

Board of Education Regular Meeting
Monday, February 12, 2024 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: Colter Mattson, 5-6 Grade Classroom/Head Football
 - Hires:
 - Riley Peetz, Elementary Classroom
 - Jacob Haight, 7-12 Business
 - Charlee Bierman, Upper Elem SPED
 - 3.4. Reassignments:
4. CURRICULUM/INSTRUCTION REPORTS
 - 1st Grade
 - Industrial Arts
5. PRINCIPALS' REPORTS
 - 5.1. Dr. Morgan's Elementary Report
 - 5.2. Mr. Pfingsten's Secondary Report
 - 5.3. Mr. Shada's Activity Report
6. SUPERINTENDENT'S REPORT
 - 6.1. Review Semi-Annual Arbor Family Usage Report
 - 6.2. Review Enrollment Totals
 - 6.3. Review Community Engagement Meeting Report from NASB
 - 6.4. Recap Board Retreat
 - 6.5. Review Final Report Rule 10 Compliance Visit
 - 6.6. NASB and NRCSA Updates
 - 6.7. Legislative Updates
7. COMMITTEE AND REPRESENTATIVE REPORTS
 - 7.1. Committee for American Civics
 - 7.2. Buildings and Grounds Committee
 - 7.3. Negotiations Committee
 - 7.4. Professional Development Sharing
8. UNFINISHED BUSINESS
9. NEW BUSINESS

- 9.1. Discuss, Consider and Take Necessary Action to Approve Estimate to Re-Finish the Competition Gym Floor
 - 9.2. Discuss, Consider and Take Necessary Action to Approve Special Education/Student Services Director Contract
 - 9.3. Discuss, Consider, and Take Necessary Action to Approve 2024-2025 Negotiated Master Agreement with Certificated Staff
 - 9.4. Discuss, Consider and Approve Changes to the Extra Duty Schedule as Determined by Committee
 - 9.5. Discuss, Consider and Take Necessary Action to Approve HVAC replacement of Gym, Concession, and Library Rooftop Units
 - 9.6. Discuss, Consider, and Take Necessary Action to Approve Purchase of Math Curriculum as Detailed :
 - K-6: Envisions 7 year Subscription (To Be Paid From General Educ)
 - 7-12: Big Ideas (To Be Paid From General Educ)
 - Special Education: Touch Math (To be Paid from SPED)
 - Interventions: (To Be Paid From General Educ)
 - 9.7. Discuss, Consider, and Take Necessary Action on Resignation and Release from Contract of Teresa Van Beek
10. ADJOURNMENT

Monday, January 8, 2024 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 Kratochvil, Present: Brian Laaker, Present; Matt O'Daniel, Present; Shanon Willmont, Present; Jacque Morgan, Aaron Pfungsten, James Shada, Dawn Lewis and Jennifer Arp were also present.

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 Jason Arp.

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

3. ANNUAL BUSINESS

3.1. Election of Officers

President

Vice President

Secretary/Treasurer

President nominations: Chase Kratochvil nominated by Matt O'Daniel - Matt O'Daniel nominated by Brian Laaker- Mr O'Daniel declined the nomination

All members present voted in favor of Chase Kratochvil

V.Pres- Cassie Flesner nominated by Jason Arp-

All members present voted in favor of Cassie Flesner

Secretary/Treasurer- Matt O'Daniel volunteered to fill this position for the first year since it is a new position for the board. Matt O' Daniel nominated by Chase Kratochvil

All members present voted in favor of Mr O'Daniel

New President needs to be added to bank accounts and update signature cards and checks.

3.2. Appointment of Board Committees

No changes on any committees

Negotiations Committee: Matt O'Daniel, Cassie Flesner, Chase Kratochvil

Buildings & Grounds: Brian Laaker, Shanon Willmott, Jason Arp

Curriculum: Shanon Willmott, Cassie Flesner, Brian Laaker

Finance: Matt O'Daniel, Jason Arp, Chase Kratochvil

St Paul Liaisons; Brian Laaker, Chase Kratochvil

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

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

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

Motion to appoint RVR/Two Rivers Bank as official depository of district funds. Passed with a motion by Brian Laaker 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

3.5. Distribute Conflict of Interest Forms for Board Members

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

Motion to appoint Arlington Citizen as official newspaper of the district. Passed with a motion by Chase Kratochvil 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

3.7. Appoint Superintendent as District Non-Discrimination Compliance Coordinator

Motion to appoint Dr. Lewis as District Non-Discrimination Compliance Coordinator. Passed with a motion by Matt O'Daniel and a second by Jason Arp.

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

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

Motion to move Dr Lewis as the secretary and jen arp as recording secretary 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 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

4.1. Minutes of the Previous Board Meeting(s)

4.2. Monthly Financial Reports

4.3.

Resignations:

Hires: Mrs. Vickie Kern, Para

Reassignments:

5. CURRICULUM/INSTRUCTION REPORTS

MATH

Pre School

Kindergarten

6. PRINCIPALSREPORTS

6.1. Dr. Morgan's Elementary Report

6.2. Mr. Pfingsten's Secondary Report

6.3. Mr. Shada's Activity Report

7. SUPERINTENDENTS REPORT

7.1. NRCSA and NASB Reports

7.2. Scoreboard Project Updates

Funds Raised

Timeline

7.3. Review ALICAP Safety Visit Summary

7.4. Legislative News

8. COMMITTEE AND REPRESENTATIVE REPORTS

8.1. Negotiations Committee

Meeting is scheduled for Wed Jan 17th-

8.2. Buildings and Grounds Committee

Need to Schedule a Meeting

9. UNFINISHED BUSINESS

9.1. Discussion of Community Engagement Meeting January 29, 2024

Meeting is scheduled for Jan 29th- Contracted with NASB to facilitate the meeting and to head up a community survey prior to the meeting.

Dr. Lewis went over the immediate steps for the meeting organization from NASB- she asked the board members to compile a list of community members to be invited to the meeting. The organization letter was sent out to all board members via email.

Invites will be sent out personally to the invitees soon.

Board members went over the list of questions presented by NASB for the community questions bank- and discussed what questions were important to make sure they were included in the survey.

9.2. Discuss and Consider Policy 5421-Use of Restraints and Seclusion on Second Reading

Motion to Adopt Policy 5421-Use of Restraints and Seclusion on Second Reading Passed with a motion by Cassie Flesner 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. NEW BUSINESS

10.1. Discuss and Consider Policies 100-1120:

- 1000-Contents
- 1010-Visiting School
- 1020-Community to Board
- 1030-Public Complaints
- 1030A-Parent/Patron Comment Form
- 1040-Annual Report
- 1050-Access to Records
- 1060-Advertising and Promotion
- 1070-Publications Radio Television
- 1080-School Directory
- 1100(A)(B)(C)-Community Use of School Facilities and forms
- 1101-Equal Access Student Groups
- 1102-Recording of Others
- 1105-Equal Access Student Groups and Boy Scouts (obsolete due to revised 1101 in 2023)
- 1110-Bulletin Boards
- 1120-Tobacco

Motion to Rescind Policy 1105-Equal Access Student Groups and Boy Scouts (June 2009)

Passed with a motion by Chase Kratochvil 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

10.2. Discuss, Consider and Take Necessary Action to Approve Electrical Work to Install Digital Video Board in Competition Gym

Dr. Lewis explained that during the initial process of the scoreboard upgrades, there was miscommunication about the donation of the electrical work. The misinformation was that the electrical work was to be donated on the boards, but the actual donation was \$10,000 off the work, and a very reasonable bid for the work to be done.

Motion to Approve estimate from Fremont Electric including a \$10,000 Donation as Presented to be Paid from Funds Raised and Deposited into Special Building Fund 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

10.3. Discussion of Changes in Special Education Requirements and the Need for a Special Education Director/Student Services Coordinator

Dr. Lewis explained the differences and challenges that are now involved with 504 plans- many more requirements and services are being moved under the umbrella of 504 plans. These services are almost doubling our 504 case load. Dr. Morgan is currently handling all the cases and case load- the school would like to hire a SPED director, and take the case load from Dr. Morgan's Plate. The Board held a discussion on the process and what it would look like for Arlington Public schools, many members asked questions to clarify some of the processes and the wording to understand. This position would be a non-certificated person who would not fall on the negotiated salary schedule.

Motion to Approve Position of Student Services Coordinator/SPED Director Beginning with 2024-2025 Passed with a motion by Chase Kratochvil 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

10.4. Set Date and Time for Annual Board Retreat

Board Retreat Wednesday Jan 31st-
Fremont Country Club 5:30pm

10.5. Discuss and Consider Related Services Contract for One Year with ESU2 for Speech Language Pathologist for 2024-2025

Motion to Enter in Agreement with ESU2 for FT SLP Services for the 2024-2025 School Year 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

11. EXECUTIVE SESSION

12. ACTION ON EXECUTIVE SESSION ITEMS

13. ADJOURNMENT

Chase Kratochvil adjourned the meeting 8:38pm

Chase Kratochvil, Board President

Dawn Lewis, Board Secretary

Date

Date

**Arlington Public Schools
January 31, 2024**

Fund Name	Bank Statement Starting Balance	Receipts	Disbursements	Interest	Interfund Transfers	Bank Statement Ending Balance
2 Rivers Bank						
General Fund - 864	\$ 1,796,874.18	\$ 1,390,221.43	\$ 827,550.43	\$ 5,529.93	\$ 63,824.93	\$ 2,428,900.04
			\$ -			
Activities - 109	\$ 223,050.94	\$ 16,231.53	\$ 19,816.02	\$ 434.01	\$ -	\$ 219,900.46
Activities Saving -CLOSED	\$ -		\$ -		\$ -	\$ -
Hot Lunch - 487	\$ 205,961.49	\$ 29,093.71	\$ -	\$ 349.50	\$ (63,824.93)	\$ 171,579.77
Depreciation Fund	\$ 824,033.39		\$ -	\$ 3,090.50	\$ -	\$ 827,123.89
Depreciation CD - 5826	\$ 259,061.30		\$ -	\$ -	\$ -	\$ 259,061.30
					Total Depreciation:	\$ 1,086,185.19
2017 Bond Refunding	\$ 141,419.87	\$ 66,028.42	\$ -	\$ 403.53	\$ -	\$ 207,851.82
				\$ -		
QCPUF	\$ 163,154.67	\$ 40,383.98	\$ -	\$ 465.55		\$ 204,004.20
Spec Bldg Fund	\$ 983,980.74	\$ 41,063.04	\$ -	\$ 2,807.69	\$ -	\$ 1,027,851.47
Sp Bldg CD (none for now)	\$ -	\$ -	\$ -		\$ -	\$ -
					Total Spec Bldg:	\$ 1,027,851.47
Total Special Funds	\$ 2,371,649.97	\$ 147,475.44	\$ -	\$ 6,767.27	\$ -	\$ 2,525,892.68
Total SF minus CD's	\$ 2,112,588.67					\$ 2,266,831.38

CHECK REGISTER FOR Jan 2024
(Includes special fund checks)

PAYEE NAME	DESCRIPTION	AMOUNT
American Broadband	Telephone service (dec & Jan)	\$ 891.38
Airgas	Welding gas tank rental	\$ 68.00
Arbor Family counseling	Student & Staff services for Jan- March	\$ 2,116.25
Arbor Family counseling	Onsite Services For December	\$ 770.00
Blair Community Schools	Show Choir Workshop	\$ 200.00
BSN	Wrestling Singlets (girls)	\$ 1,123.20
Blue Door Pediatric Therapy	December Services	\$ 2,933.55
Bomgaars	Supplies for bus barn	\$ 87.95
Charleston Inc	plumbing parts	\$ 418.48
Martin Clausen (Chem Tech)	Pest Control	\$ 92.64
CityWide Facility Solutions	Event Clean up (Main Gym and Locker Rooms)	\$ 300.00
Capital One (Walmart)	supplies	\$ 146.66
Countryside Repair	repair work on snow plow blades on Truck & Snow Removal	\$ 796.81
D B Nebraska	hvac supply fan motor	\$ 1,300.00
Dennis Supply	Filters for hv/ac & Aaon ignition for hv/ac	\$ 1,213.52
Dietze Music	Music for hs and elem classes	\$ 210.89
Enterprise Publishing	legals and minutes	\$ 388.71
ESU 3	battle of the books registration	\$ 30.00
Eagle Auto Repair	Work on 3 different vans (oil changes, windsheild, radio)	\$ 2,340.97
Egan Supply	ice melt	\$ 738.80
Fas Break	Windsheild repair	\$ 75.00
Gartner & Associates	Aaon motor for hv/ac	\$ 1,199.00
Hansen Tire	Bus Repairs and service (2 buses)	\$ 2,817.40
Hy VEE	Sandwiches and plant science supplies	\$ 373.74
Hometown Leasing	Copier Lease payment	\$ 1,810.93
Integrated Life Choices	Services for student per agreement Jan	\$ 2,792.47
Jostens	Diploma covers for Class of 24	\$ 683.95
Knudsen's	Fuel for bus barn fuel tank	\$ 3,629.82
KSB	Legal services	\$ 325.00
Learn to Move	Pt Services	\$ 339.78
Adrienne Larsen	Reimburse for CDL License Renewal	\$ 65.00
Menards	Maintenace supplies	\$ 227.03
Methodist Fremont Health	Athletic Services for Dec	\$ 1,898.00
NASB (3 invoices)	Budget Conference, Annual Board Dues, Superintendent survey	\$ 5,414.00
NCS Pearson	Digital testing supplies for Psych	\$ 86.25
Nebraska Council on Econ Ed	Stock market teams for business class	\$ 220.00
One Source	Background checks	\$ 49.00
Omaha Truck	Bus repirs and parts (multiple invoices)	\$ 1,175.83
Omaha Truck	Bus Parts & Repairs (Multiple invoices)	\$ 788.56
O'Reilly's	Wiper fluid, towels, antifreeze, snow brush for vans/buses	\$ 269.97
Oppd	Electricity	\$ 8,877.22
PayFlex	Monthly fee	\$ 100.00
JW Pepper	Music for HS / Elem Choir	\$ 458.59
Popplers Music	Phantom of Music Performance pack	\$ 83.94
Aaron Pflingsten	Reimburse Mileage (no van availble)	\$ 26.20
Rise and Shine Donuts	Donuts for inservice	\$ 75.00
REI	Spare Video tape for bus survialiance	\$ 276.65
Sparqdata	board meeting subscription renewal	\$ 4,712.00
Warren Scheer	Electricity reimburse for bus	\$ 26.58
Snow Equipment, INC	Cutting edge kit for gator, snow removal	\$ 507.00
School specialty	Reoord folders for students	\$ 128.40
Steve Weiss Music	Percussion items for band	\$ 1,221.95
Thermo King	Ice melt for bus barn and howes for buses	\$ 1,502.39
Unite Private Network	Internet Provider	\$ 560.78
Virco	Office Chair	\$ 422.50
Village of Arlington	Water	\$ 684.05
VISA	MISC Supplies for HS/ELEM	\$ 1,169.83
Washington Co Sheriff's	SRO Fees	\$ 24,536.01
Waste Connections	Trash	\$ 606.49
Wood River	Natural Gas	\$ 5,453.04
West Omaha WinSupply	Parts for building maintenance	\$ 1,074.11
		\$ -
Total Payables (GF checks not mailed until approved by the BOE)		\$ 92,911.27

EFINANCE - POWERSCHOOL
DATE: 02/06/2024
TIME: 15:44:35

ARLINGTON PUBLIC SCHOOL
CHECK REGISTER

PAGE NUMBER: 1
VENCHK11
ACCOUNTING PERIOD: 6/24

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
47016	9001	02/06/24	4607 VISA	2650	10 PACK USB FLASH DRIVES	33.99
47016	9001	02/06/24	4607 VISA	2610	AMAZON - CANDY BAR VARIET	19.12
47016	9001	02/06/24	4607 VISA	2640	AMAZON - DYSLEXIA EXPLAIN	14.99
47016	9001	02/06/24	4607 VISA	2610	AMAZON - LITTLE DEBBIE VA	18.00
47016	9001	02/06/24	4607 VISA	2610	AMAZON - SKITTLES & STARB	18.14
47016	9001	02/06/24	4607 VISA	2610	AMAZON - WATER BOTTLE STI	5.99
47016	9001	02/06/24	4607 VISA	2640	AMAZON - WHAT I NEED: DYS	15.99
47016	9001	02/06/24	4607 VISA	2610	FILL RITE FUEL SYSTEM AT	85.00
47016	9001	02/06/24	4607 VISA	2734	HP LASERJET 4001DN PRINTE	498.00
47016	9001	02/06/24	4607 VISA	2650	HP X360 SSD	35.42
47016	9001	02/06/24	4607 VISA	2650	HP X360 USB CARD	44.24
47016	9001	02/06/24	4607 VISA	2530	LONG DISTANCE PHONE BILL	91.74
47016	9001	02/06/24	4607 VISA	2431	SEAT BELT CUTTER FOR VANS	52.45
47016	9001	02/06/24	4607 VISA	2610	SIGNATURE STAMP FOR STUDE	18.55
47016	9001	02/06/24	4607 VISA	2610	SUPPLIES FOR SOUP FOR STA	63.40
47016	9001	02/06/24	4607 VISA	2610	TPT - 3RD, 4TH, & 5TH GRA	21.60
47016	9001	02/06/24	4607 VISA	2610	TPT - ARTICLES OF CONFEDE	1.99
47016	9001	02/06/24	4607 VISA	2610	TPT - BILL OF RIGHTS SORT	3.00
47016	9001	02/06/24	4607 VISA	2610	TPT - READING SKILL OF TH	24.99
47016	9001	02/06/24	4607 VISA	2610	TPT - SPECIAL EDUCATION M	15.00
47016	9001	02/06/24	4607 VISA	2610	TPT CURRICULUM FOR HEALTH	65.81
47016	9001	02/06/24	4607 VISA	2431	TRASH BAGS FOR BUSES	21.07
47016	9001	02/06/24	4607 VISA	2530	USPS	1.35
TOTAL CHECK						1,169.83
TOTAL FUND						1,169.83
TOTAL REPORT						1,169.83

**General Fund
2023-2024**

<u>Receipts</u>	<u>Budgeted</u>	<u>Actual Receipts</u>	<u>% Received</u>	<u>Last Year At this time %</u>
Property Taxes	\$ 6,672,219.00	\$ 2,904,043.78	43.52%	34.77%
Carline Taxes	\$ 4,000.00	\$ 1,031.76	25.79%	18.33%
Motor Vehicle	\$ 400,000.00	\$ 197,738.69	49.43%	48.17%
PreSchool Tuition	\$ 15,000.00	\$ 10,745.00	71.63%	79.67%
County Sources	\$ 30,000.00	\$ 41,038.09	136.79%	125.60%
State Aid	\$ 2,041,657.00	\$ 1,020,830.00	50.00%	50.01%
Sped SA Revenue	\$ 500,000.00	\$ 269,014.00	53.80%	31.18%
Federal & all other	\$ 371,000.00	\$ 417,423.32	112.51%	
Transfer From Depreciation	\$ -	\$ -	-	
	\$10,033,876.00	\$4,861,864.64	48.45%	42.76%

<u>Expenditures:</u>	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>	
<u>General Fund Totals</u>				
Elementary	\$ 4,426,159.65	\$ 1,761,350.41	39.79%	40.92%
Secondary	\$ 4,424,939.43	\$ 1,666,409.60	37.66%	36.32%
District	\$ 2,436,420.96	\$ 823,416.72	33.80%	32.31%
Total	\$ 11,287,520.04	\$ 4,251,176.73	37.66%	37.23%

General Fund Categories of Particular Interest

Transportation

Elementary	\$ 186,601.68	\$ 44,008.32	23.58%	23.06%
Elem Transportation Maint.	\$ 90,644.32	\$ 20,309.38	22.41%	44.28%
Secondary	\$ 98,674.89	\$ 24,991.14	25.33%	25.61%
HS Transportation Maint.	\$ 22,661.08	\$ 19,278.52	85.07%	94.69%

District Level Categories of Particular Interest

Facilities and Operations

Operat of Building	\$ 577,066.04	\$ 186,280.04	32.28%	34.61%
Building Maint.	\$ 550,604.47	\$ 151,346.84	27.49%	21.98%
Grounds Maint	\$ 107,500.00	\$ 39,296.09	36.55%	10.08%

Activity Balances as of		1/31/2024			
Source Code:	Account	Beginning Bal	YTD Revenues	YTD Expenditures	Balance
701	One School One Team	\$ (629.69)	\$11,900.00	\$10,400.00	\$ 870.31
702	Always For Kids ELEM	\$ 20,199.79	\$27,261.94	\$13,245.86	\$ 34,215.87
702	HS Always for Kids	\$ 2,064.91	\$306.83	\$191.76	\$ 2,179.98
703	Art Class	\$ 7,496.22	\$955.00	\$3,021.32	\$ 5,429.90
704	Art Club	\$ 1,632.03	\$0.00	\$0.00	\$ 1,632.03
705	Athletics	\$ (20,318.00)	\$42,317.37	\$63,186.21	\$ (41,186.84)
706	Band	\$ 3,207.29	\$4,409.01	\$3,633.87	\$ 3,982.43
708	Book Club	\$ 270.55	\$0.00	\$0.00	\$ 270.55
709	Cheerleading	\$ 1,360.89	\$3,284.06	\$1,879.83	\$ 2,764.92
710	Welding	\$ 966.15	\$210.00	\$33.20	\$ 1,142.95
714	SKILLS	\$ 593.39	\$2,936.00	\$159.13	\$ 3,370.26
717	Transition	\$ 1,613.51	\$0.00	\$0.00	\$ 1,613.51
720	Concessions	\$ 3,088.90	\$21,529.13	\$27,587.47	\$ (2,969.44)
721	Dance Squad	\$ (537.26)	\$4,477.92	\$3,175.59	\$ 765.07
722	Drama	\$ 708.05	\$3,701.50	\$2,633.68	\$ 1,775.87
723	MS STEM	\$ 59.75	\$75.00	\$60.00	\$ 74.75
724	Elem Lounge	\$ -	\$0.00	\$0.00	\$ -
726	FBLA	\$ 14,496.48	\$22,149.25	\$19,474.51	\$ 17,171.22
727	Football	\$ 11,695.80	\$1,623.50	\$2,125.86	\$ 11,193.44
728	Reimbursement (general)	\$ 695.43	\$766.46	\$626.13	\$ 835.76
732	Fam Cons Science	\$ 552.61	\$640.00	\$618.27	\$ 574.34
733	Wrestling	\$ 953.89	\$5,162.45	\$4,975.37	\$ 1,140.97
735	Honor Society	\$ 1,158.96	\$340.00	\$44.99	\$ 1,453.97
736	Activities Interest	\$ -	\$0.00	\$0.00	\$ -
737	MS Student Council	\$ 2,829.91	\$590.70	\$535.00	\$ 2,885.61
739	Library Fund Elem/HS	\$ 3,736.45	\$1,430.60	\$780.20	\$ 4,386.85
740	Industrial Tech / Woods	\$ 1,367.89	\$1,287.00	\$1,462.21	\$ 1,192.68
742	Quiz Bowl	\$ 870.82	\$0.00	\$0.00	\$ 870.82
744	HS Lounge	\$ 251.17	\$0.00	\$0.00	\$ 251.17
746	Spanish Club	\$ 149.97	\$0.00	\$0.00	\$ 149.97
747	Speech	\$ 247.91	\$473.26	\$350.00	\$ 371.17
748	Spring Musical	\$ 11,498.70	\$7,286.94	\$10,962.47	\$ 7,823.17
749	Student Council	\$ 3,816.37	\$1,885.08	\$927.89	\$ 4,773.56
750	Student Vending	\$ 1,403.01	\$0.00	\$0.00	\$ 1,403.01
751	Swing Choir	\$ 3,238.69	\$480.81	\$1,841.73	\$ 1,877.77
753	Yearbook	\$ 5,046.53	\$5,030.00	\$5,104.30	\$ 4,972.23
756	Pepsi	\$ 1,556.15	\$455.14	\$498.96	\$ 1,512.33
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
761	Honors Hlstory	\$ -	\$0.00	\$0.00	\$ -
762	Baylor/ACT	\$ 2,981.09	\$420.00	\$425.88	\$ 2,975.21
764	Metro	\$ 30,800.85	\$0.00	\$0.00	\$ 30,800.85
765	Class of 2025	\$ -	\$300.00	\$0.00	\$ 300.00
766	FFA	\$ 25,205.65	\$25,985.25	\$25,813.15	\$ 25,377.75
768	RR Store	\$ -	\$0.00	\$0.00	\$ -
770	K3 Basketball Camp	\$ 303.12	\$3,200.00	\$934.72	\$ 2,568.40
772	Class of 2023	\$ 1,044.36	\$0.00	\$0.00	\$ 1,044.36
773	Class of 2024	\$ 3,169.00	\$0.00	\$165.26	\$ 3,003.74
774	Class of 2025	\$ 4,657.88	\$165.00	\$0.00	\$ 4,822.88
775	Class of 2026	\$ 929.90	\$2,434.70	\$594.50	\$ 2,770.10
776	Class of 2027	\$ 90.00	\$1,877.60	\$0.00	\$ 1,967.60
782	Volleyball	\$ 5,088.91	\$1,378.00	\$1,113.90	\$ 5,353.01
783	Boys Golf	\$ 2,908.56	\$800.00	\$0.00	\$ 3,708.56
784	Girls Golf	\$ 4,869.41	\$805.00	\$0.00	\$ 5,674.41
785	Cross Country	\$ 5,895.90	\$1,681.00	\$3,247.59	\$ 4,329.31
786	Track Fund	\$ 2,713.84	\$800.00	\$0.00	\$ 3,513.84
787	MS Track	\$ 222.12	\$0.00	\$0.00	\$ 222.12
788	Softball	\$ 1,876.56	\$1,317.50	\$1,491.30	\$ 1,702.76
789	Baseball Fund	\$ 5,961.43	\$800.00	\$1,576.12	\$ 5,185.31
790	Boys Basketball	\$ 2,136.42	\$1,505.00	\$1,388.38	\$ 2,253.04
791	Girls Basketball	\$ 2,121.41	\$1,805.00	\$2,747.97	\$ 1,178.44
792	MS Girls Basketball	\$ 23.50	\$40.00	\$240.00	\$ (176.50)
793	Striv	\$ 3,834.92	\$25.00	\$215.00	\$ 3,644.92
794	Sped	\$ 1,320.40	\$1,481.80	\$1,118.47	\$ 1,683.73
795	Wellness (District)	\$ 980.53	\$5,765.00	\$3,665.00	\$ 3,080.53
796	Elementary Activity	\$ -	\$0.00	\$0.00	\$ -
799	Girls On The Run	\$443.75	\$0.00	\$0.00	\$ 443.75
713	Alpaca	\$4,600.00	\$7.00	\$4,600.00	\$ 7.00
	Totals	\$201,950.48	\$225,557.80	\$228,873.05	\$198,635.23

1. Multicultural Aspect

Multicultural learning is continually happening in our first grade classrooms throughout the school year. In our language arts, math, and social studies curriculum, students are introduced and immersed into different cultures. Our Superkids reading curriculum highlights characters from various cultures. In Social Studies, we have several meaningful lessons about National Holidays. Students are given the opportunity to learn about important leaders from the past. We use magazines and videos from BrainPop Jr. to incorporate the important leaders and holidays such as Martin Luther King Jr. Day.c.

