horizontally beyond column MA on the salary schedule, while they need not be part of a degree program, shall require approval of the superintendent. Teachers wishing to use course credit for horizontal advancement should obtain written approval from said superintendent prior to enrolling in any such course.

b. Verification. An official college transcript must be provided to verify all such hours. Any deviation from a planned degree program must first meet with the approval of the School District and/or its designee.

c. Only one horizontal movement per year shall be granted effective the 2013-2014 contract year.

3. Vertical Advancement.

a. Vertical advancement on the schedule shall not be automatic, but shall be based on the performance of the individual teacher. Principals must advise all teachers as to the quality of their teaching, and if weaknesses are evident, call such weaknesses to the attention of

the affected teachers. Teachers not so forewarned shall be automatically advanced on the schedule.

- b. Only one vertical movement per year shall be granted.
- c. Completed Negotiations. In the event that a successor agreement is not adopted for the succeeding school year, teachers shall be frozen on the salary schedule until such time as a successor agreement is ratified by both parties. Subsequent advancement shall be retroactive, in accordance with Article X of this Agreement. Following the ratification of the agreement by both parties, a minimum of three (3) weeks prior to the next established payroll processing schedule will be allowed to verify salary placement and enter new payroll and benefit distribution into the accounting system.

4. Longevity Payment:

Beginning with the 2022-2023 contract year, certificated staff members whose service has reached the following levels shall receive a longevity payment:

- a. 15 Years of Continuous Service: \$750
- b. 20 Years of Continuous Service: \$1000
- c. 25 Years of Continuous Service: \$1250

Longevity payments shall be received in July after the completion of the contract year in which the level is attained. Payments shall be subject to retirement and state/federal taxes and withholdings. For the first year of implementation (2022-2023), certificated staff shall receive only the payment level which was most recently attained (i.e. a teacher with 22 years of service at plan implementation will receive the one-time payment of \$1000 for 20 years), and will be eligible for next level when attained.

E. Additional Assignments

- 1. Coaches and sponsors. When the District assigns an extracurricular duty to a teacher, the salary shall be in accordance with the provisions of the extra duty/extracurricular salary schedule attached as Appendix B. Coaching and sponsorship salaries for part-time teachers will be calculated at 1.00 FTE.
- 2. Lost planning period. In instances in which employees are requested or required to substitute for other teachers during their only preparation period, said employees shall be paid an additional compensation equal to one-eighth of the per diem employee's actual base salary per 45-minute period devoted to said performance.
- 3. Dual sponsorship. In any instance in which more than one teacher is assigned to the sponsorship of an activity for which a stipend is paid (see Appendix B), each teacher thereby assigned shall receive payment of the stipend as specified in the salary schedule. Should two or more teachers receive administrative approval to share the sponsorship of any activity, only an amount equal to one stipend as specified shall be made but shall be equally divided among those teachers sharing the sponsorship.
- 4. Pay for activity workers. Services performed by teachers at events for which teachers are released from their regular teaching duties, or which are performed outside the duty day, shall be considered employment duties whether or not such duties extend beyond regular teaching hours or occur on days when school is not in session. Teachers shall be paid for working at school activities according to the following schedule:

Level 1 \$65

- Varsity Football Announcer
- Varsity Football Clock
- Varsity Volleyball Lines

- Varsity Volleyball Book
- Varsity Volleyball Clock
- Varsity Softball Book
- Varsity Baseball Book
- Varsity Basketball Clock
- Varsity Basketball Book
- Wrestling Computer
- Wrestling timer/scorer (four (4) or more teams)
- Supervision of activities: Supervisor to be determined by administration.

Level 2 \$55

- Varsity Football Admission
- Varsity Volleyball Admission
- Varsity Softball Admission
- Varsity Baseball Admission
- Varsity Basketball Admission
- Varsity Wrestling Duals, Tournaments, and Triangular Admission
- Varsity Volleyball Libero Tracker
- Varsity Softball Clock
- Varsity Baseball Clock
- Varsity Wrestling timer/scorer (Varsity dual and triangular)
- Music for varsity basketball games (Music to be provided for both boys and girls varsity basketball games.)

Level 3 \$45

- Non Varsity Football
- Non Varsity Volleyball
- Non Varsity Basketball
- Non Varsity Wrestling
- Non Varsity Softball
- Non Varsity Baseball
- Track Computer Only

If any event exceeds four and one-half hours, it shall be compensated as if it were two extra duties. No teacher will receive compensation for above duties if they are already compensated through the extra duty pay schedule.

ARTICLE IV

Insurance and Other Fringe Benefits

- A. Section 125 Plan. The Board shall make available to each teacher through a Section 125 Plan a group insurance plan with Educators Health Alliance that provides Blue Cross/Blue Shield coverage as captured in paragraph B below. Each teacher shall have the option of electing the level of coverage (employee, employee/spouse, employee/spouse/child, etc.) and choice of deductible through a salary reduction agreement under the Section 125 Plan.
- B. Available Benefits
1. Health and Dental Insurance. Both parties, recognizing that access to adequate health care is central to each teacher's ability to carry out his or her professional responsibilities, agree to the following conditions regarding teachers' health and dental insurance benefits. For the 2023-2024 school year, the School District shall make available to all teachers the two plan types as follows:
 - a. Plan Type 1: Educators Health Alliance \$1200/\$0 Deductible Health plan/Alternative Network plan, and Employee (self-only) PPO - 100% A, 75% B, with 50% C Dental coverage. The District will pay 100% of the health premium for single tier, 100% of health premium for employee/child, 85%

of health premium for employee/spouse, and 80% of health premium for employee/spouse/child(ren). The District will pay 100% of the single tier dental insurance. The School District shall, in cases where appropriate, provide teachers with the opportunity to purchase dependent dental coverage.

- b. Plan Type 2: Educator Health Alliance \$3,800 deductible HSA health plan and Employee (self only) PPO - 100% A, 75% B, with 50% C dental coverage. The District will pay 100% of premium for single tier, 100% employee/child tier, 90% of premium for employee/spouse, and 85% of premium for employee/spouse/child(ren). The employee will pay the remaining premium. Those employees taking single insurance and employee/child would be afforded a contribution to their personal HSA account equal to the difference between the plan costs of PPO and High Deductible/HSA. The District will pay 100% of the single tier dental insurance. The School District shall, in cases where appropriate, provide teachers with the opportunity to purchase dependent dental coverage.

2. Cash Payment. Teachers hired prior to 2017-18 may elect to receive the sum of \$6,885 in cash in lieu (CIL) of receiving health insurance coverage under paragraph (1a) or (1b) above, provided; however, that to qualify for the "cash payment" benefit a teacher must decline the Arlington Public School District health and dental insurance described in the paragraph above in writing and provide proof of insurance and all terms as set forth in (B3) below. Existing teachers who select to retain insurance coverage benefits in 2017-18 will not be eligible for the \$6,885 CIL at any future time.

Teachers hired in 2017-18 and after may elect to receive the sum of \$2,500 in cash in lieu of receiving health insurance coverage under paragraph (1a) or (1b) above, provided; however, that to qualify for the "cash payment" benefit a teacher must decline the Arlington Public School District health and dental insurance described in the paragraph above in writing and provide proof of insurance and all terms as set forth in (B3) below.

