

Board of Education Regular Meeting  
Monday, April 8, 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:
    - Hires:
      - Makenzie Rhoads, Elementary
      - Jaden Green, Elementary
      - Anna Combs, Spanish
      - Zoila Alvarado Mejia, Custodian
      - Ana Axulen Natareno, Custodian
      - Braden Rump, Paraprofessional
    - 3.4. Reassignments:
4. CURRICULUM/INSTRUCTION REPORTS
  - Science
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. NASB and NRCSA Updates
  - 6.2. Legislative Update
    - LB 388-Property Tax Relief, Funding for 1331-Advanced for Second Round without addressing amendments
    - LB1331-Education-Needs LB 388 to work
    - LB 575- Sports and Spaces
    - LB 1402- Opportunity Scholarships
  - 6.3. Video Board Update
    - Fundraising
    - Install
7. COMMITTEE AND REPRESENTATIVE REPORTS
  - 7.1. Negotiations Committee

8. UNFINISHED BUSINESS
9. NEW BUSINESS
  - 9.1. Discuss, Consider and Take Necessary Action to Approve Administrator and Director Contracts for 2024-2025:
    - Aaron Pfingsten, 7-12 Principal
    - Jacqueline Morgan, PK-6 Principal
    - James Shada, 7-12 Asst Principal/Activities Director
    - Tashia Wolf, Curriculum and Assessment Director
  - 9.2. Discuss, Consider and Take Necessary Action to Approve Addendum to Superintendent Contract for 2024-2025
  - 9.3. Discuss, Consider and Take Necessary Action to Form Ad Hoc Committee to Research and Develop Policy Regarding Adding Activity Cooperative Agreements with other Districts
  - 9.4. Discuss, Consider and Take Necessary Action to Approve Non-Certificated Staff Wage and Salary Increases for 2024-2025 as Presented
  - 9.5. Discuss, Consider, and Approve Resolution to Cancel 2023-2024 Contract of Mrs. Teresa Van Beek for Failure to Request a Hearing
  - 9.6. Discuss and Consider 2400 Series Policies:
    - 2400-Line of Authority
    - 2410-Administrative Action in Emergencies
    - 2420- Staff Handbooks
    - 2430- Attendance at Professional Growth Meetings
    - 2440- Administrative Action in Absence of Policy
10. ADJOURNMENT

Monday, March 11, 2024 7:00 PM Central

## 1. OPENING PROCEDURES

### 1.1. Call Meeting to Order

Cassie Flesner called the meeting to order at 7:00

### 1.2. Roll Call

Motion to Excuse Matt O'Daniel and Chase Kratochvil from tonight's meeting Passed with a motion by Cassie Flesner and a second by Jason Arp.

Jason Arp: Yea, Cassie Flesner: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

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

Jacque Morgan, Aaron Pffingsten, James Shada, Dawn Lewis and recording secretary Jennifer Arp were also present at the meeting as well.

### 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 Jason Arp and a second by Brian Laaker.

Jason Arp: Yea, Cassie Flesner: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

## 2. WELCOME TO GUESTS AND PUBLIC FORUM

## 3. CONSENT AGENDA

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

Jason Arp: Yea, Cassie Flesner: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

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

### 3.2. Monthly Financial Reports

### 3.3.

Resignations:

- Deb Walling, Kindergarten
- Claire Smith, 5/6 Grade
- Tyler Stender, 7-12 Math
- Elsa Glasford, Spanish

Hires:

Reassignments:

- Kylie Winslager, from Grade 3 to Kindergarten
- Chelsea Kwapnioski to Grade 1
- Chaleigh Mattson to Kindergarten

## 4. CURRICULUM/INSTRUCTION REPORTS

- Foreign Language- Spanish
- 2nd Grade

Señora Glasford was present for Spanish Report

Marcia Kaup, Nichole Fairhead, & Morgan Mruz were all present for 2nd grade.

#### 4.1. Practicum Report and Dialogue: Gabby Morin, Elem Music

Gabrielle Morin was present to share information on her practicum report and dialogue for her masters' degree. Mrs. Morin presented information on a homework program she is looking to introduce and asked for insight from the board.

#### 5. REVIEW OF ANNUAL DISTRICT PLAN

#### 6. PRINCIPALS REPORTS

##### 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. Review and Discuss Federal Hot Lunch Program Review

##### 7.2. Review Supt Leave Log

##### 7.3. Legislative Update

##### 7.4. NASB and NRCSA Updates

##### 7.5. Review of Board Election

##### 7.6. Review of Scoreboard Process

##### 7.7. Discussion of survey response rate and strategic plan

#### 8. COMMITTEE AND REPRESENTATIVE REPORTS

##### 8.1. Negotiations Committee

The negotiation committee met a few weeks ago, and discussed Admin Contracts, and the board will wait until April to approve those contracts, due to members being absent at tonight's meeting.

The committee will move forward with classified negotiations and have all that info for April's board meeting.

#### 9. UNFINISHED BUSINESS

#### 10. NEW BUSINESS

##### 10.1. Discuss, Consider and Take Necessary Action to Approve 2024-2025 Calendar

Motion to approve the 2024-2025 calendar as presented Passed with a motion by Cassie Flesner and a second by Shanon Willmott.

Jason Arp: Yea, Cassie Flesner: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

##### 10.2. Review Policies:

1200-1501

- 1200-Anti-harassment policy
- 1210-Title IX Policy
- 1220-Reg Title IX Ct. Form
- 1220-Title IX Grievance Policy
- 1220-Title IX Hiring
- 1230- ADA Accessibility
- 1240- ADA Grievance
- 1250- ADA Coordinator
- 1260- Service Animals
- 1270- Therapy Animal Policy & Form
- 1300- Fundraising
- 1310- Gifts
- 1320- Student and Staff Memorials
- 1410- Parent Organizations
- 1420- Citizens Advisory Committees
- 1430- Utilizing Community Resources
- 1450- School Personnel and the Public

- 1460- Student Production of Goods and Services
- 1470- Public Performances by Students
- 1500- Emergency Closing
- 1501- Emergency Exclusions

2000-2200

- 2000-Functional Principle of Administration
- 2010-Election of Administrative Personnel
- 2100-Superintendent of Schools
- 2110-Duties of the Superintendent
- 2120-Superintendent Evaluation
- 2120A-Superintendent Evaluation Regulation
- 2200-The Principalship

10.3. Discuss, Consider and Take Necessary Action to Approve Request for Early Retirement Incentive Program Application of Deb Walling

Motion to Approve Early Retirement Incentive Program Application for Deb Walling Passed with a motion by Cassie Flesner and a second by Shanon Willmott.

Jason Arp: Yea, Cassie Flesner: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

10.4. Discuss, Consider and Take Necessary Action to Enter Into Agreement with Learn2Move for SPED PT Services for 2024-2025

Approve Contract with Learn2Move for SPED PT Services for 2024-2025 Passed with a motion by Shanon Willmott and a second by Jason Arp.

Jason Arp: Yea, Cassie Flesner: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

10.5. Discuss, Consider and Take Necessary Action to Approve Emergency Operations Plan

Motion to Approve Emergency Operations Plan for APS as Presented Passed with a motion by Shanon Willmott and a second by Cassie Flesner.