2. What do we want students to learn?

Our first grade reading curriculum, Superkids, is aligned with Nebraska State Standards as well as our math curriculum, Envisions. Not only do we want our students to learn academically, we also encourage social, emotional, and behavioral learning.

3. How do we know students are learning?

In first grade we use a variety of tools and summative assessments, formative assessments, and observations to check for understanding. The Fastbridge earlyReading, earlyMath, and MAP Growth assessments are used three times a year. As teachers, we use the data from these assessments to drive our instruction. We refer to the data to monitor “holes” in a student’s understanding, progress, and growth. As first grade teachers we are continually changing and challenging ourselves to meet the needs of all students through the use of assessments and the data that we collect. We are also using hands-on activities to engage the students to ensure learning. New this year, we are using the subtests from the Fastbridge earlyReading test to divide our students into skill based groups rather than leveled groups. While the classroom teacher meets with a group to teach specific skills, the paraprofessional meets with a group of students to read with them at their level, ensure their learning, and offer any necessary support while students work independently. This small group instruction in reading and math allows us as teachers to monitor student growth and understanding more closely.

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

A student doesn’t fail, they just don’t understand it yet. When a student does not understand a concept, it is our responsibility as teachers to find a different way to teach the material. The most effective way to help students understand difficult concepts is through differentiated instruction, especially in small groups. When students are not proficient in reading, we use their data from assessments to qualify them to receive Title I or additional math intervention. Para professionals are also working with students one-on-one to provide additional interventions (sight word intervention, review of previously taught skills, interventions directly from the Fastbridge assessment, etc.) As the

classroom teacher, small group instruction allows us the opportunity to provide modified versions of the task at hand for different leveled groups. For example, when teaching place value, I may provide one group of students with manipulatives and one group of students with a one hundred chart.

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

In first grade, we are consistently challenging students to go above and beyond in their thinking and in their work. It is just as important to challenge and enrich a student's learning as it is to modify a student's learning. If a student is exceeding proficiency in math, they will be offered extension math activities and/or spiral reviews to complete independently or with a small group. For example, at the small group with the classroom teacher, if we are working on place value one of the groups may be able to work on three-digit numbers while the others work on two-digit numbers. Some groups may be proficient enough to complete and solve word problems while other groups may still be working on basic math facts or simple number sense activities. In math, we utilize SplashLearn to allow students to challenge themselves. In reading, we use Accelerated Reader to challenge high ability learners.

6. Other Information

- First grade uses multiple sources to create engaging lessons for our students.
- First grade is seeing excellent improvement in phonics with the use of their Superkids curriculum.
- Technology is incorporated in the classroom through the use of iPads, especially for short periods of time during small groups.
- All first grade teachers differentiate both reading and math by teaching the curriculum and using different activities and manipulatives to teach the material.



2024 Industrial Technology Board Report

1. Multi-cultural Aspect:

Home & Auto maintenance: we study the different styles of homes and features of homes built in different countries today. We also look at the automotive industry and look at the production of vehicles being built in different countries today.

Small Engines: Four Stroke theory and how engines are used throughout the world

Wood working: techniques use across the globe. Types of wood found in different parts of the world.

My Eighth Grade Exploratory Technology class discusses the different manufacturers of goods such as clothing, electronics, and automobiles that we have in today's world. Basic engineering principles for trusses and structural strength.

2. What do we want students to learn?

The Industrial Technology curriculum is based upon the Nebraska Career Education Standards. There were new standards **implemented in the 2023-2024 school year**. These new STS courses will have some of the same standards as today. 90% of the standards and indicators must be met in order to claim a course. Also the current standards will add a strategies column that list more industry specific tasks that should be included in the course but not a part of the 90% rule.

Tools and practical application. What are the priorities for a typical homeowner/what will you need to complete basic maintenance tasks? This applies to basic carpentry, outdoor power equipment and automotive.

Entrepreneurship. I work to get students thinking about how the skills we learn in class can be applied to something that can provide a living. Some skills could be used in industry, such as a diesel technician or ASE mechanic, some could be a hobby that can blossom into a side hustle or eventually a full time job where they can be their own boss or even get to the point where they are hiring and creating jobs.

The following are the categories I use for student learning.

- Measuring Pre-Test
- Measuring Post Test
- General Safety Test
- Safety certification for each tool used in class

- Power Machine Safety Test
- Briggs and Stratton Small Engine Technician Exam

Student Learning Objective (SLO) For this year is:

My SLO will be focused on measuring competencies. I chose this as it is very broad and foundational to all classes.

3. How do we know students are learning?

My focus every semester is to make sure students will leave my classroom being 90% proficient on the measurement test and 100% on all safety tests -General safety and specific tools (band saw, miter saw, table saw, routers, stationary sanders, hand held tools, etc.).

- Employability! What skills are you going to need?
- Measuring → every industry employer wants people to be able to read a tape measure/square/feeler gauge/etc.
- SAFETY!!! - making sure kids are safe is #1

Safety: All students MUST earn 100% on safety assessments.

Formative assessments are key for understanding where students are. Having a grading checklist ensures that students are getting immediate feedback as well as the instructor knowing what needs to be addressed.

Focus points for all woodworking classes:

- **Tool safety and proper operation**
 - **Bandsaw**
 - **Mitersaw**
 - **Tablesaw**
 - **Routers**
 - **Stationary sanders**
 - **Hand held sanders**
 - **Hand tools**
- **Technique for sanding and finishing**
 - **Process over product**
 - **Know the process to achieve skills for industry**

Focus points for all engines classes:

- **Four stroke theory**
- **Understanding tolerances**
- **Understanding torque specs**

February Elementary Principal Board Report

Arlington Spelling Bee

Congratulations to all the participants in the Arlington Spelling Bee as well as the Washington County Spelling Bee! Arlington had a strong representation from Meiah Minor, Maiah Minor, and Tucker Jorgensen at the county Bee!

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

Donations

The elementary is working with the high school Student Council to gather new stuffed animals in order to donate them to Project Harmony!!



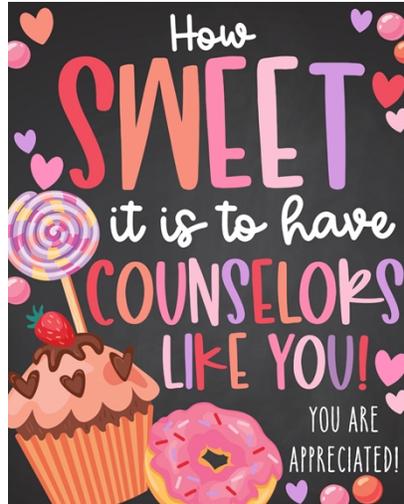
100th Day of School!

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



National Guidance Counselor Week

We recognized Liz Fedde this past week for the tireless work she puts in for our students and families. We are very blessed to have Mrs. Fedde! This past week we celebrated Mrs. Fedde with some Sweet Treats!



Parent Teacher Conferences

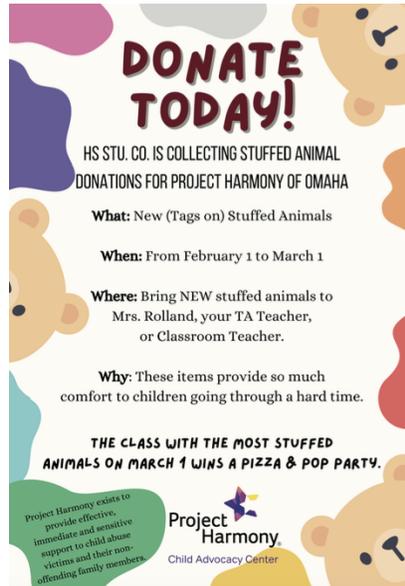
We held our spring conferences this past week. The elementary school had a 95% attendance rate at conferences.

Secondary Principal's Report

February 2024 Board Meeting

StuCo

During the entire month of February Stu. Co. will be collecting stuffed animals to donate to Project Harmony.



Livestock Judging

FFA members recently competed in the District III Livestock Evaluation contest.

Senior Team - TEAM CHAMPIONS and State Qualifiers!

Brooke - Individual Champion

Junior Team - 6th Place



FFA Chorus



Spelling Bee

The school spelling bee took place on Thursday, January 25. Out of the 8 competitors, these three rose to the top:

Champion - Meiah Minor

Runner Up - Maiah Minor

Alternate - Tucker Jorgensen

PTC

Parent-teacher conferences were held Wednesday, February 7 and Thursday, February 8.

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:

Social Sciences - **US Military History**

https://docs.google.com/document/d/1VW0OUzi42SEUhOdV16D59RmaGoRsihiAgFLYGjs_8Nw/edit?usp=drive_link

FCS - **Introduction to Sports Medicine**

[Introduction to Sports Medicine.docx](#)



After a busy 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 11-13 in Kearney, Nebraska. There are approximately 45 students who are attending this conference. Kevin Flesner has spent the year serving as State Reporter and Josh Hamre is the State Treasurer. Arlington has one state officer candidate for the 2024 SLC. Members plan to participate in the Midland Business Day competition in March. In the fall, Arlington placed first at the Wayne State Business Day!



Corn Challenge Team - 3rd Place

- Aaron Fuchs, Wes Monke and Ethan Hilgenkamp participated in the Innovative Youth Corn Challenge during the 2023 growing season and earned **THIRD PLACE in the state for their work and research.**
- They conducted research on the different products and methods of delivering phosphorus efficiently to a growing crop at a field at Monke Farms. Mike Monke with Nutrien mentored and worked with the team in the plot.
- 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)
- **WON the “Extra Mile” award** for going above and beyond in their plot replications and tests.



Ethan, Wes and Aaron with the three award plaques - 3rd place, Ag Literacy and Extra Mile Award winners.

Livestock Evaluation Results -

- 14 members traveled to Northeast Community College to participate in the District III Livestock Evaluation event on January 25, 2024.
- **Junior Team - 6th Place**
 - Gracen Adams - 13th - **Purple**, Lydia Schaapveld - 21st - **Blue**, Henry Lancaster - 25th - **Blue**, Lilly Lang - 48th - **Red**, Ethan Hilgenkamp - 64th - **Red**, Libby Stork - 74th - **White**, Haydn Hegemann - 78th - **White**, Luke Sharp - 111th
- **Senior Team - 🏆 DISTRICT CHAMPIONS - STATE QUALIFIERS**
 - Brooke Hilgenkamp - 🏆 1st Place - **Purple**, Libby Hegemann - 5th - **Purple**, Blaine Vogt - 12th - **Purple**, Taylor Arp - 19th - **Blue**, Peyton Timm - 44th - **Red**, Lizzie Meyer - 59th - **Red**

Senior Team



Junior Team



District Proficiency Awards - Hosted at APS January 31st

- 12 Applications submitted - most in program history in one year.
- 7 State qualifiers (must be quality app within the top 3 to advance)
- 3 District Champions
- Award applications showcase the students' growth in skills and knowledge in projects taking place outside of school and classroom hours.

Results:Denotes State Qualifier**

- ****Blaine Vogt - 🏆 District Champion - Diversified Agriculture Placement**
- ****Brooke Hilgenkamp - 🏆 District Champion - Veterinary Science Placement**
- ****Libby Hegemann - 🏆 District Champion - Equine Science Placement**
- ****Aaron Fuchs - Gold State - Grain Production Placement**

- **John Von Behren - Gold State - Diversified Agriculture Placement
- **Ethan Hilgenkamp - Gold State - Goat Production Placement
- **Henry Lancaster - Gold State - Beef Production Placement
- Luke Ott - Silver - Diversified Livestock -
Entrepreneurship/Placement
- Lydia Schaapveld - Silver - Beef Production Placement
- Gracen Adams - Silver - Small Animal Care and Production
Entrepreneurship
- Kynlea Kleveland - Bronze - Equine Science Placement
- Katie Moss - Bronze - Equine Science Placement

Upcoming Events for FFA :

- FFA Alumni and Supporters Meeting - ALL are welcome to attend
February 7th in Ag Room
- CDE Competition Dates - Feb. 20th and Feb 26th
- FFA/Ag Week - March 18th-22nd
- State FFA Convention – April 3rd – 5th
- FFA Banquet - April 29th

APS Up Coming Events

- State Wrestling February 15th- 17th at the CHI Health Center
- Sub-Districts and District Finals for Girls Basketball: 2/13, and 2/15 at highest
seed. District Finals are on 2/23.
- Sub-Districts and District Finals for Boys Basketball: 2/19, 2/20, 2/22 at
highest seed. District Finals are on 2/26.



Show Times: Arlington High School Gym
Friday March 15, 2024 7 PM Ticket Price:
Saturday March 16, 2024 2PM Adults \$12.00
Saturday March 16, 2024 7PM Students/ Seniors \$8.00

Questions? Contact: allison.mastny@apseagles.org

Back to the 80's

written by Neil Gooding

Additional material by Stuart Smith

Revised Orchestrations and Arrangements by Brett Foster

Original Musical Adaptation by Scott Copeman

Back to the 80's

Is presented through special arrangement with Music Thetre Internation (MTI).

All Authorized performance materials are also supplied by MTI.

www.mtishows.com



Student and Employee Assistance Program
Semi-Annual Utilization Report
Arlington Public Schools
June 1, 2023 to December 31, 2023



Utilization Breakdown

Demographics	Totals	Percent	Referral Breakdown	Totals	Percent
Total Referrals	21	100%	Students	18	86%
Mandatory	0	0%	Family Members	1	5%
Reopened	8	38%	EAP Employee/Spouse	2	10%
Males	10	48%	On-Site (included)	13	
Females	11	52%	Total Referrals	21	100%
Referrals By School (students only)					
School	Number	Percent	School	Number	Percent
Elementary	12	67%	Middle School	4	22%
			High School	2	11%
			<i>Middle/High School</i>	6	33%
Elementary Total	12	67%	TOTAL STUDENTS	18	100%
Referral Source	Total	Percent	Referral Source cont.	Total	Percent
School Counselor	3	14%	Medical Referral	0	0%
School Principal	1	5%	Family Member	8	38%
Con.Forum	0	0%	Web Search	0	0%
Former Client	8	38%	Co-Worker	1	5%
EAP/SAP Brochure	0	0%	Human Resources	0	0%
AFC Counselor	0	0%	Friend	0	0%
Seminar	0	0%	Other	0	0%
Spouse	0	0%			
Com.Intranet	0	0%	Total	21	100%

Referrals by Month 2023

June	July	August	Sep.	Oct.	Nov.	Dec.	Total
4	0	2	0	4	3	8	21

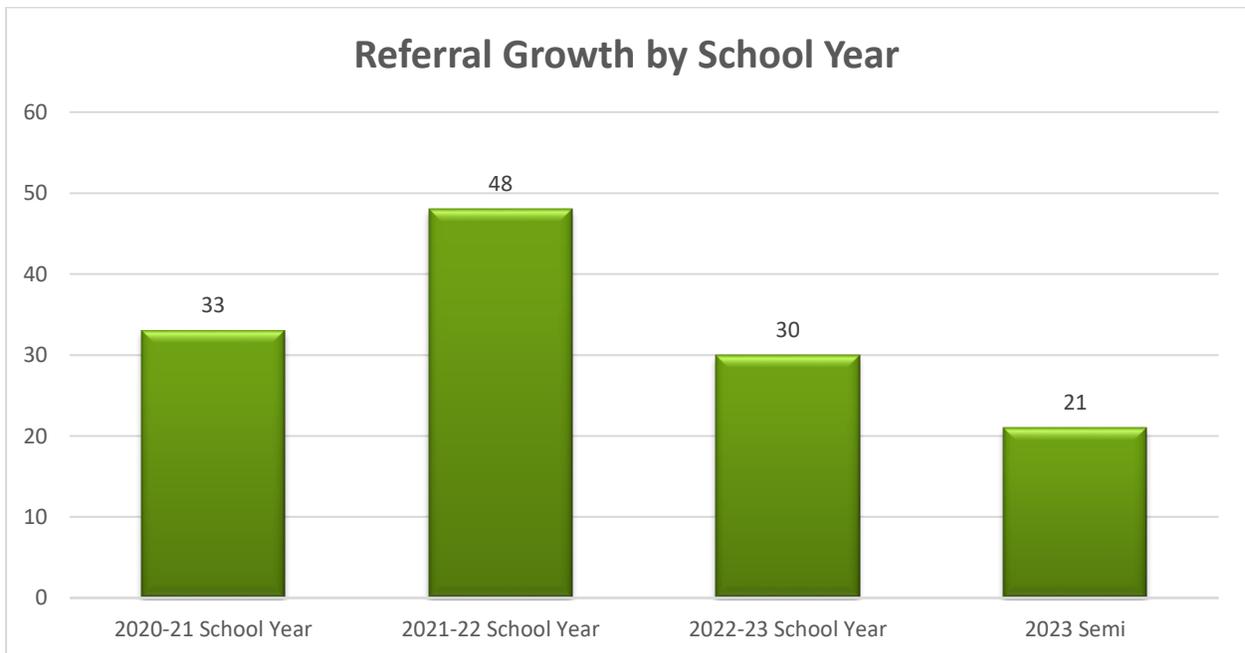


CREATING HOPE | EMPOWERING LIVES | INSPIRING COMMUNITIES

arborfamilycounseling.com 402-330-0960

Utilization Breakdown Comparison by School Year

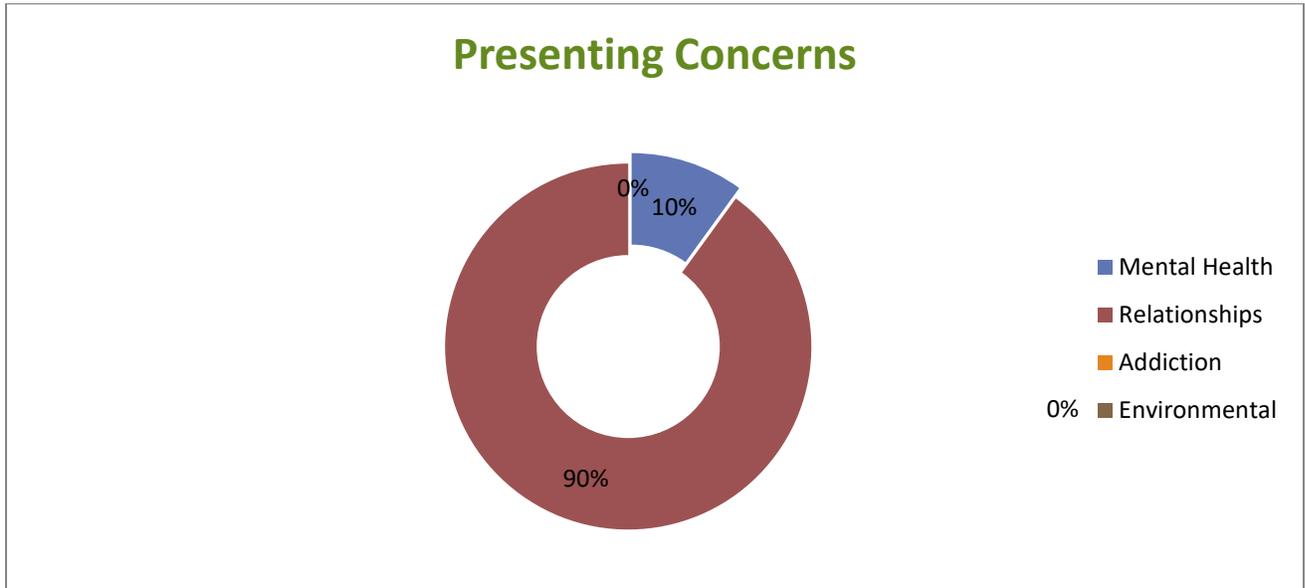
Demographics	2020-2021	2021-2022	2022-2023	2023 Semi
Total Referrals	33	48	30	21
Mandatory	0	3	0	0
Reopened	2	12	4	8
Males	18	23	11	10
Females	15	25	19	11
Referral Breakdown	2020-2021	2021-2022	2022-2023	
Students	14	27	21	18
On-site	-	13	12	13
Family Members	4	12	4	1
Employees	15	9	5	2
Total Referrals	33	48	30	21



CREATING HOPE | EMPOWERING LIVES | INSPIRING COMMUNITIES

arborfamilycounseling.com 402-330-0960

Presenting Concern Categories by Total Occurrence



Presenting Concern Categories with Breakdown of Specific Concerns

Mental Health	Referrals	Percent	Relationships	Referrals	Percent
ADD/ADHD	0	0%	Behavior Concerns	0	0%
Depression	0	0%	Family Conflict	2	10%
Anxiety	2	10%	Peer Relationships	0	0%
Anger	0	0%	Divorce	15	71%
Psychological /other	0	0%	Domestic Violence	0	0%
PTSD / Trauma	0	0%	Grief / Loss	2	11%
Suicide Risk/Screening	0	0%	Relationship	0	0%
Stress	0	0%	Adjustment Issues	0	0%
TOTALS	2	10%	Total	19	90%
Addiction	Referrals	Percent	Environmental	Referrals	Percent
Evaluation	0	0%	Medical	0	0%
Drug Concerns	0	0%	Academics	0	0%
Alcohol Concerns	0	0%	Childcare	0	0%
Family/ Addiction	0	0%	Financial	0	0%
Gambling	0	0%	Legal	0	0%
Tobacco Addiction	0	0%	Parenting	0	0%
Other Addictions	0	0%	TOTAL	0	0%
TOTALS	0	0%	GRAND TOTAL	21	100%



CREATING HOPE | EMPOWERING LIVES | INSPIRING COMMUNITIES

arborfamilycounseling.com 402-330-0960

Special Services and Forecast for Growth in Utilization

On-Site Visits

Arbor is available to coordinate visits with students identified as “at risk” and will continue to be available to address this need. Our counselor Abbi Monte has been on-site since August 2023. She is available to see students and staff.