Teachers hired in 2020-2021 and after are required to take at minimum a single coverage insurance plan offered by the district. Cash in lieu will not be offered to newly hired teachers for the 2020-2021 school year and thereafter. If a teacher chooses to decline the insurance offered at Arlington Public Schools, proof of insurance must be provided to the district in writing to show proof the employee meets the minimum coverage provided by the district. All current employees hired prior to 2020-2021 will be "grandfathered" into the insurance/benefit dollars (Article IV, Section B2) benefits they were eligible for as detailed in the 2019-2020 contract. At any point when a cash in lieu payment employee chooses to elect to change their coverage status, they will need to elect to choose an insurance plan offered by the district.

3. Minimum coverage. For all teachers who elect to receive health insurance coverage from the District, the effective date of coverage shall be consistent with Blue Cross/Blue Shield provisions for coverage of newly hired teachers.

No teacher shall be allowed to decline Employee (self-only) tier group health and dental coverage for purposes of receiving a cash payment under this section unless said teacher has filed with the superintendent's office reasonable evidence that the teacher and all other individuals for whom the teacher reasonably expects to claim a personal exemption deduction for the taxable years covered by this Agreement have or will have minimum essential coverage during the term of this Agreement, other than coverage in the individual market whether or not obtained through the Health Insurance Marketplace. The teacher must file an individual disclaimer which certifies that said teacher is covered by an alternate health insurance plan which aligns with the requirements of the preceding paragraph and which absolves both the School District and the Association of responsibility for any future financial ramifications encountered by said teacher as a result of that teacher's decision to decline participation in the District's health plan. Unless all of the foregoing conditions are satisfied no later than July 1, 2021 the School District will not honor requests for cash payment under this section.

- C. Bargaining Members Eligible for Multiple Coverage. In instances where any member of the bargaining unit is eligible to be covered by another member of the bargaining unit, the following election options will apply: (a) One of said teachers may elect the coverage tier for which they are eligible (ES or ESC) for which the District will pay 100% of the premium, (b) Both of said teachers may elect to take employee only tier. Neither teacher employee is eligible for cash option. Said teacher employees shall be bound by the other provisions of this Agreement and by ensuing similar provisions set forth in the District's group health insurance policy.
- D. Life insurance: The School District shall provide group life insurance protection in the amount of \$10,000, and the option for individual teachers to purchase additional coverage will be provided. For part-time employees the District will pay a pro-rated portion of this benefit according to the employee's individual full-time equivalency (FTE) with the employee paying the remaining portion of the premium if they choose to participate.
- E. Disability Insurance. The School District shall make available, and all teachers (regardless of FTE) covered by this Agreement shall be required to purchase, a long-term disability insurance policy. Benefits shall be payable, subject to the 60-day waiting period described in said policy, at 66.67 percent of gross salary plus fringe benefits. Benefit payments shall continue to age sixty-five (65) or until termination of disability, whichever occurs first with coverage beyond age 65 as specified in disability insurance policy.

For each teacher receiving long-term disability benefits, and who is being provided fringe benefits/health insurance by the School District pursuant to the Family and Medical Leave Act, in order to maintain fringe benefits and/or insurance coverage, teachers who become disabled and remain in the employ of the School District must remit to the School District the equivalent of the reimbursement received for fringe benefits and/or insurance premiums as provided by the District's disability insurance coverage. The reimbursement schedule will be determined by the superintendent. (Note: This section moved from G Complete Annual Coverage for clarification.)
- F. Flexible Spending Accounts. The School District shall offer to all teachers the option of placing pre-tax fringe benefit and/or salary dollars into individual Flexible Spending Accounts eligible for tax-exempt status under Section 125 of the Internal Revenue Service Code. Teachers' contributions to such accounts shall be allowed only insofar as they are permitted by applicable laws and regulations, as determined by the School District's designated administrative agent(s).
- G. Complete Annual Coverage. For each teacher who remains in the employ of the School District for the full school year, the School District shall make payment of fringe benefit dollars and/or insurance premiums to provide insurance coverage, as outlined in this Agreement, for the full twelve (12) month period. (See Section related to Disability Insurance and Family and Medical Leave Act for further detail.)
- H. Fringe Benefit Enrollment Date. The effective date for enrollment in insurance and other fringe benefit programs outlined in this agreement shall be September 1 of the contract year or the first day of the month following employment approved by the School District of Education if the teacher is hired after September 1.

ARTICLE V
Leaves

- A. Sick Leave
 - 1. Accrual. Each teacher shall be credited with ten (10) days of paid sick leave allowance per school year without loss of pay. The unused portion shall be accumulated from year to year up to a total of forty-five (45) days. Paid sick leave shall terminate upon a teacher's reaching eligibility for benefits under the long-term disability insurance coverage described elsewhere in this Agreement.
 - 2. Expenditure. Teachers shall be allowed to use sick leave for the following:
 - a. personal illness and/or disability;
 - b. when the teacher's parent, spouse, spouse's parent or child is too ill to remain alone and the teacher is needed to provide care to that family member;

- c. the birth and/or adoption of children.
- 3. Physical Examination. In cases of absence of a teacher for illness or injury in excess of five (5) consecutive working days, or in cases of recurring illness, the School District, through the superintendent, may require an examination of the teacher by an independent physician, with such examination to be conducted at School District expense.
- 4. Repurchase. Those teachers who have, upon completing the dates contracted for the school year, accumulated more than 35 days of unused sick leave shall be paid \$50 for each unused sick day in excess of 35 days. **Payment shall be received in July**. All teachers will be included in the sick leave repurchase that have fulfilled their contractual obligations. Teachers must have served in the District for ten (10) years or more to participate in the repurchase program.
- 5. **Those teachers who have, upon completing the dates contracted for the school year, accumulated thirty-two (32) days or fewer of unused sick leave may transfer up to three (3) unused personal days to their sick leave for the following contract year.**
- 6. Sick Leave Bank. In cases where a teacher's total available sick leave is less than thirty-five (35) days, said teacher may receive a transfer of sick leave days from the sick leave bank after said teacher has used all of his/her sick leave days. The total of a teacher's own sick leave days and those requested from the sick leave bank shall not exceed forty-five (45) days for the calendar year, although days granted may be less than the requested amount. Furthermore, it shall be the responsibility of the borrowing teacher to arrange for any necessary transfer(s) and provide confirmation of such transfers with the district office.

Participation and Transfer:

- 1. An individual becomes a member of the sick leave bank by contributing one (1) day or more upon initial employment with the District. Additional days will need to be contributed based on the discretion of the superintendent.
- 2. This bank shall be a savings account for use by all members.
- 3. When the bank is depleted, all participating members will be asked to contribute an additional day.
- 4. Teachers leaving the employment of the District may not transfer their remaining sick leave into the sick leave bank prior to separation.