Jason Arp: Yea, Cassie Flesner: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

11. ADJOURNMENT

Cassie Flesner Adjourned the meeting at 8:41pm

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Chase Kratochvil, Board President

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Dawn Lewis, Board Secretary

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Date

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Date

**Arlington Public Schools  
March 31, 2024**

<b>Fund Name 2 Rivers Bank</b>	<b>Bank Statement Starting Balance</b>	<b>Receipts</b>	<b>Disbursements</b>	<b>Interest</b>	<b>Interfund Transfers</b>	<b>Bank Statement Ending Balance</b>
General Fund - 864	\$ 2,420,295.29	\$ 736,643.15	\$ 1,030,434.03	\$ 5,195.00	\$ 45,236.29	\$ 2,176,935.70
Activities - 109	\$ 218,837.12	\$ 23,773.77	\$ 28,346.38	\$ 356.50	\$ -	\$ 214,621.01
Hot Lunch - 487	\$ 168,788.94	\$ 43,245.65	\$ -	\$ 309.88	\$ (45,236.29)	\$ 167,108.18
Depreciation Fund	\$ 829,465.54		\$ -	\$ 2,659.74	\$ -	\$ 832,125.28
Depreciation CD - 5826	\$ 262,235.42		\$ -		\$ -	\$ 262,235.42
					<b>Total Depreciation:</b>	<b>\$ 1,094,360.70</b>
2017 Bond Refunding	\$ 235,473.39	\$ 30,231.40	\$ -	\$ 573.69	\$ -	\$ 266,278.48
QCPUF	\$ 221,096.26	\$ 18,307.27	\$ -	\$ 538.66		\$ 239,942.19
Spec Bldg Fund	\$ 675,320.77	\$ 23,070.05		\$ 1,645.31	\$ -	\$ 700,036.13
Sp Bldg CD (none for now)	\$ -	\$ -	\$ -		\$ -	\$ -
					<b>Total Spec Bldg:</b>	<b>\$ 700,036.13</b>
<b>Total Special Funds</b>	<b>\$ 2,223,591.38</b>	<b>\$ 71,608.72</b>	<b>\$ -</b>	<b>\$ 5,417.40</b>	<b>\$ -</b>	<b>\$ 2,300,617.50</b>
<b>Total SF minus CD's</b>	<b>\$ 1,961,355.96</b>					<b>\$ 2,038,382.08</b>

**CHECK REGISTER FOR March 2024**

(Includes special fund checks)

<b>PAYEE NAME</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
American Broadband	Telephone service (dec & Jan )	\$ 451.15
Airgas	Welding gas tank rental	\$ 70.55
Arbor Family Counseling	Contractd services Jan & Feb	\$ 2,275.00
American Lift & Sign	Service on Old/Current Scoreboards	\$ 1,677.50
Blue Door Pediatric Therapy	March Services	\$ 2,754.00
Border States	Gym Scoreboards repair parts & Maintenance	\$ 542.27
Martin Clausen (Chem Tech)	Pest Control	\$ 92.64
Capital One (Walmart)	supplies	\$ 217.18
Cengage Learning	Math Cirriculum Approved at prior board meeting for 24-25	\$ 45,695.03
Clint Adams	Concrete work	\$ 500.00
Cappel Auto Supply	Supplies for vans/paint for one 11 pas van	\$ 454.98
DB Nebraska Service	Motor for maintenance	\$ 1,300.00
EduTrak	Annual service subscription	\$ 2,301.00
ESU 3	vision services for Feb	\$ 266.06
Enterprise Media	Legals, Minutes	\$ 416.11
Egan Supply	Custodial Supplies	\$ 158.24
Foundation for Ed Funding	Symposium Registration	\$ 25.00
Follett Content Soutlions	Book order for Library	\$ 1,250.33
Gartner & Assoc	Aaon Motor for HV/AC	\$ 1,198.50
HyVee	life skills, groceries for Brekfast Life skills	\$ 170.39
Hometown Leasing	Copier Lease	\$ 1,810.93
Integrated Life Choices	student services	\$ 3,656.24
Jostens	Chenille letters	\$ 803.25
Jeredith Brands	Cleaning crew for winter activities for gyms	\$ 420.00
KSB Law	Legal services	\$ 405.50
Knudsen's	Fuel for bus barn ( filled 3-26-24)	\$ 3,079.05
Menards	Maintenace & Classroom supplies	\$ 262.92
Midwest Distributing	Plumbing supplies	\$ 229.45
Methodist Fremont Health	Athletic Services for Feb	\$ 1,547.00
Midwest Movement	DOT Physical for bus driver	\$ 85.00
The Math Learning Center	Math Cirriculum Approved at prior board meeting for 24-25	\$ 2,709.72
NCSA	Educator Academy registration	\$ 150.00
NSAA District 2	Vocal and Instrumental Ensembles Registratio	\$ 520.00
Nebraska Rural Community	NRCSA Spring Conference	\$ 220.00
O'Reilly Auto	wiper blades for vans & Supplies	\$ 91.42
OPPD	Electricity	\$ 9,312.03
One Source	Background checks	\$ 175.00
Omaha Truck	Mower Parts and bus parts	\$ 516.41
O'Reilly's Auto Parts	Bus and van supplies and parts	\$ 312.33
PayFlex	Monthly fee	\$ 100.00
JW Pepper	Music	\$ 91.99
S & S Quality Heating	Remove motors and pipes for boiler room	\$ 6,775.00
Thermo King	Def for buses, battery	\$ 311.14
Karen Tobben	Electrical reimbursement for bus usage	\$ 35.81
University of Lincoln	Autism spectrum Conference	\$ 645.00
Unite Private Network	Internet Provider	\$ 560.78
Wood River	Natural Gas	\$ 8,164.00
Winnelson	Saw and sensor kit	\$ 636.00
Village of Arlington	Water	\$ 683.40
VISA	MISC Supplies for HS/ELEM	\$ 4,507.69
Waste Connections	Trash	\$ -
<b>Total Payables (GF checks not mailed until approved by the BOE)</b>		<b>\$ 108,706.55</b>



EFINANCE - POWERSCHOOL  
 DATE: 04/03/2024  
 TIME: 08:11:35

ARLINGTON PUBLIC SCHOOL  
 CHECK REGISTER

PAGE NUMBER: 1  
 VENCHK11  
 ACCOUNTING PERIOD: 8/24

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
47176			4607	VISA	VOID: MULTI STUB CHECK	
47177	9001	04/03/24	4607	VISA	2610 AMAZON - MINI CLOTHESPINS	6.99
47177	9001	04/03/24	4607	VISA	2610 AMAZON - TOOTH NECKLACES	29.98
47177	9001	04/03/24	4607	VISA	2610 AMAZON FILE FOLDERS	32.49
47177	9001	04/03/24	4607	VISA	2610 AMAZON RUBBER STAMP	15.49
47177	9001	04/03/24	4607	VISA	2610 AMERICAN FLAGS	46.28
47177	9001	04/03/24	4607	VISA	2431 CAR WASH	14.98
47177	9001	04/03/24	4607	VISA	2640 CLASS DISMISSED	20.37
47177	9001	04/03/24	4607	VISA	2530 CLEARLIVE PHONE CHARGES	83.03
47177	9001	04/03/24	4607	VISA	2650 DUAL HDMI ADAPTER BUCKING	54.52
47177	9001	04/03/24	4607	VISA	2610 ESTIMATED SHIPPING/HANDLI	95.50
47177	9001	04/03/24	4607	VISA	2610 KLEENEX	99.88
47177	9001	04/03/24	4607	VISA	2734 MACBOOK PRO FOR SARAH SHA	1,849.00
47177	9001	04/03/24	4607	VISA	2610 MAINTENANCE	579.00
47177	9001	04/03/24	4607	VISA	2610 MAINTENANCE	85.00
47177	9001	04/03/24	4607	VISA	2610 MAVALUS TAPE	55.76
47177	9001	04/03/24	4607	VISA	2650 MOUSE PAD CABLES	63.05
47177	9001	04/03/24	4607	VISA	2610 PAPER	35.62
47177	9001	04/03/24	4607	VISA	2610 PAPER & FOLDERS	53.41
47177	9001	04/03/24	4607	VISA	2610 PARKING FOR BUDGET CONFER	6.25
47177	9001	04/03/24	4607	VISA	2580 PARKING LINCOLN	5.00
47177	9001	04/03/24	4607	VISA	2610 RESISTANCE BANDS FOR WEIG	15.99
47177	9001	04/03/24	4607	VISA	2580 SUPERINTENDENT TRAVEL -FY	20.64
47177	9001	04/03/24	4607	VISA	2580 SUPERINTENDENT TRAVEL TO	49.86
47177	9001	04/03/24	4607	VISA	2580 SUPERINTENDENT TRAVEL TO	15.32
47177	9001	04/03/24	4607	VISA	2580 SUPERINTENDENT TRAVEL-FYR	41.28
47177	9001	04/03/24	4607	VISA	2640 THE PARKER INHERITANCE	28.76
47177	9001	04/03/24	4607	VISA	2431 TOWING CHARGE	506.25
47177	9001	04/03/24	4607	VISA	2431 TOWING CHARGE	506.25
47177	9001	04/03/24	4607	VISA	2610 TPT - CIVIL WAR ACTIVITY	4.00
47177	9001	04/03/24	4607	VISA	2610 TPT - CIVIL WAR ACTIVITY	1.25
47177	9001	04/03/24	4607	VISA	2610 TPT - STUDENT COUNCIL	9.00
47177	9001	04/03/24	4607	VISA	2610 TPT - WORD PROBLEM ACTIVI	3.50
47177	9001	04/03/24	4607	VISA	2640 TPT MICROSOFT OFFICE PROJ	10.00
47177	9001	04/03/24	4607	VISA	2610 URINALYSIS STRIPS AND SPE	15.99
47177	9001	04/03/24	4607	VISA	2650 WIRELESS MOUSE	48.00
		TOTAL CHECK				4,507.69
	TOTAL FUND					4,507.69
	TOTAL REPORT					4,507.69