Consultations

Arbor is available for consultations with faculty surrounding assessments and referrals.

Newsletter

Arbor is available to provide newsletters to be made available to students and parents. This newsletter is interactive which means that parents can suggest topics for future articles.

Web Site

The Arbor web site is available for students and their parents to educate themselves about services, learn about Arbor’s professional counselors, and find articles and archived editions of the newsletter.

www.arborfamilycounseling.com

Presentations and Training

Arbor is available for presentations to support your schools! Please call if you have a special area of need. Presentations are available for staff, students, and parents.

Special Services

Arbor is available to increase program awareness with students and parents. Arbor is available for coordination to offer specific, problem focused consulting and materials for Benefit/Health fairs and during Parent Teacher Conferences.



CREATING HOPE | EMPOWERING LIVES | INSPIRING COMMUNITIES

arborfamilycounseling.com 402-330-0960

Grade Level	2/7/2024	8/7/2023	Final June 2023	10/1/2023	12/6/2022	2/13/2023	4/10/2023
PS	29	24	29	26	27	27	27
KG	52	54	44	53	45	44	45
1ST	43	46	47	43	45	48	48
2ND	47	50	50	47	48	48	49
3RD	54	53	37	53	37	38	37
4TH	39	40	53	39	51	52	53
5TH	54	55	53	55	54	54	54
6TH	53	55	49	52	48	49	49
PS-6 TOTAL	371	377	362	368	355	360	362
7TH	49	51	66	49	65	66	66
8TH	65	67	55	65	57	55	55
9TH	60	61	54	62	54	54	54
10TH	57	56	49	57	50	50	49
11TH	45	46	65	46	65	65	65
12TH	62	64	53	62	53	53	53
7-12 TOTAL	338	345	342	341	344	343	342
PK-12 TOTAL	709	722	704	709	699	703	704

OPTION ENROLLMENT

IN/OUT	IN/OUT	Net	IN/OUT	IN/OUT
KG	7/1	6		
1ST	11/5	6		
2ND	11/4	7		
3RD	11/0	11		
4TH	5/6	-1		
5TH	11/2	9		
6TH	12/2	10		
7TH	5/2	3		
8TH	9/1	8		
9TH	14/3	11		
10TH	13/5	8		
11TH	16/7	9		
12TH	13/8	5		
TOTAL	138/46	92	13%	Option

Last Years Total In/Out **148/59**

Projected Change in Option for 2023-24 (in/out) 141/41

Arlington Public Schools
Community Engagement
Community Engagement Meeting Report
January 29th, 2024

FACILITATOR: Caden Frank, Nebraska Assn. of School Boards

1) Identify the points of pride, accomplishments, and achievements of the school district.

- Variety of Extracurriculars (5)
- Class Sizes (4)
- Success of Extra Curriculars (4)
- Test Scores (3)
- Bank In School (3)
- Work-to-School Opportunities (2)
- Community Investment/Support (2)
- Longevity of Staff (2)
- Staff with Advanced Degrees (2)
- Care of Teachers/Coaches (2)
- SPED Program (2)
- Trade Programs with Metro (2)
- Safe and Welcoming (2)
- Dual Credit (2)
- Great Students and Families (2)
- Budget
- Veteran's Day Engagement
- Well-Rounded Graduates
- High Graduation Rate
- Opt-In
- Focus on All Levels of Development
- Elementary Education
- Kick Start
- School Is Heartbeat of Community
- JAG
- External Services Provided for Students
- Small Town Feel
- 2nd Best Place in USA to Raise a Family
- Good Admin Team
- High Expectations
- Team Environment
- Ag Community

2) Identify the challenges facing the community how this will affect the school district.

- Growth in Enrollment/Town (5)
- Lack of In-Town Business/Main Street (4)
- Maintain/Recruit Good Educators/Staff (4)
- Managing Opt-In (4)
- Expansion of School and Community Space (3)
- Housing (2)
- Increased Poverty (2)
- Demand on Resources for All Activities (2)
- Ag Paying Most Taxes (2)
- Tax Levy
- Substitutes
- Fund for Updating Tech
- Maintaining Alumni

3) Identify what you believe are the top two most important areas the district might focus on to improve and expand learning facilities and grounds.

- Industrial Tech/Trade Opportunities (6)
- Wrestling Room (5)
- Land/Space for Growth (4)
- Parking Lot (4)
- Temperature within Building (3)
- Roof (2)
- Community Business Partnerships (2)
- Curb Appeal of School (2)
- Theater (2)
- Expansion Possibilities West of Offsite
- Athletic Facilities
- Grants
- Functionality of Learning Spaces
- Classroom Modernization/Updates
- Lighting

4) How can the board/district improve communication to inform patrons of the district's needs and priorities?

- Communication Director (3)
- Bus Barn Communication Board (2)
- District App (2)
- More Discussion-Oriented Engagement Meetings (2)
- Unified Messaging (2)
- Social Media Use (2)
- Use Snow Day Communication for District Wide Push Notifications
- Engage Patrons with No Children
- Updated Technology
- Budget Information
- Calendar On Website
- Highway 30 Advertisement
- Classroom Dojo App
- Link on Social Media to Board Minutes
- Clarity
- Update Website
- Scrolling Marquee
- Email
- Remind App
- City/Fairgrounds Partnership for Sign Usage

Board of Education Retreat

Wednesday, January 31, 2024 5:30 PM

Fremont Golf Club, Fremont NE, 705 N 9th Street, Arlington, NE 68002

Jason Arp: Present

Cassie Flesner: Absent

Chase Kratochvil: Present

Brian Laaker: Present

Matt O'Daniel: Present

Shanon Willmott: Absent

5:37 called to order

1. Special Meeting Called to Order and Roll Call

1.1. Pledge of Allegiance

1.2. Visitors and Guests

2. Discuss and Consider Board Goals

- Budget
- Facilities
- Student Performance
- Community Engagement
- Behavioral and Mental Health

Discussion: All goals were discussed. They will be modified slightly and presented to the board and public at the regular March board meeting.

3. Review and Recap Community Engagement Meeting

Discussion: Went well

Turnout was a little low, but we made efforts to get more

We are looking forward to the results from the meeting as well as the surveys

Shop areas (industrial arts and ag) might need a good face lift/updating

We will reach out to DLR possibly to see what can be done about the gym entrance

Full results of the meeting will be ready soon, we will review before we make any decisions

4. Discuss, Consider and Accept Resignation of Teresa Van Beek

Action(s):

Motion to table the item until Feb 12 Board meeting for full board discussion Passed with a motion by Chase Kratochvil and a second by Matt O'Daniel.

Voting Detail:

Jason Arp: Yea

Cassie Flesner: Absent

Chase
Kratochvil: Yea
Brian Laaker: Yea
Matt O'Daniel: Yea
Shanon Willmott: Absent

Voting Summary: Yea: 4, Nay: 0, Absent: 2

Discussion: Mrs. Van Beek has submitted a resignation and accepted other employment which begins on February 12.

Discussed options

Discussed policy on release of teachers from contracts (when, how, etc.)

We will table this for a full-board discussion on Feb 12

5. **Adjourn**

Discussion: Meeting adjourned 8:37

Board Secretary



Wednesday, February 7, 2024

Dawn Lewis
Arlington Public Schools
705 North Ninth Street
Arlington, NE 68002

Superintendent Lewis

Thank you for taking the time to meet with me on November 9, 2023, to review the processes and procedures for Rule 10 compliance at Arlington Public Schools. I also thank you for working with me prior to the visit. It was a pleasure visiting your district and getting to know more about the way you and your staff are positively impacting the lives of your students.

I am pleased to confirm that Arlington Public Schools is in compliance with all of the regulations set forth in 92- NAC Rule 10, Regulations and Procedures for the Accreditation of Schools. (Effective Date: August 1, 2015). It was apparent during our tour and our conversations, that you take great pride in the work of your staff and students. Thank you for leading them in their endeavors.

It has been a pleasure working with you. If at any point you have any questions or wonder about something relative to Rule 10 or what is happening at the Nebraska Department of Education, do not hesitate to reach out.

Thank you for all you do for those you serve.

Dr. Sandra Suiter
Accreditation Specialist



Nebraska Rural Community Schools Association

Member Update

February 8, 2024



Photo Credit: Kimball Public Schools



NRCSA Calendar

NRCSA Events

NRCSA Legislative Forum

February 20, 2024
Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 14 & 15, 2024
Crowne Plaza & Younes North Convention Center in
Kearney

[More about this event](#)

NRCSA Golf Tournament

July 23, 2024
Meadowlark Hills Golf Course in Kearney

[More about this event](#)

Committee Meetings

NRCSA Scholarship & Recognition Committee Meeting

February 7 & 8, 2024
KSB Confernece Room in Lincoln

NRCSA Legislative Committee

January to April 2024
Every Thursday during the Legislative Session
Via Zoom

NRCSA Executive Committee

March 12, 2024
7:00 PM, Room 174
Holiday Inn in Kearney



NRCSA Search Service

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



Raymond Central Public Schools

Application Process Complete
Finalists Selected: **December 13, 2023**
Interviews: **December 16, 2023**
Contract Start Date: **July 1, 2024**



Sioux County Public Schools

Application Process Complete
Finalists Selected: **February 12, 2024**
Interviews: **February 19, 2024**
Contract Start Date: **July 1, 2024**

Access the Members area of www.nrcsa.net anytime.

Login: member Password: playground

Preparations for the 2024 NRCSA Legislative Forum on Tuesday, February 20, at the Lincoln Cornhusker Marriott are complete.

Invitations to speak and attend the Luncheon with Senators have been made. Superintendents and Board of Education members, please plan to attend. It is more important than ever to attend and encourage your senator to attend and meet with you. Registration forms for this event are available now. The tentative list of speakers includes:

8:30 a.m.--Sen. Linehan
9:00 a.m.--Sen. Murman
9:30 a.m.--Sen. Hughes
10:00 a.m.--Open Sky
10:30 a.m.--Sen. Dorn
11:00 a.m.--Sen. Brandt
11:30 a.m.--Sen. Dungan

The Cornhusker is a Marriott Hotel; they have instructed customers to use the central reservation line or the link below to reserve a room.

Cornhusker Marriott Hotel: 1-866-706-7706

You may be able to secure a government rate because you represent a school district.

Registration Forms

[2024 NRCSA Legislative Forum Registration Form](#) (online version)

[2024 NRCSA Legislative Forum Registration Form](#) (MS Word version)

Check your registration

If your name appears on the list below you ARE registered to attend the Forum. If your name does not appear you ARE NOT currently registered to attend the Forum

[2024 NRCSA Legislative Forum Attendees](#)

The NRCSA Spring Conference is approaching! Mark your calendars for March 14 & 15, 2024 at the Crowne Plaza and Younes North Convention Center in Kearney. There will be many informative and timely sessions regarding law, TEEOSA, school finance, curriculum development, updates from the Department of Ed, staff and board development, updates regarding current federal and state legislation and others. Sessions highlighting special programs and initiatives are always a plus. A total of 35 sessions will be provided at the conference. As always, the general sessions will feature music groups, speakers on Thursday and Friday, scholarships, awards, recognitions, and the traditional

NRCSA Leadership

Mark Lenihan, President.
Wayne Community Schools

Dr. Dawn Lewis, Past President.
Arlington Public Schools

Dr. Heather Nebesniak, Pres-Elect.
Ord Public Schools

Chris Proski, Secretary.
Southern School District # 1

District Representatives:

Eugene Hanks, West
Crawford Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Dr. Jon Cerny, Northeast
Bancroft-Rosalie Community Schs

Paul Sheffield, Southeast
Exeter-Milligan Public Schools

Jon Davis, South Central
Alma Public Schools

Jane Davis, Southwest
Hershey Public Schools

Executive Director:

Jack Moles

Lobbyists:

Jon Edwards
Scott Moore
Russell Westerhold

Legislative Co- Chairs:

Dr. Jason Dolliver
Pender Public Schools

Bryce Jorgenson
Southern Valley Schools

Scholarship & Recognition Co Chairs:

Tim Heckenlively,
Falls City Public Schools

Jim Widdifield
Minden Public Schools

meals that have become a mainstay of the conference. Be sure to make plans for you and your board members to attend.

NCRSA is pleased to partner with [FranklinCovey](#), the most trusted leadership company worldwide, to provide NCRSA members with the opportunity for a free preconference as a companion to the Spring Conference. The first 150 people to register will have the opportunity to receive a full day of leadership focused professional development on March 13 with the opportunity for another free remote day at a later time. **Register now to secure your spot. Again, this is 100% free to NCRSA members but limited to 150 attendees.**

Some thoughts on who might consider signing up for this free preconference:

- Newer in their administrative careers Superintendents or Principals who would like to look at ways in which they can grow their individual leadership skills
- Whole administrative teams that want to consider how they might redefine their team leadership
- Board of Education Presidents who want to grow their leadership capabilities
- Veteran Superintendents or Principals who want to pick up some ideas for growing their leadership skills
- Teachers who are preparing to enter the Administrative field in the coming years

About the session

In the context of leadership in rural schools, the dynamic landscape of the world is undergoing unprecedented changes.

Leaders in rural educational settings find themselves navigating uncharted territories, making numerous decisions daily, and confronting challenges that were previously unknown. The strategies that proved effective yesterday may undergo overnight transformations. The pace of change is relentless, and the stakes are elevated. However, the potential rewards are significant for those who can guide a team to consistently achieve outstanding results.

Given the rapid and constant changes, how can leaders in rural schools stay ahead of the curve and set themselves and their teams apart?

[Introducing The 4 Essential Roles of Leadership.](#)

Even amidst the turbulence of the times, there exist four leadership roles that strongly indicate success. Termed essential, these leadership roles play a pivotal role in guiding leaders in rural schools. As leaders conscientiously guide themselves and their teams in harmony with these roles, they establish the groundwork for effective leadership. This is ideal leadership development for superintendents, principals, teacher leaders, and board presidents.

Thank you to Sam Stetcher for Making this Possible. After 26 serving in Nebraska Public Education, Sam has changed lanes. He now works for FranklinCovey, who you most likely know because of the 7 Habits of Highly Effective People. FranklinCovey has a funding partner passionate about helping school leaders increase their capacity to excel. They are kicking in money so that school leaders can have access to professional development called The 4 Essential Roles of Leadership. This isn't fluff. It's world class leadership development that normally comes at a pretty high price point. But through a collaboration between NCRSA and FranklinCovey, we can offer this to members at no cost.

[Sam has recorded a short promotional video about the Pre-Conference.](#)

Registration Forms

[2024 NCRSA Spring Conference Registration Form](#) (online version)

[2024 NCRSA Spring Conference Registration Form](#) (MS Word version)



The Unicameral is now over a third of the way through its 60-day session. Hearings on bills are nearing the end, at which point the Unicameral will go to full day floor debate. The NRCSA Legislative Committee plans on meeting most Thursdays during the session to discuss NRCSA's views on bills. NRCSA will attempt to keep you as up-to-date as possible as to what is going on in the Unicameral. If you have questions please don't hesitate to contact Jack.

Here is the NRCSA's list of bills of interest to education.

[NRCSA Bills of Interest](#)

NRCSA's Scholarship and Recognition Committee met this week to select award honorees and scholarship recipients. Both awards and scholarships will be announced at the Spring Conference in March. Those who made nominations for awards will be notified as to the status of their nominations ahead of the Spring Conference, likely by early in the coming week.

NRCSA has had the great privilege to work closely with Open Sky Policy Institute over the years. They provide great information on the fiscal impact of legislation that is very helpful to me in my work as NRCSA's chief lobbyist. I would encourage Superintendents and Board of Education members to sign up to receive Open Sky's email updates.

The mission of OpenSky Policy Institute is to provide impartial and precise research, analysis, education and leadership on fiscal policy-improving opportunities for all Nebraskans. Subscribe to their email updates at:

<https://bit.ly/OpenSkyUpdates> or contact Todd Henrichs at **thenrichs@openskypolicy.org**.

NRCSA will be seeking volunteers for both elected and appointed positions for 2023-24. Interested persons may self nominate or be nominated by another person. If you would like to nominate yourself or nominate someone else please contact Jack Moles. Open positions will be:

Executive Committee:

President-Elect - This is a Statewide position voted on by all NRCSA members. The elected candidate will serve a three-year term as President-Elect, then President, and then Past President. Candidates must be from a NRCSA member school district and membership in NRCSA must be maintained throughout the length of service.

West Dist Representative - Eugene Hanks is finishing his first term and is eligible to run for a second term of office. He has indicated that he intends to run for a second term. District Representatives serve three-year terms and may serve two consecutive terms. District Representatives are voted on only by members in the NRCSA District. Candidates must be from a NRCSA member school district and membership in NRCSA must be maintained throughout the length of service.

Northeast Dist Representative - Dr. Jon Cerny is finishing his appointment to fill Dr. Dawn Lewis's term and is NOT going to run for his own term of office. District Representatives serve three-year terms and may serve two consecutive terms. District Representatives are voted on only by members in the NRCSA District. Candidates must be from a NRCSA member school district and membership in NRCSA must be maintained throughout the length of service.

South Central Dist Representative - Jon Davis is finishing his first term and is eligible to run for a second term of office. He has indicated that he intends to run for a second term. District Representatives serve three-year terms and may serve two consecutive terms. District Representatives are voted on only by members in the NRCSA District. Candidates must be from a NRCSA member school district and membership in NRCSA must be maintained throughout the length of service.

Southwest Dist Representative - Jane Davis is finishing Alan Garey's first term and is eligible to run for her own term of office. She has indicated that she plans to run for her own term of office. District Representatives serve three-year terms and may serve two consecutive terms. District Representatives are voted on only by members in the NRCSA District. Candidates must be from a NRCSA member school district and membership in NRCSA must be maintained throughout the length of service.

Legislative Committee:

Co-Chair Dr. Jason Dolliver is finishing his second term and can be appointed to a third term.

Vern Fisher, Superintendent at Gibbon (South Central Dist) is completing his first term on the Legislative Committee and can be appointed to a second term. Legislative Committee members are appointed by the Executive Committee and serve three-year terms with a limit of two consecutive terms.

Dr. Nick Mumm, Superintendent at Giltner (Southeast Dist) is completing his first term on the Legislative Committee and can be appointed to a second term. Legislative Committee members are appointed by the Executive Committee and serve three-year terms with a limit of two consecutive terms.

Patrick Ningen, Superintendent at North Bend Central (Southeast Dist) is completing his first term on the Legislative Committee and can be appointed to a second term. Legislative Committee members are appointed by the Executive Committee and serve three-year terms with a limit of two consecutive terms.

Hqrlan Ptomey, Superintendent at Cedar Bluffs (Southeast Dist) is completing his second term on the Legislative Committee.. Legislative Committee members are appointed by the Executive Committee and serve three-year terms with a limit of two consecutive terms.

Scholarship & Recognition Committee:

Mike Eldridge, Superintendent at East Butler (Southeast Dist); Kyle Finke, Superintendent at Summerland (Northeast Dist); Dade McDonald, Superintendent at McCool Junction (Southeast Dist), and Dr. Kathy Urbanek, Superintendent at Mitchell (West Dist) are all completing two years of service on the Committee. Scholarship and Recognition Committee members are appointed by the Executive Committee and serve a term of two years.

Closing the Achievement Gap Research Team:

There are no known openings on this committee in 2023-24. Closing the Achievement Gap Research Team members are appointed by the Executive Committee.

Rural Teacher Committee:

Open positions on the committee will be appointed by the Executive Committee. At present, we do expect two openings on the committee for 2024-25.

At the Membership Meeting during the Spring Conference on Friday, March 15, the Executive Committee will be presenting updated NRCSA Constitution/By-Laws for approval by the membership. According to NRCSA rules, such issues must be shared with the membership prior to the meeting. Below are links to a working copy with suggested revisions and a proposed copies that will be voted on for adoption.

[Working copy](#)

[Proposed copy](#)

The National Rural Education Association, in partnership with the Rural Schools Collaborative, has issued a study entitled WHY RURAL MATTERS. The report “looks critically at how educational supports and resources for student well-being are being distributed, casting light on which of our rural children are in need of additional support”. The study is well done and shows Nebraska in a pretty positive light. I would encourage you to take a look at WHY RURAL MATTERS, which can be accessed here:

[Why Rural Matters](#)

The National Rural Education Advocacy Coalition (NREAC) partnered with AASA in producing a report on REAP. REAP is a program that benefits many of our smaller districts. The report can be accessed here:

<https://www.aasa.org/docs/default-source/resources/reports/rural-education-achievement-program-survey-report.pdf>

[Understanding REAP](#)

Team NRCSA represented NRCSA on a high level in the Market to Market Relay. On Saturday, October 7 an outstanding group of runners, plus another guy, placed 4th in the Mixed Masters Division in the Omaha to Lincoln relay. Team members included Mike Eldridge (East Butler Supt.), Megan Kozisek (East Butler Board of Ed President), John Skretta (ESU 6 Administrator), Dawn Lewis (Arlington Supt. and NRCSA Past-President), Kraig Lofquist (ESUCC Executive Director), James McGown (ESU 16 Administrator), Megan McGown, and NRCSA Executive Director Jack Moles. A great time was had by all, with a lot of great team building.



NRCSA is pleased to announce a partnership with New Leaf Teletherapy. New Leaf provides mental health teletherapy services for both staff and students. I became very interested in this possibility especially in terms of staff services. I know our members are working hard to provide services for their students, but there does not appear to be that same capability when looking at staff services.

I look at this service as helping to bolster what your district is already doing, not to take the place of those efforts. I believe this can be a cost effective means of furthering your efforts.

NRCSA recently hosted three introductory Zoom meetings with Mark Goldman and Deb Romano of New Leaf to have them explain what the program would look like. Below you can access the slide show from those meetings, as well as a recording of one of the meetings.

[New Leaf PowerPoint Presentation](#)

[New Leaf Zoom Meeting](#) (recording)



If you would like to be in contact with Mark Goldman or Deb Romano, please feel free to call or email me and I can help make that happen.

Board of Education meeting visits. Beginning in December, 2019, I started attending Board of Education meetings in member school districts/ESUs. Since then, I have attended 93 such meetings. I recently attended the Board meetings at Pierce and Stanton on Dec. 11. Upcoming visits to Board meetings include:

- **Monday, Feb. 12** at Hitchcock County and Hayes Center
- **Tuesday, Feb. 13** at ESU 15 (tentative) and Chase County
- **Monday, March 11** at Battle Creek and Randolph
- **Monday, April 8** at Tekamah-Herman and Oakland-Craig

I have really enjoyed this and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as some legislative news. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. I would also be willing to "attend" your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.



NRCSA EXECUTIVE DIRECTOR JACK MOLES WITH THE STANTON COUNTY BOARD OF EDUCATION & ADMINISTRATION

The American Heart Association is committed to partnering with schools in rural Nebraska to improve the health of their communities. A few of these opportunities include:

Tobacco Free Schools. Unfortunately, recent data reveals the ongoing challenges of youth tobacco use. The 2021 National Youth Tobacco Survey showed that: Approximately 2 million MS/HS students reported using e-cigarettes during the pandemic; nearly 85% of them used flavored tobacco products. More than 4 in 10 HS students and nearly 2 in 10 MS students who used e-cigarettes did so 2 out of 3 days and youth showed a strong brand preference.