Withdrawal:

- 1. An individual may apply to withdraw from the bank by submitting a written request to the superintendent of schools. Requests will be considered on a semester by semester basis. Members must submit their requests within three (3) calendar days of the end of the semester in which the days are requested.
The sick leave bank may only be used for a 'serious health condition'. A serious health condition for purposes of this sick leave bank has the same meaning as the Family Medical Leave Act as may be amended from time to time.
- 2. The requests will be reviewed by a committee (hereafter referred to as the 'review committee' consisting of the superintendent of schools, the AEA president, and an additional member of the AEA executive board of directors).
- 3. If the superintendent determines that a committee decision may be contrary to law, the committee's decision will not be implemented until a legal opinion is obtained from the School District's legal counsel (at District expense) stating that the decision is lawful.
- 4. The review committee will render a decision on the sick leave bank request within seven (7) days of the end of the semester in which the days are requested. Written notification of the review committee decision will be sent to the individual, signed by all members of the committee, and delivered by the AEA President.
- 5. The Superintendent shall notify the business office of the decision of the committee so that payback can be initiated.
- 6. Members shall not expect to be granted *all* of the days requested, and should plan leave

accordingly. Consideration shall be given to the nature of the request:

-Serious Illness with Medical Documentation—case by case basis

-Maternity Leave—Normal Circumstances: 15 days

-Maternity Leave—Extenuating Circumstances/medical documented: 20 days

7. It shall be the responsibility of business office to advise all newly hired, eligible staff members of the provisions relating to Sick Leave Bank at the time of hire. Thereafter, it shall be the responsibility of participating staff members to submit timely, unprompted, applications when they desire to request days.

Payback:

1. Days borrowed from the bank are to be paid back.
2. When more than one day has been requested, days are to be paid back at a minimum rate of five (5) days per year or as determined by the review committee.

B. Bereavement Leave

1. Teachers 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.

Bereavement leave is not limited to four (4) days in one year, but covers each death in the immediate family which occurs during the year.

C. Personal Leave

1. Each teacher shall be eligible for three (3) days of paid personal leave per year, cumulative to five (5). Teachers who have three (3), four (4) or five (5) personal days remaining at the end of any contract year will not accrue more than is necessary to bring their total back to five (5). If a teacher has three (3) personal days remaining, the teacher will be given two (2) additional days the following contract year to bring their total back to five (5). If a teacher has four (4) personal days remaining, the teacher will receive one (1) additional day the following contract year. If a teacher has five (5) personal days remaining, the teacher will not be given any additional days. Teachers shall be allowed to use paid personal leave for emergencies, ceremonial events, and family or business appointments which unavoidably conflict with school hours. Requests shall be subject to administrative approval.

One paid personal leave day per year may be used by the teacher for sensitive issues deemed too personal to reveal to the administrator. These days will be subject only to substitute availability and to the existing policies limiting use of such days immediately before or after scheduled vacation.

2. The School District, through the superintendent, may grant additional days of leave, without pay.
3. Requests for personal leave (paid or unpaid) shall be submitted to the building principals at least five (5) days in advance, except in cases of emergency. Requests for personal leave shall not normally be granted for days immediately preceding or immediately following regularly scheduled holiday and vacation periods, nor shall personal leave be granted to more than one member of each staff (elementary and secondary) at any one time.
4. **Unused Personal Leave may be managed according to Article V. Section A, Paragraph 5.**

D. Professional Leave

1. Teachers may be granted additional days of paid professional leave to attend educational institutes, professional committee work, workshops, etc. Requests for professional leave shall be turned in to the building principal and shall be subject to administrative approval.
2. The School District shall reimburse teachers for expenses such as mileage, meals, fees, etc. encountered during paid professional leave at the following rates:
 - a. On student attendance days: up to twenty (20) dollars per day;
 - b. On contract days in which students are not in attendance: up to thirty (30) dollars per day.
 - c. The School District shall pay expenses exceeding the amount listed above only when said expenses are approved in advance by the superintendent.
3. Tuition/registration fees for courses and workshops which do not qualify for horizontal advancement but which will better qualify a teacher for his/her assignment shall be paid by the District, provided that the teacher submits a Request for Payment for Continuing Education Classes to the superintendent and prior approval of the courses or workshops is given by the superintendent. Courses or workshops necessary to meet certification requirements including endorsements will generally not be paid by the District.

E. Jury Duty

1. Teachers called to jury duty shall be paid their regular pay. They shall not forfeit sick leave, personal leave or professional leave. The teacher will return to the school any money received that was not used for mileage, meals or other expenses incurred from the term of duty.

ARTICLE VI
Terms of Employment

A. Annual Employment Period

No later than April 1 each year, the School District will inform the AEA in writing of the number of contract days teachers will be required to work for the ensuing school year. (Appendix C)

B. Normal Work Day

The Board and Association agree it is in the best interest of students, our community, and education professionals for the school to be acknowledged as a professional setting. In order to encourage an environment that promotes this belief, the Board and Association agree to the following principles:

Teachers are professional employees and will meet their professional obligations and structure their workday to achieve this. The normal teacher work day shall not exceed eight hours and fifteen minutes (8 hr. 15 min.). Each teacher is entitled to an average of 45 minutes of planning time per day (does not have to be in a block.)

Professional obligations will be the essential job duties and responsibilities outlined in the position's job description. The job description will be consistent with the expectations in the then current district evaluation system.

C. Part-Time Employees

Part-time employees that work at least .6 FTE yearly shall receive salary and health and dental fringe benefits as provided for elsewhere in this Agreement, pro-rated according to their individual full-time equivalency (FTE). Salary schedule advancement for experience shall be credited at the rate of one year of experience for each year of employment. Any part-time employee will be paid the amount equivalent to a full day if required by the Administration to be in attendance for a full day. Substitute teaching on a voluntary basis is excluded.

D. Payroll

1. The School District shall pay teachers once per month for twelve months, with payment occurring on or before the 20th day of each month.
2. The School District shall make the following required deductions from each teacher's paycheck:
 - a. Federal and state income taxes;
 - b. F.I.C.A./Medicare (7.65% of taxable income as of the contract date);
 - c. Retirement (9.78% of taxable income as of the contract date).
3. If a teacher is receiving a salary in excess of the amount allotted by the schedule, that amount shall be deducted from the teacher's salary by prorating the deduction in equal payments over the months remaining in the contract year. If the teacher is receiving less than the amount allotted by the schedule, that amount shall be added to the teacher's salary by prorating the amount in equal payments over the months remaining in the contract year.
4. The School District shall, upon an individual teacher's request, deduct any combination of the following from that teacher's paycheck:
 - a. premiums for family dental coverage;
 - b. additional life insurance;
 - c. approved tax sheltered annuities.
5. The School District shall pay tuition and fee expenses for teachers enrolled in classes and workshops, and then shall deduct that amount from the teacher's monthly paycheck. The total amount of such expenses shall be deducted over the period of enrollment only. The School District shall remit payment to the proper agency in a prompt manner.

ARTICLE VII
Personnel File

A. File

Any teacher shall have the right, upon request, to review the content of their own personnel file(s) and to receive, at School District expense, copies of any documents contained therein.

B. Derogatory Material

No material derogatory to a teacher's conduct, service, character, performance, or personality shall be placed in the teacher's personnel file unless the teacher has had the prior opportunity to review the material. The teacher shall acknowledge that he/she had the opportunity to review such material by affixing his/her signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents thereof. The teacher shall also have the right to submit a written answer to such material and his/her answer shall be reviewed by the superintendent or the superintendent's designee and attached to the file copy.