**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	\$ 3,262,758.04	48.90%	37.05%
Carline Taxes	\$ 4,000.00	\$ 1,031.76	25.79%	18.33%
Motor Vehicle	\$ 400,000.00	\$ 276,257.02	69.06%	66.59%
PreSchool Tuition	\$ 15,000.00	\$ 14,000.00	93.33%	98.03%
County Sources	\$ 30,000.00	\$ 45,857.50	152.86%	136.47%
State Aid	\$ 2,041,657.00	\$ 1,429,162.00	70.00%	70.01%
Sped SA Revenue	\$ 500,000.00	\$ 539,801.00	107.96%	68.17%
Federal & all other	\$ 371,000.00	\$ 727,793.86	196.17%	
Transfer From Depreclation	\$ -	\$ -	-	
	<b>\$10,033,876.00</b>	<b>\$6,296,661.18</b>	<b>62.75%</b>	<b>54.21%</b>

<u>Expenditures:</u>	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>	
<u>General Fund Totals</u>				
Elementary	\$ 4,426,159.65	\$ 2,535,976.24	57.30%	56.03%
Secondary	\$ 4,424,939.43	\$ 2,324,975.79	52.54%	50.14%
District	\$ 2,436,420.96	\$ 972,184.68	39.90%	37.72%
<b>Total</b>	<b>\$ 11,287,520.04</b>	<b>\$ 5,959,425.23</b>	<b>52.80%</b>	<b>51.20%</b>

**General Fund Categories of Particular Interest**

<u>Transportation</u>				
Elementary	\$ 186,601.68	\$ 61,080.65	32.73%	31.44%
Elem Transportation Maint.	\$ 90,644.32	\$ 33,971.10	37.48%	57.62%
Secondary	\$ 98,674.89	\$ 36,617.96	37.11%	35.80%
HS Transportation Maint.	\$ 22,661.08	\$ 31,958.70	141.03%	116.14%

**District Level Categories of Particular Interest**

<u>Facilities and Operations</u>				
Operat of Building	\$ 577,066.04	\$ 275,264.76	47.70%	52.09%
Building Maint.	\$ 550,604.47	\$ 163,425.87	29.68%	23.51%
Grounds Maint	\$ 107,500.00	\$ 45,050.73	41.91%	16.68%

Activity Balances as of		3/31/2024			
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	\$27,612.04	\$13,689.30	\$ 34,122.53
702	HS Always for Kids	\$ 2,064.91	\$342.23	\$191.76	\$ 2,215.38
703	Art Class	\$ 7,496.22	\$1,806.34	\$4,067.99	\$ 5,234.57
704	Art Club	\$ 1,632.03	\$0.00	\$0.00	\$ 1,632.03
705	Athletics	\$ (20,318.00)	\$50,431.53	\$78,251.08	\$ (48,137.55)
706	Band	\$ 3,207.29	\$9,116.91	\$5,904.09	\$ 6,420.11
708	Book Club	\$ 270.55	\$0.00	\$0.00	\$ 270.55
709	Cheerleading	\$ 1,360.69	\$5,247.06	\$2,347.33	\$ 4,280.42
710	Welding	\$ 966.15	\$210.00	\$33.20	\$ 1,142.95
714	SKILLS	\$ 593.39	\$4,962.00	\$2,411.13	\$ 3,144.26
717	Transition	\$ 1,613.51	\$0.00	\$0.00	\$ 1,613.51
720	Concessions	\$ 3,088.90	\$26,503.33	\$31,683.02	\$ (2,090.79)
721	Dance Squad	\$ (537.26)	\$6,323.92	\$3,585.99	\$ 2,200.67
722	Drama	\$ 708.05	\$3,701.50	\$3,059.68	\$ 1,349.87
723	MS STEM	\$ 59.75	\$75.00	\$60.00	\$ 74.75
724	Elem Lounge	\$ -	\$0.00	\$0.00	\$ -
726	FBLA	\$ 14,496.48	\$24,109.25	\$23,264.23	\$ 15,341.50
727	Football	\$ 11,695.80	\$1,623.50	\$2,125.86	\$ 11,193.44
728	Reimbursement (general)	\$ 695.43	\$806.46	\$824.17	\$ 677.72
732	Fam Cons Science	\$ 552.61	\$1,240.00	\$919.48	\$ 873.13
733	Wrestling	\$ 953.89	\$6,181.20	\$6,149.11	\$ 985.98
735	Honor Society	\$ 1,158.96	\$380.00	\$44.99	\$ 1,493.97
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	\$2,945.81	\$5,488.31	\$ 1,193.95
740	Industrial Tech / Woods	\$ 1,367.89	\$2,442.00	\$2,488.60	\$ 1,321.29
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	\$507.00	\$ 214.17
748	Spring Musical	\$ 11,498.70	\$15,896.08	\$15,048.04	\$ 12,346.74
749	Student Council	\$ 3,816.37	\$2,345.18	\$981.89	\$ 5,179.66
750	Student Vending	\$ 1,403.01	\$0.00	\$0.00	\$ 1,403.01
751	Swing Choir	\$ 3,238.69	\$480.81	\$2,125.73	\$ 1,593.77
753	Yearbook	\$ 5,046.53	\$7,865.00	\$5,104.30	\$ 7,807.23
756	Pepsi	\$ 1,556.15	\$1,282.31	\$1,432.71	\$ 1,405.75
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
761	Honors History	\$ -	\$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 2028	\$ -	\$300.00	\$0.00	\$ 300.00
766	FFA	\$ 25,205.65	\$31,658.66	\$26,991.21	\$ 29,873.10
768	RR Store	\$ -	\$1,000.00	\$0.00	\$ 1,000.00
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	\$816.00	\$4,199.13	\$ 1,274.75
775	Class of 2026	\$ 929.90	\$2,464.70	\$667.50	\$ 2,727.10
776	Class of 2027	\$ 90.00	\$1,877.60	\$0.00	\$ 1,967.60
782	Volleyball	\$ 5,088.91	\$2,645.00	\$1,187.70	\$ 6,546.21
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	\$2,450.55	\$ 4,310.88
790	Boys Basketball	\$ 2,136.42	\$1,505.00	\$1,388.38	\$ 2,253.04
791	Girls Basketball	\$ 2,121.41	\$1,805.00	\$3,949.97	\$ (23.56)
792	MS Girls Basketball	\$ 23.50	\$240.00	\$240.00	\$ 23.50
793	Striv	\$ 3,834.92	\$25.00	\$2,214.00	\$ 1,645.92
794	Sped	\$ 1,320.40	\$1,608.80	\$1,396.81	\$ 1,532.39
795	Wellness (District)	\$ 980.53	\$5,765.00	\$4,459.50	\$ 2,286.03
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
	<b>Totals</b>	<b>\$201,950.48</b>	<b>\$278,434.68</b>	<b>\$282,733.49</b>	<b>\$197,651.67</b>

## **2024 Science Curriculum Report**

### **Multicultural Aspect**

Our science standards, the Nebraska College and Career Ready Standards for Science (NCCRSS), support culturally responsive teaching by emphasizing cultural contributions to science historically such as through engineering. Our adopted curriculum through Amplify, Pearson, Miller and Levine, and McGraw Hill, support multicultural learning through diverse examples, real-world case studies, and digital media. For example, in Applied Science students performed a cost-benefit analysis of land acquisition for a mine that considered multiple viewpoints including from ranchers, home owners of various classes, and the mining company. In biology, the students experienced learning about drought and water insecurity such as experienced by impoverished nations or communities devastated by a natural disaster. Students were challenged to engineer a water collecting device that purified drinking water from readily available inexpensive materials. In the Middle School Science and Physical Science classes, students learn about the importance of universal standards of measurement and why it is important among the scientific and the globalized community at large to have consistent language when considering global scientific issues. The middle school Amplify curriculum includes data and examples from across the country and the world. During each and every unit students read several articles that bring real world phenomena from other countries into the classroom.