Many schools have struggled to keep up with the continued innovation of the tobacco industry. To help address that, the American Heart Association created our Tobacco Free Schools Toolkit. The toolkit is designed to help schools update their policies so that now – and in the future – they will cover all products, people, and places while providing mechanisms that support students who are battling tobacco addiction. More information/resources are here.

Improving Cardiac Response in Schools. In the aftermath of a cardiac emergency -minutes matter. The Chain of Survival starts with those who are present and requires everyone to do their part. This is especially true in rural communities where EMS resources are often further away. We recently launched a series of new tools to help schools, youth sports, and other entities develop Cardiac Emergency Response Plans. These plans consider: access to functioning AED's, a strong base of CPR knowledge and training, as well as the identification of a response team and the annual practice of a cardiac emergency.

For questions about these or other initiatives, please reach out to Tim Nikolai, Sr. Rural Health Director, at Tim.Nikolai@heart.org.

A note from Mr. Nikolai:

*For those I have not met previously, I am the **American Heart Association's** lead for rural health in the Midwest Region, inclusive of your states. My role allows me to work collaboratively with all manner of organizations that are in a position to impact health in their communities – and schools are certainly near the top of that list.*

There are many ways our organization has worked to collaborate with schools – supporting access to nutritious, affordable food, helping to address the ongoing challenges of vaping/tobacco use, and more. Today, though I'm focusing primarily on our resources to assist with cardiac readiness / cardiac emergency response planning.

*Much of the country was watching – or has followed since – the **collapse of Buffalo Bills' safety, Damar Hamlin, on Monday Night Football.** Fortunately, Damar's story had a happy ending. Our goal is to maximize the opportunity for everyone to have a similar outcome should they experience a Sudden Cardiac Arrest. Most organizations will not have the resources that the NFL does to ensure player safety, but there is much that can be done, especially with proper planning.*

*Some data suggests that **nearly 1% of schools will be the site for an out of hospital cardiac arrest annually.** For a variety of reasons, rural areas are disproportionately impacted by both rates of cardiac arrest and poor outcomes. We know that prepared and equipped schools mean better outcomes for staff, students, visitors, and the communities that so often gather in school spaces.*

We have recently built out/updated a variety of tools to assist schools – and other organizations – with their cardiac readiness. These include:

- *Sample Cardiac Emergency Response Guidelines and Plans.*
- *A toolkit to maximize the impact of AED placement and implementation.*
- *Training and awareness tools to help with Hands-Only CPR knowledge for staff and students.*

- A revamped, training site search feature, for coaches, nurses, and others who need CPR certification.
- In some cases, we may have – or be able to help secure – financial resources to help schools with purchasing/maintaining AEDs, CPR mannequins, etc. Hearing the scope of that need can help us secure additional resources, so please let us know!

Please let me know if you see an opportunity or need to dialogue about these resources further or share them with your member districts. I'm happy to assist with newsletter copy, join or host webinars, or other ideas that fit your standard means of communication.

Finally, at the risk of sharing too much – a few other notes I wanted to highlight.

- I've attached an invitation for our **Fall Educator Series**. Administrators/Educators from all districts are welcome to attend the sessions they are interested in. You'll see the one in November is on Cardiac Emergency Response Planning.
- Last year some 1300+ rural schools in the Midwest participated in our Kids Heart Challenge program. They raised life-saving money for our mission, earned PE equipment for their schools, and helped improve health knowledge in their community. Last year, tens of thousands of families learned Hands-Only CPR through the program.
- Thanks to the **Missouri Rural Health Association** for sharing our HeartCorps program on their home page. That opportunity exists for IA, KS, KY, MN, MO, NE, OH, and WI. Happy to chat more!

[American Heart Association Service Summary](#)

Farm to School Network Takes Root in Nebraska

The Nebraska Department of Education, Center for Rural Affairs, Nebraska Extension, Buy Fresh Buy Local, and No More Empty Pots are pleased to announce the establishment of the Farm to School Network in Nebraska. The network aims to increase access to fresh and nutritious foods in Nebraska schools and strengthen connections between local farmers, educators, and communities.

To build this network, a Network Development Committee and Advisory Committee will lead the process and guide stakeholders to create a strategic, collective action plan that will move farm to school forward in Nebraska. The Network Committees are made up of representatives from key organizations and institutions across the state and are focused on breaking down barriers standing in the way of implementing farm to school initiatives.

The Network Committees will begin the network building process with mapping community assets, phase one of the Nebraska Farm to School Network Timeline. Through this phase, they will collect information on existing farm to school activities in the state and establish a vision for the network.

All stakeholders interested in building a stronger and healthier food system in Nebraska may participate in upcoming virtual and in-person listening sessions. These listening sessions will take place from October 10th to 18th and provide a platform for sharing information about current farm to school activities and discussing the future vision for the network.

“Pillars to farm to school success in a state include partnerships, policies, and supportive programming. A network will support development of these initiatives,” said Sarah Smith, Nebraska Department of Education Farm to School Specialist and Project Director.

To register for the listening sessions or to learn more about the Nebraska Farm to School Network, please visit the [Network's webpage](#).

Southern Superintendent Chris Prosocki has shared a sample Superintendent Checklist that he uses. I thought this was a great instrument, one that I wished I had available to me when I was in the Superintendency. It can be especially helpful as you head into the new school year! Thanks to Chris for sharing this! You can access the updated checklist here:

[Superintendent Check List](#)

The ESUCC and ESU 3 have shared a document which outlines all of the trainings and mandates that are required of districts. The document, “School District Plans, Policies, and Annual Trainings Requirements”, is a handy reminder for districts. Thanks to ESUCC Executive Director Kraig Lofquist and ESU 3 Administrator Dan Schnoes for developing and distributing this handy tool. The document may be accessed here:

[School District Plans, Policies, & Annual Trainings](#)

We urge you to consider participation in the NRCSA Partner OneCard program as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load on each individual card, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. For 2022-23, 97 districts/ESUs participated in the program. We have received interest from several districts already this year, so we believe we will end up with over 100 entities using the program. Great job by all participating districts in protecting the card and program! Don't forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2022-23, the rebate was almost \$29,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN! If you are considering joining the program and need more information, please contact Jack Moles (jmoles@nrca.net) or Jeff Bundy (jbundy@nrca.net).

2024 NRCSA Legislative Forum

The 2024 NRCSA Legislative Forum will be held on Tuesday, February 20, 2024, at the Cornhusker Marriott Hotel in Lincoln.

This year's program will feature remarks by many educational policy leaders.

There will again be the opportunity to discuss issues of local interest with senators over lunch. This provides an invaluable opportunity to network and discuss issues with your senator.

Be sure and make plans to attend!!

Room Reservations

There are rooms available at the Cornhusker Hotel at a discounted rate of \$116.00 per night for Monday February 19, 2024. The Cornhusker is a Marriott Hotel; they have instructed customers to use the central reservation line to reserve a room.

*Cornhusker Marriott Hotel: 1-866-706-7706

The deadline to reserve from NRCSA's room block has passed. However, you may still be able to secure a government rate as a representative of a school district.

Program Highlights

Tuesday February 20, 2024

8:20 A.M. - Welcome & Announcements by Legislative Committee Co-chairs Dr. Jason Dolliver & Bryce Jorgenson, Pender Public Schools & Southern Valley Public Schools

8:30 A.M. - Senator Lou Ann Linehan, Dist 39; Revenue Committee Chair

9:00 A.M. - Senator Dave Murman, Dist 38; Education Committee Chair

9:30 A.M. - Senator Jana Hughes, Dist 24; General Affairs Committee Vice Chair

10:00 A.M. - Rebecca Firestone; Open Sky Policy Institute

10:30 A.M. - Senator Myron Dorn, Dist 30

11:00 A.M. - Senator Tom Brandt, Dist 32

11:30 A.M. - Senator George Dungan, Dist 26

12:00 P.M. - Lunch with Senators

1:10 P.M. - Jack Moles & Russ Westerhold; NRCSA Executive Director & Lobbyist

1:45 P.M. - Closing & Adjourn

Please note: The schedule is subject to change.



NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

455 S. 11th St, Suite B
Lincoln, NE 68508

2024 NRCSA Legislative Forum Registration Form

Please complete the following form for those individuals attending the NRCSA Legislative Forum on Tuesday, February 20, 2024, at the Cornhusker Hotel in Lincoln.

Attending the seminar will be the following:

School
District: _____

Please list the individual's full name and the first name or nickname, as you would like it to appear on the nametag.

Full Name:	Name for name tag:

CONFERENCE FEES: (Please check appropriate space)

- Member Registration--\$100.00 for first person, \$50.00 for each additional person \$ _____
- Non-Member Registration--\$130.00 per person \$ _____
- Total Enclosed \$ _____

Send Registrations and payments to:

NRCSA
455 S. 11th St, Suite B
Lincoln, NE 68508

Fax: 402-476-7740
email:jbundy@nrca.net

**SCHOOLS WILL BE RESPONSIBLE FOR REGISTRATIONS CANCELED AFTER
February 16, 2024**

2024 NRCSA Spring Conference

The 2024 NRCSA Spring Conference will be held on March 14 & 15, 2024, at the Crowne Plaza and Younes North Convention Center in Kearney.

There will be many informative and timely sessions regarding law, TEEOSA, school finance, curriculum development, updates from the Department of Ed, staff and board development, updates regarding current federal and state legislation and others. Sessions highlighting special programs and initiatives are always a plus. A total of 35 sessions will be provided at the conference. As always, the general sessions will feature music groups, speakers on Thursday and Friday, scholarships, awards, recognitions, and the traditional meals that have become a mainstay of the conference.

As usual, there will be many opportunities for networking and informal discussions with attendees from other schools!

Be sure and make plans to attend!!

Room Reservations

There are several hotels in and around the area. Attendees will need to make room arrangements for the conference.

These hotels participate in group rates for Spring Conference

Crowne Plaza (308) 238-7000
Hampton Inn (308) 234-3400

These hotels do NOT participate in group rates

Holiday Inn (308) 237-5971
Comfort Inn & Suites (308) 236-3400
La Quinta Inn & Suites (308) 237-4400
America Inn & Suites (308) 234-7800
Fairfield Inn (308) 236-4200
Holiday Inn Express (308) 234-8100
Microtel Inn & Suites (308) 698-3003
New Victorian Inn & Suites (308) 237-5858
Wingate Inn (308) 237-4400

Program Highlights

Wednesday March 13, 2024

10:00 AM Pre-Conference: 4 Essensial Roles of Leadership

Presented by:



6:30 PM Exhibitor Check-In and Set-Up

7:00 PM Early Registration and Hospitality Rooms Open

Thursday March 14, 2024

7:15 AM Registration & Exhibit Hall Open

8:00 AM General Session

11:00 AM – 11:50 AM Select-a-Session I

12:00 PM General Session

2:20 PM - 3:10 PM Select-a-Session II

3:35 PM - 4:25 PM Select-a-Session III

6:00 PM Country Buffet

7:00 PM Hospitality Rooms Open

Friday March 15, 2024

7:30 AM Registration Open

8:00 AM- 8:50 AM Select-a-Session IV

9:00 AM – 9:50 AM Select-a-Session V

10:00 AM Brunch

10:50 AM Closing Session

12:50 PM Gifts, Prizes, & Giveaways



**NRCSA Spring Conference
March 13 - 15, 2024
Crowne Plaza & Younes North Convention Center**

Registration Form

School or Institution Name: _____

District Phone No: _____ Contact Person: _____

Address: _____ City: _____ Zip: _____

Contact Person e-mail Address: _____

Pre-Conference Leadership Seminar – 10:00 AM Wednesday, March 13, 2024

4 Essential Roles of Leadership brought to you by:



Registrant's Full Name	Name for Nametag	Wednesday Lunch 3-13-24
 John Smith	John	X

This pre-conference leadership seminar by FranklinCovey is free for NRCSA members but space is limited to the first 150 registrants.

2024 NRCSA Spring Conference – March 14 & 15, 2023

Please register **ONLY** for the meals the registrant will attend
****Note: Meal Fees are included in Conference Fees****

Registrant's Full Name	Name for Nametag	Conference Fees: \$220.00 – Member \$360.00 – Non-Member	Thursday Lunch 3-14-24	Thursday Dinner 3-14-24	Friday Brunch 3-15-24	Total
John Smith	John	\$220.00	X	X	X	\$220.00

Spouses/Guests	Additional Meals for Spouses or Guests		\$30.00	\$25.00	\$23.00	Total
	No Conf Fee Needed	No Conf Fee Needed				
	No Conf Fee Needed	No Conf Fee Needed				
	No Conf Fee Needed	No Conf Fee Needed				

Make Checks Payable to: **NRCSA**

Total Enclosed:

Mail or Fax Registrations To:

NRCSA Spring Conference
455 S. 11th St, Ste B
Lincoln, NE 68508

Fax: (402) 476-7740

Or register on-line at: www.nrcsa.net

NO REFUNDS AFTER March 11



NRCSA wishes to share in the celebration of the special accomplishments and recognitions going on in our member schools and ESUs.

February 2024:

* Several NRCSA-member districts are recipients of Arts NOW Grants through the Nebraska Department of Education. Through the grants, students will be able to have experiences in the arts made available. Districts who received Arts NOW Grants and the name of the arts project include:

- Arthur County: “Enhancing Fine Arts Education: Stage Curtain Renovation”
- Axtell: “Welcome to the World”
- Battle Creek: “Pottery Experience Project”
- Bayard: “Integrating New Stage Curtains”
- Boyd County: “Ceramics Project”
- Cedar Bluffs: “Lighting and Sound Systems”
- Creighton: “Sound System Project”
- DC West: “West African Drumming Project”
- Dundy County-Stratton: “Mosaic Mural Project”
- Emerson-Hubbard: “Music Project”
- Falls City: “Fine Arts Department Digital Project”
- Leyton: “Quality Sound System Project”
- Maywood: “World Music Drumming Project”
- Northwest: “Stage Lighting”
- Paxton: “Instruments, Old to New”
- Scribner-Snyder: “Community Clay Experience”
- Tekamah-Herman: “Ukeleles”

* Isabella Meyer of Boone Central is one of two students in Nebraska to be selected as delegates to the 62nd annual United States Senate Youth Program (USSYP) held in Washington, D.C. March 2-9, 2024. She will be one of only 104 students from across the United States to take part in the program. Jacob Dominguez of West Point-Beemer was selected as one of two alternates from Nebraska.

* Wisner-Pilger Elementary School was one of two Nebraska schools to be recognized by the National Association of ESEA State Program Administrators (NAESPA) as 2023 National ESEA Distinguished Schools. Wisner-Pilger Elementary was recognized for exceptional student performance and academic growth.

* Several individuals with ties to NRCSA-member schools were recently elected to the Eight-Man Football Hall of Fame. Included were players Steve Bazata (Howells, now part of Howells-Dodge), Josh Frerichs (Lodgepole), Brian Hahn (Hampton), Brandon Johnson (Rushville, now part of Gordon-Rushville), Jerry Leiss (Indianola, now part of Southwest), Matt McGinn (Anselmo-Merna), Travis Mlady (Bloomfield), Jeff Veerhusen (Adams, now part of Freeman). Coaches elected to the Hll include Jon Dahl (Mead) and Curt Johnson (Lawrence, now part of Lawrence-Nelson).

* Conestoga's CyberPatriot team finished first in state in its division, as well as having the overall highest score in Nebraska competing against many schools, including some of the largest schools in the metro areas. The team also finished in the top 25% of its tier nationally which allows them to move on to the semi-finals. CyberPatriot's National Youth Cyber Defense Competition is the world's largest cybersecurity competition and is open to all schools and approved youth organizations.



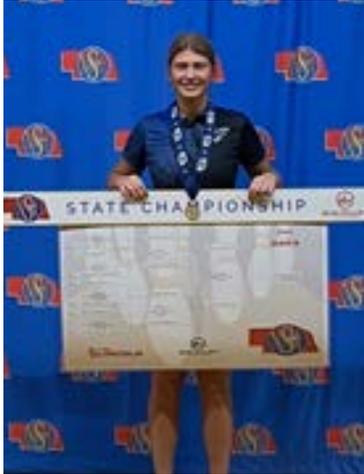
CONESTOGA CYBERPATRIOT TEAM

* The National Football Foundation names its state winners of 2023-24 NFF National High School Academic Excellence Awards. Among the teams honored were NRCSA members Gothenburg (Class C1), Exeter-Milligan/Friend (D1), Verdigre (D2), and Hampton (D6).

* Several players from NRCSA-member schools were selected for the 2024 Nebraska Shrine Bowl rosters. Named to the South team were: Ryker Evans (Hi-Line), Breckan Schluter (Exeter-Milligan/Friend), Caden Rezac (Ogallala), Kellen Peterson (Aurora), Treshaun Beed (Aurora), Dylan Eby (Plattsmouth), Orion Parker (Plattsmouth), Jackson Turner (Fillmore Central), Jake Ryan (Minden), Dalton Amen (Malcolm), Ryker Wohlers (DC West), Patrick Gross (McCook), Tanner Bolte (BDS), Jackson Kerchal (Dundy County-Stratton), and Maverick Binder (Auburn). Named to the North team were: Trey Appelt (Ainsworth), Hank Hudson (Boone Central), Trent Patzel (Boone Central), Brice Chaplin (Broken Bow), Humberto Adame (Lakeview), Joseph Stein (Northwest), Chase Wiegert (Northwest), Blake Borchers (Battle Creek), Cael Peters (Mitchell), Bryson Gadeken (Neligh-Oakdale), Tucker Shabram (O'Neill), Trent McCain (Ord), Keenan Valverde (Pierce), Isak Doty (Sidney), Mitchell Hupp (Stanton), and Braydon Wobken (LVSS). Clint Ardissono of BDS is on the South coaching staff. Ron Beacom of Neligh-Oakdale and Ryan Smith of Sidney are on the North coaching staff.

* St. Paul won the Class C State Championship at the NSAA State Wrestling Duals. They defeated Minden in the final.

* Jersi Jensen of Wayne was the Class B Girls State Bowling Individual Champion. The Wayne Girls won the Class B Girls State Bowling Team Championship.



Jersi Jensen



Wayne Girls Bowling Team

* The NSAA's "Champions for Coaches" program was designed to honor active coaches who go above and beyond for kids and the community. Students, administrators, parents/guardians, and community members were encouraged to nominate coaches that have made a significant impact in their school and community. Coaches from NRCSA-member schools who were selected include: Amy Allgood of Boone Central (Girls Golf), Rob Sweetland of Wayne (Softball), Janie Kuncl of Mullen (Boys Cross Country), Jordynn Luettel of Elgin (Volleyball), Lana Cool of Arnold (Play Production), Bob Rainer of Bancroft-Rosalie (Girls Bowling), Garrett Schultz of Raymond Central (Girls Wrestling), Keaton Gracey of Minden (Boys Wrestling), Brandon Rohr of Amherst (Girls Basketball), Kate Diaz of Ogallala (Speech/Debate), Megan Unwin of Oakland-Craig (Girls Track & Field), and LaTravia Dobson of Riverside (Boys Track & Field).

* Team NRCSA won a hotly contested battle with Team NCSA in the 4th Annual NRCSA-NCSA Bowl Game Challenge. Members of the 6-person teams had to pick the winners of all of the college football bowl games using the point spread. Team NRCSA won to even the series at two championships apiece. Chris Kuncl (Supt. at Mullen) of Team NRCSA was the individual champion among the twelve contestants. Members of Team NRCSA were Chris, Jeff Bundy, Jon Cerny (Supt. at Bancroft-Rosalie), Jon Davis (Supt. at Alma), Mark Lenihan (Supt. at Wayne and current NRCSA President), and Jack Moles.



The National Rural Education Advocacy Consortium (of which NRCSA is a member) continues to represent rural education on the Federal level. NREAC is an extension of the National Rural Education Association. Dr. Jon Habben, previous NRCSA Executive Director, serves as the NRCSA Federal Liaison.

A brief description of the six NREAC legislative priorities are as follows:

- 1) **EDUCATION FUNDING:** NREAC seeks preservation of critical federal funding for rural schools.
- 2) **REAP FUNDING:** NREAC urges Congress to increase funding to Title V, Part B of ESSA, the Rural Education Achievement Program, with a specific increase to the Rural Low-Income School Program.
- 3) **INFRASTRUCTURE:** NREAC supports efforts to ensure any infrastructure proposal in Congress must include funding for modernizing or maintaining rural school facilities.
- 4) **FOOD AND NUTRITION:** NREAC supports any effort to streamline processes and reduce the administrative burdens related to school meal programs.
- 5) **SCHOOL SAFETY:** NREAC supports flexible federal formula funding streams that channel resources to rural school districts for school safety that recognizes the geographic and economic challenges in rural communities.
- 6) **BROADBAND AND CONNECTIVITY:** NREAC believes access to high-speed internet is critical for providing equitable access to learning for students in rural schools. As such, NREAC strongly supports maintaining E-Rate as an element of the Universal Service Fund in its current funding structure.

[NREAC Legislative Agenda](#)

Last school year, NRCSA began a Principal Search Service. This service is patterned after our successful Superintendent Search Service. Two options are available. Both options will involve NRCSA consultants recruiting candidates for the position. One option will involve the NRCSA consultant making background calls, while the reduced version of the service will place that role with the Superintendent. If you are interested in getting more information about the service now, please contact Jack. Here is a brochure outlining the service.

[NRCSA Principal Search Brochure](#)

An outstanding opportunity is available for rural districts or ESUs to “grow their own” School Psychologist. I highly encourage someone in your school or ESU to apply for admission to the Prairie Nebraska Project through UNL.

With generous funding from the Behavioral Health and Education Center of Nebraska, the University of Nebraska Lincoln’s School Psychology program is recruiting 10 rural Nebraska residents to complete an Educational Specialist degree in School Psychology. The Prairie Nebraska project uses synchronous and asynchronous online instruction to deliver a program of study that is highly accessible for rural Nebraska residents. Students will be able to complete the training in their own community without having to relocate to Lincoln. Prairie Nebraska funds will pay for the trainees’ tuition and fees. Upon successful completion of the program, Prairie Nebraska trainees will qualify for an endorsement towards a Nebraska Department of Education certificate in School Psychology.

Successful applicants to the Prairie Nebraska program will:

- Live and work in any Nebraska county excluding Douglas, Lancaster, Sarpy, Washington, or Cass Counties.
- Have a recommendation from an ESU or school administrator with a commitment by the school/ESU to provide the experiences and supervision that trainees will need to complete the program.
- Apply to and be accepted into the University of Nebraska Lincoln Educational Specialist program in School Psychology.

Due to restrictions associated with the ARPA funds, all project-funded activities must be completed by December 2025. Consequently, we will be recruiting very quickly – with review of applicants beginning on

April 1, 2023 and continuing until the program is filled. Coursework and supervised practica will be tightly scheduled and offered one course at a time. Formal, synchronous courses and meetings will be scheduled outside of typical work hours (e.g., 5 PM or later) and will emphasize projects, assignments, and activities that have practical utility to prepare students for day-to-day practice as School Psychologists.

Interested applicants should email Beth Doll, bdoll2@unl.edu and include their:

- Name, email, and phone number
- Mailing address, including county of residence
- The school district or Educational Service Unit that is likely to provide their recommendation and commitment for supervised experiences

NRCSA developed a corporate sponsorship/partnership program. The program is designed to provide our corporate partners with more opportunities for contact with the decision makers in our member school districts, ESUs, and the colleges through increased exposure. Corporate partners are able to choose among three levels of sponsorship: Purple Ribbon Partners, Blue Ribbon Friends, and Red Ribbon Sponsors. Different forms of contact with our members are made available in each of the three levels.

New Collaboration Seeks to Address Principal Shortage and Strengthen Professional Development

A new collaboration designed to address the shortage of future principals and strengthen professional development of current school leaders is underway. The project, entitled, Growth-Oriented Leadership Development (GOLD) is being coordinated by members of the UNL Department of Educational Administration, in partnership with NRCSA, NCSA, ESUs, and NDE.