ARTICLE VIII
Miscellaneous Provisions

A. Nondiscrimination

The School District and the Association agree that there shall be no discrimination, and that all practices, procedures, and policies of the school system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer, or disciplining of teachers or in the application or

administration of this Agreement on the basis of race, creed, color, religion, national origin, sex, domicile, disability, or marital status.

B. School District Policy

The School District shall make available to the Association and all teaching employees a copy of all School District policies dealing with employment practices.

C. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

D. Compliance Between Individual Contract and Master Agreement

Any individual contract between the School District and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contains any language inconsistent with the Agreement, this Agreement, during its duration, shall be controlling.

Printing Agreement

Copies of the Agreement shall be printed at the expense of the School District within thirty (30) days after the agreement is signed. The Agreement shall be provided to all teachers now employed, hereafter employed, or considered for employment by the School District.

E. The District will make available to the Association direct access to a digital copy of the District policies and cause to be made any updates and/or corrections to the aforementioned policies in a timely fashion.

ARTICLE IX
Grievance Procedure

Purpose of Grievance. The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to problems which may occur concerning interpretation, application, or meaning of the terms and conditions of employment of the District. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the District's employees while also maintaining District standards. The acceptance of this procedure does not in any way diminish the legal responsibility for the Board to set education policies for the District.

Definition of Grievance. A grievance is a claim by an employee or group of employees that there has been a violation, misinterpretation or misapplication of any terms and condition of employment set forth in this negotiated agreement.

Procedural Steps. The procedure for handling grievances is as set forth below.

Step 1 – Written Grievance to the Principal. The grievant shall initiate the grievance by presenting it in writing to his or her principal within five (5) working days from the date that the grievant knows or should have known of the incident giving rise to the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, and the requested resolution. The grievant shall sign and date the grievance. The failure to present the grievance within the five (5) working days shall result in the waiver of the grievance. The principal shall schedule a meeting of the parties in interest within three (3) days of receipt of the written grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall sign and date his or her determination and submit it in writing to the grievant within five (5) working days of the meeting.

Step 2 – Written Appeal to the Superintendent of Schools. If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. The appeal shall be based on, and limited to, the facts produced at Step 1. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) working days of receipt of the principal's determination.

The superintendent of schools or a designee shall hold a formal meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) working days of the date of the meeting.

Step 3 – Appeal to the Board of Education. If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the School District within five (5) working days of receipt of the superintendent's decision. The School District shall hear the grievance on the record within thirty (30) days in open or closed session in accordance with the law. Neither party may call witnesses in front of the board. The School District shall notify the grievant of its decision within five (5) working days of hearing the grievance.

Written Presentation. All grievances presented at Step 1 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 1 and appeals at Step 2 or Step 3 shall be signed and dated by the aggrieved employee. All written answers submitted by the District shall be signed and dated by the appropriate district representative.

Grievance Meetings or Hearings. All meetings and hearings conducted under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant representatives, and witnesses as necessary.

Association Representation. A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.

Reprisals. No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.

Withdrawal of a Grievance. A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.

Advanced Step Filing. A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.

Time Limitations. Time limitations herein are critical. All references to days are to calendar days unless otherwise defined. No grievance shall be accepted by the District unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1, it shall be deemed to be waived. If the grievance is not appealed to Step 2 in a timely manner, it shall be deemed to have been settled in accordance with the District's Step 1 determination. If the District fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

ARTICLE X

Duration of Agreement

This contract shall be effective as of September 1, 2023 and shall continue in effect until August 31, 2024. If a new and substitute contract has not been duly entered into prior to August 31, 2024 the terms of this contract shall

continue in full force and effect until such substitute is adopted, which shall then be fully retroactive to September 1, 2024.

ARTICLE XI
Document Authorization

In witness whereof, the parties hereto caused this contract to be signed by their respective presidents, attested to by their respective chief negotiators, and their signatures to be placed herein, all on the day and year first above written.

Arlington Education Association

Arlington Board of Education

By: _____
Arlington Education Association President

By: _____
Arlington Board of Education President

Date: _____

Date: _____

By: _____
Arlington Education Association Chief Negotiator

By: _____
Arlington Board of Education Chief Negotiator

Date: _____

Date: _____

Appendix A
Arlington Public Schools
Salary Schedule 2022-2023

2023-2024								
Step	BA	BA+9	BA+18	BA+27	MA	MA+9	MA+18	MA+27
1	1.00	1.05	1.10	1.15	1.20	1.25	1.30	1.35
	40,330	42,347	44,363	46,380	48,396	50,413	52,429	54,446
2	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
	41,943	43,960	45,976	47,993	50,009	52,026	54,042	56,059
3	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
	43,556	45,573	47,589	49,606	51,622	53,639	55,655	57,672
4	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
	45,170	47,186	49,203	51,219	53,236	55,252	57,269	59,285
5	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
	46,783	48,799	50,816	52,832	54,849	56,865	58,882	60,898
6	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
	48,396	50,413	52,429	54,446	56,462	58,479	60,495	62,512
7	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
	50,009	52,026	54,042	56,059	58,075	60,092	62,108	64,125
8		1.33	1.38	1.43	1.48	1.53	1.58	1.63
		53,639	55,655	57,672	59,688	61,705	63,721	65,738
9			1.42	1.47	1.52	1.57	1.62	1.67
			57,269	59,285	61,302	63,318	65,335	67,351
10				1.51	1.56	1.61	1.66	1.71
				60,898	62,915	64,931	66,948	68,964
11					1.60	1.65	1.70	1.75
					64,528	66,545	68,561	70,578
12						1.69	1.74	1.79
						68,158	70,174	72,191
13						1.73	1.78	1.83
						69,771	71,787	73,804
14						1.77	1.82	1.87
						71,384	73,401	75,417
15							1.86	1.91
							75,014	77,030
16								1.95
								78,644

Appendix A
Arlington Public Schools
Salary Schedule 2022-2023

Appendix C

Memo

To: Arlington Education Association
From: Board of Education
CC: Dawn Lewis, Superintendent
Date: 2/3/2023
Re: Contract Days

Pursuant to the master agreement ratified on February 15, 2023 the Arlington Board of Education is to notify, in writing, the Arlington Education Association of the number of contract days for the next school year on or before April 1. This memo is to serve as notification that the contract days for the 2023-2024 school year will be 186.