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

The NCCRSS emphasizes student development of critical thinking skills by making observations and asking questions, evaluating claims based on evidence, making models to explain complex scientific ideas, collecting and analyzing data, and making scientific arguments. Instruction across all science classes provides students opportunities to build upon these skills by providing inquiry opportunities in the lab or classroom, real-world simulations on the computer, and problem-based learning opportunities. Additionally, instructional strategies support student learning through guided reading, direct instruction with guided notes, small and large group learning opportunities, and independent practice and assessment opportunities.

We have continued to develop new lessons in the lab and classroom that bring innovative and relevant learning opportunities to our students. For example, this year an educational speaker from the Papio-Missouri NRD lead an interactive seminar with biology students as they learned about water resources, pollution, and its effect on ecosystems and communities. Kits have been acquired from OPPD that will help students apply energy consumption to real world practices.

Through our PLC, we have worked on vertical alignment of teaching practices and pedagogy. If students experience learning strategies which are consistent across multiple grades, as well as curriculum then builds upon and enhances prior learning, students will achieve a deeper level of

learning and skill building. Additionally, we have developed a plan to help counselors, students, and parents select the appropriate elective science course for students entering their junior year based on reflection of the student's personal passion, purpose, and pathway.

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

Students are given a variety of assessments to measure student performance. Some assessments are completed using Canvas Quizzes which provide data profiles per class, student, or question. It also provides the ability for the teacher to provide rapid feedback, targeted reteaching, and retesting opportunities. Throughout the learning sequence, we utilize a variety of assessment strategies such as homework, quizzes, open questioning, lab work observation, collaboration observation, question and answer sessions, reviews, and tests. Another tool to measure student performance is through MAPS, NSCAS, preACT, and ACT data. Our students continually show growth in science testing. We are able to achieve these high scores through the work that we do on a day to day basis and how we check for learning with our students. We will continue to strive for better performances hoping to show an increase in scores year after year.

We continue to grow as teachers and a department working within our PLC groups to improve instruction and assessment. One area we have worked to improve assessment is by discussing ways to align assessment strategies as well as agreeing upon the criteria for specific learning outcomes, such as what a good scientific argument entails and how we will know it has been achieved. Future PLC meetings will allow us to continue to work on grading and criteria alignment in this area. Our goal is to provide consistent student performance evaluations to support student learning.

Additionally, the science department assesses student learning and instructional effectiveness by developing yearly SLO goals. This affords teachers the opportunity to practice reflective teaching, as we plan, collect data, and evaluate the data of low, average, and high performing students. This allows us to improve, develop and evolve our methods and delivery of instruction.

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

We have multiple methods of intervention to help students when they are not learning. One of the many great strengths of our school is that we do not allow many students to slip through the cracks and provide them every opportunity to learn material and grow their understanding of concepts across all curriculum. We utilize the after school GRIP program in which students are referred if they are missing work, needing to make up assignments or having issues with subjects. We also provide times for one on one help before school, after school and throughout the course of the day. Another way we help students learn is through differentiation by providing students with different forms of delivery of information. We may use power point, hands on learning, putting students in groups or pairs, labs and online activities. We also keep parent logs and contact parents when students may be struggling or falling behind in classes. These are

multiple ways to ensure that students are given every opportunity possible to be successful. As a department we utilize some form reteaching, remediation opportunities, and test/quiz retakes to provide an opportunity for students to demonstrate learning of material.

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

We provide a Chemistry II and Biology II course for students to gain more knowledge and information based on a potential interest of studying these fields or related fields in their post-secondary education. We have also utilized student groups to help students collaborate pairing higher level students with lower level ones in which the higher level student teaches or assists the lower performing student. This is beneficial for both parties as it allows the lower performing student a different angle to learn and allows the higher performing student to get deeper into the material due to the need to teach to the other. There are also some independent projects and enrichment activities for students to do once they have finished the class work or assignments.

### **Other information**

The online Amplify resources have worked better this year as there were several issues with rostering students and site overload issues in the past. In an effort to combat these issues more supplemental resources needed to be created by the middle school teacher. Countless hours went into creating additional resources to support the curriculum and students have responded well to the new supplemental materials. Students that did not have access to these materials in the past said they benefited from the new materials greatly. Amplify does expect students to “sit and get” the information but this type of instruction does not work well for our students.

Technology upgrades have been a great benefit for the high school science curriculum. Probeware has been used consistently in the labs and students have been using computer technology to gather data and interpret results.

Innovative lab materials are being incorporated across classes. Gel electrophoresis equipment has been checked out through the Young Nebraska [Program](#) from UNL. Additional labs may be checked out in the future for no cost to the school. A request has been made to purchase robotics kits for Applied Science. The robotics kits will allow dynamic learning in design, programming, troubleshooting, and collaboration.

## April 2024 Elementary Principal Report

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**Preschool Parent Meeting** - The preschool parent meeting took place. We had approximately a dozen families in attendance. We will have a full preschool next year with a small waitlist!

**5th/6th Band and Choir Concert** - Wonderful performance by all of our budding musicians.



**3rd/4th Grade Recorder, Ukulele, and Choir Concert** - Students did a magnificent job in all aspects of their performances!



**State Testing Kick-Off/Celebration** - In celebration of our upcoming NSCAS State Testing we got students excited and gave them praise for all the work they had done! Students and staff participated in a rock, paper, scissor competition during the day culminating in a rock, paper, scissor off at the assembly, Mr. Hoelsing was victorious.

# Secondary Principal's Report

## April 2024 Board Meeting

### Prom

Prom will be held on Saturday, April 20 in the competition gym with post prom to follow at the Arlington Auditorium. Thank you to all of the parents, businesses, community members, teachers, sponsors, and others who have contributed to making this night a fun night for our students.

### Teacher of the Year

Mrs. Koger was recently recognized as the Nebraska Economics Educator of the Year!

### Midland Business Days - First Place

Twenty Arlington FBLA members competed on March 6 at the Midland University Business Competition. Arlington placed first out of the fourteen schools who attended. Students who placed first received a \$25,000 Midland University Scholarship renewable for four years. Students who were second and third place received a \$23,000 scholarship also renewable for four years.

### State FFA/State FBLA/State SkillsUSA

**FFA - April 3-5**

**FBLA and Skills - April 11-13**

### FFA Week

**FFA WEEK**  
**March 18th-22nd**  
(Must Follow School Dress Code)

**Monday:** Farmers Day Off  
(Wear pajamas)

**Tuesday:** Barnyard Day  
(dress like favorite farm animal or a farmer)

**Wednesday:** Official Dress  
Member Breakfast - 7:15 AM - Ag Room  
Chapter Photo: 7:45 A.M. - Old Gym

**Thursday:** Chapter T-shirt Day  
Ag Olympics and Tie Blankets: 6PM - Meet in blue gym  
(FFA members Only)

**Friday:** Hat and Tractor Day  
Must have permission slip turned in by March 20th to drive  
Drive OR bring your **TOY** tractor to display in the Ag Room

**Week Long Events**

**Guess the Officer-** FFA Officer Baby Photos on Ag Bulletin Board and around the school - use the QR Code to access the contest link

**FFA Emblem Hunt -** 3 Emblems will be hidden in the high school each day. Return them to the Ag Room for a prize.

**Golden Tractor Hunt-** ONE **Golden** Tractor is hidden in the school. A new clue will be released during announcements each day.

### NCC Art Show

This year's conference art show is on April 10 at Raymond Central.

James Shada  
April  
Board Report

# NCPA Academic All-State Awards – Winter 2022



## NCPA ACADEMIC ALL-STATE AWARDS

Since 2006 this NSAA Award Program has recognized students who meet the criteria for nomination by their school in the season of their activity. Each year the NSAA and the NCPA recognize students during fall, winter and spring seasons who are nominated by their schools for their individual academic excellence, leadership, and significant contributions in their NSAA activity. The criteria are as follows:

1. A nominated student must be a varsity player or organizational leader who has played a significant role on the team or in the organizational activity during the seasons for which nominations are accepted.
2. A nominated student must have a minimum cumulative grade point average, in all curricular subjects, of 93% or 3.7 on a 4.0-point scale or the equivalent.
3. NSAA high schools or their cooperative sponsorship may nominate a maximum of two students per NSAA activity program.