“We’re seeking federal funds to develop current and future principals from within—a grow your own model, said Nick Pace, chair of the UNL Educational Administration Department. Over the next several months, Pace says a team led by professors Jiangang Xia and Scott Sturgeon will be inviting districts to join the effort. The team is inviting approximately 60 schools to participate, with half receiving focused training while the other half continues its current efforts without the training. Districts not initially selected for the training group would be first in line for the next round of the program, if funded.

Districts interested in participating should watch for information through NRCSA updates, ESU superintendent meetings, or by contacting Pace, Xia, or Sturgeon.

Nick.Pace@unl.edu, Jxia@unl.edu, ssturgeon2@unl.edu



Purple Ribbon Partners



Apptegy

Emily Milnamow
2201 Brookwood Dr, Suite 115
Little Rock, AR 72202
Phone: (317) 219-8686
conferenceteam@apptegy.com



DA Davidson

Paul Grieger
450 Regency Parkway, Suite 400
Omaha, NE 68114
Phone: (402) 392-7986
pgrieger@dadco.com



Cheever Construction

Doug Klute
3425 N 44th St
Lincoln, NE 68504
Phone: (402) 477-6745
dklute@cheeverconstruction.com



DLR Group

Emily O'keeffe
6457 Frances St, Suite 200
Omaha, NE 68106
Phone: (402) 393-4100
eokeeffe@dlrgroup.com



CMBA Architects

Troy Keilig
208 N Pine ST, Ste 301
Grand Island, NE 68801
Phone: (308) 384-4444
keilig.t@cmbaarchitects.com



Facility Advocates

Dave Raymond
3738 S 149th St, Suite 102
Omaha, NE 68144
Phone: (402) 657-9177
draymond@facilityadvocates.com



Cornhusker International Trucks

Russ Folts
3131 Cornhusker Hwy
Lincoln, NE 68504
Phone: (402) 304-4016
russ.folts@cornhuskerinternational.com



MCL Construction

Travis Justice
14558 Portal Circle
Omaha, NE 68138
Phone: (402) 339-2221
tkj@mclconstruction.com



Purple Ribbon Partners



Network For Educator Effectiveness (NEE)

Marc Doss
288 Maguire Blvd
Columbia, MO 65211
Phone: (844) 793-4357
dossm@missouri.edu



Piper Sandler & Co

Jay Spearman
11422 Miracle Hills Dr, Suite 408
Omaha, NE 68154
Phone: (402) 599-0307
jay.spearman@psc.com



Trane Technologies

Jonathan Hoesch
11937 Portal Rd
La Vista, NE 68128
Phone: (402) 499-8468
jonathan.hoesch@trane.com



Tremco Roofing

Tyler Petersen
3735 Green Road
Beachwood, OH 44122
Phone: (909) 302-0617
tpetersen@tremcoinc.com



Voss Lighting

Randy Herrick
4624 S 140th St
Omaha, NE 68137
Phone; (402) 850-9789
randy.herrick@vosslighting.com



Wilkins Architecture, Design, Planning

Jacob Sertich
2908 W 39th St, Suite A
Kearney, NE 68845
Phone: (308) 237-5787
jsertich@wilkinsadp.com

One of the benefits for our Purple Ribbon Partners is the opportunity to submit an article for the monthly Member Update. This month we proudly recognize:

VOSS

L I G H T I N G • D E S I G N • S E R V I C E S

Voss - A Nebraska Company since 1939

Voss is a trusted lighting solutions and services provider in North America. While Nebraska is where it all began for Voss in 1939, today we have 14 Branches located across the country. We work with school districts, building owners, property managers, government, and corporations to deliver tailored lighting and energy solutions.

We provide our customers with solutions that offer a positive impact to their operating expenses due to rising energy costs and outdated lighting systems. And for school districts, Voss has become a trusted partner to assist in improving their learning environments, creating excitement and pride on their campuses and throughout the community and addressing their safety and security concerns.



More Than Just Illumination

At Voss **we look holistically and think financially** when asked to survey school buildings for improved lighting.

- Our recommendations go beyond products and services to also include funding options so school districts can do more with less.
- We look beyond just lighting and bundle other facility improvements when it makes good business sense.
- Our financial focus means Districts can be assured we will do our due diligence and look for grants, tax incentives, unrealized assets and cost reallocation opportunities so their investment is as low as possible. And in many instances, budget neutral or positive cash flow.
- We have a dedicated controls division providing solutions to conserve energy, instill game day excitement and enhance the learning environment in school buildings across the state.
- Our experience designing exterior, color lighting solutions provides school districts with the opportunity to partner with Voss to add excitement and pride not just for their buildings, but the community as well.
- We work alongside Districts' preferred contractors to add value by doing an in-depth analysis of school buildings' indoor environments. This extra step makes sure the right products are selected and installed, saving Districts' money now and through the life of the products.
- We also work alongside District's Design Partner to add value by recommending products based on availability now and in the future, durability and life expectancy, controls compatibility and much more.

VOSS

Bringing a better light to our world, since 1939.

VOSSLIGHTING.COM

**To learn more, please contact Randy Herrick.
402-850-9789 or randy.herrick@vossighting.com**

MEMBER SPOTLIGHT

Loomis Public Schools



Mascot: Wolves

Enrollment: 275

Location(s): Loomis, NE

Interesting Fact: Loomis has grown in enrollment the past 11 years going from 190 students in 2013 to 275 in 2024. The addition of our PK program has started the new-young students on a recipe of success. Loomis Public School supplying education since 1896.

Superintendent: Sam Dunn

Principal: Nate Weaver

Board of Education: Allan Meyer - President, Scott Schukar - Vice President, Duane Schoff - Secretary, Luke Thorell - Treasurer, Mike Szekely, & Kelly Anderson

We have one of the best Beef in Schools program in our area. Local donors provide fresh beef for our school meals and it is served 5 times every 2-weeks. We have a monthly Hamburger Grill Day that is popular with our students and staff. Honor Roll students are rewarded once per semester and are feed steaks for their efforts. We have had over 15 local donors over the past 8 years of the span of this program. Money is donated through Phelps County Give 2 Grow to cover the cost of processing.



MEMBER SPOTLIGHT

Stuart Public Schools



Superintendent: **Robert Hanzlik**



Principal: **Travis Ludwig**

Board of Education: **Mike Stracke, Eric Kohle, Darby Paxton, Jared Wolf, Marvin Miksch, & Kurt Kaup**



Mascot: Broncos

Enrollment: 200 Students PK-12

Locations: Stuart, NE

Interesting Fact: The 2023 addition eliminated the use of a three-story building built over 100 years ago. The 17,675 square foot addition greatly added space to house a new shop to meet the needs of students wishing to enhance their hands-on learning in the areas of welding, metal fabrication, woodworking, and other agricultural-based tasks. Additionally, a larger music room complete with practice rooms was completed. A final aspect of the 2023 construction project was a renovation of the school library, art room, and assorted classrooms. The addition was supported by the passage of a district bond which passed in 2022 by a 3 to 1 margin after not passing in 2019.



Programs

Speech---The Stuart Speech team has had a great deal of success at both the local and state level with the team claiming Class D2 State Titles in 2023, 2022 and 2021. This is in addition to state championships in 2005, 2010, 2014 and a State Runner-up in 2013.



FFA--The Stuart FFA Chapter chartered in 1999 and has established itself as a strong program in district, state and national competitions. The chapter is home to a National FFA Officer, three State FFA Officers, six National Proficiency Finalists and one National Champion, a 4th Place National Extemporaneous Speaker, a 5th place National Conduct of Chapter Meetings Team, a National Creed speaking medalist and a National Sr. Parliamentary Procedure Team competitor. In addition, the chapter has had 43 American Degree recipients, 103 State Degree recipients, 32 State Star Finalists and four State Stars over Nebraska. The members have greatly excelled in Leadership



MEMBER SPOTLIGHT

Meridian Public Schools



Mascot: Mustangs

Enrollment: 214 students

Locations: Daykin, NE

Interesting Fact: Meridian's school name honors the early and historic community of Meridian, Nebraska in the area. The Meridian Bridge is a nearby landmark of the area and has become a favorite attraction of Meridian's history.

Superintendent: Randy Kort



Principals: 7-12; Alex Hull, PK-6; Leslie Drees

Board of Education: Jason Bartels, Scott Sobotka, Jamie Niederklein, Brian Rutt, Rene Scheer, & Joy Barton



Programs

Program 1. The Meridian Volleyball team has been district champions/state qualifiers for the past two years. This past year they place 4th at the state tournament, and they also won the Crossroads Conference Tournament. In 2022 the Volleyball team won the MUDECAS class B division tournament.



Program 2. Meridian FFA Chapter started in the 2018-2019 school year. The chapter has grown to 54 members. This year the first member of the chapter earned her National FFA Degree.



I would encourage districts to consider participating in the Academic Decathlon competition.

Academic Decathlon is an activity that is dependent on students of different ability levels. A team is made up of students who are in the Honors (A average), Scholastic (B average), and Varsity (C average) levels. Students may move up, but they may not move down. The combined scores of the students in all 10 competition events are counted, thus each team member is very important. There is a defined course of study in each subject area each year. Subject areas are commonly Math, Language & Literature, Science, Social Science, Economics, Art, and Music which are covered in the Regional competition each year. At the State Competition, Speech, Interview, and Essay are added. There is a “theme” each year that many of the subject areas cover. The theme for 2022-23 was the American Revolution. The theme for 2023-24 will be “Technology and Humanity”. Regional competition takes place in January and State competition takes place in February. The school can decide how to prepare for the competitions. Some schools have teams that have practices in the evenings or after school. Some simply provide the students with materials to study prior to competitions. Other schools offer a class to prepare.

Quiz Bowls are wonderful and fun activities, but they do not have a defined course of study like the Academic Decathlon. I find the Decathlon to be the best academic competition that I have experienced. To me, it is based on true study and learning.

On a personal note, three of my four kids participated in Academic Decathlon through high school and between them they won thousands of dollars in scholarships as they were on teams that had success. I currently serve on the Nebraska Academic Decathlon Board of Directors. I have been very involved with this activity for many years and highly encourage you to consider adding it to your school. A new school can have its enrollment fee waived the first year and may receive free study materials.

If you have any questions or have a staff member who is interested, please feel free to contact me. You could also contact the State Director, Vicki Deniston-Reed at dcthln.denistonreed@gmail.com.

UNL Tuition Discount & GOLD Grant.

We have a new tuition discount program aimed at better serving folks from rural districts who are seeking school leadership degrees (MEd – principalship, EdD – superintendency) or endorsements. The program

provides a 15% tuition discount for educators who serve in NRCSA member districts or are in an area classified by NCES as rural or town. We think this is a small but important step toward helping rural schools be intentional about growing their own leaders. If interested, please contact Dr. Nick Pace at nick.pace@unl.edu

[Big Red Leader Website](#)

[Big Red Leadership Flyer](#)

In addition, invite your participation in a federal grant application aimed at helping Nebraska school districts. Led by the UNL Department of Educational Administration, the *Growth-Oriented Leadership Development (GOLD) Project* is a collaboration across NCSA, NRCSA, ESUCC, and NDE. Goals include:

- Developing current and future leaders in a grow-your-own model
- Strengthening School Leadership
- Improving Principal and Teacher Retention

GOLD Highlights:

- A focus on local, building/district level context, not a top-down, one-size-fits-all approach
- Research-based content aligned with Marzano’s Balanced Leadership and other recent work
- Use of existing professional development structures led by credible leaders and coaches
- No additional costs or duties to ESUs or districts

GOLD Includes:

- Regular, large group professional development for the principal and 2-3 teacher leaders per building
- Small group coaching and facilitation provided by grant-funded coaches
- Application of material presented in sessions to local school improvement priorities and integration with the new NDE Nebraska Teacher and Principal Professional Standards (NTPPS)
- A stipend to participating schools to support implementation of GOLD dimensions and materials

To Learn More:

<https://cehs.unl.edu/edad/gold-project/>

Chadron State College Special Education Para-to-Teacher Program Initiative.

Purpose: This “Grow Your Own” Special Education Teacher program is designed to provide school districts with the opportunity to cultivate and participate in the training of their para-professionals who wish to continue their education to become special education teachers.

Who: Any individual who holds a minimum of an Associate’s Degree (or equivalent credit hours) from an accredited higher education institution, and who is employed as a para-professional within a school district. **What:** Chadron State will provide required course work and enrichment activities via online, face-to-face (via Zoom), and on the job experiential learning, leading to a Bachelor’s in Education Degree, and a Nebraska Teaching Certificate with an endorsement in Special Education (grades PK-12). With administrator input, program course work will be tailored to best fit your district practices and expectations. Each course will be offered in an 8-week format, with 12-13 credit hours to be completed each 16 week semester.

How: Program participants will be advised, monitored, and supported by CSC faculty/staff, and a CSC Education Program liaison is specifically assigned to facilitate their progress. District para-professionals may enter the program at any time in the academic year.

When: once participants reach their senior academic year they will embark on completing their capstone course work, via online and Zoom class sessions. This course work has been pared down considerably with the understanding and assumption that these student teachers will be learning “on-the-job”. For example, one section covers classroom management practices. Clearly, one can argue and attest that these student teacher interns are learning more about managing a classroom from being mentored by veteran teachers within your school, and observing them in action. This is the belief and learning approach embraced during this senior year. However, to ensure and assess concept learning, Chadron State faculty will be meeting with your student teacher cohort twice per week for 1.5 hours, via Zoom conferencing technology.

Graduation: At the completion of this program students/candidates graduate from Chadron State College, and apply for teaching licensure resulting in a valid initial teaching certificate with and endorsement in PK-12 Special Education. Chadron State’s education program is nationally and State accredited. As such, interstate certification reciprocity is not a problem.

Things for your consideration:

1) To qualify for this program participants must hold at least an Associate’s Degree or the equivalent in college credit hours. (*CSC will work with those applicants to provide them with the needed coursework leading up to program entry*).

2) Districts must agree to maintain para-professional employment throughout the course of the program—including during the student teaching experience.

Please contact Dr. Adam Fette for more program information, at afette@csc.edu.

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

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

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

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

We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska

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

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

For more information, please visit our clinic website:

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

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

[NRCSA Spending Study](#)

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

SUPERINTENDENT SEARCH & PLANNING

NRCSA has had a very successful year last year in assisting 14 Boards of Education in choosing their next Superintendent of Schools. Last year we were asked to assist Ansley Public Schools, Bruning-Davenport (interim), Educational Service Unit #16, Lakeview Community Schools, Louisville Public Schools, Medicine Valley Public Schools, North Bend Central Public Schools, Randolph Public Schools, Ravenna Public Schools, South Central Unified #5 (interim), Southwest Public Schools, Superior Public Schools (Interim), Tekamah-Herman Public Schools, and Thayer Central Public Schools in their searches for their next Superintendents. NRCSA was also selected to assist the NSAA Board of Directors in its search for the next Executive Director of the NSAA. We also assisted Thayer Central on a Principal search.

This year, we are already assisting the Boards of Education at Raymond Central and Sioux County in identifying their next Superintendent.

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. For more information you can contact Executive Director Jack Moles at jmoles@nrca.net or by phone at 402-335-7732.

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



SYRACUSE-DUNBAR-AVOCA used the NRCSA Planning Service in 2022. NRCSA Consultants Rob Hanger and Fred Helmink assisted the district with its planning.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)

Contact Information

NRCSA

Jack Moles, Executive Director
(402) 335-7732
jmoles@nrcea.net

Jeff Bundy, Administrative Aide
(402) 202-6028
jbundy@nrcea.net

Legislative Contacts

U.S. Senators

[Deb Fischer](#)

[Pete Ricketts](#)

U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

Nebraska Governor

[Jim Pillen](#)

NE State Senators

[Raymond Aguilar, Dist 35](#)

[Joni Albrecht, Dist 17](#)

[John Arch, Dist 14](#)

[Christy Armendariz, Dist 18](#)

[Beau Ballard, Dist 21](#)

[Carol Blood, Dist 3](#)

[Carolyn Bosn, Dist 25](#)

[Eliot Bostar, Dist 29](#)

[Bruce Bostelman, Dist 23](#)

[Tom Brandt, Dist 32](#)

[Tom Brewer, Dist 43](#)

[John Cavanaugh, Dist 9](#)

[Machaela Cavanaugh, Dist 6](#)

[Robert Clements, Dist 2](#)

[Danielle Conrad, Dist 46](#)

[Jen Day, Dist 49](#)

[Wendy DeBoer, Dist 10](#)

[Barry DeKay, Dist 40](#)

[Myron Dorn, Dist 30](#)

[Robert Dover, Dist 19](#)

[George Dugan, Dist 26](#)

[Steve Erdman, Dist 47](#)

[John Fredrickson, Dist 20](#)

[Steve Halloran, Dist 33](#)

[Ben Hansen, Dist 16](#)

[Brian Hardin, Dist 48](#)

[Rick Holderoft, Dist 36](#)

[Jana Hughes, Dist 24](#)

[Megan Hunt, Dist 8](#)

[Teresa Ibach, Dist 44](#)

[Mike Jacobson, Dist 42](#)

[Kathleen Kauth, Dist 31](#)

[Lou Ann Linehan, Dist 39](#)

[Loren Lippincott, Dist 34](#)

[John Lowe Sr., Dist 37](#)

[Mike McDonnell, Dist 5](#)

[Terrell McKinney, Dist 5](#)

[Fred Meyer, Dist 41](#)

[Mike Moser, Dist 22](#)

[Dave Murman, Dist 38](#)

[Jane Raybould, Dist 28](#)

[Merv, Riepe, Dist 12](#)

[Rita Sanders, Dist 45](#)

[Julie Slama, Dist 1](#)

[Tony Vargas, Dist 7](#)

[Brad Von Gillern, Dist 4](#)

[Lynne Walz, Dist 15](#)

[Justin Wayne, Dist 13](#)

[Anna Wishart, Dist 27](#)



NRCSA Programs

New Leaf Teletherapy

Planning Support Service

Scholarship and Awards Programs

Superintendent Search Service

USBank OneCard Program



NRCSA Rural Community Schools Association
455 S 11th ST, Suite B
Lincoln, NE 68508



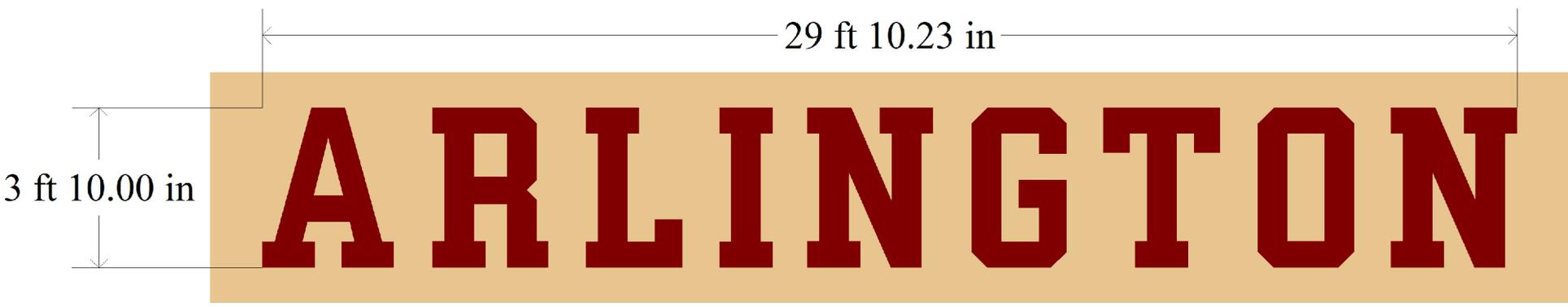
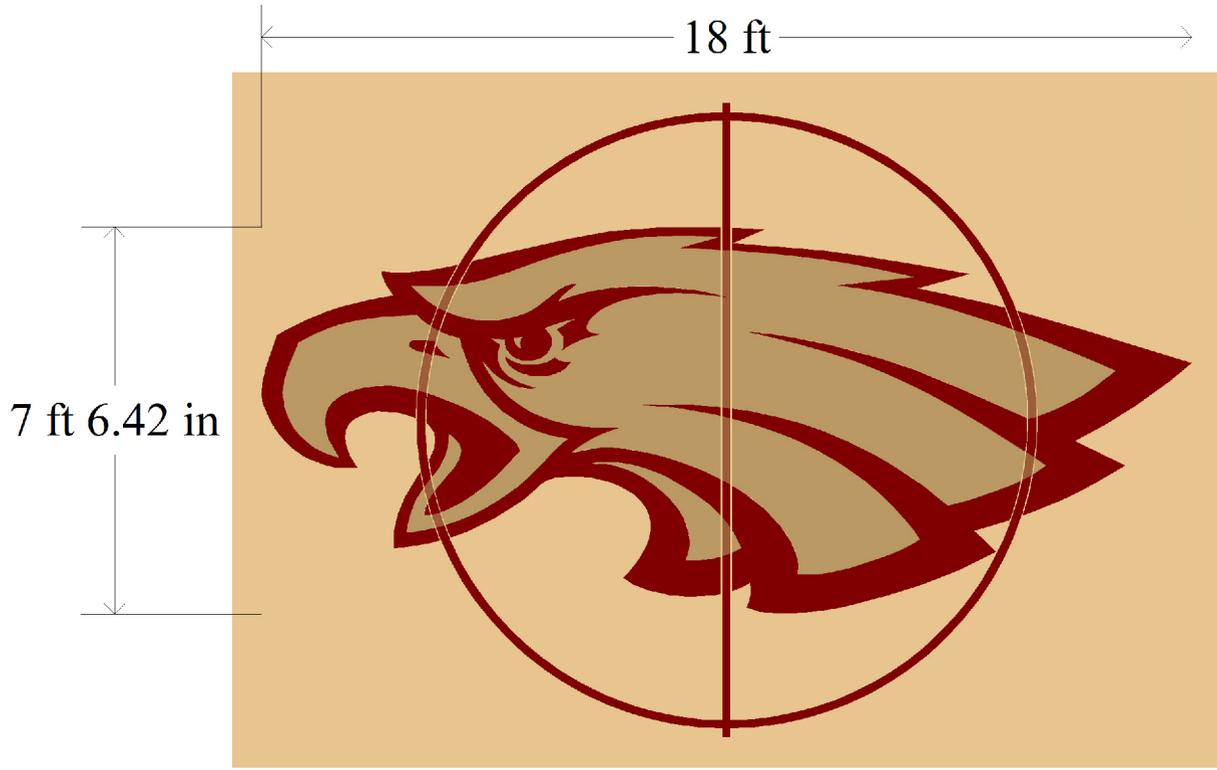
www.nrca.net



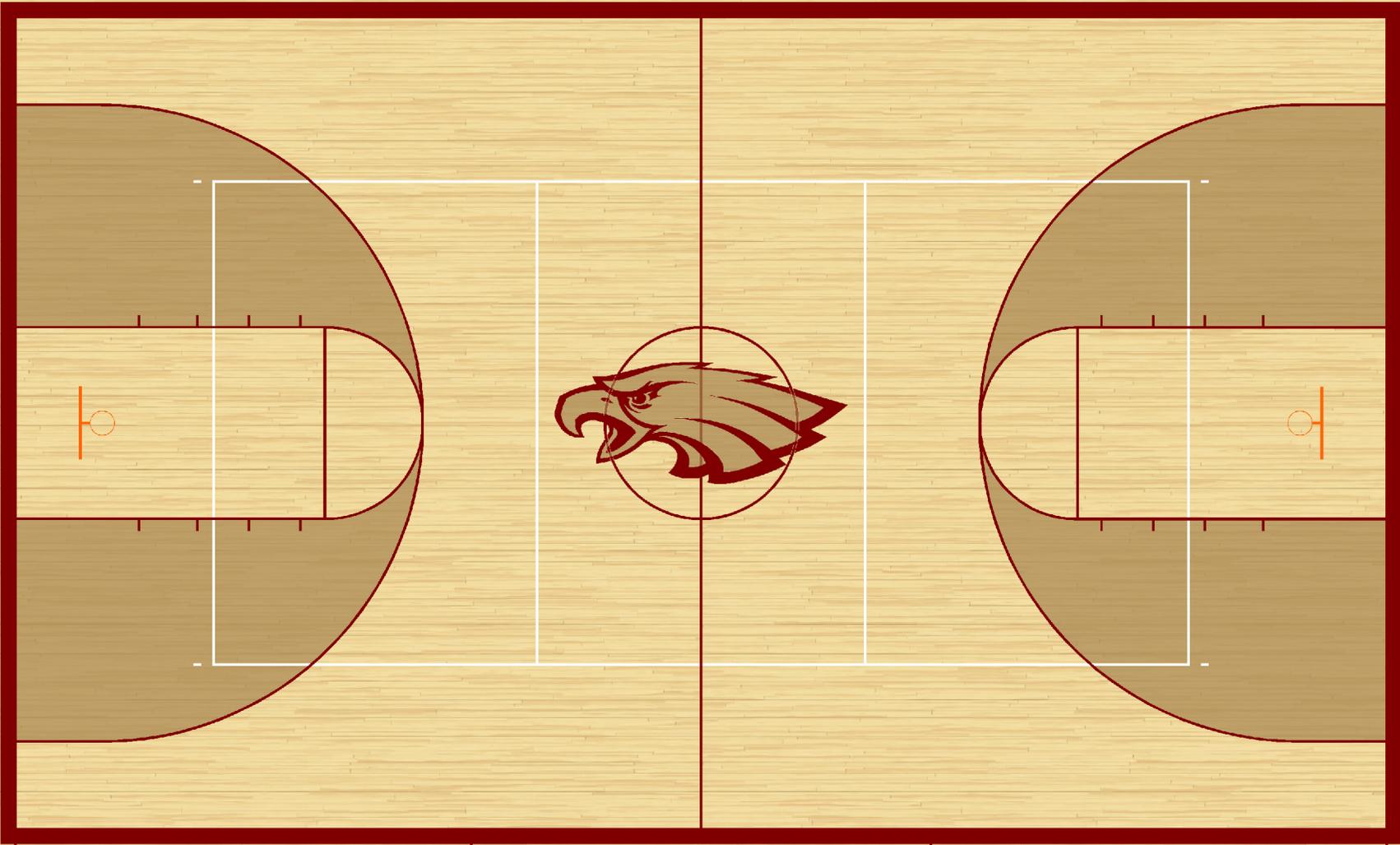
www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/



ARLINGTON



ARLINGTON

E EGAN SUPPLY CO.