Board President, Matt O'Daniel

Date

Arlington Education Association President

Date

**Extra Duty Pay Schedule 2023-2024
Appendix B**

AA	A	B	C	DD	D	E	F	G	H	I	J	K
Head Var G/B Track	Head Var FB Head Var VB Head Var WR Head Var GBB Head Var BBB	Head Var XC Head Var SB Head Var Baseball Head Var G TRACK Head Var B TRACK *If combined, use 1.4 multiplier (Category AA)	Asst Var FB Asst Var VB Asst Var GBB Asst Var BBB Conditioning Coordinator Asst Var WR	HJH G/B Track	Head Var B GOLF Head Var G GOLF Asst Var TR Asst Var SB Asst Var Baseball Head JH-Ast. V FB	HeadJH VB HeadJH BBB HeadJH GBB HeadJH WR HeadJH FB Asst Var XC AJH-Ast. V FB Head JH G Track Head JH B Tack *If combined, use 1.4 multiplier (Category DD)	Asst JH BBB Asst JH GBB Asst JH VB Asst JH TR Asst JH WR Asst JH FB Asst JH XC					
		Instrumental Music	Vocal Music		Head Cheer	Dance FBLA Speech Musical Asst Cheer	Drama Asst. Musical Multimedia- Streaming	Jr. Class Sponsor Stu Co Asst. Drama Quiz Bowl Skills USA FFA	Concessions	NHS JH Leadership Yearbook STEM Asst. Skills USA	Tech Asst Book Club Art Club	Soph Spons Fresh Spons Senior Spons
\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330	\$40,330
0.168	0.14	0.12	0.07	0.07	0.06	0.05	0.04	0.03	0.025	0.02	0.02	0.015
1st year \$6,775	1st year \$5,646	1st year \$4,840	1st year \$2,823	1st year \$2,823	1st year \$2,420	1st year \$2,017	1st year \$1,613	1st year \$1,210	1st year \$1,008	1st year \$807	1st year \$807	1st year \$605
3rd year 0.178 7,179	3rd year 0.15 6,050	3rd year 0.13 5,243	3rd year 0.08 3,226	3rd year 0.08 3,226	3rd year 0.07 2,823	3rd year 0.06 2,420	3rd year 0.05 2,017	3rd year 0.04 1,613	3rd year 0.04 1,210	3rd year 0.025 \$1,008	3rd year 0.025 \$807	3rd year 0.025 \$605
6th year 0.19 \$7,663	6th year 0.16 \$6,453	6th year 0.14 \$5,646	6th year 0.09 \$3,630	6th year 0.09 \$3,630	6th year 0.08 \$3,226	6th year 0.07 \$2,823	6th year 0.06 \$2,420	6th year 0.05 \$2,017	6th year 0.05 \$1,613	6th year 0.04 \$1,210	6th year 0.04 \$807	6th year 0.04 \$605
9th year 0.20 \$8,066	9th year 0.17 \$6,856	9th year 0.15 \$6,050	9th year 0.10 \$4,033	9th year 0.10 \$4,033	9th year 0.09 \$3,630	9th year 0.08 \$3,226	9th year 0.08 \$2,823	9th year 0.08 \$2,420	9th year 0.08 \$2,017	9th year 0.08 \$1,613	9th year 0.08 \$1,210	9th year 0.08 \$807
12th+ year 0.21 \$8,469.30	12th+ year 0.18 \$7,259	12th+ year 0.16 \$6,453	12th+ year 0.11 \$4,436	12th+ year 0.11 \$4,436	12th+ year 0.11 \$3,630	12th+ year 0.11 \$3,226	12th+ year 0.11 \$2,823	12th+ year 0.11 \$2,420	12th+ year 0.11 \$2,017	12th+ year 0.11 \$1,613	12th+ year 0.11 \$1,210	12th+ year 0.11 \$807

\$40,330.00

Other Contracted Positions:

- Facilities Coordinator \$2100
- Summer Band (Flat Rate) \$1500
- Chair School Improvement (Flat Rate) \$2500
- Professional Development (Flat Rate) \$1400
- Extended Contract (IndexXBase)/186 DaysXDays

StudentsForeign Exchange Students

Arlington Public Schools recognizes the value of cultural exchange for students. The District will consider applications for the admission of foreign exchange students from host parents/legal guardians of students currently enrolled in ~~the high school~~ **in the district**. The administration shall review each application and determine whether to grant such based on administrative regulations or standards and determine whether such admission may be made without payment of tuition. A foreign exchange student may not participate in commencement exercises unless they have met graduation requirements.

Date of Adoption: April 14, 2008

Reviewed: April 11, 2016; March 11, 2019; April 11, 2022

InstructionSelection and Review of Instructional and Media MaterialsA) Assignment of Responsibility

The Board of Education reserves responsibility for the final acquisition of materials, but the responsibility for the selection of instructional materials is delegated to the Superintendent, with the assistance of the instructional and media staff, to establish procedures and regulations for the selection of instructional and media materials, reviewing their effectiveness, and dealing with complaints concerning instructional materials. The Superintendent may establish committees consisting of teachers and media staff to assist with these responsibilities.

B) Criteria for Instructional Materials

The selection of instructional materials shall be made in accordance with Board of Education policies, legal requirements, and reflect the following philosophy:

1. To provide materials that will stimulate growth in factual knowledge, practical skills, literary appreciation, aesthetic values, and ethical standards.
2. To provide a background of information which will enable students to make intelligent judgments in their daily life.
3. To provide materials that will enrich and support the curriculum, taking into consideration the varied interest, abilities, and maturity levels of the students served.
4. To provide materials on opposing sides on controversial issues so that young citizens may develop under guidance the practice of critical thinking and analysis.
5. To provide materials representative of the many religious, ethnic, and cultural groups and their contributions to our American heritage.
6. To place principle above personal opinion and reason above prejudices in the selection of materials of the highest quality in order to assure a comprehensive collection appropriate for the instructional materials.

C) Criteria for Media Materials

The selection of media materials shall be made in accordance with Board of Education policies, legal requirements, and with the Library Bill of Rights of the American Library Association, which Bill of Rights has been accepted by the American Association of School Librarians reflect the following philosophy:

To provide a comprehensive collection of instructional materials selected in compliance with basic, written selection principles, and to provide maximum accessibility to these materials.

To provide materials that will support the curriculum, taking into consideration the individual's needs, and the varied interest, ability, socio-economic backgrounds, and maturity levels of the students served.

To provide materials for teachers and students that will encourage growth in knowledge, and that will develop literary, cultural and aesthetic appreciation, and ethical standards.

To provide materials which reflect the ideas and beliefs of religious, social, political, historical, and ethnic groups and their contribution to the American World Heritage and Culture, thereby enabling students to develop an intellectual integrity in forming judgments.

To provide a written statement, approved by the local Boards of Education of the procedures for meeting the challenge of censorship of materials in school library media centers.

To provide qualified professional personnel to serve teachers and students.

D) Procedures for Reconsideration of Materials

Occasional objections to some materials may be voiced despite the care taken in selection and qualification of the personnel selecting materials. The following procedures apply equally to all complaints whether they be from students, parents, school personnel or district patrons.

1. Complaints should be presented to the Principal of the school where the material is used. In the event the person with the concern does not wish to make a formal complaint, the concern may be expressed to the Principal at the school at which the material was received. The Principal shall submit informal concerns to the Superintendent for the Superintendent's consideration.
2. Formal complaints about instructional materials must be presented in writing on a form approved by the board of education. In the absence of such a form, the complainant shall be required to submit a written complaint setting forth: complainant's identity, material challenged, detailed statement of reason(s) for challenging the material, action the complainant is requesting, and such other information as the Principal may reasonably request.
3. When a formal written complaint is completed and returned to the principal, the principal will discuss the issue and the procedures to be followed in resolving the issues with the person filing the complaint. The principal with whom the complaint was filed shall notify the other school administrators and also advise those faculty members who may use the instructional material, or the media staff in the case of media material, that a complaint has been filed. The school administrators shall decide whether to appoint a building-level review committee

or a district-level review committee to study the complaint. The principals will convene building-level review committees. These building-level committees shall consist of five or more committee members composed of staff and community patrons. The superintendent of schools or his designee will convene district-level review committees. These district-level committees shall consist of five or more members composed of staff and community patrons.