Nebraska Chiropractic Physicians Association (NCPA) Academic All-State Awards winner from Arlington winners were:

**Boys Basketball:** Schuyler Logemann, Owen Ladehoff

**Girls Basketball:** Taylor Arp, Austyn Flesner

**Speech:** Joseph Burns, Kolby Tighe

**Girls Wrestling:** Honora Andreasen, Calle Shearer

**Boys Wrestling:** Tate Johannes, Braxton Soll

## Spring Events Update

- FFA State Conferences are happening in Lincoln, April 3<sup>rd</sup> – 5<sup>th</sup>
- FBLA at State Leadership Conference are happening in Kearney, April 11<sup>th</sup> – 13<sup>th</sup>
- State Skills USA is happening in Grand Island, April 11<sup>th</sup> – 12<sup>th</sup>
  
- High School Music Concert: *4/9 at 7:00*
- Middle School Music Concert: *4/30 at 7:00*
- District Music Competition: *4/19 and 4/20 at Elkhorn, performance times TBA*
- High School Honors Night: *4/25 at 7:00 pm*
- Track Meet: *Jr. High May 3<sup>rd</sup> at 2:00 pm, High School May 2<sup>nd</sup> at 2:00 pm*
- Boys Golf Invitational: *April 25<sup>th</sup> at 9:00 am*
- Athletic Banquet: *May 5<sup>th</sup> at 5pm at the City Auditorium*

# NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

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

JOIN US!

Events & Networking - <https://members.nasbonline.org/events>



60<sup>th</sup> and final day of the 2024 Legislative Session - April 18

Legislative Proposals for 2025 can be submitted at any time between now and July 1 at <https://members.nasbonline.org/government-relations/legislative-proposals>



NASB Leadership Workshop - June 5-6 - Lincoln

NASB Member Golf Outing - June 12 - Kearney

School Leaders & Law Conference - June 12-13 - Kearney



Board Candidate Workshops - July 9, 10, 11, 16  
Ogallala - Hastings - Ord - Milford

ALICAP Summer Workshop - July 10, 11, 12  
Gering - Kearney - Lincoln

Continued on Page 2



Leadership

Innovation

Vision

Engagement

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#weLIVEhere

NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

# NASB BOARD QUICKS

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## Area Membership Meetings - August & September



North Platte, Gering, Valentine, Kearney, York, Norfolk, Nebraska City, Omaha & Fremont



## YOUR 2024 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

**ALICAP**

**AMERICAN FIDELITY**  
a different opinion

**BCDM**  
architects

**Boyd Jones**

**BISHOP**  
BUSINESS

**BVH**  
ARCHITECTURE

**CP** CARLSON  
WEST  
POVONDRA  
ARCHITECTS

**CMBA**  
ARCHITECTS

**CROUCH**  
RECREATION

**D|A DAVIDSON**  
FIXED INCOME CAPITAL MARKETS  
D.A. Davidson & Co. member SIPC and FINRA

**envise**

**Facility**  
Advocates  
Dave Raymond

**HAMITON**

**HAUSMANN**  
construction

NEBRASKA  
LIQUID  
ASSET FUND

**northland**  
A First National  
of Nebraska Company

**Outdoor Recreation Products**

**PIPER | SANDLER**

**prm**  
PUBLIC RISK  
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# Nebraska Rural Community Schools Association

*Member Update*

*April 4, 2024*



*Photo Credit: Elgin Public Schools*



[www.nrcsa.net](http://www.nrcsa.net)



[www.twitter.com/NRCSA1980](https://www.twitter.com/NRCSA1980)



[www.facebook.com/nrcsahome/](https://www.facebook.com/nrcsahome/)



# *NRCSA Calendar*

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## **NRCSA Events**

### **NRCSA Golf Tournament**

July 23, 2024

Meadowlark Hills Golf Course in Kearney

[\*\*More about this event\*\*](#)

### **NRCSA New Superintendent Lunch**

July 2024

Date & Time TBD

### **NRCSA Distirct Meetings**

September & October 2024

Sites & times TBD

### **NRCSA Legislative Forum**

February 20, 2025

Cornhusker Hotel in Lincoln

[\*\*More about this event\*\*](#)

### **NRCSA Spring Conference**

March 20 & 21, 2025

Crowne Plaza & Younes North Convention Center in

Kearney

[\*\*More about this event\*\*](#)

## **Committee Meetings**

### **NRCSA Legislative Committee**

January to April 2024

Every Thursday during the Legislative Session

Via Zoom

### **NRCSA Executive Committee**

June 19, 2024

9:30 AM (Mountain Time)

Ogallala Public Schools

### **2024-25 NRCSA Executive Committee**

July, 2024

Time & Location TBD

## *NRCSA Search Service*

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**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**

Search Complete



### **Sioux County Public Schools**

Search Complete

## Other Vacancies

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### Wayne Community Schools

#### Business Manager - Wayne Community Schools

**Description** - Wayne Community Schools is seeking a qualified candidate for the position of Business Manager. The primary responsibility of the Business Manager is the financial management and accounting procedures of the school district. Responsibilities include but are not limited to; financial leadership, management of finances, payroll, accounts payable, final financial reports for federal and state programs and grants, assisting with budgeting, budget maintenance, check reconciliation, and all other duties as assigned by the Superintendent. Experience with accounting software is required. The position will be filed as soon as possible so that the person hired can work with our current Business Manager during the transition. Requirements include but are not limited to; economics and accounting, administration and management, personnel and human resources, general knowledge of clerical systems, and highly organized.

**Qualifications:** A Bachelor's degree or higher is required. Experience in business management and accounting required. Excellent professional communication skills and the ability to work cooperatively in a team environment is essential.

**Other information:** This position is 12 months beginning as soon as possible, and no later than June 1st. Salary will be commensurate with experience. A full benefit package is available with this position.

**Application procedure:** Job application is available on our website at <https://www.wayneschools.org/vnews/display.v/SEC/District%7CEmployment>

Please send your application, cover letter, resume, and recommendations to:

Dr. Mark Lenihan, Superintendent  
Wayne Community Schools  
611 W. 7th St. Wayne NE 68787  
[malenih1@waynebluedevils.org](mailto:malenih1@waynebluedevils.org)

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Access the Members area of [www.nrcsa.net](http://www.nrcsa.net) anytime.

**Login: member Password: playground**

**The 2024 NRCSA Spring Conference is in the books and by all accounts was a big success.** Evaluations showed a couple of minor things to work on in the future, but overwhelmingly we received very positive responses. Highlights of the conference included featured speakers Mark and Nanette Potter and DeMoine Adams. The Palmer Chorus and Northwest Jazz Band provided awesome musical entertainment to open two of our General Sessions. The always heartwarming awards to outstanding individuals in our rural schools and ESUs was a big highlight. NRCSA also recognized Paul Younes and Younes Hospitality and former NSAA Executive Director Jay Bellar with the Friend of Rural Education Awards.



*COACH MARK POTTER AND HIS WIFE NANETTE*



*DEMOINE ADAMS*



*PALMER HIGH SCHOOL CHOIR*



*NORTHWEST JAZZ BAND*

## **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 Prosocki, 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



*PAUL YOUNES AND YOUNES HOSPITALITY RECEIVED NRCSA'S FRIEND OF RURAL EDUCATION AWARD*



*JAY BELLER RECEIVED NRCSA'S FRIEND OF RURAL EDUCATION AWARD*

Receiving NRCSA Awards at the Spring Conference were:

- OUTSTANDING ELEMENTARY TEACHER: Karma Ridpath (Dorchester)
- OUTSTANDING SECONDARY TEACHER: Tiffany Heins (David City)
- OUTSTANDING MUSIC TEACHER: Robin Ankrom (Falls City)
- OUTSTANDING ESU STAFF MEMBER: Brooke Kavan (ESU 7)
- OUTSTANDING SUPPORT STAFF MEMBER: Kim Fuehrer (East Butler)
- OUTSTANDING PRINCIPAL: Jamie Gorwill (Arthur County)
- OUTSTANDING BOARD OF EDUCATION MEMBER: Ken Spray (ESU 9)
- OUTSTANDING SUPERINTENDENT: Tim Heckenlively (Falls City)



*KARMA RIDPATH*



*TIFFANY HEINS*



*ROBIN ANKROM*



*BROOKE KAVAN*



*KIM FUEHRER*



*JAMIE GORWILL*



*KEN SPRAY*



*TIM HECKENLIVELY*

NCRSA is pleased to have partnered with [FranklinCovey](#), the most trusted leadership company worldwide, to provide NCRSA members with the opportunity for a free pre-conference as a companion to the Spring Conference. The pre-conference was held on the Wednesday before the Spring Conference. Almost 100 administrators and Board of Ed members participated. In visiting with representatives from FranklinCovey, they were very pleased with the participation. They have conducted similar training in about five other states and the percent of turnout in Nebraska ranked very high.