"It's Service After The Sale That Counts"

13838 Industrial Road • Omaha, NE 68137

PRICE QUOTE

Phone 402-346-0597

Fax 402-346-5076

Page 1

Printed 01/17/24 PK

Quoted

ARLINGTON PUBLIC SCHOOL
 Attn: LAWRENCE
 P.O. BOX 580
 ARLINGTON NE 68002
 Tel: 402-478-4171 Fax: 402-478-4176

Ship To

ARLINGTON PUBLIC SCHOOL
 705 NORTH 9TH STREET
 ARLINGTON NE 68002

Quote # Q040588	Quote Date 11/06/2023	Exp Date 01/05/2024	Customer # 0420326	Customer P/O # Gym Floor Sandin	Ship Via	Writer PK
Job ID			Customer Terms Net 30 Days		Salesman Matt Egan	

Product	Description	UM	Quant	Unit Price	Extension
	***** * delivery hours are 7-6pm * * can call lawrence * * 402-720-2194 if any questions * * * * DO NOT DELIVER ON FRIDAYS! * *****				
GYM FLOOR	SAND GYM FLOOR This quote is for sanding the floor, applying two coats of seal, repainting all existing gyme lines, and applying two coats of high solids gym finish. Additional graphics quoted separately.	EA	1	26265.00	26265.00
GRAPHICS	GYM FLOOR GRAPHICS Version 5	EA	1	6707.32	6707.32

X: _____ (Accepted by)	Sub Total	\$32,972.32	T o t a l
	Freight	\$0.00	
	Misc Charges	\$0.00	
	Tax Amount	\$0.00	
			\$32,972.32

MESSAGE	TERMS
FOB Destination, Freight Collect	

**2024-2025 MASTER AGREEMENT
PREAMBLE
AA/EOE**

THIS AGREEMENT IS MADE AND ENTERED INTO this 12 day of February, 2024, 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 2024-2025:

- a) The base salary for the 2024-2025 school year shall be \$40,900

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
- d. 30 Years of Continuous Service: \$1500

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
- Varsity Cross Country Meet Worker (After Contract Time Only)
- Varsity Track Meet Event Worker (After Contract Time Only)
- 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)
- Varsity Track Admissions (After Contract Time Only)
- Varsity Cross Country Meet Admissions (After Contract Time Only)
- 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
- Non Varsity Track or Cross Country (After Contract Time Only)
- 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 2024-2025 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, 100% of health premium for employee/spouse, and 100% 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, 100% of premium for employee/spouse, and 100% of premium for employee/spouse/child(ren). 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 in 2020-2021 and after are required to take at minimum a single coverage insurance plan offered by the district. 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.

Upon commencement of the 2024-2025 contract, all employees receiving Cash Payment In Lieu of Insurance Coverage at the level prior to 2017-18 (\$6,885) or after 2017-2018 but before 2019-2020 (\$2,500) will cease to receive such payments. No employees shall receive CIL; employees may choose whatever health insurance plan they are eligible for, or waive coverage if they provide evidence of coverage on another qualifying plan as set forth in paragraph (1.) of this section.

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 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 for which the District will pay 100% of the premium, (b) Both of said teachers may elect to take employee only tier. 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.

E. 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.

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, 2024 and shall continue in effect until August 31, 2025. If a new and substitute contract has not been duly entered into prior to August 31, 2025 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, 2025.

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 2024-2025

2024-2025

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
	40,900	42,945	44,990	47,035	49,080	51,125	53,170	55,215
2	1.04	1.09	1.14	1.19	1.24	1.29	1.34	1.39
	42,536	44,581	46,626	48,671	50,716	52,761	54,806	56,851
3	1.08	1.13	1.18	1.23	1.28	1.33	1.38	1.43
	44,172	46,217	48,262	50,307	52,352	54,397	56,442	58,487
4	1.12	1.17	1.22	1.27	1.32	1.37	1.42	1.47
	45,808	47,853	49,898	51,943	53,988	56,033	58,078	60,123
5	1.16	1.21	1.26	1.31	1.36	1.41	1.46	1.51
	47,444	49,489	51,534	53,579	55,624	57,669	59,714	61,759
6	1.20	1.25	1.30	1.35	1.40	1.45	1.50	1.55
	49,080	51,125	53,170	55,215	57,260	59,305	61,350	63,395
7	1.24	1.29	1.34	1.39	1.44	1.49	1.54	1.59
	50,716	52,761	54,806	56,851	58,896	60,941	62,986	65,031
8		1.33	1.38	1.43	1.48	1.53	1.58	1.63
		54,397	56,442	58,487	60,532	62,577	64,622	66,667
9			1.42	1.47	1.52	1.57	1.62	1.67
			58,078	60,123	62,168	64,213	66,258	68,303
10				1.51	1.56	1.61	1.66	1.71
				61,759	63,804	65,849	67,894	69,939
11					1.60	1.65	1.70	1.75
					65,440	67,485	69,530	71,575
12						1.69	1.74	1.79
						69,121	71,166	73,211
13						1.73	1.78	1.83
						70,757	72,802	74,847
14						1.77	1.82	1.87
						72,393	74,438	76,483
15							1.86	1.91
							76,074	78,119
16								1.95
								79,755

Appendix A
Arlington Public Schools
Salary Schedule 2024-2025

**Extra Duty Pay Schedule
Current Employee Placement for 2024-2025 and Extended, Initial Placement, New Coach/Sponsor
Positions, Shared Duties
Appendix B**

A. Extra Duty Pay Schedule: The compensation of each employee covered by this agreement shall be determined by the schedule attached as Appendix A.

B. Current Employee Placement: The actual placement for each current employee for the 2024-2025 fiscal year is set forth on Appendix B attached hereto. This agreement allows current employee's to grandfather their 2007-2008 extra duty compensation package in lieu of placement on the new schedule. Said current employee can continue to grandfather their 2007-2008 compensation package (per maintained assignment) until said time that the new pay schedule is equal to or exceeds the monetary amount of the grandfathered 2007-2008 compensation. A current employee cannot combine utilization of the grandfather clause with utilization of the current extra duty pay schedule.

C. Initial Placement: The initial placement on the extra duty pay schedule of the employed after the date of this Agreement shall be determined by the Board of Education based upon the following:

(1) All employees contracted for any newly hired position will be placed on the current extra duty pay schedule (Appendix A) for all assignments.

(2) Years of experience will be determined by the administration. The experience must be of a similar nature and obtained in a recognized educational setting;

(3) Special qualification by reason of prior work experience or training for the specific assignment may affect years of experience as determined by the administration.

D. New Coach/Sponsor Positions: New positions added will be determined by the Administration with the Approval of the Board of Education. Placement on the pay schedule will be determined by a five member team consisting of one administrator, two coaches, and two activity sponsors using the ten categories and scale listed below.

Scale score each factor from 0-3

Factors: Certification Requirement: Teacher's certificate, CPR, etc.

Length of Season/Number of Practices

Public Pressure

Number of People Supervised – Assistants, Jr. High Coaches

Summer or Off Season Responsibilities

Budget/Inventory/Forms to be filled out

Number of participants in Program

Preparation time for practice or performance without participants

Fundraising Responsibilities

Overall Program Development Responsibilities – Camps, Youth Program

E. Shared Duties: Coaches/Sponsors may be allowed to share their respective duty assignment with administrative approval. The conditions of those shared duties and the compensation shall be determined by the administration with input from the employees involved. The shared compensation will not exceed the amount that would have been extended as the per the extra duty contract to the person hired for the position.

**Extra Duty Pay Schedule 2024-2025
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 GWR Head Var BWR 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 Track *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	Multimedia Streaming	Head Cheer	Dance FBLA Speech Musical Asst Cheer	Drama Asst. Musical	Jr. Class Sponsor Stu Co Asst. Drama Quiz Bowl Skills USA FFA	C concessions	NHS JH Leadership Yearbook STEM Asst. Skills USA Asst. FFA	Tech Asst Book Club Art Club	Soph Spons Fresh Spons Senior Spons
\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900	\$40,900
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	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year	1st year
\$6,871	\$5,726	\$4,908	\$2,863	\$2,863	\$2,454	\$2,045	\$1,636	\$1,227	\$1,023	\$818	\$818	\$614
3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year	3rd year
0.178	0.15	0.13	0.08	0.08	0.07	0.06	0.05	0.04	0.03	0.025	0.025	0.02
7,280	6,135	5,317	3,272	3,272	2,863	2,454	2,045	1,636	1,227	\$1,023	1,023	818
6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year	6th year
0.19	0.16	0.14	0.09	0.09	0.08	0.07	0.06	0.05	0.04	0.03	0.03	0.03
\$7,771	\$6,544	\$5,726	\$3,681	\$3,681	\$3,272	\$2,863	\$2,454	\$2,045	\$1,227	\$1,227	\$1,227	\$1,432
9th year	9th year	9th year	9th year	9th year	9th year	9th year	9th year	9th year	9th year	9th year	9th year	9th year
0.20	0.17	0.15	0.10	0.10	0.09	0.08	0.07	0.06	0.05	0.04	0.04	0.035
\$8,180	\$6,953	\$6,135	\$4,090	\$4,090	\$3,681	\$3,272	\$2,863	\$2,454		\$1,432		
12th+ year	12th+ year	12th+ year	12th+ year	12th+ year	12th+ year	12th+ year	12th+ year	12th+ year				
0.21	0.18	0.16	0.11	0.11	0.10	0.09	0.08	0.07				
\$8,589.00	\$7,362	\$6,544	\$4,499	\$4,499	\$4,090	\$3,681						

\$40,900.00

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



PROJECT PROPOSAL

Company

Helm Service
2618 South 156th Circle
Omaha, NE 68130
Ph: 531-772-0258

Proposal Date: 11/21/2023

Proposal Number: P05258

Bill To Identity

Arlington Public Schools
705 N 9th Street
Arlington, NE 68002
Lawrence Reed

Agreement Location

Arlington Public Schools
705 N 9th Street
Arlington, NE 68002
Lawrence Reed

RE: Arlington Public Schools - Unit Replacements York Option

Good afternoon, Lawrence-

Helm Service would like to thank you for the opportunity to provide this proposal for your consideration. Partnering with Helm Service for this work will ensure you receive the highest technical expertise in our industry. Our mechanical service procedures promote the highest safety and environmentally conscious practices available.

Helm Service is an Awarded Vender through the Equalis Group Cooperative Purchasing Organization. As an Awarded Vendor, Helm Service offers Equalis Group members the opportunity to purchase products at discounted pricing without the delay and expense of going out to bid.

Helm Group & Equalis Group Publicly Procured Master Agreement Contract #R10-1132B:

Region 10 Education Service Center (Region 10), and Equalis Group Lead Agency, issued RFP #R10-1132 for HVAC Installers & Energy Management Services on 1/28/2022 and subsequently entered into Contract #R10-1132B with Helm Group.

Contract Information

Initial Term Through: 4/30/2025

Renewable Through: 4/30/2027

Additional information regarding the procurement process and contract award can be found on the Helm group Page (<https://equalisgroup.org/helm-group/>) at the Equalis Group website, including the Helm Group products and services available through the Master Agreement, RFP and scoring documents, the Master Agreement between Region 10 and Helm Group, and pricing/discount model.

If not already a member, any public sector entity in the country can join Equalis Group and begin utilizing any Equalis Group competitively solicited master agreement by completing the membership registration form at <https://equalisgroup.org/member-registration>. New members receive a fully executed copy of their completed membership form via email immediately and will receive their Equalis Group membership number within one-two days. There are no dues, fees, or obligations and completing the form takes less than five minutes.

Once a member of the Equalis Group, this procurement vehicle and pricing is immediately available to **Arlington Public Schools**

Equalis Member #: To Be Determined

Helm/Equalis PQN #: 5956405

Project Scope:

Issue: Customer requesting to replace three Aaon units

Scope: Furnish and Install (2) 12.5-Ton York Sun Pro RTUs and (1) 40-Ton Sun Select RTU



- Provide labor and materials to remove and replace the following.....
- Furnish and Install (2) 12.5-Ton York Sun Pro RTU High Eff 2H2C gas/electric 460/3
 - Hail Guards Sun Pro ZJ/ZR/XP150, ZT120
 - Economizer with Barometric Relief All Models
 - Curb Adapter
 - 23-25 week Lead Time
- Furnish and Install (1) 40-Ton Sun Select RTU 800 MBH Modulating Gas Heat 460/3
 - Louvered Hail Guard
 - Low leak economizer, Smart Equipment controls (Econ)
 - Curb Adapter
 - 22-24 week lead time
- Crane Subcontractor for hoisting of old equipment off, and new equipment onto, roof
- Start-up and Verify Operations

Pricing:

**Our BASE price to install the scope of work as outlined above \$234,811.00
TWO HUNDRED THIRTY-FOUR THOUSAND, EIGHT HUNDRED ELEVEN (DOLLARS)**

Inclusions:

- Straight time labor
- Freight
- Controls through Gardner & Associates
- Factory shipping crates for maximum equipment protection
- Mobilization of manpower, tools, and equipment to the jobsite
- Daily coordination of project tasks and safety with onsite staff
- Cleanup of our own work
- Haul away and dispose of old equipment per EPA regulations
- Demobilization of manpower, tools, and equipment from the jobsite

Clarifications:

- Work to be performed during normal working hours of 7:00am thru 4:30pm, Monday thru Friday.
- Proposal is valid for 30 days.

Exclusions, Scope of work DOES NOT include the following:

- Overtime
- Taxes
- Holiday pay or double time
- Any shift work
- Any work not specifically listed within our inclusions
- Excludes: HGRH, VAV, Disconnect, Convenience Outlets, Smoke & Co2 Detection, Low Ambient Control, Power Exhaust, Modulating Compressors, Heat
- Engineering
- Performance and payment bond
- Any dumpsters



- Electrical Subcontractor - Helm Service will perform electrical disconnect and reconnect services only. If any electrical upgrades are required, Helm will coordinate the work with the customer at an additional cost. These services may include but are not limited to wire replacements, breaker replacements, fuse replacements, or increased conduit sizes
- Control subcontractor
- Steel subcontractor or any repairs to the existing steel building or structure
- General construction subcontractor or any general construction services
- Fire protection subcontractor or work with any fire protection devices
- Roofing subcontractor or work with any roofs or roofing materials
- Air balancing subcontractor or any associated air balancing work
- Work with any site utilities
- Temporary cooling or heating systems
- Temporary facilities
- Liquidated damages

Acceptance:

Thank you again for your consideration of our proposal. Please do not hesitate to contact me direct should you have any additional questions or comments.

Todd Maslo

Service Project Manager | Helm Service
402-981-8427 cell
tmaslo@helmgroupp.com

Upon execution as provided below, this agreement, including the following pages attached hereto (collectively, the "Agreement"), shall become a binding and enforceable agreement against both parties hereto. Customer, by execution of this Agreement, acknowledges that it has reviewed and understands the attached terms and conditions and has the authority to enter into this Agreement.

Contractor

Todd Maslo

Signature (Authorized Representative)

Todd Maslo

Name (Print/ Type)

531-772-0258

Phone

11/20/2023

P05258

Date

Proposal #

Customer

Signature (Authorized Representative)

Name (Print/ Type)

Title

Date

PO#



HELM SERVICE PROJECT - TERMS AND CONDITIONS

1. TERMS: IF THIS CONTRACT INVOLVES THE PURCHASE OF MATERIALS AND EQUIPMENT ONLY, THE PURCHASE PRICE SHALL BE PAYABLE AT THE TIME OF DELIVERY OF THE MATERIALS AND/OR EQUIPMENT; IF THIS CONTRACT INVOLVES LABOR OR LABOR AND MATERIALS AND EQUIPMENT, PROGRESS BILLINGS WILL BE SUBMITTED COVERING MATERIALS AND EQUIPMENT DELIVERED TO THE JOB SITE OR STORED IN ACCEPTABLE STORAGE FOR DELIVERY TO THE JOB SITE. THIS PROGRESS BILLING WILL ALSO INCLUDE LABOR WHICH HAS BEEN EXPENDED ON THE JOB OR DIRECTLY CONCERNED WITH THE JOB. THIS PROGRESS BILLING AMOUNT WILL BE DUE TEN DAYS AFTER BILLING DATE. FOR JOBS WHICH REQUIRE RETENTION, A RETENTION AMOUNT OF FIVE PERCENT WILL BE WITHHELD. IT WILL BECOME DUE AND PAYABLE AT THE COMPLETION OF HELM SERVICE'S PORTION OF THE PROJECT.

2. Title to the materials and equipment shall remain with Helm Service until the customer has paid the total price in full, and if the customer should fail to make any payment to Helm Service as the same becomes due or the customer fails to perform any other obligation under this contract, Helm Service may take possession of the materials and equipment.

3. Helm Service warrants that its labor and installation shall be done in a good and workmanlike manner and shall be free from defects for a period of one year after completion of the installation. Helm Service warrants that all equipment and materials furnished will be new unless otherwise specified in this contract, and that Helm Service has good title thereto. Helm Service does not warrant the quality of the equipment and materials furnished in any respect and the customer's remedy for defects in the equipment and materials shall be against Helm Service's suppliers or the manufacturers of the materials and equipment. Helm Service will deliver all manufacturers' written warranties to the customer upon completion of installation. UNDER NO CIRCUMSTANCES WILL HELM SERVICE BE RESPONSIBLE FOR LOSS OF USE, LOSS OF PROFITS, INCREASED OPERATING OR MAINTENANCE EXPENSE, CLAIMS OF CUSTOMER'S, TENANTS, OR CLIENTS, OR ANY SPECIAL, INDIRECT OR CONSEQUENTIAL DAMAGES.

4. Once the equipment and materials have been delivered to the job site, the Customer assumes all risk of damage to same, by any cause, except that brought about by the negligence of Helm Service and its employees. The customer shall carry all Risk, Property Insurance to the full value of the materials and equipment and name Helm Service as an Additional Insured to the extent of its interest. The Customer shall be responsible for purchasing and maintaining such liability insurance as will protect him against claims which may arise from operations under the Contract.

5. Helm Service will obtain Liability and Workers' Compensation Insurance protecting it against claims which may arise from operations under the contract.

6. Helm Service will make delivery or installation, when provided herein, within a reasonable time after this contract is entered into, but it will not be responsible for delays caused by unavailability of machinery, equipment, materials or parts, shipper's delays, strikes, lockouts, restrictions imposed by civil or military authority, priority regulation of some governmental body, insurrection or riot, or any other cause beyond Helm Service's control. If a time for performance is stated in this agreement, it shall be deemed to be an estimate only. If Helm Service is required to make some installation under this contract, the customer shall be responsible for putting the premises in a satisfactory condition including furnishing electric power, light, heat, and water so that installation can start promptly and be completed efficiently.

7. If Helm Service shall fail to perform any of its obligations under this contract and fails to perform after the customer gives Helm Service ten (10) days' written notice of the specific deficiencies, the customer may have someone else complete the performance, but Helm Service's liability shall be limited to what it reasonably costs the customer to obtain completion of Helm Service's obligations under this contract. If Helm Service fails to perform any of its obligations under this contract, the customer, at customer's option, and without being required to do so, may cancel this contract by giving Helm Service ten (10) days written notice.

8. If the Project is stopped for a period of thirty (30) days under an order of any court or other public authority having jurisdiction, or as a result of an act of government, such as a declaration of a national emergency making materials unavailable, through no act or fault of Helm Service or if the Project should be stopped for a period of thirty (30) days by Helm Service for the customer's failure to make payment thereon as provided in Paragraph 1, then Helm Service may upon seven (7) days written notice to the customer terminate this agreement and immediately recover from the customer payment for all work to date and for any proven loss sustained upon any materials, equipment, tools, construction equipment and machinery, including reasonable profit and damages.

9. In the event either party must commence a legal action to enforce any rights under this contract, the successful party shall be entitled to all court costs and reasonable attorney's fees as determined by the court for prosecuting or defending the claim as the case might be.

10. The Customer shall not leave any of the equipment or systems furnished or installed by Helm Service in operation until the customer has approved and accepted same and paid Helm Service the price in full.

11. Any written notice required under this contract may be delivered personally to the other party or mailed as certified mail, return receipt requested, to the other party's address as it appears in this agreement or as given to the other party by written notice during the terms of this contract.

12. To the fullest extent permitted by law, Customer shall indemnify and hold harmless Helm Service, its agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the performance of work hereunder, provided that such claim, damage, loss or expense is caused in whole or in part by any active or passive act or omission of Customer, anyone directly or indirectly employed by Customer, or anyone for whose acts Customer may be liable, regardless of whether it is caused in part by the negligence of Helm Service.



PROJECT PROPOSAL

Company

Helm Service
2618 South 156th Circle
Omaha, NE 68130
Ph: 531-772-0258

Proposal Date: 11/21/2023
Proposal Number: P05288

Bill To Identity

Arlington Public Schools
705 N 9th Street
Arlington, NE 68002
Lawrence Reed

Agreement Location

Arlington Public Schools
705 N 9th Street
Arlington, NE 68002
Lawrence Reed

RE: Arlington Public Schools - Unit Replacements Aaon Option

Good afternoon, Lawrence-

Helm Service would like to thank you for the opportunity to provide this proposal for your consideration. Partnering with Helm Service for this work will ensure you receive the highest technical expertise in our industry. Our mechanical service procedures promote the highest safety and environmentally conscious practices available.

Helm Service is an Awarded Vender through the Equalis Group Cooperative Purchasing Organization. As an Awarded Vendor, Helm Service offers Equalis Group members the opportunity to purchase products at discounted pricing without the delay and expense of going out to bid.

Helm Group & Equalis Group Publicly Procured Master Agreement Contract #R10-1132B:

Region 10 Education Service Center (Region 10), and Equalis Group Lead Agency, issued RFP #R10-1132 for HVAC Installers & Energy Management Services on 1/28/2022 and subsequently entered into Contract #R10-1132B with Helm Group.