4. The review committees shall consider district philosophy, the professional judgment of teachers, reviews of the material by other competent authorities, compatibility with the school district's adopted curriculum, the teacher's stated goals, as well as the views of the complainant. The review committee's recommendation and all accompanying rationale shall be forwarded to the board of education for its review and final decision. The school board's decision may be to remove the material in question from district use, to modify the material for continued uses, or to reject the complaint and continue to use the material.
5. Any materials identified in a complaint may remain in use pending its review and its disposition by the board of education. Principals may, upon written request of parent(s), excuse students from using the material, or may direct teachers to use suitable substitutes, and in the case of challenged media material the Principal may place the material on a reserve shelf where it may be checked out by students only with written parent permission. However, the school shall reserve the right to require students to use material or to engage in activities which are a part of regular and/or required curricular activities.
6. Where the same or essentially the same materials have been the subject of a challenge which has been decided by the board, and another complaint is made against the material by either the same or a different person, the complaint shall be considered by the Superintendent, who may deny the complaint without following the review procedure. In considering the complaint, the Superintendent shall consider whether the complaint raises any substantially different issue than that previously decided by the board.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionTextbook Loans

The District will comply with the state law and Rule 4 of the Nebraska Department of Education pertaining to the distribution of textbooks to students of the District who are attending private schools. The financial liability of the District shall be limited to the amount of dollars appropriated by the state for the specific law.

If funds appropriated to this District are not sufficient to meet the request for textbooks under this policy, priority will be given to the textbooks requested that have the most recent copyright date. If the funding requires additional restrictions, priority will be given to the requests that were filed at the earliest date in the Superintendent's office. If still further restrictions are necessary, a drawing shall be conducted from the names of all students filing on the same date and requesting the same texts. The drawing shall continue until all state funds provided to the District for this purpose have been spent.

Legal Reference: §79-734
NDE Rule 4

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013 and April 10, 2017 and February 10, 2020

InstructionParent Requests for Exclusion

Parents may request that their child be excused from the study of a given book, instructional unit or particular literary work. The Principal shall determine whether to grant such requests based on legal requirements relating to the request, the reason given for the request, the effect of the request on the student's educational development and the educational program, and the availability of alternative materials or instruction for the student. In the event the Principal does not grant the request, the parent may request a review be conducted by the Superintendent, based on the same criteria.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionRecognition of Religious Beliefs and Customs

It is accepted that no religious belief or non-belief should be promoted by the school district or its employees, and none should be disparaged. Instead, the school district should encourage all students and staff members to appreciate and be tolerant of each other's religious views. The school district should utilize its opportunity to foster understanding and mutual respect among students and parents, whether it involves race, culture, economic background or religious beliefs. In that spirit of tolerance, students and staff members should be excused from participating in practices which are contrary to their religious beliefs unless there are clear issues of overriding concern that would prevent it.

Arlington Public Schools recognizes one of its educational goals is to advance the student's knowledge and appreciation of the role our religious heritage has played in the social, cultural and historical development of civilization.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionAcknowledgment of Religious Holidays

The practice of the Arlington Public School District shall be as follows:

1. The several holidays through the year which have a religious and a secular basis may be observed or recognized in the public schools.
2. The historical and contemporary values and the origin of religious holidays may be explained in an unbiased and objective manner without sectarian indoctrination.
3. Music, art, literature and drama having religious themes or basis are permitted as part of the curriculum for school sponsored activities and programs if presented in a prudent and objective manner and as a traditional part of the cultural and religious heritage of the particular holiday.
4. The use of religious symbols such as a cross, menorah, crescent, Star of David, creche, symbols of Native American religions or other symbols that are a part of a religious holiday is permitted as a teaching aid or resource provided such symbols are displayed as an example of the cultural and religious heritage of the holiday and are temporary in nature. Among these holidays included are Christmas, Easter, Passover, Hanukkah, St. Valentine's Day, St. Patrick's Day, Thanksgiving and Halloween.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionReligion in the Curriculum

Religious institutions and orientations are central to human experience, past and present. An education excluding such a significant aspect would be incomplete. It is essential that the teaching about -- and not of -- religion be conducted in a factual objective and respectful manner. However, secular instruction of any kind is prohibited in this school.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionPurpose of Religion in the Curriculum

The practice of Arlington Public Schools shall be as follows:

1. The District supports the inclusion of religious literature, music, drama and the arts in the curriculum and in school activities provided it is intrinsic to the learning experience in the various fields of study and is presented objectively.
2. The emphasis on religious themes in the arts, literature and history should be only as extensive as necessary for a balanced and comprehensive study of these areas. Such studies should never foster any particular religious tenets or demean any religious beliefs.
3. Student initiated expressions to questions or assignments which reflect their beliefs or non-beliefs about a religious theme shall be accommodated. For example, students are free to express religious belief or non-belief in compositions, art forms, music, speech and debate.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionMulticultural Education

Arlington Public Schools incorporates multicultural education in all curriculum areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.

Statement of Philosophy and Mission

The philosophy of the multicultural education program is that students will have improved ability to function as productive members of society when provided with: (a) an understanding of diverse cultures and races, the manner in which the existence of diverse cultures and races have affected the history of our Nation and the world, and of the contributions made by diverse cultures and races and (b) with the ability and skills to be sensitive toward and to study, work and live successively with persons of diverse cultures and races.

The mission of the multicultural education program is to prepare students to: (a) value and respect their own culture and race and cultures and races other than their own and (b) eliminate stereotypes and different treatment of others based on culture and race. The mission shall also include preparing students to eliminate stereotypes and discrimination or harassment of others based on ethnicity, religion, gender, socioeconomic status, age, or disability.

Implementation of Multicultural Education

The philosophy and mission of the multicultural education program is to be implemented as follows:

1. Multicultural education shall be included in goals established for educational programs.
2. Multicultural education shall be included in the district curriculum guides, frameworks, or standards.
3. The process for selecting appropriate instructional materials shall include assuring that the instructional materials at all grade levels include studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races.
4. Staff development shall be provided on the District's multicultural education policy. The staff development shall include professional development for administrators, teachers, and support staff which is congruent with the District and program goals.
5. Periodic assessment of the multicultural education program shall be conducted by the Superintendent. Teachers and other staff upon request shall have the responsibility to provide the administration with reports on: (a) the instructional

materials used and programs or methods implemented with their students which are supportive of the multicultural education program philosophy and mission, (b) programs or materials to be implemented in the future or which teachers or other staff feel should be implemented to further advance such philosophy and mission, and (c) with their professional assessment on the successes of or deficiencies in achieving the multicultural education program philosophy and mission. The Superintendent shall provide an annual status report on the assessment to the Board of Education.