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**At its March meeting, the NCRSA Executive Committee made a positive move to assist non-traditional educators move toward full teaching certification.** As a result of this move, new scholarship opportunities were created for paras who are in a para to teacher program and for transitional educators. NCRSA will provide three \$1,000 scholarships for the fall semester and three \$1,000 scholarships for the spring semester for the 2024-25 school year. Applicants for the scholarships must be current employees of a NCRSA-member district or ESU. Applicants must be enrolled for that semester in one of two types of programs: (1) in a recognized “para to teacher” program such as is offered by the three State Colleges (Chadron State, Peru State, or Wayne State), or (2) a transitional program in which a person with a minimum of a bachelor’s degree who is employed to teach in a member school while working through a transitional program, such as offered by the University of Nebraska-Kearney. The applicant would currently be teaching under a transitional certificate. Application materials are being developed and will be shared to the members in the future. We will ask member districts/ESUs to share information on the application materials with employees who might qualify for the scholarships.

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## **UNL Extension Center: Embracing Innovation: Exploring the Dynamics of New Partnerships**

Developing business & Industry, organizational, and postsecondary partnerships with school districts can play a pivotal role in enriching the educational experience, supporting student achievement, and strengthening connections between schools and their communities. By leveraging external resources, expertise, and support, schools can create a more inclusive, engaging, and supportive learning environment for all students. While partnerships within school districts can bring numerous benefits, there are also challenges that may be encountered. These can be overcome by fostering a culture of collaboration, prioritizing communication and relationship-building, seeking creative funding solutions, and promoting equity and inclusivity in partnership efforts. Additionally, leveraging support from district leadership, community stakeholders, and external resources can help schools overcome obstacles and maximize the benefits of collaborative partnerships.

We in the Institute of Agriculture and Natural Resources (IANR), specifically the College of Agricultural Sciences & Natural Resources (CASNR) and Nebraska Extension 4-H, believe this strategy for K-12 partnerships will result in a strong learning innovation network of support for every learner and every educator in the state of Nebraska. The world of higher education is evolving, driven by changes in technology, demographics, workforce demands, and societal expectations. To meet the needs of today's learners in the 21st century and prepare them for the challenges of tomorrow, we are embracing innovation, collaboration, and a student-centered approach.

In recent years, CASNR has created two new positions to help in this work. Dr. Tammy Mittelstet ([tmittelstet@unl.edu](mailto:tmittelstet@unl.edu)) is serving as the CASNR Statewide Education and Career Pathways Coordinator and Bailey Feit ([bailey.feit@unl.edu](mailto:bailey.feit@unl.edu)) serves as the LPS/CASNR Early College and Career Pathways Coordinator. They engage in co-creating education and career pathways for students and supporting teachers by:

- creating opportunities and minimizing barriers for all learners in the exploration of education and career pathways,
- investing in and supporting teachers to innovate and integrate cross-curricular concepts of Food, Energy, Water, and Societal Systems (FEWSS) throughout K-12 education,
- encouraging our higher education institutions to share content expertise to build curriculum that will inform best practices in the areas of FEWSS and mentor future systems thinkers for the continuum of learners through our higher education institutions,
- connecting and developing a team of community leaders to build partnerships that combine resources to support student and teacher innovation, and
- building a workforce of tomorrow with the support of the industry of today by developing work-based learning opportunities.

If you would like to get monthly updates, consider signing up for the L.I.N.K.S. newsletter at <https://casnr.unl.edu/k-12-partners>.

Nebraska Extension brings University of Nebraska expertise and research in 8 key areas of impact directly to Nebraskans from all walks of life in each of the state's 93 counties. Nebraskans turn to Nebraska Extension to strengthen their families, inspire their communities, empower young people, conserve and protect natural resources and advance their farms, ranches and businesses. Nebraska 4-H represents one of the eight key areas, and has been a leader in the career and college readiness field by being one of the first in the country to support a statewide educator position and team to provide leadership in program development and delivery.

The College & Career Success Team is led by Dr. Dawn Lindsley ([dawn.lindsley@unl.edu](mailto:dawn.lindsley@unl.edu)) at the State 4-H Office and Jacie Milius ([jacie.milius@unl.edu](mailto:jacie.milius@unl.edu)) in Gage County. In 4-H, we believe in the power of young people. With nearly six million members nationwide and 140,000 in Nebraska, we empower youth to lead for a lifetime. In a rapidly changing world, it's crucial for young people to be equipped with the right mix of knowledge, skills, and experiences for their transition from education to the workforce. Through our programming, we provide developmentally appropriate, experiential learning opportunities to help youth and adults explore

postsecondary education and career options, preparing them to reach their fullest potential in today's dynamic job market. If you would like to learn more, please visit <https://4h.unl.edu/programs-priorities-career-college-success>.

Nebraska students are the leaders, innovators, and problem-solvers of tomorrow. Through collaboration with business & industry, organizational, and postsecondary partners, school districts can provide students with invaluable real-world experiences, access to resources, and insights into the demands of the workforce. We can bridge the gap between education and employment, equipping students with the skills, knowledge, and connections they need to thrive in the competitive global economy. Together, we can create a brighter future for our students and our communities.

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### **Use Grab and Go and Delivery for Summer Food Service this Summer**



The Summer Food Service Program (SFSP) now allows Grab and Go and Delivery in eligible rural communities across our state.

With the new rural non-congregate option, made permanent in 2022, SFSP sponsors can use options made available during the pandemic each summer for bulk meals, delivery, grab and go along with Parent Pick Up meal options. In other words, kids are no longer required to be in-person to receive summer meals.

Rural sponsors using new grab and go or delivery options who are located in areas with over 50% area poverty or students using FRP meals can serve meals to all children, similar to traditional SFSP service. If sponsors are in a USDA-designated rural area but don't meet the 50% area poverty threshold, that sponsor can still serve SFSP but must limit those free meals only to students participating in FRP meals.

This is a huge opportunity since a grab and go or delivery service almost always entails prior communication with families about the number of meals requested for a pick up or drop off. Sponsors can simply target your outreach to families already participating in free or reduced-price meals and you can reach dozens of families with multi-day meals!

This new option is a great way to get meals to kids during summer! We hope you'll consider it for this summer or the future.

Find resources below or reach out to the Nebraska Department of Ed Nutrition Services at 402-471-2488 or 800-731-2233, or via email at [nde.nsweb@nebraska.gov](mailto:nde.nsweb@nebraska.gov).

[\*\*Appleseed SFSP Rural Non-congregate 2-page Explainer\*\*](#)

[\*\*NDE SFSP Expansion Grant\*\*](#) (up to \$15K)

[\*\*USDA map of rural-designated areas\*\*](#)

[\*\*USDA map of areas eligible for SFSP sites\*\*](#)

[\*\*NDE SFSP webpage\*\*](#)

[\*\*USDA SFSP webpage\*\*](#)

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Eric Savaiano

Economic Justice Program Manager

Food and Nutrition Access

he/him/his

Nebraska Appleseed  
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**The Unicameral is now in its final days.** The Speaker has declared that this Friday will be the final day of General Debate. Anything next week needs to have cleared that round. In these final days the Unicameral continues to discuss school funding and property tax relief. Also of concern to NRCSA members is “Opportunity Scholarships” and the “Sports and Spaces” bill. Each of these could take up large chunks of very limited time available to the Unicameral. There are, of course, many other bills not so tied to education that will consume time.

Here is NRCSA’s list of bills of interest to education. This list has been pared down to bills that have the most likely chance of moving.

### **[NRCSA Bills of Interest](#)**

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**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.

Open Sky has developed some awesome Nebraska Public School District Profiles instruments. It provides much information that can be used to tell the story of your district in comparison to other districts when discussing school finance. The instruments can be accessed at:

**<https://www.openskypolicy.org/schooldistrictprofiles>**

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> **<https://bit.ly/OpenSkyUpdates>** or contact Todd Henrichs at **[thenrichs@openskypolicy.org](mailto:thenrichs@openskypolicy.org)**.

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**NRCSA will be seeking volunteers for both elected and appointed positions for 2023-24.** Ballots were recently emailed and are due by May 1.

### **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. Chris Kunch, Superintendent at Mullen, is the only candidate on the ballot.

**West Dist Representative** - Eugene Hanks is finishing his first term and is eligible to run for a second term of office. He is the only candidate on the ballot. 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 chose not 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. Two candidates are on the ballot: Jessica Bland, Superintendent at Oakland-Craig, and Daryl Schrunk, Superintendent at Randolph.