Contract Information

Initial Term Through: 4/30/2025

Renewable Through: 4/30/2027

Additional information regarding the procurement process and contract award can be found on the Helm group Page (<https://equalisgroup.org/helm-group/>) at the Equalis Group website, including the Helm Group products and services available through the Master Agreement, RFP and scoring documents, the Master Agreement between Region 10 and Helm Group, and pricing/discount model.

If not already a member, any public sector entity in the country can join Equalis Group and begin utilizing any Equalis Group competitively solicited master agreement by completing the membership registration form at <https://equalisgroup.org/member-registration>. New members receive a fully executed copy of their completed membership form via email immediately and will receive their Equalis Group membership number within one-two days. There are no dues, fees, or obligations and completing the form takes less than five minutes.

Once a member of the Equalis Group, this procurement vehicle and pricing is immediately available to **Arlington Public Schools**

Equalis Member #: To Be Determined

Helm/Equalis PQN #: 5956405

Project Scope:

Issue: Customer requesting to replace three Aaon units

Scope: Furnish and Install (2) 13-Ton Aaon RTUs and (1) 40-Ton Aaon RTU



- Provide labor and materials to remove and replace the following.....
- Furnish and Install (2) 13-Ton Aeon Model RN-013
 - Packaged Air-Cooled DX Cooling
 - Natural Gas Heating
 - Economizer
 - Powered Exhaust
 - 2" Pleated Merv 8 Filters
 - Programmable Unit Controls
 - Curb Adapters
 - 15-week Lead Time
- Furnish and Install (1) 40-Ton Aeon Model RN-040
 - Packaged Air-Cooled DX Cooling
 - Natural Gas Heating
 - Economizer
 - Powered Exhaust
 - 2" Pleated Merv 8 Filters
 - Programmable Unit Controls
 - Curb Adapters
 - 15-week lead time
- Crane Subcontractor for hoisting of old equipment off, and new equipment onto, roof
- Start-up and Verify Operations

Pricing:

Our BASE price to install the scope of work as outlined above \$283,023.00
TWO HUNDRED EIGHTY-THREE THOUSAND, AND TWENTY-THREE (DOLLARS)

Inclusions:

- Straight time labor
- Freight
- Controls through Gardner & Associates
- Factory shipping crates for maximum equipment protection
- Mobilization of manpower, tools, and equipment to the jobsite
- Daily coordination of project tasks and safety with onsite staff
- Cleanup of our own work
- Haul away and dispose of old equipment per EPA regulations
- Demobilization of manpower, tools, and equipment from the jobsite

Clarifications:

- Work to be performed during normal working hours of 7:00am thru 4:30pm, Monday thru Friday.
- Proposal is valid for 30 days.

Exclusions, Scope of work DOES NOT include the following:

- Overtime
- Taxes
- Holiday pay or double time
- Any shift work



- Any work not specifically listed within our inclusions
- Excludes: HGRH, VAV, Disconnect, Convenience Outlets, Smoke & Co2 Detection, Low Ambient Control, Power Exhaust, Modulating Compressors, Heat
- Engineering
- Performance and payment bond
- Any dumpsters
- Electrical Subcontractor - Helm Service will perform electrical disconnect and reconnect services only. If any electrical upgrades are required, Helm will coordinate the work with the customer at an additional cost. These services may include but are not limited to wire replacements, breaker replacements, fuse replacements, or increased conduit sizes
- Control subcontractor
- Steel subcontractor or any repairs to the existing steel building or structure
- General construction subcontractor or any general construction services
- Fire protection subcontractor or work with any fire protection devices
- Roofing subcontractor or work with any roofs or roofing materials
- Air balancing subcontractor or any associated air balancing work
- Work with any site utilities
- Temporary cooling or heating systems
- Temporary facilities
- Liquidated damages

Acceptance:

Thank you again for your consideration of our proposal. Please do not hesitate to contact me direct should you have any additional questions or comments.

Todd Maslo

Service Project Manager |Helm Service
 402-981-8427 cell
 tmaslo@helmgroupp.com

Upon execution as provided below, this agreement, including the following pages attached hereto (collectively, the "Agreement"), shall become a binding and enforceable agreement against both parties hereto. Customer, by execution of this Agreement, acknowledges that it has reviewed and understands the attached terms and conditions and has the authority to enter into this Agreement.

Contractor

Todd Maslo

Signature (Authorized Representative)
 Todd Maslo

Name (Print/ Type)
 531-772-0258

Phone
 11/21/2023 P05288

Date Proposal #

Customer

Signature (Authorized Representative)

Name (Print/ Type)

Title

Date PO#



HELM SERVICE PROJECT - TERMS AND CONDITIONS

1. TERMS: IF THIS CONTRACT INVOLVES THE PURCHASE OF MATERIALS AND EQUIPMENT ONLY, THE PURCHASE PRICE SHALL BE PAYABLE AT THE TIME OF DELIVERY OF THE MATERIALS AND/OR EQUIPMENT; IF THIS CONTRACT INVOLVES LABOR OR LABOR AND MATERIALS AND EQUIPMENT, PROGRESS BILLINGS WILL BE SUBMITTED COVERING MATERIALS AND EQUIPMENT DELIVERED TO THE JOB SITE OR STORED IN ACCEPTABLE STORAGE FOR DELIVERY TO THE JOB SITE. THIS PROGRESS BILLING WILL ALSO INCLUDE LABOR WHICH HAS BEEN EXPENDED ON THE JOB OR DIRECTLY CONCERNED WITH THE JOB. THIS PROGRESS BILLING AMOUNT WILL BE DUE TEN DAYS AFTER BILLING DATE. FOR JOBS WHICH REQUIRE RETENTION, A RETENTION AMOUNT OF FIVE PERCENT WILL BE WITHHELD. IT WILL BECOME DUE AND PAYABLE AT THE COMPLETION OF HELM SERVICE'S PORTION OF THE PROJECT.

2. Title to the materials and equipment shall remain with Helm Service until the customer has paid the total price in full, and if the customer should fail to make any payment to Helm Service as the same becomes due or the customer fails to perform any other obligation under this contract, Helm Service may take possession of the materials and equipment.

3. Helm Service warrants that its labor and installation shall be done in a good and workmanlike manner and shall be free from defects for a period of one year after completion of the installation. Helm Service warrants that all equipment and materials furnished will be new unless otherwise specified in this contract, and that Helm Service has good title thereto. Helm Service does not warrant the quality of the equipment and materials furnished in any respect and the customer's remedy for defects in the equipment and materials shall be against Helm Service's suppliers or the manufacturers of the materials and equipment. Helm Service will deliver all manufacturers' written warranties to the customer upon completion of installation. UNDER NO CIRCUMSTANCES WILL HELM SERVICE BE RESPONSIBLE FOR LOSS OF USE, LOSS OF PROFITS, INCREASED OPERATING OR MAINTENANCE EXPENSE, CLAIMS OF CUSTOMER'S, TENANTS, OR CLIENTS, OR ANY SPECIAL, INDIRECT OR CONSEQUENTIAL DAMAGES.

4. Once the equipment and materials have been delivered to the job site, the Customer assumes all risk of damage to same, by any cause, except that brought about by the negligence of Helm Service and its employees. The customer shall carry all Risk, Property Insurance to the full value of the materials and equipment and name Helm Service as an Additional Insured to the extent of its Interest. The Customer shall be responsible for purchasing and maintaining such liability insurance as will protect helm against claims which may arise from operations under the Contract.

5. Helm Service will obtain Liability and Workers' Compensation Insurance protecting it against claims which may arise from operations under the contract.

6. Helm Service will make delivery or installation, when provided herein, within a reasonable time after this contract is entered into, but it will not be responsible for delays caused by unavailability of machinery, equipment, materials or parts, shipper's delays, strikes, lockouts, restrictions imposed by civil or military authority, priority regulation of some governmental body, insurrection or riot, or any other cause beyond Helm Service's control. If a time for performance is stated in this agreement, it shall be deemed to be an estimate only. If Helm Service is required to make some installation under this contract, the customer shall be responsible for putting the premises in a satisfactory condition including furnishing electric power, light, heat, and water so that installation can start promptly and be completed efficiently.

7. If Helm Service shall fail to perform any of its obligations under this contract and fails to perform after the customer gives Helm Service ten (10) days' written notice of the specific deficiencies, the customer may have someone else complete the performance, but Helm Service's liability shall be limited to what it reasonably costs the customer to obtain completion of Helm Service's obligations under this contract. If Helm Service fails to perform any of its obligations under this contract, the customer, at customer's option, and without being required to do so, may cancel this contract by giving Helm Service ten (10) days written notice.

8. If the Project is stopped for a period of thirty (30) days under an order of any court or other public authority having jurisdiction, or as a result of an act of government, such as a declaration of a national emergency making materials unavailable, through no act or fault of Helm Service or if the Project should be stopped for a period of thirty (30) days by Helm Service for the customer's failure to make payment thereon as provided in Paragraph 1, then Helm Service may upon seven (7) days written notice to the customer terminate this agreement and immediately recover from the customer payment for all work to date and for any proven loss sustained upon any materials, equipment, tools, construction equipment and machinery, including reasonable profit and damages.

9. In the event either party must commence a legal action to enforce any rights under this contract, the successful party shall be entitled to all court costs and reasonable attorney's fees as determined by the court for prosecuting or defending the claim as the case might be.

10. The Customer shall not leave any of the equipment or systems furnished or installed by Helm Service in operation until the customer has approved and accepted same and paid Helm Service the price in full.

11. Any written notice required under this contract may be delivered personally to the other party or mailed as certified mail, return receipt requested, to the other party's address as it appears in this agreement or as given to the other party by written notice during the terms of this contract.

12. To the fullest extent permitted by law, Customer shall indemnify and hold harmless Helm Service, its agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the performance of work hereunder, provided that such claim, damage, loss or expense is caused in whole or in part by any active or passive act or omission of Customer, anyone directly or indirectly employed by Customer, or anyone for whose acts Customer may be liable, regardless of whether it is caused in part by the negligence of Helm Service.



PROJECT PROPOSAL

Company

Helm Service
2618 South 156th Circle
Omaha, NE 68130
Ph: 531-772-0258

Proposal Date: 11/21/2023

Proposal Number: P05290

Bill To Identity

Arlington Public Schools
705 N 9th Street
Arlington, NE 68002
Lawrence Reed

Agreement Location

Arlington Public Schools
705 N 9th Street
Arlington, NE 68002
Lawrence Reed

RE: Arlington Public Schools - 5-Ton Aeon Unit Replacement Budgetary Proposal

Good afternoon, Lawrence-

Helm Service would like to thank you for the opportunity to provide this proposal for your consideration. Partnering with Helm Service for this work will ensure you receive the highest technical expertise in our industry. Our mechanical service procedures promote the highest safety and environmentally conscious practices available.

Helm Service is an Awarded Vender through the Equalis Group Cooperative Purchasing Organization. As an Awarded Vendor, Helm Service offers Equalis Group members the opportunity to purchase products at discounted pricing without the delay and expense of going out to bid.

Helm Group & Equalis Group Publicly Procured Master Agreement Contract #R10-1132B:

Region 10 Education Service Center (Region 10), and Equalis Group Lead Agency, issued RFP #R10-1132 for HVAC Installers & Energy Management Services on 1/28/2022 and subsequently entered into Contract #R10-1132B with Helm Group.

Contract Information

Initial Term Through: 4/30/2025

Renewable Through: 4/30/2027

Additional information regarding the procurement process and contract award can be found on the Helm group Page (<https://equalisgroup.org/helm-group/>) at the Equalis Group website, including the Helm Group products and services available through the Master Agreement, RFP and scoring documents, the Master Agreement between Region 10 and Helm Group, and pricing/discount model.

If not already a member, any public sector entity in the country can join Equalis Group and begin utilizing any Equalis Group competitively solicited master agreement by completing the membership registration form at <https://equalisgroup.org/member-registration>. New members receive a fully executed copy of their completed membership form via email immediately and will receive their Equalis Group membership number within one-two days. There are no dues, fees, or obligations and completing the form takes less than five minutes.

Once a member of the Equalis Group, this procurement vehicle and pricing is immediately available to **Arlington Public Schools**

Equalis Member #: To Be Determined

Helm/Equalis PQN #: 4389792

Project Scope:

Issue: Customer requesting to replace (1) 5-Ton Aeon unit

Scope: Furnish and Install (1) 5-Ton Aeon Rooftop Unit



- Provide labor and materials to remove and replace the following.....
- Furnish and Install (1) 5-Ton Aeon Model RQ-500
 - Featured Options match existing unit
 - Factory Installed Controls with BACNET Interface
 - 5-Year Compressor Warranty
 - 15-Year Non-Prorated Heat Exchanger Warranty
 - Factory Certified Startup
 - 14-week Lead Time
- Crane Subcontractor for hoisting of old equipment off, and new equipment onto, roof
- Start-up and Verify Operations

Pricing:

Our BASE price to install the scope of work as outlined above \$33,672.00
THIRTY-THREE THOUSAND, SIX HUNDRED SEVENTY-TWO (DOLLARS)

Inclusions:

- Straight time labor
- Freight
- Controls through Gardner & Associates
- Factory shipping crates for maximum equipment protection
- Mobilization of manpower, tools, and equipment to the jobsite
- Daily coordination of project tasks and safety with onsite staff
- Cleanup of our own work
- Haul away and dispose of old equipment per EPA regulations
- Demobilization of manpower, tools, and equipment from the jobsite

Clarifications:

- Work to be performed during normal working hours of 7:00am thru 4:30pm, Monday thru Friday.
- Proposal is valid for 30 days.

Exclusions, Scope of work DOES NOT include the following:

- Overtime
- Taxes
- Holiday pay or double time
- Any shift work
- Any work not specifically listed within our inclusions
- Excludes: HGRH, VAV, Disconnect, Convenience Outlets, Smoke & Co2 Detection, Low Ambient Control, Power Exhaust, Modulating Compressors, Heat
- Engineering
- Performance and payment bond
- Any dumpsters
- Electrical Subcontractor - Helm Service will perform electrical disconnect and reconnect services only. If any electrical upgrades are required, Helm will coordinate the work with the customer at an additional cost. These services may include but are not limited to wire replacements, breaker replacements, fuse replacements, or increased conduit sizes



- Control subcontractor
- Steel subcontractor or any repairs to the existing steel building or structure
- General construction subcontractor or any general construction services
- Fire protection subcontractor or work with any fire protection devices
- Roofing subcontractor or work with any roofs or roofing materials
- Air balancing subcontractor or any associated air balancing work
- Work with any site utilities
- Temporary cooling or heating systems
- Temporary facilities
- Liquidated damages

Acceptance:

Thank you again for your consideration of our proposal. Please do not hesitate to contact me direct should you have any additional questions or comments.

Todd Maslo

Service Project Manager | Helm Service
 402-981-8427 cell
 tmaslo@helmgroupp.com

Upon execution as provided below, this agreement, including the following pages attached hereto (collectively, the "Agreement"), shall become a binding and enforceable agreement against both parties hereto. Customer, by execution of this Agreement, acknowledges that it has reviewed and understands the attached terms and conditions and has the authority to enter into this Agreement.

Contractor

Todd Maslo

Signature (Authorized Representative)

Todd Maslo

Name (Print/ Type)

531-772-0258

Phone

11/21/2023

P05290

Date

Proposal #

Customer

Signature (Authorized Representative)

Name (Print/ Type)

Title

Date

PO#



HELM SERVICE PROJECT - TERMS AND CONDITIONS

1. TERMS: IF THIS CONTRACT INVOLVES THE PURCHASE OF MATERIALS AND EQUIPMENT ONLY, THE PURCHASE PRICE SHALL BE PAYABLE AT THE TIME OF DELIVERY OF THE MATERIALS AND/OR EQUIPMENT; IF THIS CONTRACT INVOLVES LABOR OR LABOR AND MATERIALS AND EQUIPMENT, PROGRESS BILLINGS WILL BE SUBMITTED COVERING MATERIALS AND EQUIPMENT DELIVERED TO THE JOB SITE OR STORED IN ACCEPTABLE STORAGE FOR DELIVERY TO THE JOB SITE. THIS PROGRESS BILLING WILL ALSO INCLUDE LABOR WHICH HAS BEEN EXPENDED ON THE JOB OR DIRECTLY CONCERNED WITH THE JOB. THIS PROGRESS BILLING AMOUNT WILL BE DUE TEN DAYS AFTER BILLING DATE. FOR JOBS WHICH REQUIRE RETENTION, A RETENTION AMOUNT OF FIVE PERCENT WILL BE WITHHELD. IT WILL BECOME DUE AND PAYABLE AT THE COMPLETION OF HELM SERVICE'S PORTION OF THE PROJECT.

2. Title to the materials and equipment shall remain with Helm Service until the customer has paid the total price in full, and if the customer should fail to make any payment to Helm Service as the same becomes due or the customer fails to perform any other obligation under this contract, Helm Service may take possession of the materials and equipment.

3. Helm Service warrants that its labor and installation shall be done in a good and workmanlike manner and shall be free from defects for a period of one year after completion of the installation. Helm Service warrants that all equipment and materials furnished will be new unless otherwise specified in this contract, and that Helm Service has good title thereto. Helm Service does not warrant the quality of the equipment and materials furnished in any respect and the customer's remedy for defects in the equipment and materials shall be against Helm Service's suppliers or the manufacturers of the materials and equipment. Helm Service will deliver all manufacturers' written warranties to the customer upon completion of installation. UNDER NO CIRCUMSTANCES WILL HELM SERVICE BE RESPONSIBLE FOR LOSS OF USE, LOSS OF PROFITS, INCREASED OPERATING OR MAINTENANCE EXPENSE, CLAIMS OF CUSTOMER'S, TENANTS, OR CLIENTS, OR ANY SPECIAL, INDIRECT OR CONSEQUENTIAL DAMAGES.

4. Once the equipment and materials have been delivered to the job site, the Customer assumes all risk of damage to same, by any cause, except that brought about by the negligence of Helm Service and its employees. The customer shall carry all Risk, Property Insurance to the full value of the materials and equipment and name Helm Service as an Additional Insured to the extent of its interest.

The Customer shall be responsible for purchasing and maintaining such liability insurance as will protect him against claims which may arise from operations under the Contract.

5. Helm Service will obtain Liability and Workers' Compensation Insurance protecting it against claims which may arise from operations under the contract.

6. Helm Service will make delivery or installation, when provided herein, within a reasonable time after this contract is entered into, but it will not be responsible for delays caused by unavailability of machinery, equipment, materials or parts, shipper's delays, strikes, lockouts, restrictions imposed by civil or military authority, priority regulation of some governmental body, insurrection or riot, or any other cause beyond Helm Service's control. If a time for performance is stated in this agreement, it shall be deemed to be an estimate only. If Helm Service is required to make some installation under this contract, the customer shall be responsible for putting the premises in a satisfactory condition including furnishing electric power, light, heat, and water so that installation can start promptly and be completed efficiently.

7. If Helm Service shall fail to perform any of its obligations under this contract and fails to perform after the customer gives Helm Service ten (10) days' written notice of the specific deficiencies, the customer may have someone else complete the performance, but Helm Service's liability shall be limited to what it reasonably costs the customer to obtain completion of Helm Service's obligations under this contract. If Helm Service fails to perform any of its obligations under this contract, the customer, at customer's option, and without being required to do so, may cancel this contract by giving Helm Service ten (10) days written notice.

8. If the Project is stopped for a period of thirty (30) days under an order of any court or other public authority having jurisdiction, or as a result of an act of government, such as a declaration of a national emergency making materials unavailable, through no act or fault of Helm Service or if the Project should be stopped for a period of thirty (30) days by Helm Service for the customer's failure to make payment thereon as provided in Paragraph 1, then Helm Service may upon seven (7) days written notice to the customer terminate this agreement and immediately recover from the customer payment for all work to date and for any proven loss sustained upon any materials, equipment, tools, construction equipment and machinery, including reasonable profit and damages.

9. In the event either party must commence a legal action to enforce any rights under this contract, the successful party shall be entitled to all court costs and reasonable attorney's fees as determined by the court for prosecuting or defending the claim as the case might be.

10. The Customer shall not leave any of the equipment or systems furnished or installed by Helm Service in operation until the customer has approved and accepted same and paid Helm Service the price in full.

11. Any written notice required under this contract may be delivered personally to the other party or mailed as certified mail, return receipt requested, to the other party's address as it appears in this agreement or as given to the other party by written notice during the terms of this contract.

12. To the fullest extent permitted by law, Customer shall indemnify and hold harmless Helm Service, its agents and employees from and against all claims, damages, losses and expenses, including but not limited to attorney's fees, arising out of or resulting from the performance of work hereunder, provided that such claim, damage, loss or expense is caused in whole or in part by any active or passive act or omission of Customer, anyone directly or indirectly employed by Customer, or anyone for whose acts Customer may be liable, regardless of whether it is caused in part by the negligence of Helm Service.