Legal Reference: Nebraska State Board of Education Rule 10

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionEqual Opportunity: Instruction Program

The school district pledges itself to avoid discriminatory actions, and seeks to foster good human and educational relations which help to attain:

1. Equal rights and opportunities for students and employees in the school community.
2. Equal opportunity for all students to participate in the instructional program of the schools.
3. Continual study and development of curricula toward improving human relations and understanding and appreciating cultural differences.
4. Frequent training opportunities for improving staff responsiveness to educational and social needs.
5. Opportunities in educational programs which are broadly available to pupils which are not solely based upon sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status.

Date of Adoption: August 24, 2020

InstructionControversial Issues

Controversial issues exist where there are sharp differences of opinion concerning an idea or a line of action. In order that students may develop intelligent attitudes and understandings concerning significant aspects of living, they should be afforded opportunities within the classroom to deal with such issues to the extent appropriate for their level of maturity and the educational mission of the District.

In considering such issues, it shall be the purpose of our schools to provide students the opportunity:

1. To study controversial issues concerning which the students, at their level of maturity, should have begun to form an opinion or to seek information about.
2. To have access to all relevant, educationally appropriate information, including the materials that circulate freely in the community.
3. To study under competent instruction in an atmosphere of freedom from bias and prejudice.
4. To form, and in an appropriate manner and in appropriate forum, to express the students' own judgments on controversial issues.
5. To recognize that reasonable compromise is often an important facet in decision making in our society.
6. To respect the opinions of others.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017

InstructionControversial Issues in the Classroom

The following administrative and teaching regulations are to be observed:

For Principals:

1. Remind teachers that we do not teach controversial issues, but rather opportunities for their study.

For Teachers:

1. Deal with controversial topics as impartially and objectively as possible. Do not intrude your own biases.
2. Handle all such topics in a manner suited to the range of knowledge, maturity, and competence of your students.
3. Have teaching materials dealing with all possible aspects of the topics readily available.
4. Don't manufacture an issue. Take up only those that are current and real.
5. Do not expect or require that the class reach an agreement.
6. Whenever you are in doubt about the advisability of taking up a given "hot" topic, consult with your Principal and or/Superintendent.
7. Remember that the policy of the board is designed to protect you as well as your students from unfair or inconsiderate criticism whenever your students are studying a controversial subject.

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

InstructionParental/Community Involvement in Schools

Washington County School District No. 89-0024, Arlington Public Schools, after having conducted a public hearing concerning parental involvement and participation in the school district herewith declares that it shall be the policy of the District to provide access to parents to all textbooks, tests, curriculum materials, and any other instructional materials used by the school.

It shall further be the policy of the District in the event any parent has a complaint or objection to any such materials to make such provision for personal conferences with the parent and appropriate school personnel to discuss such concerns as the superintendent or his/her designee may deem appropriate. The superintendent or his/her designee shall prepare a complaint form which may be used by a parent to express objections to any such instructional material. Such complaint forms shall seek information including, but not limited to, the specific instructional material complained of, the reason for the complaint, and a proposed resolution of the complaint by the parent.

It shall further be the policy of the District to upon reasonable advance request by a parent to attend and monitor courses, assemblies, counseling sessions, and other instructional activities, to permit such parent to be in attendance at such activities unless such attendance would substantially interfere with a legitimate school interest.

It shall further be the policy of the district to encourage communications from the parents concerning when a parent believes it to be appropriate for his/her student to be excused from testing, classroom instruction, and other school experiences that the parent may find objectionable. The superintendent or his/her designee shall make a provision on the complaint form hereinabove referred to for receiving information from a parent concerning what specific testing, classroom instruction, or other school experience the parent finds objectionable, the basis for the parent's objection and a proposed solution for dealing with the objection that would be satisfactory to the parent.

It shall further be the policy of the District to provide full access to the records of the students to a parent or guardian all as set forth in Section 79-2,104, the Federal Education Right To Privacy Act, and other applicable law during regular business hours of the school at the school headquarters or wherever the student's records may regularly be maintained by the District.

It is the further policy of the District to notify a parent or parents of any student who may be subjected to a standard norm referenced or criterion referenced test or standard tests such as but not limited to the Iowa Test of Basic Skills or the California Achievement Test, to notify the parent when reasonable to do so, where a sample of such test might be observed and the date upon which such test will be administered. As to all testing by the District, experimental evaluation methodologies, experimental testing instruments and any testing instrument which would tend to inquire into the values, beliefs, or privacy rights of any student, or parent or guardian of such student shall be prohibited unless a parent requests in writing that such tests be administered to his/her resident student.

Prior to any school sponsored survey being administered to the students of the District, it shall be the duty of the superintendent or his/her designee to notify the parent or parents of each student involved in the survey of the nature of the survey, the date and time when such survey shall be administered, and the purpose for which and the uses of which survey exist from the school's perspective.

It shall be the policy of the District as a general matter to leave substantive decision making processes to the professional staff, administration and Board of Education, subject to an effort to receive information from parents as to any concerns, objections, or other information such parents would wish to provide to the school district concerning a parent's access, involvement, and participation in all activities of the school as it relates to the student of the District.

Date of Adoption: June 10, 2013

Date of Review: June 11, 2018; February 10, 2020; June 8, 2020; June 14, 2021; June 9, 2022

InstructionCombined District and School Title I Parent and Family Engagement Policy

(District Name) intends to follow the Title I Parent and Family Engagement Policy guidelines in accordance with federal law, *Section 1116(a -f) ESSA, (Every Student Succeeds Act) of 2015.*

In General

The written District parent and family engagement policy has been developed jointly with, updated periodically and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents describes the means for carrying out the requirements as listed below.

- Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial or ethnic minority background or are migratory children. Information related to school and parent programs, meetings, school reports and other activities are sent to the parents of participating children in a format, and to the extent practicable, in a language the parents can understand.
- Parents are involved in the planning, review, evaluation and improvement of the Title I program, Parent and Family Engagement Policy and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities.
- Conduct, with meaningful parent and family involvement, an annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy. Use the evaluation findings to design evidence-based strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy.
- Opportunities are provided for parents and family members to participate in decisions related to the education of their child/children. The school and local educational agency shall provide other reasonable support for parental involvement activities.
- Parents of participating children will be provided timely information about programs under this part, a description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards. The school will provide assistance, opportunities, and/or materials and training to help parents work with their children to improve their children's academic achievement in a format, and when feasible, in a language the parents and family members can understand.
- Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.
- Coordinate and integrate parental involvement programs and activities with other Federal, State and local programs, including preschool programs that encourage and support parents in more fully participating in the education of their children.

InstructionFree and Reduced Price Meals

The Arlington Public Schools has agreed to participate in the National School Lunch Program (NSLP) and accepts responsibility for providing free and reduced price meals to eligible children in the schools under its jurisdiction. The school food authority assures the State Department of Education that the school system will uniformly implement the following policy to determine children's eligibility for free and reduced price meals in all National School Lunch Programs. In fulfilling its responsibilities the school food authority:

- A) Agrees to serve meals free to children from families whose income is at or below that established by the NSLP for free meals.
- B) Agrees to serve meals at a reduced price to children from families whose income is at or below that established by the NSLP for reduced meals listed.
- C) Agrees to provide these benefits to any child whose family income falls within the criteria established by the NSLP for free or reduced meals after deductions are made for the following special hardship conditions which could not reasonably be anticipated or controlled by the household:
 - 1. Unusually high medical expenses
 - 2. Shelter costs in excess of 30 percent of reported income
 - 3. Special education expenses due to the mental or physical condition of a child
 - 4. Disaster or casualty losses

In addition, agrees to provide these benefits to children from families who are experiencing strikes, layoffs and unemployment which cause the family income to fall within the criteria established by the NSLP for free or reduced meals.