South Central Dist Representative - Jon Davis is finishing his first term and is eligible to run for a second term of office. He is the only candidate on the ballot. 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 is the only candidate on the ballot. 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.

Harlan 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.

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**At the Membership Meeting during the Spring Conference the Executive Committee presented 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. The updates were approved. Below are links to a working copy with suggested revisions and an adopted copy which was voted on and approved.

### [Working copy](#)

### [Adopted 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](#)

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**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](#)

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**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.



### Supporting Your Employees' Mental Health:

#### What's in it for You, the Employer?

Prioritizing employee mental health in the workplace is not only the right thing to do ethically but also makes sound business sense. By reducing workplace stress, businesses can foster a positive work environment, increase productivity, reduce absenteeism, enhance safety, and improve the overall well-being of their employees. Ultimately, a supportive approach to mental health benefits both individuals and organizations, creating a win-win situation for all involved.

## [Read the Full Blog](#)

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**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 97 such meetings. I recently attended the Board meetings at Hitchcock County and Hayes Center on Feb. 12 and ESU 15 and Chase County on Feb. 13. I attended the Board meetings at Battle Creek and Randolph on Monday, March 11, and Sterling on Monday, March 18. Upcoming visits to Board meetings include:

**Monday, April 8** at Tekamah-Herman and Oakland-Craig  
**Monday, May 13** tentatively at Arlington  
**Monday, June 10** at Wausa

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 CHASE COUNTY BOARD OF EDUCATION & SUPT. ADAM LAMBERT*

**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](#)

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#### **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](#).

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**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](#)**

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**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](#)**

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**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](mailto:jmoles@nrca.net)) or Jeff Bundy ([jbundy@nrca.net](mailto:jbundy@nrca.net)).



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

**April 2024:**

\* Teams from NRCSA-member schools experienced great success at the Boys State Basketball Tournament.

*Amherst won the C2 State Boys Basketball championship.*



*Johnson-Brock finished an undefeated season in winning their second straight D1 Boys Basketball championship. Ainsworth was the runner-up.*



*Shelton won the D2 State Boys Basketball Championship. The co-op of Maywood and Hayes Center finished as the runner-up.*



*Auburn was the runner-up in C1 Boys Basketball.*

\*Sportsmanship Award winners at the Boys State Basketball Tournament included NRCSA-members. Selected were:

*C1 Malcolm*



*D1 Ainsworth*



*D2 Shelton*



\* Lexington 2nd grade teacher Ivette Kinney was awarded the 2024 Nebraska Agriculture in the Classroom Teacher of the Year Award by the Nebraska Farm Bureau Foundation.

\* NRCSA-member schools had great success at the State Speech Contest.

- Chambers was the D2 State Champion, Stuart was the Runner-up
- Plainview finished as the D1 State Champion, Wausa was the Runner-up
- Twin River was the Runner-up in C2.
- Boone Central won the C1 State Championship, David City was the Runner-up.

\* Many students from NRCSA-member schools won State Championships at the State Speech Contest. Those students included:

- CLASS B: Adam Bohnert and Alec Schaffer, Wayne (Duet Acting), Ethan Steele, Auburn (Entertainment), Parker Kesting, Wayne (Extemporaneous), Parker Graves, Gothenburg (Serious Prose)
- CLASS C1: Elizabeth Wortmann and Jack Schieffer, Crofton (Duet Acting), Elizabeth Wortmann, Crofton (Entertainment), John McConnell, Conestoga (Extemporaneous), Taylor Beierman, Boone Central (Informative), Kaylee Dresch, Justine Fountain, Neil Olson, Brittin Valentine, Natalie Robak of David City (Oral Interpretation of Drama), Bella Meyer, Boone Central (Poetry), Luke Hoffschneider, Centennial (Serious Prose), Caroline Slama, David City (Persuasive), Bella Meyer, Boone Central (Program Oral Interpretation)
- CLASS C2: Caleb Kelly, Pender (Extemporaneous), Alivia Schemek, Humphrey (Informative), Hanna Josoff, Elmwood-Murdock (Humorous Prose), Averi Hogue, Elmwood-Murdock (Poetry), Emma Baldeh, Dundy

## County-Stratton (Program Oral Interpretation)

- CLASS D1: Matthew DeMers, Osceola (Entertainment), Isaac Harder, Plainview (Extemporaneous), Isabel Belina, Howells-Dodge (Informative), Jackson King, Plainview (Humorous Prose), Paige Norris, Rece Frahm, Abbie Kromarek, Corben Kment and Marque Albin of Plainview (Oral Interpretation of Drama), Hayden Lavaley, Osceola (Poetry and Serious Prose), Abbie Kromarek, Plainview (Persuasive), Isabelle Heimes, Wynot (Program Oral Interpretation)
- CLASS D2: Ella Cool and Rio Remund, Arnold (Duet Acting), William Paxton, Stuart (Entertainment and Extemporaneous), Claire Woeppel, Chambers (Poetry and Serious Prose), Ashlyn Simonson, Mullen (Persuasive), Rose Woeppel (Program Oral Interpretation)

\* Each year one State Champion from each of the events at State Speech is chosen for the “Speech Best of the Best”. The event will be aired on Nebraska Public Media on Sunday, April 21 at 2:00 p.m. (central time). State Champions from NRCSA-member schools who were selected this year include: Matthew DeMers, Osceola (Entertainment), William Paxton, Stuart (Extemporaneous), Hanna Josoff, Elmwood-Murdock (Humorous Prose), Ashlyn Simonson, Mullen (Persuasive), Parker Graves, Gothenburg (Serious Prose), Isabelle Heimes, Wynot (Program Oral Interpretation), Miguel Ibarra, Wakefield (Unified Speech),

\* Tami Maytum of Malcolm was awarded the 2023-24 NFHA Section V Heart of the Arts Award.



\* Three NE teachers have been selected as state finalists for the Presidential Awards for Excellence in Mathematics & Science Teaching, the nation’s highest honor for K–12 science, technology, engineering, mathematics, and/or computer science teachers. Two of the three teachers are from NRCSA-member districts: Megan Mullen from Paxton Consolidated Schools and Thomas McChristian from Bennet Elementary in Palmyra District OR-1.



THOMAS MCCHRISTIAN

**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](#)**

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**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](#)**

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**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](mailto: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

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### **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](mailto:Nick.Pace@unl.edu), [Jxia@unl.edu](mailto:Jxia@unl.edu), [ssturgeon2@unl.edu](mailto:ssturgeon2@unl.edu)

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**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.

***All of NRCSA’s Purple Ribbon Partners exhibited at the NRCSA Spring Conference.***



*Wilkins Architecture*



*Piper Sandler*



*DLR Group*



# 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



## **MCL Construction**

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



## **Cornhusker International Trucks**

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



# Purple Ribbon Partners



## **Network For Educator Effectiveness (NEE)**

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



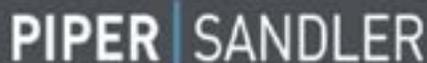
## **Tremco Roofing**

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



## **Piper Sandler & Co**

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



## **Wilkins Architecture, Design, Planning**

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



## **RMV Construction**

Curtis Baetz  
1515 E 11th St  
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## **Trane Technologies**

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Phone: (402) 499-8468  
jonathan.hoesch@trane.com

**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.

This year as I worked the State Academic Decathlon Championships, I had an opportunity to connect with great kids from NRCSA-member districts Adams Central, Johnson County Central, and Lexington.

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 [dcthl.denistonreed@gmail.com](mailto:dcthl.denistonreed@gmail.com).



ADAMS CENTRAL ACADEMIC DECATHLON TEAM



JOHNSON COUNTY CENTRAL ACADEMIC DECATHLON TEAM

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**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](mailto: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/>

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### **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](mailto:afette@csc.edu).