Tashia Wolf
 Director of Curriculum and Assessment
 Arlington Pub Schools
 PO Box 580
 Arlington, NE 68002-0580
 United States

Quote Number: 256814-14
Quote Creation Date: 01-30-2024
Quote Expiration Date: 09-30-2024

Quote Release: 14

Envision Math 2024 K-6 - 7yr Print Subscription with 7yr Digital Access to Realize Price Quote Summary

Solution	Base Amount	Free Amount	Total
enVision Math	\$ 66,834.00	\$ 21,240.00	\$ 66,834.00
enVisionmath 6-8	\$ 10,538.00	\$ 3,231.00	\$ 10,538.00
enVisionMATH® for Professional	\$ 0.00	\$ 700.00	\$ 0.00
Solution Subtotal	\$ 77,372.00	\$ 25,171.00	\$ 77,372.00
Shipping & Handling			\$ 5,416.04
Total			\$ 82,788.04

Price Quote Detail

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
enVision Math						
enVision Mathematics c2024 National - Grade 1						
9781418847173	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION +7-YEAR DIGITAL COURSEWARE LICENSE GRADE 1	167.00	0	59	\$0.00	\$9,853.00
9780134953762	ENVISION MATHEMATICS 2020 ADDITIONAL PRACTICE WORKBOOK GRADE 1	18.50	3	0	\$55.50	\$0.00
9780134959689	ENVISION MATHEMATICS 2020 TEACHER RESOURCE MASTERS PACKAGE GRADE 1	218.50	3	0	\$655.50	\$0.00
9780134959856	ENVISION MATHEMATICS 2020 NATIONAL TEACHER EDITION PACKAGE GRADE 1	701.00	3	0	\$2,103.00	\$0.00

Arlington Pub Schools

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780134954608	ENVISION MATHEMATICS 2020 LANGUAGE SUPPORT HANDBOOK GRADE 1	156.00	3	0	\$468.00	\$0.00
9780134961811	ENVISION MATHEMATICS 2020 TODAY'S CHALLENGE TEACHER GUIDE GRADE 1	68.50	3	0	\$205.50	\$0.00
9780134959597	ENVISION MATHEMATICS 2020 QUICK & EASY CENTER KIT GRADE 1	277.00	0	3	\$0.00	\$831.00
9780134959535	ENVISION MATHEMATICS 2020 CLASSROOM MANIPULATIVE KIT GRADE 1	377.00	0	3	\$0.00	\$1,131.00
9780134963143	ENVISION MATHEMATICS 2020 PRACTICES POSTERS GRADE 1	17.50	3	0	\$52.50	\$0.00
enVision Mathematics c2024 National - Grade 1 Subtotal					\$ 3,540.00	\$ 11,815.00
<hr/>						
enVision Mathematics c2024 National - Grade 2						
<hr/>						
9781418847180	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION +7-YEAR DIGITAL COURSEWARE LICENSE GRADE 2	167.00	0	50	\$0.00	\$8,350.00
9780134953779	ENVISION MATHEMATICS 2020 ADDITIONAL PRACTICE WORKBOOK GRADE 2	18.50	3	0	\$55.50	\$0.00
9780134959696	ENVISION MATHEMATICS 2020 TEACHER RESOURCE MASTERS PACKAGE GRADE 2	218.50	3	0	\$655.50	\$0.00
9780134959863	ENVISION MATHEMATICS 2020 NATIONAL TEACHER EDITION PACKAGE GRADE 2	701.00	3	0	\$2,103.00	\$0.00
9780134954615	ENVISION MATHEMATICS 2020 LANGUAGE SUPPORT HANDBOOK GRADE 2	156.00	3	0	\$468.00	\$0.00
9780134961828	ENVISION MATHEMATICS 2020 TODAY'S CHALLENGE TEACHER GUIDE GRADE 2	68.50	3	0	\$205.50	\$0.00
9780134959610	ENVISION MATHEMATICS 2020 QUICK & EASY CENTER KIT GRADE 2	277.00	0	3	\$0.00	\$831.00

Arlington Pub Schools

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780134959542	ENVISION MATHEMATICS 2020 CLASSROOM MANIPULATIVE KIT GRADE 2	480.50	0	3	\$0.00	\$1,441.50
9780134963150	ENVISION MATHEMATICS 2020 PRACTICES POSTERS GRADE 2	17.50	3	0	\$52.50	\$0.00
enVision Mathematics c2024 National - Grade 2 Subtotal					\$ 3,540.00	\$ 10,622.50
enVision Mathematics c2024 National - Grade 3						
9781418847197	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION +7-YEAR DIGITAL COURSEWARE LICENSE GRADE 3	167.00	0	54	\$0.00	\$9,018.00
9780134953786	ENVISION MATHEMATICS 2020 ADDITIONAL PRACTICE WORKBOOK GRADE 3	18.50	3	0	\$55.50	\$0.00
9780134959702	ENVISION MATHEMATICS 2020 TEACHER RESOURCE MASTERS PACKAGE GRADE 3	218.50	3	0	\$655.50	\$0.00
9780134959887	ENVISION MATHEMATICS 2020 NATIONAL TEACHER EDITION PACKAGE GRADE 3	701.00	3	0	\$2,103.00	\$0.00
9780134954622	ENVISION MATHEMATICS 2020 LANGUAGE SUPPORT HANDBOOK GRADE 3	156.00	3	0	\$468.00	\$0.00
9780134961842	ENVISION MATHEMATICS 2020 TODAY'S CHALLENGE TEACHER GUIDE GRADE 3	68.50	3	0	\$205.50	\$0.00
9780134959627	ENVISION MATHEMATICS 2020 QUICK & EASY CENTER KIT GRADE 3	277.00	0	3	\$0.00	\$831.00
9780134959559	ENVISION MATHEMATICS 2020 CLASSROOM MANIPULATIVE KIT GRADE 3	341.50	0	3	\$0.00	\$1,024.50
9780134963174	ENVISION MATHEMATICS 2020 PRACTICES POSTERS GRADE 3	17.50	3	0	\$52.50	\$0.00
enVision Mathematics c2024 National - Grade 3 Subtotal					\$ 3,540.00	\$ 10,873.50

Arlington Pub Schools

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
enVision Mathematics c2024 National - Grade 4						
9781418847203	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION +7-YEAR DIGITAL COURSEWARE LICENSE GRADE 4	167.00	0	61	\$0.00	\$10,187.00
9780134953793	ENVISION MATHEMATICS 2020 ADDITIONAL PRACTICE WORKBOOK GRADE 4	18.50	3	0	\$55.50	\$0.00
9780134959719	ENVISION MATHEMATICS 2020 TEACHER RESOURCE MASTERS PACKAGE GRADE 4	218.50	3	0	\$655.50	\$0.00
9780134959894	ENVISION MATHEMATICS 2020 NATIONAL TEACHER EDITION PACKAGE GRADE 4	701.00	3	0	\$2,103.00	\$0.00
9780134954639	ENVISION MATHEMATICS 2020 LANGUAGE SUPPORT HANDBOOK GRADE 4	156.00	3	0	\$468.00	\$0.00
9780134961859	ENVISION MATHEMATICS 2020 TODAY'S CHALLENGE TEACHER GUIDE GRADE 4	68.50	3	0	\$205.50	\$0.00
9780134959924	ENVISION MATHEMATICS 2020 NATIONAL MATH DIAGNOSIS & INTERVENTION SYSTEM PART 2 GRADE 4/6	194.00	0	1	\$0.00	\$194.00
9780134959634	ENVISION MATHEMATICS 2020 QUICK & EASY CENTER KIT GRADE 4	277.00	0	3	\$0.00	\$831.00
9780134959566	ENVISION MATHEMATICS 2020 CLASSROOM MANIPULATIVE KIT GRADE 4	272.00	0	3	\$0.00	\$816.00
9780134963181	ENVISION MATHEMATICS 2020 PRACTICES POSTERS GRADE 4	17.50	3	0	\$52.50	\$0.00
enVision Mathematics c2024 National - Grade 4 Subtotal					\$ 3,540.00	\$ 12,028.00

enVision Mathematics c2024 National - Grade 5

9781418847210	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION +7-YEAR DIGITAL COURSEWARE LICENSE GRADE 5	167.00	0	46	\$0.00	\$7,682.00
---------------	---	--------	---	----	--------	------------

Arlington Pub Schools

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780134953809	ENVISION MATHEMATICS 2020 ADDITIONAL PRACTICE WORKBOOK GRADE 5	18.50	3	0	\$55.50	\$0.00
9780134959726	ENVISION MATHEMATICS 2020 TEACHER RESOURCE MASTERS PACKAGE GRADE 5	218.50	3	0	\$655.50	\$0.00
9780134959900	ENVISION MATHEMATICS 2020 NATIONAL TEACHER EDITION PACKAGE GRADE 5	701.00	3	0	\$2,103.00	\$0.00
9780134954646	ENVISION MATHEMATICS 2020 LANGUAGE SUPPORT HANDBOOK GRADE 5	156.00	3	0	\$468.00	\$0.00
9780134961866	ENVISION MATHEMATICS 2020 TODAY'S CHALLENGE TEACHER GUIDE GRADE 5	68.50	3	0	\$205.50	\$0.00
9780134959641	ENVISION MATHEMATICS 2020 QUICK & EASY CENTER KIT GRADE 5	277.00	0	3	\$0.00	\$831.00
9780134959573	ENVISION MATHEMATICS 2020 CLASSROOM MANIPULATIVE KIT GRADE 5	238.00	0	3	\$0.00	\$714.00
9780134963198	ENVISION MATHEMATICS 2020 PRACTICES POSTERS GRADE 5	17.50	3	0	\$52.50	\$0.00
enVision Mathematics c2024 National - Grade 5 Subtotal					\$ 3,540.00	\$ 9,227.00

enVision Mathematics c2024 National - Grade K

9781418847166	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION +7-YEAR DIGITAL COURSEWARE LICENSE GRADE K	167.00	0	61	\$0.00	\$10,187.00
9780134953748	ENVISION MATHEMATICS 2020 ADDITIONAL PRACTICE WORKBOOK GRADE K	18.50	3	0	\$55.50	\$0.00
9780134959672	ENVISION MATHEMATICS 2020 TEACHER RESOURCE MASTERS PACKAGE GRADE K	218.50	3	0	\$655.50	\$0.00
9780134959849	ENVISION MATHEMATICS 2020 NATIONAL TEACHER EDITION PACKAGE GRADE K	701.00	3	0	\$2,103.00	\$0.00

Arlington Pub Schools

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780134954592	ENVISION MATHEMATICS 2020 LANGUAGE SUPPORT HANDBOOK GRADE K	156.00	3	0	\$468.00	\$0.00
9780134961804	ENVISION MATHEMATICS 2020 TODAY'S CHALLENGE TEACHER GUIDE GRADE K	68.50	3	0	\$205.50	\$0.00
9780134959917	ENVISION MATHEMATICS 2020 NATIONAL MATH DIAGNOSIS & INTERVENTION SYSTEM PART 1 GRADE K/3	194.00	0	1	\$0.00	\$194.00
9780134959580	ENVISION MATHEMATICS 2020 QUICK & EASY CENTER KIT GRADE K	277.00	0	3	\$0.00	\$831.00
9780134959528	ENVISION MATHEMATICS 2020 CLASSROOM MANIPULATIVE KIT GRADE K	352.00	0	3	\$0.00	\$1,056.00
9780134963136	ENVISION MATHEMATICS 2020 PRACTICES POSTERS GRADE K	17.50	3	0	\$52.50	\$0.00
enVision Mathematics c2024 National - Grade K Subtotal					\$ 3,540.00	\$ 12,268.00
enVision Math Subtotal					\$ 21,240.00	\$ 66,834.00

enVisionmath 6-8

National - Grade 6

9781418849320	ENVISION MATHEMATICS 2024 NATIONAL STUDENT EDITION 7-YEAR SUBSCRIPTION + DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 6	167.00	0	61	\$0.00	\$10,187.00
9780768581737	ENVISION MATHEMATICS 2021 NATIONAL TEACHER'S EDITION PACKAGE GRADE 6	690.00	3	0	\$2,070.00	\$0.00
9781428541931	ENVISION MATHEMATICS 2024 CLASSROOM MANIPULATIVE KIT GRADE 6	117.00	0	3	\$0.00	\$351.00
National - Grade 6 Subtotal					\$ 2,070.00	\$ 10,538.00

enVision Mathematics ©2021 Grades 6-8 - Grade 6

9781418269203	ENVISION MATHEMATICS 2021 ADDITIONAL PRACTICE GRADE 6	18.50	3	0	\$55.50	\$0.00
---------------	---	-------	---	---	---------	--------

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9780768565782	ENVISION MATHEMATICS 2021 LANGUAGE SUPPORT HANDBOOK GRADE 6	154.00	3	0	\$462.00	\$0.00
9780768583182	ENVISION MATHEMATICS 2021 TEACHER'S RESOURCE MASTERS PACKAGE GRADE 6	214.50	3	0	\$643.50	\$0.00
enVision Mathematics ©2021 Grades 6-8 - Grade 6 Subtotal					\$ 1,161.00	\$ 0.00
enVisionmath 6-8 Subtotal					\$ 3,231.00	\$ 10,538.00
enVisionMATH® for Professional Development						
Grades K-5 ©2024 Professional Learning Offerings						
0000000126169	VIRTUAL ENVISION MATH K/5 @2024 PROGRAM ACTIVATION PPD	700.00	1	0	\$700.00	\$0.00
Grades K-5 ©2024 Professional Learning Offerings Subtotal					\$ 700.00	\$ 0.00
enVisionMATH® for Professional Development Subtotal					\$ 700.00	\$ 0.00
Solution Subtotal					\$ 25,171.00	\$ 77,372.00
Shipping and Handling						\$ 5,416.04
					Total	\$ 82,788.04
Discounted Shipping & Handling Applied						

Savvas Learning Company LLC Terms and Conditions

To place your order please submit a copy of this price quote with your Purchase Order, include the Quote Number on your Purchase Order, and include any other required documentation. You may send the order documents using an electronic form **or** by mail. Please submit your PO and price quote via one of the following methods:

Online: <https://support.savvas.com/support/s/customerserviceus>

Mail: PO Box 6820, Chandler, AZ 85246

Savvas does not accept Credit Card information via postal mail, facsimile, or email. Credit Card information will only be accepted via phone, eCommerce, or OASIS. For questions regarding your order please call Customer Service: 1-800-848-9500.

Price quote: This is a price quote for the customer's convenience only, and not an offer to contract. All quotes are subject to review and final acceptance by an authorized representative of Savvas at its offices. Savvas reserves the right to correct typographical, computational or other errors. Savvas' standard payment terms are net 30 days unless otherwise specified. All pricing is in US Dollars unless otherwise specified. Pricing calculations use multiple decimal places to determine the most accurate extended pricing but are represented in standard currency format.

Shipping & handling charges (where applicable) are shown on the quote. S&H rates quoted are for standard ground transportation and may not reflect account contracted rates. If expedited shipping is requested, actual charges may be higher. For orders picked up at the Savvas warehouse by the customer or a third party carrier contracted by the customer, a 2% handling charge will be applied to shippable items. The 2% charge will appear on the customer proposal and invoice as a S&H charge.

Taxes: All pricing in this quote is exclusive of any applicable sales, use or other similar taxes or duties. The customer is responsible for any such taxes or duties that may apply; if the customer is tax exempt, evidence of such tax exemption must be provided. Estimated tax may be provided solely for customer convenience. The amount indicated is only an estimate and is intended to be helpful for budgeting purposes. The actual amount of sales tax assessed at the time of invoicing may be more or less.

Platforms: Savvas, and any third party for which Savvas serves as the sales agent or distributor, reserve the right to change and/or update technology platforms, including possible edition updates to customers during the term of access. Customers will be notified of any change prior to the beginning of the new school year.

Damaged & Defective Products: If a print product, or the print component of a blended (print & digital) product, is received in damaged or defective condition, Savvas will issue a credit or replacement at no charge to the customer if the customer promptly (no later than 120 days) returns the damaged or defective product. Customers must report missing product immediately upon receipt.

Return Policy: Returns (other than damaged or defective products) are subject to the following conditions: (a) materials must be returned to Savvas at the customer's expense in new, unused condition, suitable for resale by Savvas (note that any barcoding, sticker, stamping or similar marking on any print materials renders them unsuitable for resale); (b) materials must be returned within six (6) months from the date of purchase; (c) the customer must obtain a Return Materials Authorization ("RMA") from Savvas prior to returning the materials, and must ship the materials back to Savvas within thirty days of receiving the RMA; (d) all materials sold in a set or package must be returned complete as originally sold; and (e) any materials provided by Savvas to the customer on a no-charge basis in consideration of the customer's purchase must be returned in proportion to the purchased materials that are being returned for a credit. A restocking fee of 3% may be applied to credits over \$1,000. Savvas' return policy does not apply to science lab kits or trade publication novels, which are sold on a non-returnable basis.

Consumable Worktexts: Subsequent year consumable worktexts will ship each year on the anniversary of the original order date for the duration of their license. Worktexts will ship to the location listed on the original order. Quantities for each grade level and title will remain consistent each year. Changes to quantities of titles previously ordered, shipping location changes, or any other changes to consumable worktext shipments must be made 4 weeks prior to shipment date. (the anniversary of the original order date unless changed). Changes can be made on the Subscription Worktext Site:

<https://worktext-subscriptions.savvas.com>

Annual subscriptions for iLit and Successmaker Only: Savvas' iLit and Successmaker products (and no others) automatically renew on the anniversary date of the original purchase and will be invoiced accordingly unless otherwise specified.

Technical support services are included with purchase of Savvas digital products.

online help: <https://support.savvas.com/support/s/k12-curriculum-support-form>

phone: 1-800-848-9500

Professional Services: Professional Services: All paid services must be delivered within twelve (12) months of the order date of those services. Any unused services expire at the end of such twelve (12) month period, unless otherwise specified in contract terms. Any cancellation made with less than 72 hours' notice will result in a cancellation fee equal to the full price of the event. MySavvasTraining is included with purchase of products (<https://mysavvastraining.com>).

		<i>TE + Assessment book + Skills review + Chapter Resources + Online Access (7 Years)</i>			
--	--	---	--	--	--

Algebra 1

Qty	Update Qty	Product	Price	Quoted Price	Total
67	<input type="text"/>	<u>Algebra 1 with CalcChat & CalcView Enhanced Student Resource Package (7 years)</u> Larson 1st Edition [K12, 2022] 9781647270469 / 1647270464 <i>SE + Online Access (7 Years)</i>	\$120.00	\$120.00	\$8,040.00
2	<input type="text"/>	<u>Algebra 1 with CalcChat & CalcView Teacher Resource Package (7 years)</u> Larson 1st Edition [K12, 2022] 9781647270667 / 1647270669 <i>TE + Assessment book + Skills review + Chapter Resources + Online Access (7 Years)</i>	\$540.00	\$540.00	\$1,080.00

Algebra 2

Qty	Update Qty	Product	Price	Quoted Price	Total
67	<input type="text"/>	<u>Algebra 2 with CalcChat & CalcView Enhanced Student Resource Package (7 years)</u> Larson/Boswell 1st Edition [K12, 2022] 9781647272128 / 1647272122 <i>SE + Online Access (7 Years)</i>	\$120.00	\$120.00	\$8,040.00
2	<input type="text"/>	<u>Algebra 2 with CalcChat & CalcView Teacher Resource Package (7 years)</u> Larson/Boswell 1st Edition [K12, 2022] 9781647272326 / 1647272327 <i>TE + Assessment book + Skills review + Chapter Resources + Online Access (7 Years)</i>	\$540.00	\$540.00	\$1,080.00

Geometry

Qty	Update Qty	Product	Price	Quoted Price	Total
67	<input type="text"/>	<u>Geometry with CalcChat & CalcView Enhanced Student Resource Package (7 years)</u> Larson/Boswell 1st Edition [K12, 2022] 9781647271299 / 1647271290 <i>SE + Online Access (7 Years)</i>	\$120.00	\$120.00	\$8,040.00
2	<input type="text"/>	<u>Geometry with CalcChat & CalcView Teacher Resource Package (7 years)</u> Larson/Boswell 1st Edition [K12, 2022] 9781647271497 / 1647271495 <i>TE + Assessment book + Skills review + Chapter Resources + Online Access (7 Years)</i>	\$540.00	\$540.00	\$1,080.00

Sub-Total: \$42,507.00
 + Estimated Shipping and/or Process Fee: \$3,188.03

TOTAL: \$45,695.03

[Submit Customer Purchase Order Here](#)

Thank you for your interest in Cengage Learning products.

All information embodied in this document is strictly confidential and may not be duplicated or disclosed to third parties outside recipient's organization without prior written consent of Cengage Learning.



2 N Nevada Ave, Ste 1200
 Colorado Springs, CO 80903-1702
 Phone: 1-800-888-9191
 FTIN: 83-1927094

Quote Date 2/6/2024
 Expiration Date 5/6/2024

Quote Number 00007907

Price Quote

Contact Name Tashia Wolf
 Email tashia.wolf@apseagles.org

Prepared by Michael Kelley
 Phone (719) 326-1125
 Email michael.kelley@touchmath.com

Bill To Account Arlington School District 24
 Bill To PO Box 580
 Arlington, NE 68002

Ship to Account Arlington School District 24
 Ship To 705 N 9th St
 Arlington, NE 68002

Product SKU	Product	Quantity	Price	Extended
3278	K-GR2 Standards Edition Complete Resource Set Print	1	\$5,489.00	\$5,489.00
3235	UG Standards Edition Unit 1 Print	1	\$395.00	\$395.00
3237	UG Standards Edition Unit 2 Print	1	\$395.00	\$395.00
3239	UG Standards Edition Unit 3 Print	1	\$395.00	\$395.00
3241	UG Standards Edition Unit 4 Print	1	\$395.00	\$395.00
3243	UG Standards Edition Unit 5 Print	1	\$395.00	\$395.00
2738	PL TouchMath JumpStart - Virtual	1	\$1,250.00	\$1,250.00

Subtotal	\$8,714.00
Shipping and Handling	\$884.58
Tax	\$0.00
Order Total USD	\$9,598.58

- Quote Only -

Invoice Terms: Net 30; Past due invoices of more than 30 days are subject to a service charge of 1-1/2 % per month on outstanding balance.

Please make checks payable in US Dollars to TouchMath Acquisition LLC

ACH Information: First Merchants Bank, 200 E. Jackson St, Muncie, IN 47305 - ACH Routing #074900657- Account #101326438

To designate a license administrator for digital license purchases, please email orders@touchmath.com with the designee's name and contact information.

Products are periodically revised which may result in changes to availability and prices quoted. If an extension of time is needed for this quote, please contact us at 1-800-888-9191 Monday through Friday 7:00 a.m. - 5:00 p.m. MST.

Purchase Orders should be generated on official district or school form or school letterhead and include the date, item numbers, descriptions, prices, and an authorized signature for payment. Please reference the above Quote number on your P.O. and in further communications.

To expedite your order, please email your P.O. to orders@touchmath.com

A copy of our Sole Source Letter and current W9 form can be downloaded from our website at www.touchmath.com/contact-us

Use of TouchMath digital and online products and services are subject to the terms and privacy policies posted therein.



2 N Nevada Ave, Ste 1200
Colorado Springs, CO 80903-1702
Phone: 1-800-888-9191
FTIN: 83-1927094

Quote Date 2/6/2024

Expiration Date 5/6/2024

Quote Number 00007907



Sales Order Quote

Quote Number	Q-22795	Quote Date	2/2/2024
Customer Name	Arlington Public Schools	Expiration Date	7/31/2024
Customer Number	0702271		

Bill To Name	Arlington Public Schools	Ship To Name	Arlington Public Schools
Bill To	705 N 9th St Arlington NE 68002-3032 US	Ship To	705 N 9th St Arlington NE 68002-3032 US

Product Code	Product	Quantity	Sales Price	Discount	Total Price
3BINTS1	Bridges Intervention Set 1	1	\$1,100.00		\$1,100.00
MBDE10	Marker Board Combo Pack	1	\$45.00		\$45.00
PPBT	Pattern Blocks, Plastic	1	\$20.00		\$20.00
U1	Unifix Cubes (qty 1,000)	1	\$130.00		\$130.00
3BINTS2	Bridges Intervention Set 2	1	\$1,100.00		\$1,100.00
MBDE10	Marker Board Combo Pack	1	\$45.00		\$45.00
RUL10	Flexible Ruler	2	\$6.00		\$12.00
CALGEN	Calculator	6	\$9.50		\$57.00
Subtotal:					\$2,509.00

Shipping & Taxes

Total Amount	\$2,509.00
Shipping Fee	\$275.99
Taxes	\$0.00
NET TOTAL	\$2,784.99

As of January 30, 2023, our shipping/handling fees have changed.

- A standard shipping/handling fee of 11% is applied to the order total.
- The shipping and handling fee is reduced to 8% for purchase orders paid by check or ACH.
- All orders are subject to a minimum \$10 fee.

Please note: above quote does not reflect taxes that may be incurred on freight. This will be included in your final invoices.

2024 Math Adoption Breakdown

*K-6 General Education-Savvas EnVisions

*7-12 General Education-Cengage Big Ideas

*K-6 Math Intervention-The Math Learning Center-Bridges

*K-6 Special Education-Touch Math 123

K-6 Curriculum

K-6	Savvas-EnVisions	\$86,238.04
-----	------------------	--------------------

7-12 Adoption

7-12	Cengage-Big Ideas	\$45,695.03
------	-------------------	--------------------

Intervention

K-6 Intervention	The Math Learning Center- Bridges	\$2, 784.99
------------------	-----------------------------------	--------------------

Overall Grand Total not including Special Education

Overall K-12 w/o Sped	Grand Total	\$134,718.06
------------------------------	--------------------	---------------------

Special Education

K-6 Special Education	Touch Math	\$9,598.58
-----------------------	------------	-------------------

Overall Sped Cost	Grand Total	\$9,598.58
--------------------------	--------------------	-------------------

Overall Grand Total including Special Education

Overall K-12 w/Sped	Grand Total	\$144,316.64
----------------------------	--------------------	---------------------

Personnel - Certificated EmployeesRelease from Contract

Certificated employees who wish to be released from their contract shall submit a written request for release to the Board of Education. The written request shall include a resignation.

The action on a request for a release received after April 15th, to be effective in or at the end of the then current school year, shall be discretionary with the Board. The earlier the request for release is submitted, the greater will be the likelihood that a release will be granted. The Board of Education may take the following action in response to a late resignation:

- a. Provide a full, unconditional release from the contract.
- b. Provide a conditional release from the contract subject to recruiting and entering into a contract with a suitable replacement.
- c. Provide a conditional release from the contract subject to recruiting and entering into a contract with a suitable replacement and negotiation of terms with the resigning teacher for reimbursement of the District's expenses and costs incurred for recruiting, advertising, interviewing and other expenses incurred in obtaining the replacement. While there will be no penalty for release from the contract, the certificated employee may not be given the requested release absent agreement on the certificated employee paying such expenses and costs.
- d. Not grant a release from contract.

Where a certificated employee leaves employment without receiving an approved release, the Superintendent is authorized to file a complaint with the Nebraska Professional Practices Commission. The Board also reserves the right to seek damages against any certificated employee as a result of breach of contract.

Legal Reference: Neb. Statute § 79-819; § 79-820; §79-821; § 79-817 et seq.
NDE Rule 27

Date of Adoption: March 14, 2011

Reviewed: January 9, 2012; January 11, 2016; November 12, 2018; January 10, 2022