- D) Agrees there will be no physical segregation of, nor any other discrimination against, any child because of his inability to pay the full price of the meal. The names of the children eligible to receive free and reduced price meals shall not be published, posted or announced in any manner and there shall be no overt identification of any such children by use of special tokens or tickets or any other means. Further assurance is given that children eligible for free or reduced price meals shall not be required to:
 - 1. Work for their meals
 - 2. Use a separate lunch room
 - 3. Go through a separate serving line
 - 4. Enter the lunchroom through a separate entrance
 - 5. Eat meals at a different time
 - 6. Eat a meal different from the one sold to children paying the full price
- E) Agrees in the operation of child nutrition programs, no child shall be discriminated against because of race, sex, color, or national origin.

- F) Agrees to establish and use a fair hearing procedure for parental appeals of the school's decisions on applications and for school officials' challenges to the correctness of information contained in an application or continued eligibility of any child for free or reduced price meals. During the appeal and hearing the child will continue to receive free or reduced priced meals. A record of all such appeals and challenges and their dispositions shall be retained for three (3) years. Prior to initiating the hearing procedures, the parent or local school official may request a conference to provide an opportunity for the parent and school official to discuss the situation, present information, and obtain an explanation of data submitted in the application and decisions rendered. Such a conference shall not in any way prejudice or diminish the right to a fair hearing. The hearing procedure shall provide the following:
1. A publicly-announced, simple method for making an oral or written request for a hearing
 2. An opportunity to be assisted or represented by an attorney or other person
 3. An opportunity to examine, prior to and during the hearing, the documents and records presented to support the decision under appeal
 4. Reasonable promptness and convenience in scheduling a hearing and adequate notice as to the time and place of the hearing
 5. An opportunity to present oral or documentary evidence and arguments supporting a position without undue interference
 6. An opportunity to question or refute any testimony or other evidence and to confront and cross-examine any adverse witnesses
 7. The hearing be conducted and the decision made by a hearing official who did not participate in the decision under appeal or in any previous conference
 8. The parties concerned and any designated representative thereof be notified in writing of the decision of the hearing official
- G) Agrees to designate the Superintendent or his/her designee to review applications and make determinations of eligibility. This official will use the criteria outlined in this policy to determine which individual children are eligible for free or reduced price meals.
- H) Agrees to develop and send to each child's parent or guardian a letter as outlined by State Department of Education including an application form for free or reduced price meals at the beginning of each school year. Applications may be filed at any time during the year. All children from a family will receive the same benefits.
- I) The following information will be available in the office of the Superintendent.
1. Eligibility criteria for free and reduced meals
 2. Parent letter and application
 3. Public release
 4. Collection procedure

Date of Adoption: January 11, 2010 and February 8, 2010

Reviewed: February 11, 2013; March 13, 2017; February 10, 2020

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 15, 2023**, 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, 2023, and expiring on June 30, 2024, 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 \$116,616.60 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, 2023, and thereafter on the 20th day of each month through July 2024. 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 15th day of February, 2023.

Secretary, Board of Education

President, Board of Education

Executed by the Principal this _____ day of _____, 2023.

Principal

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 15, 2023**, 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, 2023, and expiring on June 30, 2024, 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 **\$100,332.30** 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, 2023, and thereafter on the 20th day of each month through July 2024. 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 15th day of February, 2023.

Secretary, Board of Education

President, Board of Education

Executed by the Assistant Principal this _____ day of _____, 2023.

Assistant Principal

CURRICULUM 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 **Tashia Wolf**, (referred to herein as the “Curriculum Director”). In accordance with its action taken and recorded in the minutes of its meeting held on **February 15, 2023**, the Board agrees to employ the Curriculum Director, and the Curriculum Director agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Curriculum Director shall be employed for a period of one year beginning on August 1, 2023, and expiring on June 30, 2024, and shall consist of at least 200 working days of service. The Curriculum Director 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 **\$85,000** 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, 2023, and thereafter on the 20th day of each month through July 2024. 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 Curriculum Director and Board may agree.

Section 4. Professional Status. The Curriculum Director 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 K-12 Curriculum Director, in the State of Nebraska, which certificate shall be registered in the District’s office as required by law.

Section 5. Curriculum Director Duties. The Curriculum Director 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 Curriculum Director as described by the Board’s policies, rules and regulations and shall

perform such duties at a professional level of competence. The Curriculum Director is directly responsible to the Superintendent. As the general manager of her assigned level, the Curriculum Director is in charge of district data analysis; planning, implementing, and evaluating curriculum; student assessment and instructional coaching of the programs and personnel at his/her level. The Curriculum Director 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 Curriculum Director's certificate (Nebraska Standard Teaching or Supervisory Certificate, or the Nebraska Professional Teaching or 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 Curriculum Director's continued performance of his/her duties; (m) any arrest, criminal charge, or criminal conviction of Curriculum Director or the failure to report the same; (n) any filing against the Curriculum 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. Transportation. The Board shall provide the Curriculum Director 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 8. Fringe Benefits. The Board shall provide the Curriculum Director with the following fringe benefits:

- a. Health/Dental Insurance.** The District shall pay for and provide health and dental insurance for which the Curriculum Director 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 Curriculum Director 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 Curriculum Director's parent, spouse, spouse's parent, or a child is too ill to remain alone and the Curriculum Director 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 Curriculum Director 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 Curriculum Director shall not be compensated for unused days of sick leave upon the ending of his/her employment with the District. Days accumulated under previous employment terms with Arlington Public Schools will transfer to this contract.
- d. Disability Insurance.** The Curriculum Director 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 Curriculum Director is expected to continue his/her professional development and to participate in relevant learning experiences. With the approval of the Board, the Curriculum Director 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 Curriculum Director 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 Curriculum Director agrees to repay the District in full for national convention expenses paid by the District.
- f. Bereavement Leave.** The Curriculum Director 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 Curriculum Director 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 Curriculum Director 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 Curriculum Director's accumulated unused personal leave days to five (5) days. In no case shall the Curriculum Director accumulate more than five (5) days of unused personal leave.
- h. Professional Dues.** The Board shall pay dues on the Curriculum Director'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 Curriculum Director 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 Curriculum Director 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 9. No Penalty for Release or Resignation. There shall be no penalty for release or resignation by the Curriculum Director 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 10. 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 Curriculum Director.

Section 11. 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 12. 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 13. 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 15th day of February, 2023.

Secretary, Board of Education

President, Board of Education

Executed by the Curriculum Director this _____ day of _____, 2023.

Curriculum Director

**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 15, 2023**, 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, 2023, and expiring on June 30, 2024, 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 \$112,985.40 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, 2023, and thereafter on the 20th day of each month through July 2024. 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 15th day of February, 2023.

Secretary, Board of Education

President, Board of Education

Executed by the Principal this _____ day of _____, 2023.

Principal