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**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/>

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**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](#)

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**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@nrdsa.net](mailto:jmoles@nrdsa.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

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### NRCSA

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

Jeff Bundy, Administrative Aide  
(402) 202-6028  
[jbundy@nrcea.net](mailto: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](http://www.nrca.net)



[www.twitter.com/NRCSA1980](https://www.twitter.com/NRCSA1980)



[www.facebook.com/nrcsahome/](https://www.facebook.com/nrcsahome/)



**Summary of Proposed Non-Certificated Staff Increases for 2024-2025, Includes all Longevity and Differential Pay**

	<b>Base Rate</b>	<b>Current Employee Increase</b>	<b>Total Increase</b>	
Para	\$13.50	.50+2% (average 4.8%)	\$22,560.00	
Custodian*	\$15.00	4%	\$13,600.00	added additional custodian and day diff.
Trans Route	\$54.00	2.9%	\$2,145.00	
Trans Activity	\$24.00	40%	\$9,400.00	Eliminate missed route diff.
Kitchen	\$13.50	4%	\$13,509.00	Paid from Hot Lunch
Secretary	\$16.00	4%	\$4,987.00	
Directors	na	4%	\$8,248.00	
<b>Total Increase</b>			<b>\$74,449.00</b>	

2024-2025 CLASSIFIED PAY SCHEDULE Draft for Discussion

A	B	C	D	E
Beginning at:				
\$13.50	\$13.50	\$15.00	\$13.50	\$16.00

A	Food Service, Part Time Custodian
B	Para-educators (Regular, Media, PreK, Sped) .... Differential pay for para-professional staff providing consistent personal care including but not limited to feeding; diaper changing; suctioning; etc. will be \$1.00.
	Differential pay for para-professional staff maintaining and using a van license will be \$1.00/hr. for transportation hours if current rate +\$1 exceeds \$16
C	Full-Time Custodian (12 mon) (\$2 Differential for Day shift)
D	Building Secretary, Counselor Secretary
E	Accompanist, Food Service Director,
	Stipend: Assistant Food Director (\$600/yr)
Other:	
	Bus Route Drivers: \$54/route
	SPED Van Route Drivers: \$16/hour
	Activity Drivers: \$24/hour--no more lost route differential pay but longevity applies

Differential Pay for hours spent in the nurses office (could be para or secretary, likely)

minimum wage must be \$13.50 by Jan 1, 2025

minimum wage must be \$15.00 by Jan 1, 2026

Administration

Line of Authority

Each teacher or other employee of the School District shall be under the general direction of the Superintendent, but shall be under the immediate supervision of the building Principal or other designated supervisor.

Date of Adoption: February 11, 2008

Reviewed: April 13, 2015, March 12, 2018, April 12, 2021

AdministrationAdministrative Actions in Emergencies

In any crises or emergency circumstances, the immediate concern is securing the safety and welfare of students and staff. A second priority, if appropriate, will be the securing and salvaging of property. The superintendent of schools will be in charge of administering and monitoring any emergency event, except that if the situation is confined to a particular building, the principal will be in charge with the superintendent of schools advising on necessary decisions. Once the nature of the emergency is determined and the immediate concerns for students and staff are addressed, the superintendent of schools will:

1. Alert board members.
2. Decide whether or not to convene or postpone school, with attendant adjustments in transportation and activity schedules.
3. Determine the need to involve other agencies and/or officials (e.g., Police, fire and emergency personnel, counseling services, insurance representatives). All administrators will maintain an accessible, emergency phone list.
4. Notify students, staff, and patrons via appropriate media.
5. Report on the incident at the next regular or emergency board meeting and evaluate the effectiveness of the response strategy.

Inclement Weather: In the event of bad weather, or other circumstance in which the safety of students would be endangered by attending school, the superintendent of schools will make the decision to cancel or delay the start of school and whether or not staff are to report for duty. When school is canceled, ordinarily all after-school activities will be canceled. Any decision to the contrary must have the superintendent of school's permission and include provision for communicating with all affected parties in a timely manner. Weather information will be sought from current weather station reports and consultation with the transportation director and other area superintendents. The decision to cancel school will be made as early as possible. An electronic communication service will be used to alert the staff and students, and the superintendent of schools shall inform appropriate television and radio stations and request that they make the appropriate announcement to the local media. The board of education will determine in the spring whether time missed for inclement weather or other emergency school closings should be made up.

Fire, Tornado, Gas Leaks: Principals shall design and keep current drill and evacuation plans, to include emergency shelter, and publish them in staff and student handbooks. Teachers will post said plans in their classrooms and educate students on their implementation.

Student or Staff Deaths: When notice is received of a student or staff death, the involved administrators will inform and consult with the superintendent of schools. Ordinarily school will be convened; however, appropriate modifications in daily school activities which are sensitive to the incident will be made. Further, if deemed necessary, a counseling intervention team will be made available, in conjunction with school counseling services, to provide assistance to students and staff. Substitute teachers will be employed if deemed appropriate. School officials will attempt to balance funeral accommodations with the need to convene school with minimal disruption.

Civilian Emergencies: The school buildings are available as emergency shelters if needed. School officials, to the extent possible, will cooperate with other civil authorities, including local, area, and state law enforcement agencies and fire department officials, in making school facilities available during any civilian emergencies.

Date of Adoption: April 11, 2011

Reviewed: April 13, 2015, March 12, 2018, April 12, 2021

AdministrationStaff Handbooks

The Superintendent shall have the authority to establish staff handbooks. The handbooks shall define the duties of all special school officers and employees; define responsibilities, duties and policies concerning the relation of personnel to the administration, the community and the students; shall list the responsibilities of the administration to the staff together with staff welfare measures; and shall list general policies pertaining to students. All staff shall be furnished or be provided access to a handbook at the beginning of each school year. Should a circumstance present itself that is not covered by the provisions of the staff handbook applicable to a specific employee, reference should be made to Board policy.

Date of Adoption: February 11, 2008

Reviewed: April 13, 2015, March 12, 2018, April 12, 2021

AdministrationAttending Professional Growth Meetings

The board of education expects its administrative staff to be informed on contemporary educational issues and therefore encourages active participation in the respective professional administrative organizations, including state, regional, and national associations for the superintendent and principals. Accordingly, the Board of Education authorizes and will fund, within budgetary limits, attendance to state, regional, and national conferences sponsored by professional administrative organizations, curriculum groups, institutions of higher education, legislative bodies, and other agencies having a relationship which is in agreement with the school district's educational objectives.

The superintendent of schools may attend a national convention once every two years and will administer an itinerary of conference attendance by other district administrators, including national conferences which will be accorded on an every-other-year basis. (Exceptions may be allowed if an administrator is appointed or elected to an office requiring national conference attendance, or invited to give a major presentation at a national convention).

The Board approval of administrators' attendance at national conventions shall be considered at the time of contract issuance, and said provision, if approved, shall be part of the administrators' contracts. Normally permission to attend a national convention shall not be granted to an administrator in the administrator's first year with the Arlington Public School.

If a first-year administrator is granted permission to attend a national convention, expenses for such attendance shall be allowed, provided that should the administrator not return for the next school year the cost of the administrator's attendance at such national convention shall be deducted from the administrator's last pay check. Any convention expenses already paid for a first-year administrator who chooses to terminate employment at the end of the contract year shall be refunded by that administrator to the district.

Approved national conventions include: the American Association of School Administrators, the National Association of Elementary School Principals (NAESP), the National Association of Secondary School Principals (NASSP), the Association for Supervision and Curriculum Development (ASCD), the American Association of School Administrators (AASA), the National School Boards Association (NSBA), or other conferences approved by the Board of Education. Any expenses allowed shall be consistent with those allowed through the guidelines approved by the Board for the Superintendent.

The Superintendent and the Principal, when approved to attend a national convention, shall be allowed expenses which shall include registration fee, transportation, lodging, meals and incidentals not to exceed the amount specified in the contract of such administrator. In the absence of such contractual provisions, the expenses allowed shall be the amount set forth in the "Coffee Act Policy," Policy No. 8231. Ticket stubs, receipts, and other records pertaining to expenses incurred shall be submitted.

The expenses of the spouse of the administrator, accompanying the administrator on the convention trip, shall be borne by the administrator.

Periodic reports will be given to the board of education regarding administrator attendance at conferences, including prior announcement of intended national conferences. Ordinarily, the board of education will automatically authorize conference attendance with adoption of the annual budget, but it may, in its discretion, limit or deny administrator conference attendance as the school year progresses.

Date of Adoption: May 11, 2015

Reviewed: March 12, 2018, April 12, 2021

Administration

Administrative Action in Absence of Policy

If a situation demanding decision is not covered by an existing law, policy, or by regulations, the Superintendent or the Superintendent's designee is empowered to make the decision deemed best in Superintendent or the Superintendent's designee professional judgment.

Decisions made in the absence of needed policy shall be reported to the Board and the Superintendent shall develop recommended policy to deal with similar matters in the future.

Date of Adoption: February 11, 2008

Reviewed: April 13, 2015, March 12, 2018, April 12, 2021